EMBARGO

Not for publication before
17h00 GMT
Thursday 5 March 2009

# Global Employment Trends for Women March 2009

---

Global Employment Trends for Women
*International Labour Office - Geneva: ILO, 2009*

*First published 2009*

ISBN 978-92-2-122122-7 (print)
ISBN 978-92-2-122123-4 (web pdf)

ILO Cataloguing in Publication Data

Global employment trends for women: March 2009 / International Labour Office. - Geneva: ILO, 2009

78 p.

ISBN: 9789221220466;9789221220473 (web pdf)

International Labour Office

economic recession / woman worker / employment / unemployment / labour force participation / working poor / trend / forecast / developed countries / developing countries

03.04.3

---



ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our website: www.ilo.org/publns

---

Printed by the International Labour Office, Geneva, Switzerland

# Contents

Acknowledgements ........ 5
1. Introduction ........ 6
2. Economic growth, the labour market and gender inequality ........ 8
Gender inequality in sectoral employment and vulnerable employment ........ 10
Gender inequality in African agriculture ........ 14
Gender inequality in wages ........ 17
Gender inequality in poverty ........ 19
3. Gender impact of the economic crisis in developed economies ........ 20
4. Labour market outlook for 2008 and 2009: scenarios ........ 26
Scenarios for 2009: unemployment ........ 26
Scenarios for 2008 and 2009: vulnerable employment ........ 29
5. Conclusions ........ 32
Policy orientations ........ 32

## Annexes

Annex 1. Tables ........ 35
Table A1. Economic growth, world and regions ........ 35
Table A2. Unemployment rate, world and regions (%) ........ 36
Table A3. Unemployment in the world (million) ........ 37
Table A4. Labour force participation rate in the world (%) ........ 37
Table A5. Adult employment-to-population ratio, world and regions (%) ........ 38
Table A6a. Sectoral share in employment, world and regions, both sexes (%) ........ 39
Table A6b. Sectoral share in employment, world and regions, females (%) ........ 40
Table A6c. Sectoral share in employment, world and regions, males (%) ........ 41
Table A7. Vulnerable employment shares, world and regions (%) ........ 42
Table A8. Working poor indicators, world and regions ........ 43
Table A9. Netherlands, seasonally adjusted unemployment, by sex, July 2007-December 2008 ........ 44
Table A10. Poland, seasonally adjusted unemployment, by sex, July 2007-December 2008 ........ 45
Table A11. Canada, seasonally adjusted unemployment, by sex, July 2007-December 2008 ........ 46
Table A12. Australia, seasonally adjusted unemployment, by sex, July 2007-December 2008 ........ 47
Table A13. United States, seasonally adjusted unemployment, by sex, July 2007-December 2008 ........ 48
Table A14. France, seasonally adjusted unemployment, by sex, July 2007-December 2008 ........ 49
Table A15. Female employment shares by sector, selected economies, 1995, 2000 and 2005 ........ 50
Table A16. United States, employment by sector, by sex ........ 51
Annex 2. Scenarios ........ 52
Table S1. 2009 Unemployment scenarios (rates) ........ 52
Table S2. 2009 Unemployment scenarios (numbers of people) ........ 53
Table S3. 2009 Female unemployment scenarios (rates) ........ 54
Table S4. 2009 Female unemployment scenarios (numbers of people ........ 55
Table S5. 2009 Male unemployment scenarios (rates) ........ 56
Table S6. 2009 Male unemployment scenarios (numbers of people) ........ 57
Table S7. 2008-2009 Vulnerable employment scenarios (rates) ........ 58
Table S8. 2008-2009 Vulnerable employment scenarios (numbers of people) ........ 59
Table S9. 2008-2009 Female vulnerable employment scenarios (rates) ........ 60
Table S10. 2008-2009 Female vulnerable employment scenarios (numbers of people) ........ 61
Table S11. 2008-2009 Male vulnerable employment scenarios (rates) ........ 62
Table S12. 2008-2009 Male vulnerable employment scenarios (numbers of people) ........ 63

**Annex 3. Regional figures** ... 64
**Annex 4. Note on world and regional tables** ... 76
**Annex 5. Methodologies for constructing scenarios** ... 78

## Figures

1. Global unemployment trends and economic growth, by sex, 1998-2008 ... 8
2. Adult employment-to-population ratios, by sex and region, 1998 and 2008 (%) ... 9
3. Distribution of employment by sector (sectoral employment as percentage of total employment), by sex and region, 2008 ... 11
4. Distribution of female status in employment, 2007 (percentage point change from 1997 in parentheses) ... 12
5a. Female employment in agriculture, by status, 1998-2008, North Africa (thousands) ... 15
5b Female employment in agriculture, by status, 1998-2008, Sub-Saharan Africa (thousands) ... 15
6. Seasonally adjusted monthly unemployment rates, by sex, July 2007-December 2008 ... 21
7. Female shares of sectoral employment in 24 developed economies, 2005 ... 24
8. Change in sectoral employment in the United States, December 2007-December 2008p ... 24
9. Global unemployment according to three scenarios ... 27
10. Global vulnerable employment according to three scenarios ... 30

## Boxes

1. Women in Pakistan's labour market ... 13
2. Characteristics of women in African agriculture ... 16
3. Lower wages of Bangladeshi women raise concerns about discrimination ... 18

## Acknowledgements

The *Global Employment Trends for Women* 2009 report was prepared by the ILO's Employment Trends Team, under the direction of Lawrence Jeff Johnson, and was the responsibility of Theo Sparreboom, with contributions from Jon Beaulieu, Marie-Thérèse Dupré, Steven Kapsos (ILO Regional Office for Asia and the Pacific), Ina Pietschmann (ILO Office in Pakistan), and Dorothea Schmidt (ILO Subregional Office for North Africa).

We would especially like to thank the Bureau for Gender Equality, in particular Jane Hodges and Susan Maybud, for their significant support and collaboration.

The manuscript benefited greatly from the comments and suggestions of ILO Employment Sector management, including José Manuel Salazar-Xirinachs and Duncan Campbell, as well as from Stephen Pursey and Sophia Lawrence of the Policy Integration and Statistics Department, and Raymond Torres from the International Institute for Labour Studies. Rob Clark edited the report.

This report would not have been possible without the continuing collaboration of the ILO Bureau of Statistics, and the hard work on organizing and preparing data and information by Philippe Blet, Sara Elder, Isabelle Guillet and Alan Wittrup. We take this opportunity to thank all institutions involved in the collection and dissemination of labour market information and, in particular, national statistical agencies.

The current run of Trends Econometric Models was the responsibility of Theo Sparreboom and Yves Perardel. The maintenance and development of the models profit from close collaboration with Steven Kapsos (ILO Regional Office for Asia and the Pacific) and Jean-Michel Pasteels. Research assistance was provided by Albert Choi, Sean Connolly, Thomas Debrouwer, and Francisco Guerreiro.

We would like to express our thanks to Zohreh Tabatabai, Tom Netter, Karen Naets-Sekiguchi, Hans von Rohland, Laetitia Dard, Martin Murphy and all our other colleagues in the Department of Communication and Public Information for their continued collaboration and support in bringing the *Global Employment Trends* to the media's attention worldwide.

Finally, members of the team wish to express their deep appreciation to individuals not listed here who assisted or provided guidance during the development and implementation of the project.

# 1. Introduction

The *Global Employment Trends 2009* examined the most current information available in order to assess the impact of the financial crisis and slowdown in world economic growth on jobs and what we could expect from several possible scenarios for the way the situation might evolve in the year ahead. This issue of the *Global Employment Trends for Women* looks at the gender aspects of this impact, and updates indicators on the situation of women in labour markets around the world.

This report reconfirms that gender inequality remains an issue within labour markets globally. Women suffer multiple disadvantages in terms of access to labour markets, and often do not have the same level of freedom as men to choose to work. Gender differences in labour force participation rates and unemployment rates are a persistent feature of global labour markets. In 2008, an estimated 6.3 per cent of the world's female labour force was not working but looking for work, up from 6.0 per cent in 2007, while the corresponding rate for males was 5.9 per cent in 2008, up from 5.5 per cent in 2007.

Women also face constraints in terms of sectors of economic activity in which they would like to work and working conditions to which they aspire. Women are overrepresented in the agricultural sector, and if the more industrialized regions are excluded, almost half of female employment can be found in this sector alone. Women are also often in a disadvantaged position in terms of the share of vulnerable employment (i.e. unpaid family workers and own-account workers) in total employment. These workers are most likely to be characterized by insecure employment, low earnings and low productivity. Those women who are able to secure the relative comfort of wage and salaried employment are often not receiving the same remuneration as their male counterparts. Gender wage differentials may be due to a variety of factors, including crowding of women in low paying industries and differences in skills and work experience, but may also be the result of discrimination. Given the constraints women are facing, promoting gender equality and empowering women is not only an important goal of the Millennium Declaration in itself,[1] it is also pivotal to achieving the new target on full and productive employment and decent work for all, and virtually all remaining goals and targets.

By the end of 2008, working poverty, vulnerable employment and unemployment were beginning to rise as the effects of the economic slowdown spread. With the deepening of the recession in 2009, the global jobs crisis is expected to worsen sharply. Furthermore, we can expect that for many of those who manage to keep a job, earnings and other conditions of employment will deteriorate. The impact of the crisis will be felt by both men and women, but not necessarily in the same manner. This report presents alternative scenarios for selected labour market indicators in 2008 and 2009 in order to illustrate the effect on gender differentials in labour markets on the basis of changes in the economic environment.

A distinction should be made between the continued disadvantaged position of women in global labour markets, and the immediate impact of the current economic crisis. In developed economies, there are signals that the crisis may be at least as detrimental for men as for women, and possibly more so. This is suggested by the stronger increase of the unemployment rate in developed economies for men compared to women in 2008 (1.1 percentage points for men versus 0.8 points for women). This report highlights some factors at the country level that influence the gender impact in developed economies, as well as the variation in country experiences.

Access to full and productive employment and decent work is crucial for all, and decent work deficits are the primary cause of poverty and social instability. The trends summarized in this report are therefore extremely worrying for both women and men, and serve to highlight the continued importance of an internationally coordinated effort to stop the slowdown and start the global economy onto a much more sustainable path.

---

[1] See: http://www.un.org/millennium/declaration/ares552e.pdf and http://www.un.org/millenniumgoals/.

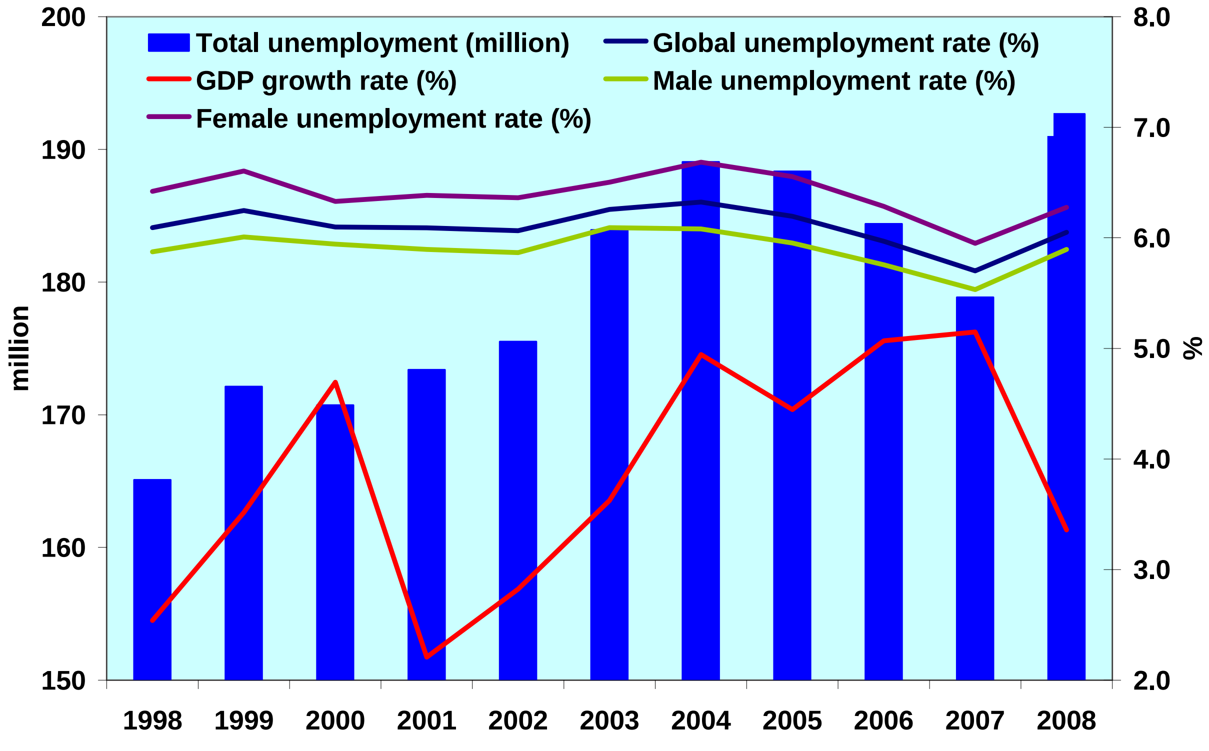
This issue of *Global Employment Trends for Women* starts with an analysis of recent labour market developments based on currently available information (Section 2; see Annex 1 for tables referred to in this report; Annex 2 for scenarios; Annex 3 for regional figures and groupings of economies; and Annex 4 for a note on the methodology used to produce world and regional estimates). Section 3 looks at the gender impact of the economic crisis in developed economies, followed by the projection of labour market indicators for 2008 and 2009 in Section 4 (see Annex 5 for methodological details). A final Section 5 concludes, and highlights a number of policy considerations.

## 2. Economic growth, the labour market and gender inequality

In January 2009, the IMF again revised the global economic outlook downward, following similar revisions in October and November of 2008. According to the new projections, global economic growth in 2009 will be only 0.5 per cent. This is considerably lower than was expected in November 2008, and the implications for the 2009 labour market projections published in the *Global Employment Trends* in January 2009 will be analysed in a later section below (see Table A1 for revised estimates of economic growth).

The new estimate for global economic growth in 2008 is 3.4 per cent, which is 0.4 percentage points lower than the estimate produced in late 2008.[2] As Figure 1 shows, global economic growth in 2008 was significantly below the rates seen in recent years, which resulted in a major weakening in a number of labour markets. After four consecutive years of decreases, the global unemployment rate increased from 5.7 per cent in 2007 to 6.0 per cent in 2008 (Table A2). The ranks of the unemployed increased by 13.8 million people between 2007 and 2008, which is the largest year-on-year increase in the period for which global estimates are available.[3] The global number of unemployed in 2008 is estimated at 193 million.[4]

**Figure 1**
**Global unemployment trends and economic growth, by sex, 1998-2008***




*2008 are preliminary estimates
Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

---

[2] World output in 2007 was revised upward (from 5.0 to 5.2 per cent), which also has an effect on the global and regional estimates of labour market indicators for previous years produced in this report in comparison with the *Global Employment Trends* 2009 released in January 2009. See IMF, *World Economic Outlook* (Washington, DC, October 2008), updated in January 2009; http://www.imf.org/external/pubs/ft/weo/2009/update/01/index.htm.

[3] Global and regional estimates are produced for the period 1991 to the present year.

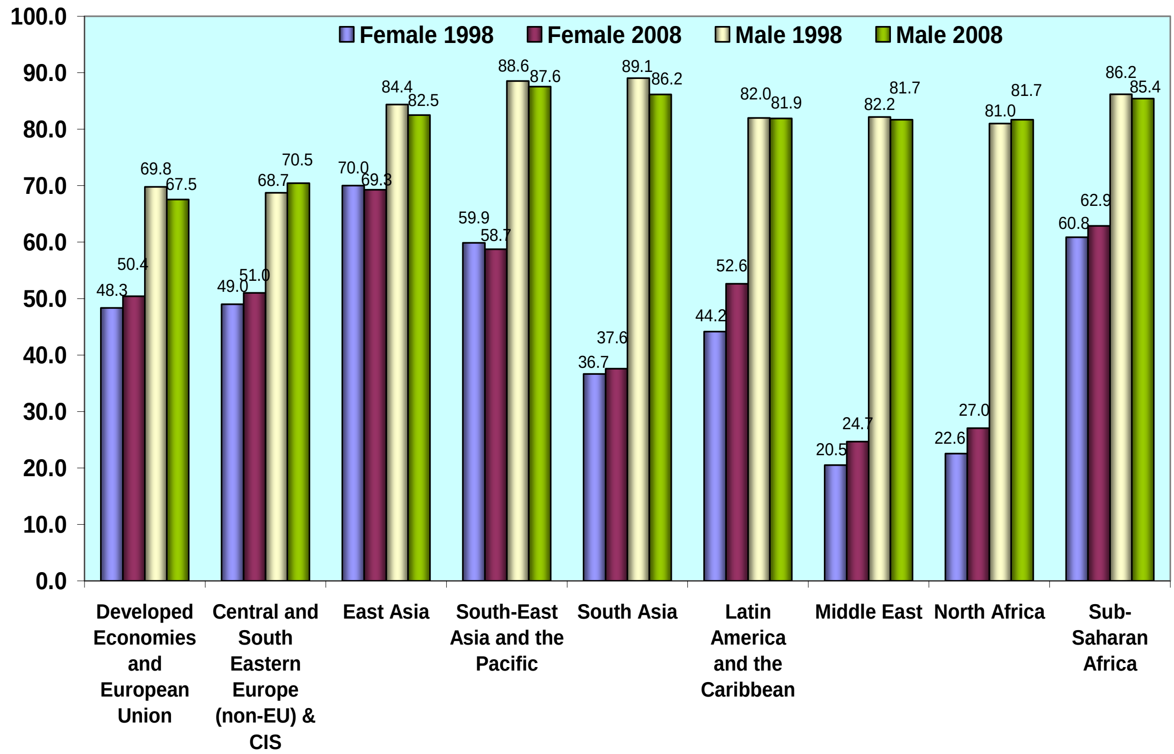
[4] For the definition of unemployment, and concepts and definitions of all labour market indicators discussed in this report, please see *Key Indicators of the Labour Market,* 5th Edition (Geneva, ILO, 2007), in particular the references to resolutions adopted by the International Conference of Labour Statisticians. See: http://www.ilo.org/public/english/employment/strat/kilm/.

The unemployment rate for women was 6.3 per cent in 2008, as compared to a rate of 5.9 per cent for men. Between 2007 and 2008, the unemployment rate increased for both men (0.4 percentage points) and women (0.3 percentage points), thus slightly reducing the gender gap in unemployment rates that has been seen in the past decade (Figure 1). In terms of numbers of unemployed, 112 million out of the total of 193 million are men, and 81 million are women (Table A3).

The gender gap in the unemployment rate is one indication of the gender inequality in global labour markets. Another important aspect of this inequality is the difference in access to labour markets, as labour market access has much to do with economic empowerment for women. Even though global male and female labour force participation rates show signs of conversion, the gap is narrowing at a very slow pace and it still amounted to almost 25 percentage points in 2008 (Table A4). Women made up 40.5 per cent of the global labour force in 2008, up from 39.9 per cent in 1998.

Similar to labour force participation, there is a large gender gap in employment-to-population rates, and this gap is narrowing also very slowly. Globally, the employment-to-population rate for the female adult population increased by 1.2 percentage points between 1998 and 2008, as opposed to a decrease by 1.1 percentage points for male adults (see Table A5).[5] Regional differences in both levels and changes over time are shown in Figure 2.

**Figure 2**
**Adult employment-to-population ratios, by sex and region, 1998 and 2008* (%)**




*2008 are preliminary estimates
Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

[5] Excluding youth (aged 15-24), thus focusing on 'adults' (aged 25 and above), allows for an analysis which mostly excludes the effects of enrolment in educational and training programmes on labour force participation and employment-to-population rates.

The female adult employment-to-population rate increased in seven out of nine regions. The largest increases can be seen in Latin America and the Caribbean, the Middle East and North Africa, but the rates remain well below 30 per cent for adult women in the latter two regions. Only East Asia and South-East Asia and the Pacific saw a decrease. In East Asia, however, the female adult employment-to-population rate is very high and the gender gap in employment-to-population rates is the smallest of all regions. In most regions, the male adult employment-to-population rate decreased between 1998 and 2008, North Africa and Central and South Eastern Europe (non-EU) & CIS being the exceptions. Annex 3 presents more detailed figures that show adult employment-to-population ratios in each region over time.

It is clear that, despite the progress made in many regions, far fewer women participate in labour markets than men. In developed economies, part of the gender gaps in participation and employment can be attributed to the fact that some women freely choose to stay at home and can afford not to enter the labour market. Yet in some developing regions of the world, remaining outside of the labour force is not a choice for the majority of women but an obligation; it is likely that women would opt to work in these regions if it became socially acceptable to do so. This of course does not mean that these women remain at home doing nothing; most are heavily engaged in household activities and unpaid family care responsibilities. Regardless, because most female household work continues to be classified as non-economic activity, the women who are thus occupied are classified as outside of the labour force. While it may not be not correct to assume that all women want employment, it is safe to say that women want to be given the same freedom as men to choose to work and to earn a salary if they want to. This is unlikely to be the case.

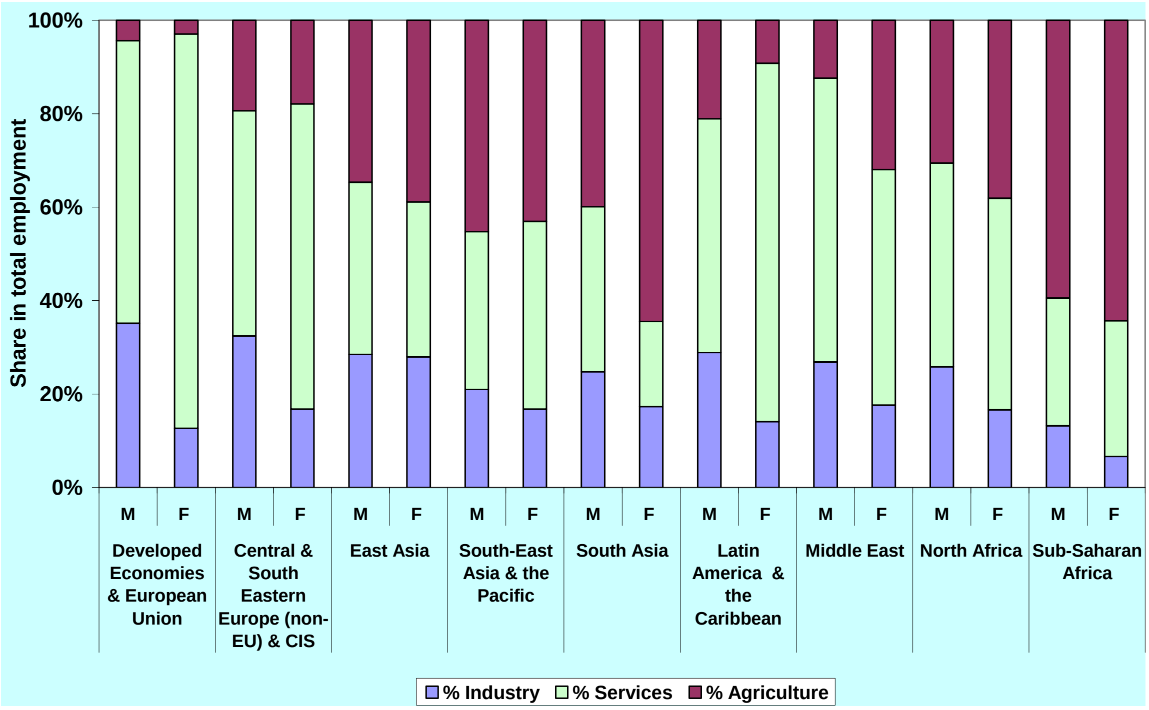
## Gender inequality in sectoral employment and vulnerable employment

Out of the 3.0 billion people that were employed around the world in 2008, 1.2 billion are women (40.4 per cent). In which sectors are women working, and what are the working conditions faced by women? As shown in Figure 3, only a small proportion of employed women are working in industry (18.3 per cent in 2008, as compared to 26.6 per cent of men); the large majority are in agriculture and, increasingly, in the services sector. The services sector accounted for 46.3 per cent of all female employment in 2008, as compared to 41.2 per cent of male employment (Table A6a-c).

The global difference between the share of industrial employment in total male and female employment is found in all regions, ranging from a low of 0.5 percentage points in East Asia to 22.5 points in the Developed Economies and the European Union (see Figure 3). The picture with respect to the other two sectors is more varied. In three regions the share of services in total male employment exceeds the corresponding share in total female employment, and in four regions the same is true for the share of agriculture.

Overall, women are still overrepresented in the agricultural sector. Globally, the share of women employed in agriculture stands at 35.4 per cent, as compared to 32.2 per cent for men, but this proportion rises to almost half of all female employment, at 48.4 per cent, if the more industrialized regions such as the Developed Economies and the European Union, Central and South Eastern Europe (non-EU) & CIS and Latin America and the Caribbean are excluded. The corresponding percentage for males is 40.1, resulting in a difference of almost 8 percentage points in the remaining regions of the world. In Sub-Saharan Africa and South Asia the agricultural sector makes up more than 60 per cent of all female employment.

**Figure 3**
**Distribution of employment by sector (sectoral employment as percentage of total employment), by sex and region, 2008***

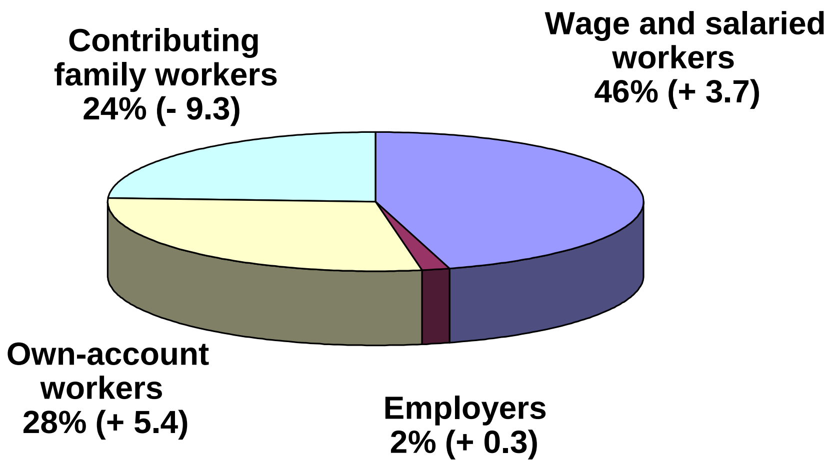



*2008 are preliminary estimates
Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

Apart from differences in sectoral employment between men and women, there are important differences in working conditions. At the global level, the share of vulnerable employment in total female employment was 52.7 per cent in 2007, as compared to 49.1 per cent for men, which represents a decline of 0.6 percentage points over the previous year for both men and women (Table A7).[6] The move away from vulnerable employment into wage and salaried work can be a major step toward economic freedom and self-determination for many women. Economic independence or at least co-determination in resource distribution within the family is highest when women earn wages and salaries or are employers, lower when they are own-account workers and lowest when they are contributing family workers. The share of women in wage and salaried work grew from 41.8 per cent in 1997 to 45.5 per cent in 2007, but the status group of female own-account workers saw a stronger increase (see Figure 4).

[6] The indicator of vulnerable employment calculates the sum of own-account workers and contributing family workers as a share of total employment. Contributing family workers and own-account workers are less likely to have formal work arrangements, and often carry a higher economic risk, which allows for the usage of the indicator on vulnerable employment in an assessment of decent work. If the proportion of vulnerable workers is sizeable, it may be an indication of widespread poverty. The poverty connection arises because workers in the vulnerable statuses lack the social protection and safety nets to guard against times of low economic demand and often are incapable of generating sufficient savings for themselves and their families to offset these times. Some limitations of the indicator are: (1) there might be people that carry a high economic risk despite the fact that they have a wage and salary job, and the latter should not be equated to decent work; (2) unemployed people are not covered even though they are vulnerable; (3) there can be people in the two vulnerable status groups who do not carry a high economic risk, especially in developed economies. Despite these limitations, vulnerable employment shares are indicative for informal economy employment, particularly for the less developed economies and regions. However, vulnerable employment numbers should be interpreted in combination with other labour market indicators such as unemployment and working poverty. For more details see Chapter 1 in the *Key Indicators of the Labour Market*, 5th Edition (Geneva, ILO, 2007; see: http://www.ilo.org/public/english/employment/strat/kilm/) and *Employment Sector Working Paper No. 13*, "Assessing vulnerable employment: The role of status and sector indicators in Pakistan, Namibia and Brazil" (Geneva, ILO, 2008; see: http://www.ilo.org/public/english/employment/download/wpaper/wp13.pdf).

**Figure 4**
**Distribution of female status in employment, 2007**
**(percentage point change from 1997 in parentheses)**




Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

The gender gap in the share of vulnerable employment in total employment for males and females shows a diverse picture by region. In the Developed Economies and the European Union, Central and South Eastern Europe (non-EU) & CIS and Latin America, and the Caribbean, this gap was negative in 2007, meaning that women are often in less vulnerable jobs than men. The largest gaps can be found in North Africa and the Middle East. Empowering women is one of the most pressing challenges these regions have to face, and the main route to reaching this successfully is by giving women the chance of a decent job. Heavy investment in women's education, changes in the labour legislation and recognition and sharing of family responsibilities with men set the preconditions for women to equally participate in labour markets. Sub-Saharan Africa and South Asia, two of the poorest regions, have not only a relatively high share of vulnerable employment in total employment, but also a relatively large gender gap in vulnerable employment shares (exceeding ten percentage points).

The sectoral distribution of male and female employment, as well as the differences in vulnerable employment shares, underline the fact that widening access to labour markets is not the same as providing access to decent jobs. At the country level, the difference between labour market access and access to decent work can be illustrated by examining Pakistan. Labour markets in this country are characterized by large gender gaps (see Box 1), but recent industrialization has certainly expanded access to labour markets for women. From 2000 to 2006, the employment-to-population rate, for example, increased by almost six percentage points.[7] However, during the same period, the share of vulnerable employment in total employment of women increased by 6.5 points. This was principally due to the increase in the number of female contributing family workers. Whereas for men close to two thirds of the additional employment that was created during 2000 to 2006 consisted of wage employment, for women more than two thirds consisted of contributing family work. Even in manufacturing, which constitutes the key source of employment creation outside the agricultural sector, the share of women in vulnerable employment is increasing. The opposite trend can be observed for males. [8]

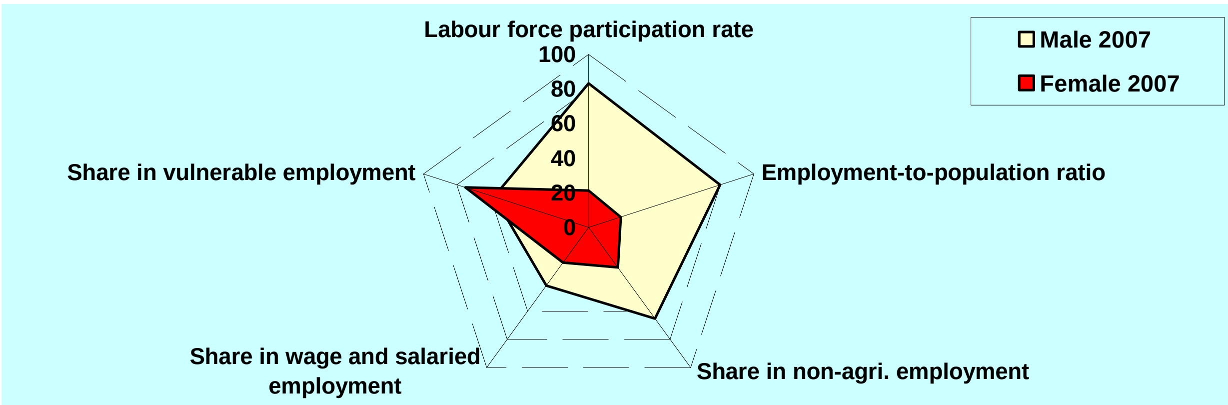
[7] *Pakistan Employment Trends* No. 3 (Islamabad, Ministry of Labour and Manpower, 2008), Table 3.
[8] "Assessing vulnerable employment: the role of status and sector indicators in Pakistan, Namibia and Brazil", *Employment Working Paper No. 13* (Geneva, ILO, 2008); see: http://www.ilo.org/public/english/employment/download/wpaper/wp13.pdf, Table 3.

**Box 1**
**Women in Pakistan's labour market**

In 2007, more than nine million Pakistani women were employed, which is almost four million more than in 2000 (an increase of more than 80 per cent). Nevertheless, the employment-to-population ratio for women (19.9 per cent) is four times lower than for men (79.1 per cent) in the country and much lower than the ratio in South Asia as a whole (33.5 per cent).

Despite a significant widening of employment opportunities, gender equality in terms of labour market access has not yet been achieved in Pakistan, and the same is true for conditions of employment. As Figure B1-1 shows, women who did find work are often confined to the agricultural sector of the economy and in status groups that carry higher economic risk and a lesser likelihood of meeting the characteristics that define decent work, including social protection, basic rights and a voice at work.

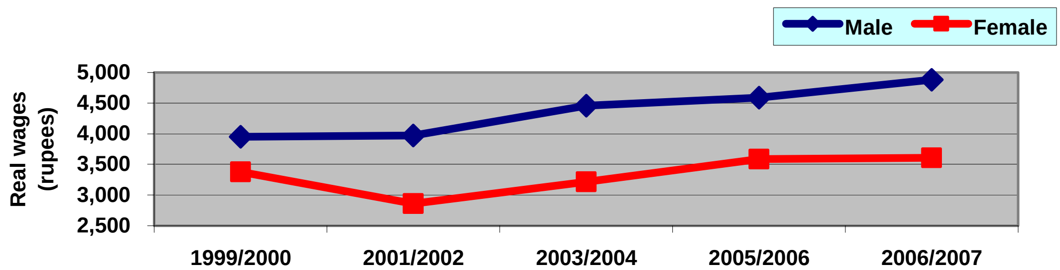
**Figure B1-1.**
**Five dimensions of Pakistan's gender gap in labour markets, 2007**




Source: Calculated using *Pakistan Labour Force Survey, 2006/2007* (Islamabad, Federal Bureau of Statistics)

In general, women also have lower wages than men, and their wages increase less over time (Figure B1-2). This can be explained in part by the large gap in educational attainment of women and men. In 2007, just 26.8 per cent of economically active women had more than 1 year of formal education, compared to 61.5 per cent of men. As reflected in growing literacy rates (from 29.1 to 39.2 per cent between 2000 and 2007), relatively more women gained access to education, but equality in education is still far from being a reality in Pakistan.

**Figure B1-2.**
**Pakistan, average monthly wages of employees, by sex**




Source: *Pakistan Employment Trends*, various issues (Islamabad, Ministry of Labour, LMIA Unit, see: www.lmis.gov.pk)

## Gender inequality in African agriculture

The recent food crisis showed the risk of ignoring agriculture, not only for the people living in rural areas but for the world as a whole, and international organizations as well as some governments have recently put a stronger focus on the sector. It is more and more widely accepted that rural development is a key to poverty reduction. But it is also a key to more gender equality as many women make a living out of working in the agriculture sector. Despite a decline in the share of agriculture in total female employment, agriculture still provides a living for many women and their families – especially in Africa.

Africa suffered more severely from the recent food crisis than other continents. Remarkably, the food crisis hit not only the least developed, agriculture-based countries in Sub-Saharan Africa, but also the better-off countries in North Africa where agriculture is no longer the main sector in terms of employment and is contributing little to GDP. One of the reasons why economies in Africa were so hard hit was the desolate state of the agriculture sector in both parts of Africa. As a result, Africa, which was more than self-sufficient in food 50 years ago, is now a massive food importer.[9]

Many of the challenges facing Africa's agricultural sector stem from a few root causes, including poor political and economic governance, inadequate funding for agriculture, poor water resources management, and neglect of research and development. But throughout Africa another very important reason for the failure of the sector have been gender inequality and lack of empowerment of women, who are often running this sector.

As was noted before, Sub-Saharan Africa is – besides South Asia – the region with the highest share of female employment in the agricultural sector. Even though more women work in the service sector in North Africa, agriculture still plays an important role in providing jobs for women in this region as well. Whereas in sub-Saharan Africa the employment share decreased over the last ten years (by 6.6 percentage points between 1998 and 2008) as in almost all regions, it increased in North Africa by 6.8 points (see Table A6b).

There is little information available on the regional level regarding the key elements that would make employment in agriculture decent and productive. However, looking at vulnerable employment groups (own-account workers and unpaid contributing family workers) leads to interesting insights. Unfortunately, the indicator of vulnerable employment is not available by sector for many countries. But country level analysis does make it clear that the majority of jobs in agriculture are most likely lacking some elements of decent and productive work. Women mainly work as contributing family workers and men very often are own-account workers. And if women manage to change their status it often means moving from being an unpaid contributing family worker to being an own-account worker.

As Figures 5a and 5b show, vulnerable employment and employment in agriculture changed in parallel in both Sub-Saharan Africa and North Africa. The sharp increase since 2002 of vulnerable employment in North Africa is remarkable and not seen in any other region. It is also interesting to note that the total number of female unpaid contributing family workers and female agricultural workers in North Africa are very close, making it likely that this status group makes up the majority of jobs for women in agriculture.

In sub-Saharan Africa the picture looks very different (see Figure 5b). Here there are more female own-account workers than contributing family workers and overall there are many more agricultural workers than contributing family workers. But again, both categories increased in parallel with the increase of female workers in agriculture, indicating that the majority of jobs created in the sector continue to be vulnerable employment, outside of economically less risky wage and salary jobs.

---

[9] See: *The African Food Crisis: Lessons from the Asian Green Revolution*, ed. by Göran Djurefeldt, et al., Cambridge, 2005.

**Figure 5a: Female employment in agriculture, by status, 1998-2008, North Africa (thousands)**

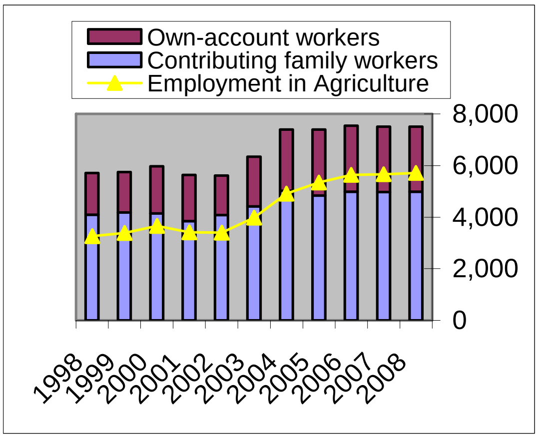
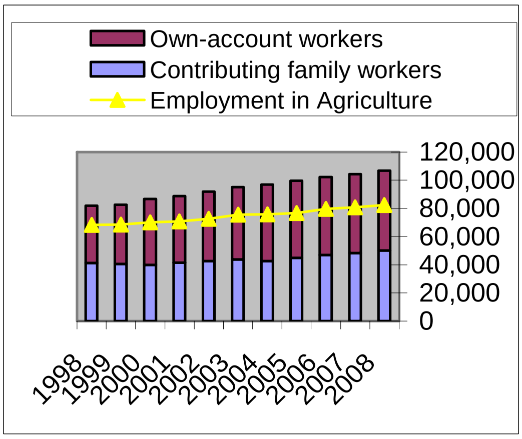



**Figure 5b: Female employment in agriculture, by status, 1998-2008, Sub-Saharan Africa (thousands)**




*2008 are preliminary estimates
Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

How can vulnerable employment be transformed into decent work? One precondition is that productivity must increase. This will not only lay the groundwork for earnings to rise sufficiently for people to escape poverty, but it is often the first step towards more social security and other components of decent work. Even though productivity in agriculture has increased in some countries, this increase has not been very impressive in many countries and the levels of output in economies in Sub-Saharan Africa remain very low.[10] Many countries have not seen an increase in productivity at all, making it almost impossible to take people in rural areas out of poverty. If one adds that women are often profiting less from wage increases induced by productivity increases than men as a result of the weaker status of women, it is obvious that there has been very little potential for women to improve their situation and the situation of their families.

Despite the differences in levels of productivity in North African countries and countries in Sub-Saharan Africa, and despite the different role agriculture plays in providing employment for women, women's daily work life characteristics all over Africa are similar. The majority of women in agriculture are smallholder subsistence farmers or spouses of smallholder subsistent farmers. They substantially contribute to national agricultural production and food security. Large scale farming and commercial production is less of an income source for women in rural areas, which is why structural adjustment programmes often do not reach women. It is estimated that rural women in Africa produce 80 per cent of the food.[11] They do most of the work in storing, processing, transporting and marketing food. It has been shown that when women receive the same levels of education, experience and farm inputs as men, they can increase yields of some crops by 22 per cent.[12] But the important contribution of women takes place under difficult circumstances, as highlighted in Box 2.

[10] *Key Indicators of the Labour market* (Geneva, ILO, 2007). See: http://www.ilo.org/public/english/employment/strat/kilm/.
[11] *World Employment Report 2004–05* (Geneva, ILO, 2005). See: http://www.ilo.org/public/english/employment/strat/wer2004.htm.
[12] International Food Policy Research Institute (2005): Women: still the key to food and nutrition security. (Issue brief 33) Washington, DC. See: http://www.ifpri.org/pubs/ib/ib33.pdf.

**Box 2**
**Characteristics of women in African agriculture**

Women generally own less land and the land they have is often of lower quality than the land owned by men. According to the International Development Research Centre, women in Africa only own 1 per cent of the land.(1)

Financial resources are limited for women: they receive 7 per cent of the agricultural extension services and less than 10 per cent of the credit offered to small-scale farmers.(1)

Population growth is still a pressing issue in Africa and families in rural areas have more children than in urban areas. Population in North Africa is currently growing at a rate of 2.2 per cent a year and in sub-Saharan Africa the rate is 2.7 per cent. This has forced farming families to sub-divide their land time and again, leading to tiny plots or families moving onto unsuitable, overworked land. This problem is compounded by the state of Africa's soils. In Sub-Saharan Africa, soil quality is classified as degraded in about 72 per cent of arable land and 31 per cent of pasture land.(2)

Male rural-to-urban migration continues to be an Africa-wide phenomenon. While this can increase remittances to rural areas and strengthen market linkages between urban and rural areas, it leaves rural women increasingly responsible for farming and for meeting their households' immediate needs. Women have to take over the tasks formerly carried out by men in addition to those for which they are traditionally responsible.

Women have to contend with limited access to financial and technical resources. They often must depend on local know-how and cannot access appropriate technology.

Women lack political influence. They are not represented when policies are formulated, when programmes are developed, when budgets are drawn or when decisions are made about their work and their life. Even within farming organizations, the pattern is frequently found: in Zimbabwe, for example, women constitute about 75 per cent of the members of the Zimbabwe Farmers Union, but only 5 per cent of the officers are female.(3)

Social protection systems are almost non-existent in rural areas in Africa, but if they exist they often discriminate against women.

Girls receive less education, especially in poor rural areas.

Social norms play a much stronger role in rural areas, often discriminating against women and girls.

Decision-making structures within families are not in favour of women, making it difficult for them to secure a better future for their daughters.

(1) Quoted from http://www.new-ag.info/08/04/focuson/focuson6.php. In some countries, legislation makes it impossible for women to inherit land when their husband dies. They can also often not pass the land on to their daughters (see, for example: Judy Oglethorpe, 'AIDS, women, land, and natural resources in Africa: current challenges', *Gender & Development*, Volume 16, Issue 1 March 2008, pages 85-100).
(2) Food and Agriculture Organization (FAO), quoted from http://news.bbc.co.uk/1/hi/world/africa/4662232.stm.
(3) See: http://www.new-ag.info/08/04/focuson/focuson6.php.

Given the key role of women in the agricultural sector, improving their situation means progress for the sector and for the economy as a whole. And many of the measures that would be beneficial are not even costly to implement. The list of possible measures includes: increasing women's access to farming land and fertilizers, credit, and education; increasing women's participation in decision-making; and strengthening women's role within the family. All these measures are crucial to guaranteeing food security and improving the nutritional status of children. According to a study conducted by the International Food Policy Research Institute, if men and women had equal influence in decision-making, an additional 1.7 million children would be adequately nourished in sub-Saharan Africa.[13] The impact would be of similar importance in North Africa.

The case of North Africa showed that agriculture can be a creator of new jobs for women, and even though they often enter the labour market under vulnerable conditions, being part of the labour force already gives them additional economic power. The potential which the sector offers in creating jobs for women should be used in other regions as well. However, job strategies have to be developed while keeping in mind that in the long run only decent jobs have a sustainable impact on poverty reduction.

An often discussed question is whether Africa can reach the MDGs by the year 2015. North Africa might be closer to reaching the goals than Sub-Saharan Africa. However, due to the current economic crisis, the likelihood of reaching the goals has diminished. Strengthening the role of women in agriculture and ensuring decent work for a growing number of women is one step to help economies to get back on track. This would help to reach the MDG 1 on halving the share of poor people, and especially the newly introduced target on productive employment and decent work for all. Policies and efforts to strengthen the role of women in agriculture need of course to be embedded into a broader strategy of rural development. Such a strategy should include reform of agricultural policies to strengthen the sector, and also reform of trade and tariffs. In addition, domestic subsidies, protective tariffs, and other trade barriers imposed by wealthy nations harm farmers in Africa and other poor developing nations. Investments are needed in rural infrastructure, education and social capital. Agricultural input and crop technologies should focus on land and natural resources conservation, while at the same time increasing agricultural productivity. Finally, dramatic increases in investment in agricultural research and extension are needed if any plan for food and nutrition security in Africa is to be successful.

## Gender inequality in wages

One of the dimensions of access to decent and productive employment is the measure of the gender pay gap (or gender wage differential), i.e. the difference between the wages earned by women and those earned by men. Gender wage differentials may be best explained by a variety of factors, such as occupation, age, education, work experience and seniority in job, job tenure, training, occupational segregation, etc. Other factors such as the regulations and practices concerning work-and-family life, childcare facilities and other social rights play a significant role in the participation of women in the labour force, in their occupational choices, and in the employment patterns that affect the gender wage gap. Important questions are whether there is equal remuneration for work of equal value, and whether occupational segregation and wage differentials within countries have widened or narrowed recently, but such questions are difficult to analyse in view of limitations in both research and data. For employees, an appropriate type of wage statistics would include detailed levels of occupational wages (either wage rates or earnings), as occupations can be taken as a proxy to similar or comparable levels of education, skills, etc. if not seniority in the job.

Recent analyses of labour markets in Europe and Central Asia reached the conclusion that although the reduction of the gender pay gap is a major political objective for governments and the social partners, progress remains slow and the situation has even deteriorated in certain countries. In 2007, the European Commission noted that one of the consequences of the differences and inequalities which women face on the labour market is the persistent gender pay gap. Women earn an average of 15 per cent less than men for every hour worked.[14]

In the United States, several studies of the National Committee on Pay Equity show that wage gaps continue to exist there and that the wage gap has been closing at a very slow rate.[15] According to an article produced by the International Poverty Centre in 2008 focusing on gender gap

[13] See: http://www.unicef.org/sowc07/press/release.php.

[14] Report on equality between women and men - 2007, European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities, February 2007. See: http://ec.europa.eu/employment_social/publications/2007/keaj07001_en.pdf.

[15] See: http://www.pay-equity.org/.

indicators among urban adults in Argentina, Brazil, Chile, El Salvador and Mexico, the female hourly wage was around 80 per cent of that of males for all countries, except Argentina with a ratio of 92 per cent.[16]

Evidence from Bangladesh suggests that women tend to be concentrated in lower-paying industries, and do not have access to the same type of jobs as men. Furthermore, even after controlling for differences in age, education, industry and other factors, there remains a gap in wages between men and women. Such a gap raises concerns about discriminatory practices (see Box 3).

**Box 3**

**Lower wages of Bangladeshi women raise concerns about discrimination**

Why do Bangladeshi women earn so much less than their male counterparts? This question was the starting point for a recent ILO Working Paper, 'The gender wage gap in Bangladesh'.(1) The study analysed data from the largest ever national occupational wage survey in Bangladesh, which was conducted in 2007 by the Bangladesh Bureau of Statistics (BBS) with technical and financial support from the ILO. The study focuses on data for approximately 41,000 workers for which hourly wage rates could be calculated from the survey data. Using econometric modelling techniques, the paper presents the first estimates of hourly gender wage gaps by level of education, establishment size and individual industry. It highlights the significant effect of gender-based occupational and industrial segregation in shaping men's and women's average wage rates in Bangladesh.

Even after controlling for factors such as differences in age, education, industry, occupational type and location, women earn 15.9 per cent less per hour than men. Furthermore, the survey data indicate that women tend to be grouped in lower-paying industries and do not have access to the same types of jobs as men. If this "segregation effect" is factored in, the gender wage gap increases by 7.2 percentage points – to an estimated 23.1 per cent. The largest male-female wage gaps are in the construction and hotel and restaurant industries (in which women earn an average of 30 per cent less than men per hour), and in small- to mid-sized enterprises (those with between 6 and 20 workers). The smallest gaps are in the service industries, such as education, health and social work.

The study showed that as women's education increases, the male-female wage gap decreases, because women tend to see more benefits from additional education in terms of earnings than men. Completing secondary education carries a major benefit: while women who have not completed primary education earn an average of 22 per cent less than their male equivalents, this differential narrows to only 4 per cent for those with secondary education.

It is evident that investment in education – at both primary and secondary levels – could play a substantial role in lowering the overall gender wage gap in Bangladesh. The survey results also indicate that if policy-makers focus on measures to reduce occupational segregation, this could go a long way to reduce gender-based earnings inequalities. Progress on these two fronts could promote broad-based social and economic development in Bangladesh, as higher levels of educational attainment would improve worker productivity, while breaking down occupational segregation would promote greater equity and efficiency in the labour market.

(1) S. Kapsos, 2008. "The gender wage gap in Bangladesh", *ILO Asia-Pacific Working Paper Series*, May 2008; http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_098063.pdf.

In his Report prepared for the 8th European Regional Meeting, the Director-General focused on the trend in the wage gap, concluding that, on average, the gap between men's and women's wages narrowed in the EU between 1995 and 2006. It narrowed by over 10 percentage points in Hungary, Ireland, Lithuania and Romania. However, it widened in five of the EU-27 countries: Denmark, Germany, Italy, Portugal and Sweden. In 2006, the gender wage gap ranged between approximately 4 per cent in Malta and 25 per cent in Estonia. In Turkey, men employed in

[16] The Burden of Gender Inequalities for Society, by J. Costa, E. Silva and M. Medeiros, in Poverty in Focus, International Policy Centre, January 2008. See: http://www.undp-povertycentre.org/pub/IPCPovertyInFocus13.pdf.

manufacturing earn twice as much as women. The gender wage gap is also a cause for concern in the Russian Federation and Ukraine, at 39 and 28 per cent respectively.[17]

It is difficult to make inter-country comparisons on wage differentials; very often detailed statistics are inadequate, or simply country-specific. There is no definitive general conclusion as to the extent of differences in pay between men and women. However there is strong national evidence that wage gaps persist. Throughout most regions and many occupations, women are paid less money than men for the same job. In a majority of countries, women's wages represent between 70 and 90 per cent of men's wages, with even lower ratios in some Asian and Latin American countries.[18]

## Gender inequality in poverty

As was highlighted in the *Global Employment Trends* 2009, developing economies saw a continuation of the downward trends in working poverty witnessed in recent years up to 2007. Estimates of the proportion of the employed who are working but also fall below an accepted poverty line (the working poor) were included in that report and are repeated in this issue of *Global Employment Trends for Women* (see Table A8). Two regions that stand out in terms of high shares of extremely working poor are Sub-Saharan Africa and South Asia, while levels of working poverty are also considerable in South-East Asia and the Pacific, and East Asia. Table A8 also shows that around four fifths of the employed are classified as working poor in Sub-Saharan Africa and South Asia in 2007.

Although working poor indicators by sex are not yet widely available, there is some evidence that there are important gender-based differences. In India, for example, the latest national labour force survey, which was conducted in 2004/2005, not only gathered data on workers' labour force characteristics, but also on household consumption.[19] The survey reveals that only one out of three women aged 15 and above is classified as economically active versus more than 83 per cent of men. Those women that do work face a considerably higher incidence of poverty: 36.1 per cent of employed women are considered working poor on the basis of USD 1 per day versus a working poverty rate of 30 per cent for men. An astounding 86.4 per cent of employed women live with their families on less than USD 2 per person per day, versus 81.4 per cent of employed men.

Gender-based differences in working poverty may result from a number of factors that were highlighted before. These include gender inequalities in sectoral employment and vulnerable employment. In South Asia, women also have disadvantages in terms of access to education, which limits their chances on decent and productive work.[20]

The national labour force survey in India also captures information on children below the age of 15. These data provide evidence that young girls bear the brunt of poverty-induced child labour. First, it is clear that poverty drives child labour: 96 per cent of employed girls and boys live in households with per-capita consumption below USD 2 per person per day. But young girls are disproportionately affected: according to the survey, while women aged 15 and above comprise only 27 per cent of all employed persons in India, young girls account for 42 per cent of all children in employment. These findings raise grave concerns about the impact of the economic crisis on the working poor, and especially on women and children.

---

[17] Delivering Decent Work in Europe and Central Asia, Report of the Director-General, Volume I, Part 2, 8th European Regional Meeting, Lisbon, February 2009; http://www.ilo.org/public/english/region/eurpro/geneva/download/events/lisbon2009/dgreport11_en.pdf.
[18] *Global Wage Report 2008/09* (Geneva, ILO, 2008); http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_100786.pdf.
[19] National Sample Survey, 61st Round, India National Sample Survey Organisation; http://chakkdeindia.org/2008/04/23/national-sample-survey-organisation-of-india/.
[20] *Global Employment Trends for Youth* (Geneva, ILO, 2008); http://www.ilo.org/public/english/employment/strat/download/gety08.pdf.

## 3. Gender impact of the economic crisis in developed economies

The unemployment rate in the Developed Economies and the European Union increased by 1.0 percentage points to 6.7 per cent in 2008, by far the largest increase of all regions. This year-on-year increase is a sharp divergence from the downward trend in unemployment that has been observed since 2002. The total number of unemployed increased by 4.9 million, reaching 33.7 million in 2008, and men accounted for the large majority of this increase (64 per cent). The male unemployment rate in the Developed Economies and the European Union was 6.6 per cent in 2008, an increase by 1.1 percentage points over 2007, as compared to 6.8 per cent for women, an increase of 0.8 percentage points over 2007. This means that there was a reduction in the gender gap in the unemployment rate in 2008, but only because the situation of men in the labour market worsened more than the situation of women (see Table A2).

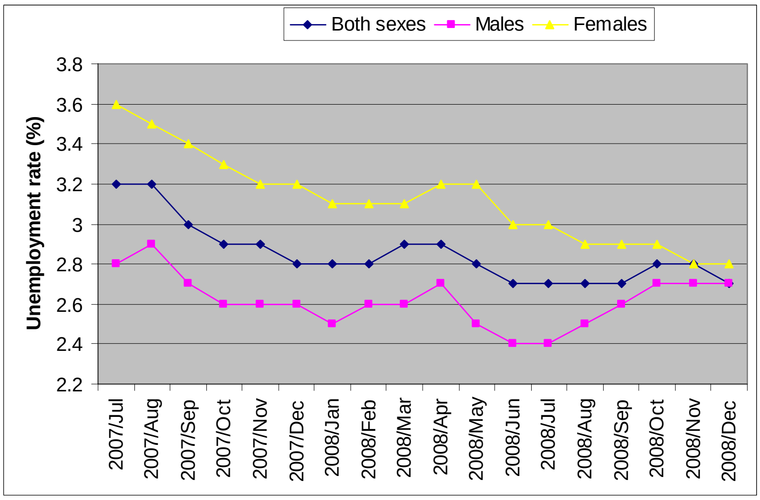
Has the economic crisis therefore had more of an impact on men rather than women when it comes to the labour market in developed economies? The regional unemployment rate, which is based on a preliminary estimate for 2008, does clearly point in this direction. At the same time, as will be shown below, there are important variations in country-level experiences. The impact at the country level is not only a function of the extent to which a particular economy is affected by the crisis at the national and sectoral level (as reflected in value added), but also of the policy response, and influenced by the role of labour market institutions including social protection schemes and so on. It is therefore no surprise that research and media reports at times seem to point in different directions regarding the gender dimension of the economic crisis, depending on the region, country or period under consideration.[21] Furthermore, as was highlighted in the previous sections, there is a clear lack of gender equality in global labour markets, and this situation can easily be confused with the gender impact of the current crisis.

Examining quarterly and monthly unemployment rates at the country level, which are available for many developed economies up to at least the last months of 2008, contributes to an understanding of the gender impact of the economic crisis. Seasonally adjusted monthly unemployment rates by sex suggest that a distinction can be made between at least three groups of economies. In the first group, the impact of the economic/financial crisis is not clearly visible in monthly unemployment rates. Examples are the Netherlands and Poland, where monthly rates were on a downward trend from mid-2007 until very late in 2008 (see Figures 6A and 6B and Tables A9 and A10). Neither of these figures suggests that the economic slowdown does not have an impact on the labour market. The economy of the Netherlands is in a state of recession following two quarters of negative growth in the second half of 2008, and the number of vacancies decreased dramatically in the last quarter of 2008.[22] Nevertheless, labour market conditions have prevented these developments from showing up in monthly unemployment rates, at least until the end of 2008. Similarly, in Poland monthly unemployment rates might have continued their downward trend for some time in the absence of the financial crisis, and the labour market effects of the crisis can only be fully assessed through in-depth country-level analysis.

[21] In the recent gathering of political and business leaders in Davos, the World Bank called for expanding economic opportunities for women, 'as they are expected to be among those who suffer the most from the ongoing economic crisis', (see: http://web.worldbank.org/WBSITE/EXTERNAL/NEWS/0,,contentMDK:22048737~pagePK:34370~piPK:34424~theSitePK:4607,00.html?cid=ISG_E_WBWeeklyUpdate_NL"). On the other hand, a recent explanation of the economic plan suggested by the then President Elect of the United States of America suggests that male workers tend to suffer disproportionally during recessions (see: http://otrans.3cdn.net/ee40602f9a7d8172b8_ozm6bt5oi.pdf). Finally, in a report of the Trades Union Congress in the United Kingdom, it is cautiously suggested that women's jobs will be affected more than in previous recessions (see: www.tuc.org.uk/extras/womenandrecession.pdf).
[22] See: http://www.volkskrant.nl/economie/article1148213.ece/Daling_vacatures%2C_economie_in_recessie (in Dutch), accessed 13/02/09.

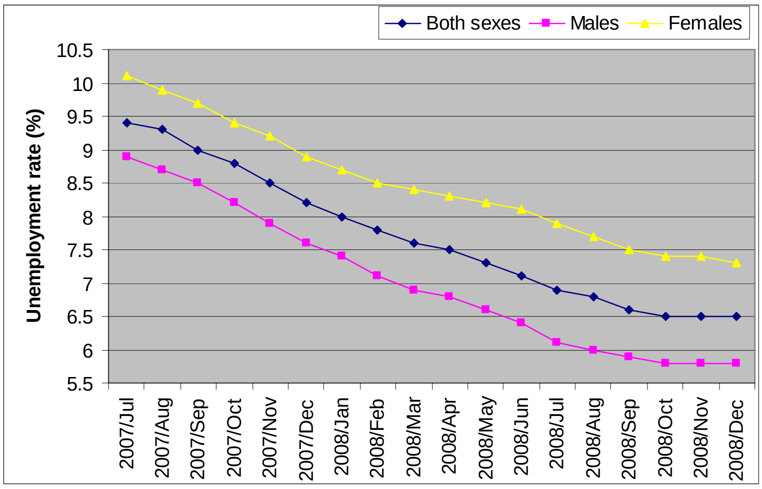
**Figure 6**
**Seasonally adjusted monthly unemployment rates, by sex, July 2007-December 2008**

**A. Netherlands**



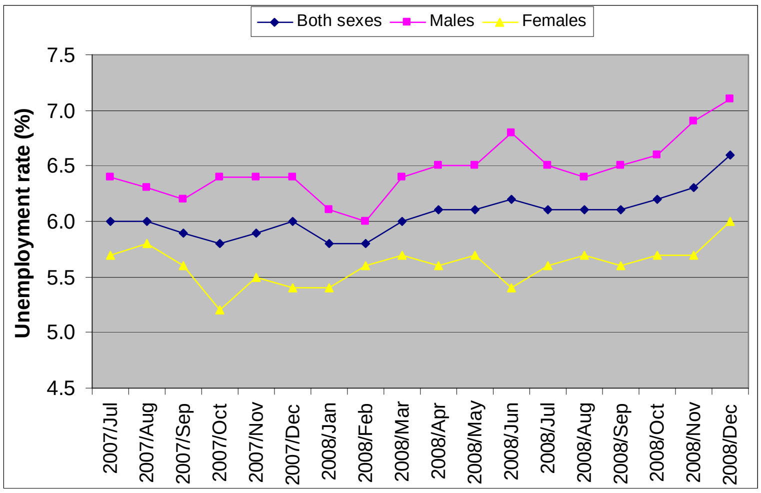

Source: Eurostat

**B. Poland**




Source: Eurostat

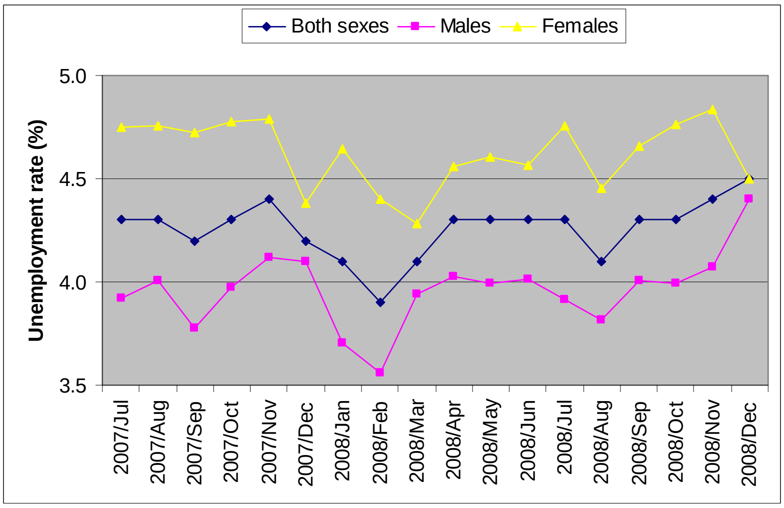
**C. Canada**




Source: Statistics Canada

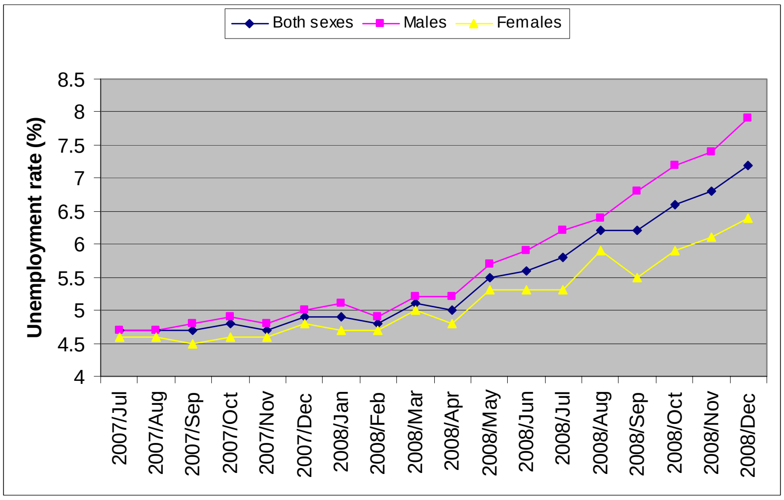
**Figure 6 (continued)**
**Seasonally adjusted monthly unemployment rates, by sex, July 2007-December 2008**

**D. Australia**



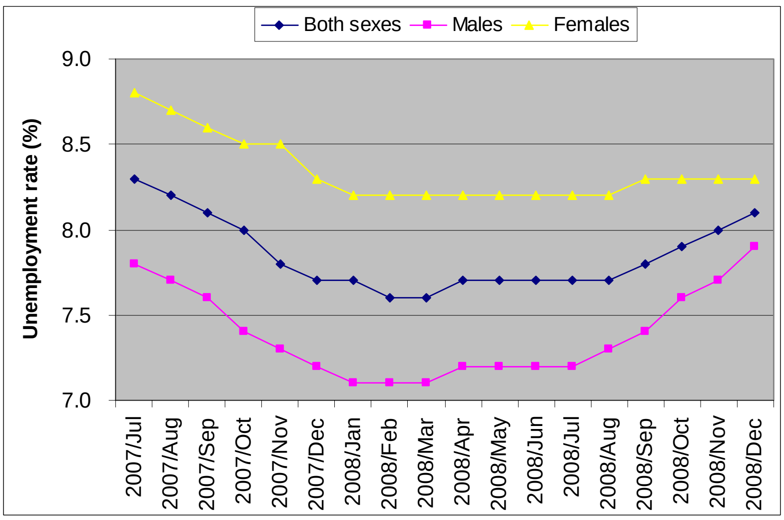

Source: Australian Bureau of Statistics

**E. United States**




Source: Eurostat

**F. France**




Source: Eurostat

In a second group of countries, monthly unemployment rates do show a clear impact of the economic/financial crisis in the second half of 2008, but it is less obvious whether there is a specific gender impact. Examples are Canada and Australia (Figures 6C and 6D). In both countries, the unemployment rates are increasing in the last quarter of 2008, and changes in the second half of the year are much larger than in the same period in 2007 (Tables A11 and A12). In Australia, male and female rates diverged from September onwards, but then converged in December 2008.

Finally, in a third group of countries, including France and the United States, there is a rapid deterioration of labour markets in the second half of 2008 (Figures 6E and 6F). In the United States, the monthly unemployment rate from July to December 2008 went up by 1.4 percentage points for both sexes, while the increase for males was, at 1.7 percentage points, far greater than the increase for females (1.1 points). Similarly, in France the female unemployment rate increased by 0.1 points over the same period, while the male rate increased by 0.7 points (Tables A13 and A14).

Apart from considering unemployment rates, there are several additional ways of gaining insight in the labour market effects of the current crisis in terms of gender. A starting point is the distribution and growth of male and female employment in each economic sector preceding the crisis. Between 1995 and 2005, the sector showing the highest employment growth in many developed economies, for both men and women, is real estate, renting and business activities, and employment growth rates for females exceeded those for males in all service sectors.[23] In financial intermediation, the sector where the crisis originated, the employment distribution is slightly in favour of women in terms of the proportion of female workers (52.2 per cent, see Table A15, which is based on a selection of 24 developed economies for which data are available). To the extent that the financial crisis first led to destruction of employment in this sector, and assuming that men and women are evenly distributed across activities within financial intermediation itself, a slightly stronger impact on job losses for women could be expected.[24] However, in real estate, renting and business activities, another sector close to heart of the financial crisis, the share of women was 44.6 per cent in 2005, suggesting the opposite effect.[25]

Many other sectors are of course linked to the financial sectors and were subsequently hit by the economic crisis through limitations in access to capital and/or declining demand. As shown in Figure 7, all industrial sectors (mining and quarrying, manufacturing, electricity, gas and water, and construction), as well as transport, storage and communication, are dominated by men with shares of two thirds or more, and the impact of the crisis is likely to be more severe for males in countries in which these sectors were among the first to be affected. Job losses in these sectors, for example large manufacturing plants producing branded goods, may also draw much attention from media and analysts, but it should be kept in mind that the effects of layoffs in smaller service companies that are serving these industries may be just as devastating. On the other side of the spectrum, women make up two thirds or more of the workforce in education, and health and social work. The latter two sectors, to the extent that these are in the public domain, are likely to be less affected by the economic crisis, at least in the short run. Figure 7 also illustrates the range of values for the proportion of female workers in each sector. The fact that in some economies this proportion can be more than 80 per cent in financial intermediation, which is far above the average, or almost half of employment in manufacturing, will influence the gender impact of the current crisis in these economies.

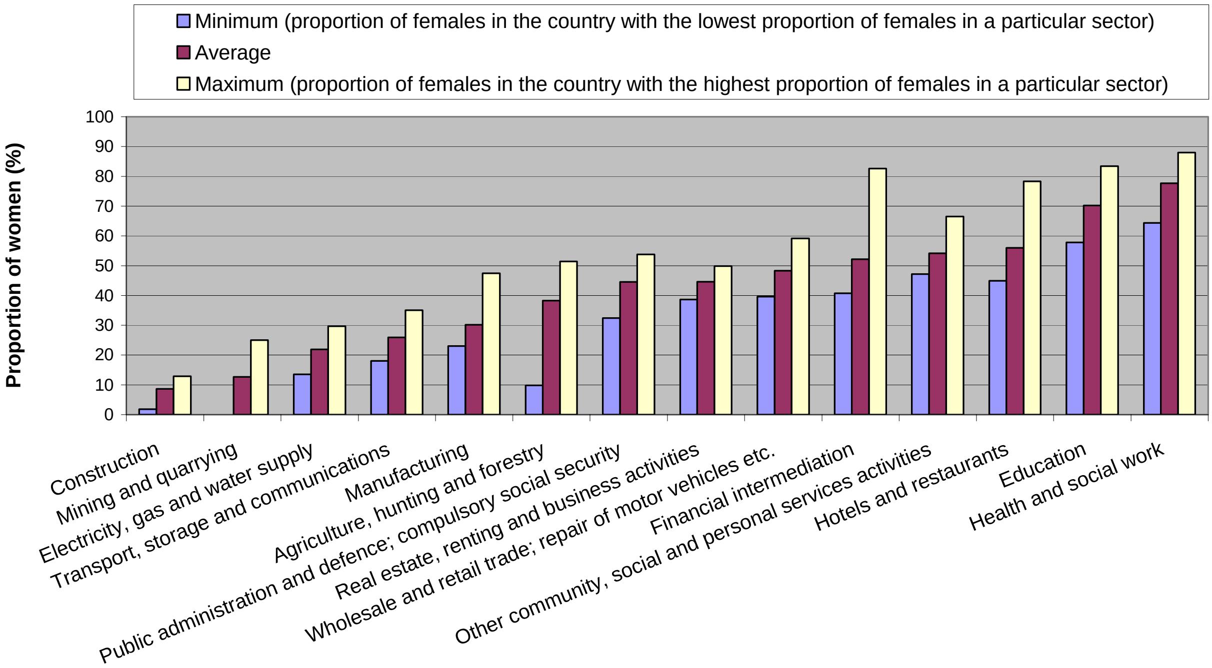
---

[23] *Key Indicators of the Labour Market* (Geneva, ILO, 2007), section on KILM 4: http://www.ilo.org/public/english/employment/strat/kilm/

[24] More detailed data on employment by gender in the sector, for example on occupational distribution, are not available.

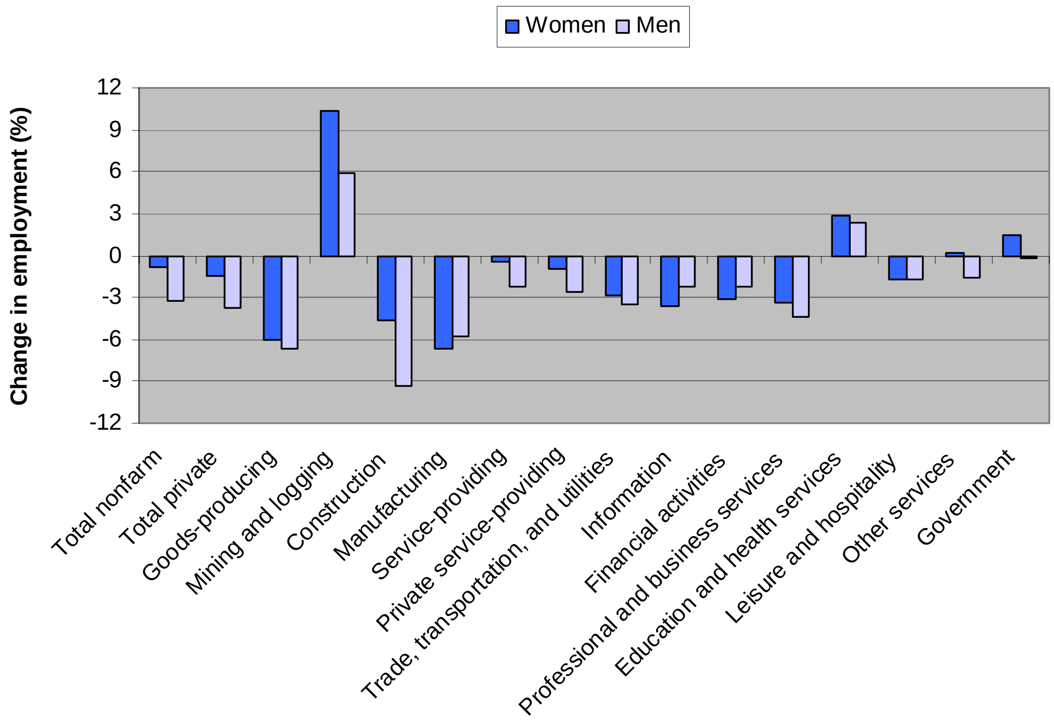
[25] In the United States, which is not included in Table A15, the female share of employment in financial intermediation in 2005 was 58.5 per cent, and in real estate, renting and business activities 43.9 per cent.

## Figure 7
## Female shares of sectoral employment in 24 developed economies, 2005




Source: *Key Indicators of the Labour Market* (Geneva, ILO, 2007)

## Figure 8
## Change in sectoral employment in the United States, December 2007-December 2008p




Source: Bureau of Labor Statistics, January 2009, Table B12 of "Employees on nonfarm payrolls by detailed industry", not seasonally adjusted establishment data (December 2008p are preliminary data), see source for additional notes, http://www.bls.gov/web/empsit.supp.toc.htm

Differences in impact of the crisis on male and female employment can therefore be expected on the basis of the sectoral distributions of employment by sex, but the full impact can only be analysed when sufficient sectoral data become available, covering in particular the second half of 2008, which is not yet the case in most countries. However, in the United States, for which recent sectoral employment data are available, these data suggest that the sectoral distribution of male and female employment is not necessarily the most important factor in the analysis of the gender impact of the economic crisis.

In the United States, the number of employed people on nonfarm payrolls decreased by 2.1 per cent between December 2007 and December 2008 (see Table A16). As shown in Figure 8, the relative employment losses for men were larger than for women in most sectors of the economy. Exceptions are information, financial activities and, perhaps surprisingly, manufacturing. In other words, the loss of employment in the manufacturing sector was disproportional for women. Nevertheless, considering all sectors, it is clear that male employment suffered more, both in absolute and in relative terms. Nationally, male employment declined by 2.3 million, and female employment by 0.6 million.

Which factors can explain the relatively large job losses for men in comparison with women? Factors that may be important include gender differences in the occupational distribution, possible differences in contractual arrangements, and so on. Establishing the explanatory factors of the gender impact of the economic crisis that go beyond the sectoral distribution clearly warrants additional research once sufficient data are available.

# 4. Labour market outlook for 2008 and 2009: scenarios

The labour market outlook for 2009 depends on the effectiveness of coordinated government measures, and the time it will take for the global economy to find a path toward sustainable and socially equitable growth. Given the uncertainties, this section presents scenarios for labour markets in developed and developing economies, focusing on gender differences in the impact of the economic crisis. The aim is to illustrate a series of possibilities, both globally and regionally, based on different assumptions regarding what has happened in 2008 and what could transpire in 2009.

## Scenarios for 2009: unemployment

The first set of scenarios is constructed focusing on what may happen with unemployment. The results are summarized in Figure 9A-B and in Annex 2 (see Annex 5 for methodological details). The *first scenario* projects unemployment for men and women separately using the revised economic outlook published by the IMF in January 2009 and based on the relationship between economic growth and unemployment during 1991-2008.

The January 2009 update of the IMF's *World Economic Outlook* suggests a more dramatic slowdown in economic growth than was foreseen in November 2008, with global economic growth in 2009 projected at 0.5 per cent (2.2 per cent in November 2008). The group of advanced economies is expected to contract by 2.0 per cent, and the emerging and developing economies are expected to grow by 3.3 per cent, a much lower growth rate than in 2008. The slowdown in economic growth from 2008 to 2009 is significant in the newly industrialized Asian economies, the Commonwealth of Independent States and in particular the Russian Federation, and in Brazil (Table A1).

Based on current labour market trends, the first scenario would mean that the global unemployment rate may rise to 6.5 per cent for women in 2009, and to 6.1 per cent for men. Out of the total number of 203 million unemployed, 86 million are women and 118 are men. For women, this represents an increase of 10 million over the estimated number of unemployed in 2007, and for men an increase of 14 million (see Tables S1-S6 in Annex 2).

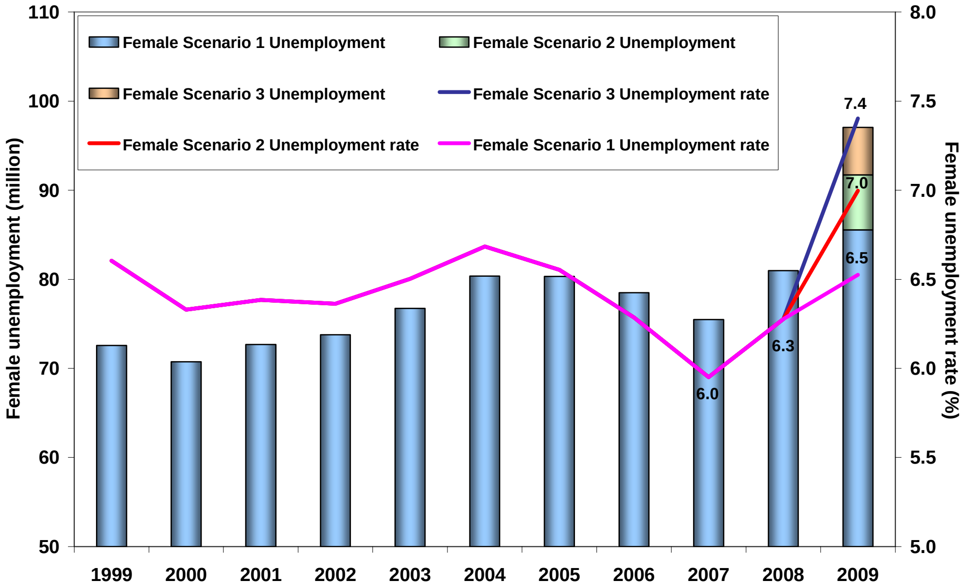
The *second scenario* is based on the historical relationship between economic growth and unemployment at times of economic crises. In this scenario, the negative impact on male and female unemployment is taken in each country at the time of the largest year-on-year drop in GDP, and this relationship is used to project global and regional unemployment for 2009.

As shown in Figure 9, according to the second scenario, the global unemployment rate for women would rise to 7.0 per cent, and to 6.5 per cent for men, in both cases an increase of 1.0 percentage points over 2007. Similar to the impact on the unemployment rate for men and women combined, the largest impact on the male unemployment rate is seen in the Developed Economies and the European Union. For women, however, the largest impact on the unemployment rate is seen in Latin America and the Caribbean, reflecting both the sharp slowdown in economic growth and the severely disadvantaged position of women in labour markets in this region.

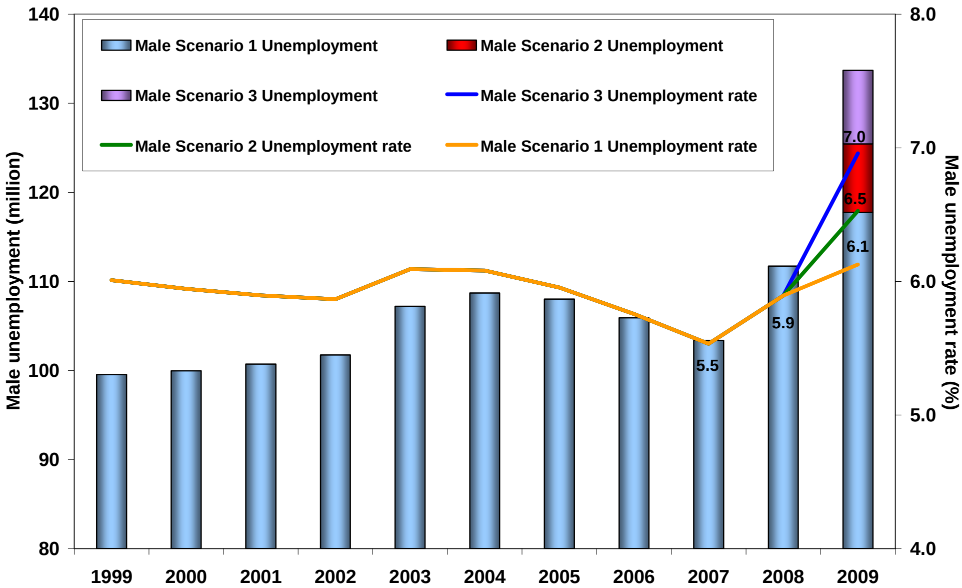
Finally, in the *third scenario*, the unemployment rate is projected in each country as the rate in 2008 based on the largest change in unemployment for males and females separately since 1991, taking the differences between developed economies and developing economies into account. In view of the fact that in developing economies the main impact of the current crisis is more likely to be seen in the vulnerable employment rate, the impact on unemployment can be expected to be less severe than in developed economies.

**Figure 9**
**Global unemployment according to three scenarios**

**A. Female unemployment rate and level**




**B. Male unemployment rate and level**




Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1*. Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2*. Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3*. Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

According to the third scenario, the global unemployment rate would rise to 7.4 per cent for women, an increase by 1.5 percentage points over 2007, and to 7.0 per cent for men, an increase by 1.4 per cent. In the Developed Economies and the European Union, the female unemployment rate would rise to 7.8 per cent, and the male rate would rise to 7.9 per cent. This means that according to this scenario the gender gap in the unemployment rate would almost disappear in this region.

At this stage of the economic crisis, the unemployment rate is higher for men than for women according to all three scenarios in the Developed Economies and the European Union. The only other region for which this is the case is East Asia. As was highlighted in an earlier section, this is also a region with a small gender gap in terms of access to labour markets. In all other regions the three scenarios suggest that differences in impact on men and women are either very limited (such as in Central and South Eastern Europe (non-EU) and CIS), or less detrimental for men than for women (most clearly so in Latin America and the Caribbean).

## Scenarios for 2008 and 2009: vulnerable employment

Three scenarios on the development of vulnerable employment are presented, which are summarized in Figure 10A-B and Annex 2 (Tables S7-S12). The *first scenario* projects trends in the development of male and female vulnerable employment up to 2007 forward to 2008 and 2009, based on the revised economic outlook published by the IMF in January 2009. In the *second scenario* the vulnerable employment rate *in 2009* is projected based on the historical relationship between economic growth and the vulnerable employment rate at times of economic crises.[26] In this scenario, the negative impact on male and female vulnerable employment is taken in each country at the time of the largest year-on-year drop in GDP, and this relationship is used to project vulnerable employment in 2009.

Finally, in the *third scenario*, the vulnerable employment rate is projected *in 2008* in each country as the rate in 2007 plus half of the largest recorded increase in the vulnerable employment rate since 1991, for men and women separately. The rationale for taking half of the worst impact is that the financial crisis started late in the year, and did not immediately affect all developing economies. *In 2009*, the vulnerable employment rate is projected in each country on the basis of the largest increase in the vulnerable employment rate since 1991. In other words, the scenario shows what would happen if the worst labour market development at the country level would repeat itself simultaneously in all countries in 2009.

The projection of the global vulnerable employment rate according to the first scenario would result in a vulnerable employment rate for women of 51.4 per cent in 2008, and just below 50 per cent for men and women combined in 2008. The absolute number of people in vulnerable employment would show a decrease for both men and women, by ten and eight million persons, respectively. According to the first scenario, the decrease would continue in 2009, resulting in a total decrease by 11 million women and 16 million men in comparison with 2007. It is however expected that, in the light of recent economic developments, this trend will not materialize. In the second scenario, the vulnerable employment rate would still fall in 2009, but by only 0.4 percentage points for men. For women, the decrease would be 1.0 percentage points.

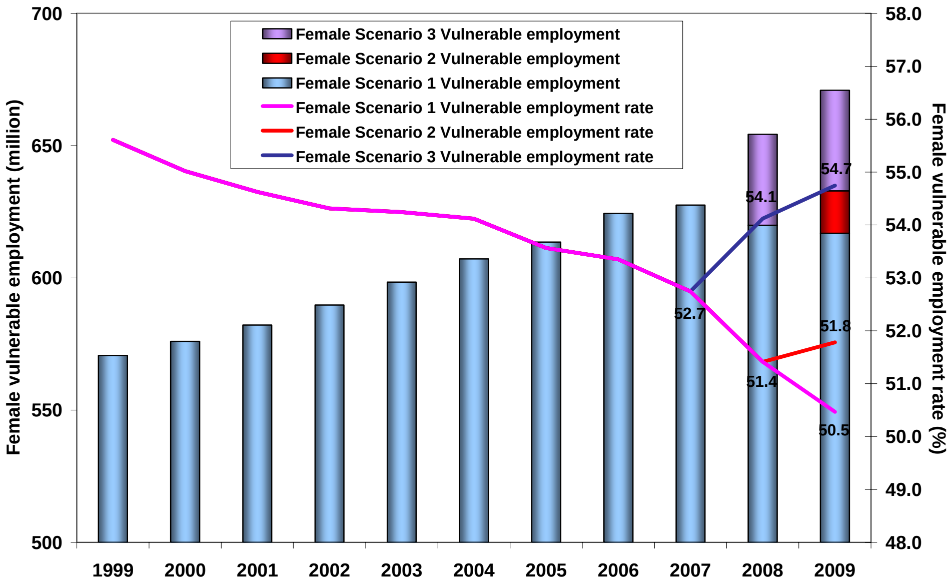
The third scenario suggests a strong rise in the proportion of both men and women in vulnerable employment in 2008 as well as 2009. According to this scenario, the female vulnerable employment rate would rise to 54.1 per cent in 2008, and the number of women in vulnerable employment would rise by 27 million to 654 million in 2008. For men, the corresponding proportion in 2008 would be 51.3 per cent, or 915 million men in vulnerable employment.

In 2009, the third scenario suggests a rise of the proportion of workers in vulnerable employment to 53.0 per cent, which would wipe out more than ten years in the reduction of decent work deficits as captured in the vulnerable employment rate. This proportion would rise by 2.0 points over the rate in 2007 for women, to 54.7 per cent, and by 2.7 points for men, to 51.8 per cent. East Asia is the only region that would still see a reduction in the female vulnerable employment rate in this scenario, and the vulnerable employment rate for males would rise in all regions.

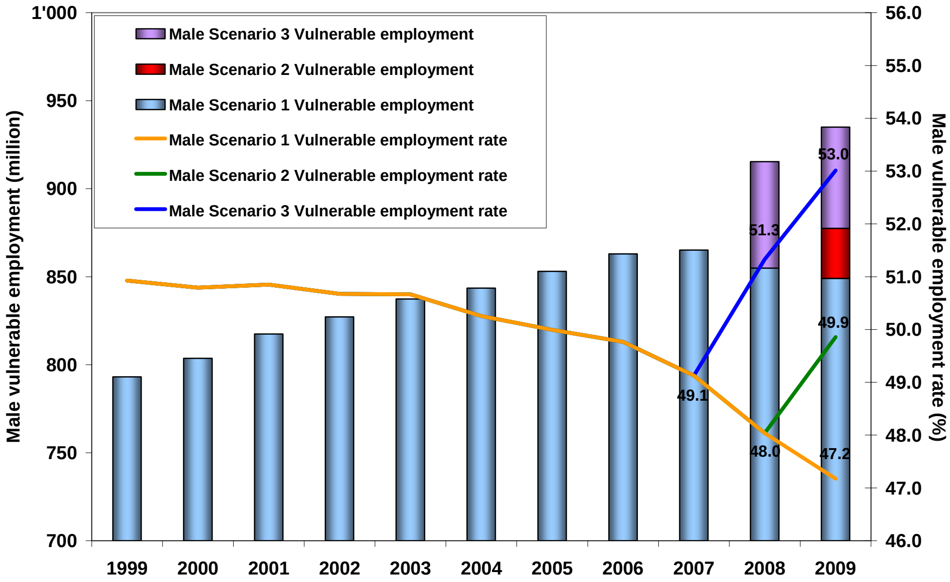
[26] The same methodology could be applied to 2008, but this would not result in a significant change in comparison with the first scenario, as the drop in growth rates between 2007 and 2008 was limited in most developing economies.

**Figure 10**
**Global vulnerable employment according to three scenarios**

### A. Female vulnerable employment rate and level




### B. Male vulnerable employment rate and level




Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

In all three scenarios for 2009, the impact on the vulnerable employment rate is stronger for men than for women at the global level, in other words male vulnerable employment rates rise more than female rates. Latin America and the Caribbean is the only region in which in all three scenarios the opposite is true, that is, a more significant impact on vulnerable employment rate can be expected for women then for men. In the third scenario, the impact on the vulnerable employment rate is worse for women than for men in four of eight regions (excluding the Developed Economies and European Union). In the Middle East and North Africa, a very large gender difference in impact can be seen in this scenario. Whereas the male vulnerable employment rate rises by 5.3 and 3.2 points over the 2007 rate, respectively, the female rates rise by more than ten percentage points in each of these two regions.

In conclusion, and despite the stronger impact of the economic crisis on male vulnerable employment at the global level, the gender impact at the regional level is expected to show a varied picture. More important than gender differences in the impact of the crisis in developing regions may well be the existing disadvantages faced by women in labour markets as evident from large gender gaps in labour market indicators, and the fact that labour markets will deteriorate for both women and men due to the crisis.

# 5. Conclusions

The economic crisis is detrimental for both women and men, whether they are at work, looking for work or outside the labour force. However, as confirmed in this report, women are often in a disadvantaged position in comparison to men in labour markets around the world. Increased access to labour markets for women has great potential as a contribution to economic development, but only if the work in which women are engaged is decent and productive. This report highlights that women are too often trapped in insecure employment situations with low productivity and low earnings. This is particularly true for women in the agricultural sector, which in many developing economies is still the predominant source of employment and livelihoods. The analysis of women in African agriculture points at the potential to create decent and productive employment in this sector, if appropriate interventions are made. In wage and salaried employment across all sectors, women face persistent earnings gaps which cannot always be justified by differences in skills, experience, or tenure. Most regions have a long way to go in working towards the economic integration of women and, therefore, a significant potential for economic development remains available to be tapped.

The labour market scenarios for 2009 show a deterioration in global labour markets for both women and men. The female unemployment rate is expected to rise to at least 6.5 per cent in the most optimistic scenario, and to 7.4 per cent in the most pessimistic scenario. In most regions, the gender impact of the economic crisis in terms of unemployment rates is expected to be more detrimental for females than for males, and most clearly so in Latin America and the Caribbean. Only in East Asia and the Developed Economies and the European Union, both regions with limited gender gaps in terms of employment opportunities preceding the current crisis, the opposite is true. In the developed economies, male unemployment may reach 7.9 per cent, hardly different from the 7.8 rate for women in the worst case scenario for 2009. The gender impact of the economic crisis does however show much variation at the country level within the group of developed economies, and sectoral employment patterns of men and women explain only part of this variation.

Apart from the rise in unemployment, the economic downturn is likely to have more important impacts on labour markets in developing regions. Vulnerable employment is expected to rise in 2009 for both men and women, with the impact relatively more severe for men in all scenarios at the global level. The impact is expected to be more balanced between men and women at the regional level, with a less detrimental impact for women than for men expected in four out of eight developing regions.

## Policy orientations

### Women's roles in economic recovery

The economic crisis makes the achievement of a path toward sustainable and socially equitable growth and decent work for all increasingly more difficult, and underlines the concerns over the social impacts of globalization for women. This calls for policy coordination and coherence integrating finance, trade, economic development and labour issues. Gender equality should be a key principle in any policy response, as the effects of the crisis go beyond the scope of women in the world of work, but impact on the overall stability of society considering the various roles that women play. Therefore, policy responses should help offset the unequal social and economic burden on women. The crisis is an opportunity to drive new ways of thinking on economic and social policies, since women are much more integrated into the world of work than ever before. When governments design and implement fiscal stimulus packages, it is important to recognize the labour market disadvantage that women face through the equity challenge, and to consider explicit employment growth targets for women. The impact on the unpaid family care work that women are mostly responsible for, which may expand as the crisis worsens, is another fundamental dimension to address. It may further limit their access to labour markets if policies to improve sharing of these responsibilities with men are not forthcoming.

### Investment in physical and social infrastructure

Policies to ensure equal gender representation in recovery could include investing in physical infrastructure as well as 'social infrastructure'. An opportunity for employment generation is through construction and rehabilitation of physical infrastructure, such as roads, bridges, schools, hospitals and clinics, social care and community social infrastructure upgrading, in particular through labour-based approaches that include women. Investing in rural infrastructure creates employment and builds a foundation for sustainable growth. Furthering poverty alleviation through the construction and repairs of farm-to-market roads, post-harvest facilities, irrigation systems, portable water systems and other farm projects, will provide long-term advantages to a large percentage of women in agriculture, in particular those in vulnerable employment. It will also serve to provide opportunities for those migrants returning to the countryside and working as subsistence farmers. Priorities should not only be on infrastructure projects which create jobs in the short term, but social investments in care services which reduce the pressure on women performing unpaid work.[27] Other social infrastructure initiatives directed towards education and healthcare would inject financial and human capital into fields with high female employment, and ultimately provide much-needed services for children, the elderly and the sick.

### Social security issues

Access to, and extensions of, unemployment insurance are essential measures to help women endure the crisis. Unemployment insurance systems not only provide women time to seek new opportunities and to re-skill, but they also serve to maintain an adequate level of consumption in society. Strengthening employment placement services for women and investing in training women for non-traditional occupations, such as "green jobs", are other supportive measures. Furthermore, the significance of a strong public social security system that includes women and spouses is highlighted in this crisis as women in developing countries do not often benefit from these schemes.

### Legal framework and gender equality

There are also legal frameworks that could be considered during this critical period. This is an appropriate time to increase the ratification and improve the application of international instruments regarding gender discrimination. More specifically, there are four key ILO gender equality Conventions.[28] In addition, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),[29] adopted in 1979 by the UN General Assembly, has been ratified by 185 countries. It is often described as an international bill of rights for women as it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. Further legislation in existence includes the European Union's laws on gender equality to ensure equal treatment in access to work, training, promotions and working conditions, including equal pay and social security benefits, as well as guaranteed rights to parental leave.[30]

### Millennium Development Goals and the Decent Work Agenda

With a jobs crisis at hand, the international community needs to rescue the human aspect of the crisis as well as the financial. A new charter for sustainable economic governance was called for in a joint press release on the global economic crisis by the German Chancellor, the OECD Secretary-General, the WTO Director-General, the ILO Director-General, the IMF Managing Director and the World Bank President. It recognized that the 'ILO's Decent Work Agenda provides complementary elements regarding employment and enterprise development, social protection,

[27] United Nations General Assembly: Interactive Panel on the Global Financial Crisis; see http://www.un.org/ga/president/63/interactive/gfc/sakiko_p.pdf.
[28] The four key ILO gender equality Conventions are the Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111), Workers with Family Responsibilities Convention (No. 156) and Maternity Protection Convention (No. 183). Conventions 100 and 111 are also among the eight fundamental Conventions of the ILO Declaration on Fundamental Principles and Rights at Work.
[29] See United Nations; http://www.un.org/womenwatch/daw/cedaw/cedaw.htm.
[30] See European Commission; http://ec.europa.eu/social/main.jsp?catId=370&langId=en&featuresId=39.

human working conditions, sound labour relations and rights at work.'[31] It also pointed out that the crisis has had extensive effects on developing countries, and that it is more important than ever for the international community to remain committed to advancing the implementation of the Millennium Development Goals. These goals include achieving full and productive employment and decent work for all, and promoting gender equality and empowering women.

### Globalization and the gender gap

It is evident that the world is facing a dramatic and unprecedented crisis that calls for creative solutions to address the gender gap. This enormous challenge also gives rise to opportunities to address the negative social consequences of globalization for women. The crisis has raised attention for the need for a dramatic shift to an improved globalization that includes sustainable and quality jobs, broader social protection, and social dialogue. Social dialogue, which includes explicit representation of women on solutions to the economic crisis matters now more than ever. In the world, there remains a huge untapped labour potential of women, and economic growth and development could be much higher if social and economic readjustments are made so as to provide every women with the opportunity of decent employment.

[31] See: http://www.oecd.org/document/32/0,3343,en_2649_34487_42124384_1_1_1_1,00.html.

# Annex 1. Tables

**Table A1. Economic growth, world and regions**

| Region | GDP growth rate (%) 2007 | 2008 | 2009p |
|---|---|---|---|
| World | 5.2 | 3.4 | 0.5 |
| Advanced Economies | 2.7 | 1.0 | -2.0 |
| United States | 2.0 | 1.1 | -1.6 |
| Japan | 2.4 | -0.3 | -2.6 |
| United Kingdom | 3.0 | 0.7 | -2.8 |
| Canada | 2.7 | 0.6 | -1.2 |
| Euro area | 2.6 | 1.0 | -2.0 |
| Germany | 2.5 | 1.3 | -2.5 |
| France | 2.2 | 0.8 | -1.9 |
| Italy | 1.5 | -0.6 | -2.1 |
| Spain | 3.7 | 1.2 | -1.7 |
| Other advanced economies | 4.6 | 1.9 | -2.4 |
| Newly industrialized Asian economies | 5.6 | 2.1 | -3.9 |
| | | | |
| Emerging and developing economies | 8.3 | 6.3 | 3.3 |
| Africa | 6.2 | 5.2 | 3.4 |
| Sub-Sahara | 6.9 | 5.4 | 3.5 |
| Central and eastern Europe | 5.4 | 3.2 | -0.4 |
| Commonwealth of Independent States | 8.6 | 6.0 | -0.4 |
| Russia | 8.1 | 6.2 | -0.7 |
| Excluding Russia | 9.7 | 5.4 | 0.3 |
| Developing Asia | 10.6 | 7.8 | 5.5 |
| China | 13.0 | 9.0 | 6.7 |
| India | 9.3 | 7.3 | 5.1 |
| ASEAN-5 | 6.3 | 5.4 | 2.7 |
| Middle East | 6.4 | 6.1 | 3.9 |
| Western Hemisphere | 5.7 | 4.6 | 1.1 |
| Brazil | 5.7 | 5.8 | 1.8 |
| Mexico | 3.2 | 1.8 | -0.3 |

*2009p are projections
Source: IMF, World Economic Outlook update, January 2009, see:
http://www.imf.org/external/pubs/ft/weo/2009/update/01/index.htm

**Table A2. Unemployment rate, world and regions (%)**

| Both sexes | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| World | 6.1 | 6.2 | 6.1 | 6.1 | 6.1 | 6.3 | 6.3 | 6.2 | 6.0 | 5.7 | 6.0 |
| Developed Economies and European Union | 7.1 | 6.9 | 6.7 | 6.7 | 7.4 | 7.3 | 7.2 | 6.9 | 6.3 | 5.7 | 6.7 |
| Central and South Eastern Europe (non-EU) & CIS | 12.1 | 12.4 | 10.5 | 10.2 | 9.9 | 9.9 | 9.6 | 9.2 | 9.1 | 8.4 | 8.7 |
| East Asia | 4.3 | 4.3 | 4.1 | 4.1 | 4.0 | 3.9 | 3.8 | 3.8 | 3.6 | 3.4 | 3.9 |
| South-East Asia and the Pacific | 4.8 | 5.1 | 5.0 | 5.8 | 6.1 | 6.2 | 6.4 | 6.1 | 6.2 | 5.5 | 5.6 |
| South Asia | 3.7 | 4.0 | 4.5 | 3.8 | 3.3 | 4.5 | 5.3 | 5.4 | 5.4 | 5.4 | 5.4 |
| Latin America and the Caribbean | 8.2 | 8.5 | 8.3 | 8.3 | 8.6 | 8.5 | 8.2 | 7.9 | 7.3 | 7.0 | 7.3 |
| Middle East | 11.1 | 10.6 | 10.1 | 11.6 | 11.7 | 11.8 | 9.2 | 9.8 | 9.8 | 9.4 | 9.4 |
| North Africa | 13.0 | 13.6 | 14.3 | 13.8 | 13.6 | 13.2 | 12.4 | 11.6 | 10.5 | 10.8 | 10.7 |
| Sub-Saharan Africa | 7.3 | 8.1 | 8.2 | 8.4 | 8.2 | 8.1 | 8.4 | 8.3 | 8.2 | 8.1 | 8.0 |
| **Males** | **1998** | **1999** | **2000** | **2001** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** | **2008*** |
| World | 5.9 | 6.0 | 5.9 | 5.9 | 5.9 | 6.1 | 6.1 | 6.0 | 5.8 | 5.5 | 5.9 |
| Developed Economies and European Union | 6.6 | 6.5 | 6.2 | 6.4 | 7.2 | 7.2 | 6.9 | 6.6 | 6.0 | 5.5 | 6.6 |
| Central and South Eastern Europe (non-EU) & CIS | 11.9 | 12.1 | 10.3 | 10.2 | 10.1 | 10.3 | 9.8 | 9.4 | 9.3 | 8.6 | 9.0 |
| East Asia | 4.9 | 4.9 | 4.7 | 4.7 | 4.5 | 4.4 | 4.4 | 4.3 | 4.1 | 3.9 | 4.5 |
| South-East Asia and the Pacific | 4.5 | 4.8 | 5.0 | 5.6 | 5.7 | 5.7 | 5.9 | 5.6 | 5.7 | 5.3 | 5.3 |
| South Asia | 3.6 | 3.9 | 4.4 | 3.7 | 3.1 | 4.3 | 5.0 | 5.1 | 5.1 | 5.1 | 5.2 |
| Latin America and the Caribbean | 6.7 | 7.0 | 6.9 | 6.8 | 7.1 | 6.9 | 6.5 | 6.3 | 5.7 | 5.6 | 5.8 |
| Middle East | 9.8 | 9.4 | 9.0 | 10.3 | 10.3 | 10.7 | 8.0 | 8.5 | 8.5 | 8.2 | 8.2 |
| North Africa | 11.3 | 12.0 | 12.4 | 11.8 | 11.5 | 11.1 | 10.2 | 9.4 | 8.4 | 8.7 | 8.5 |
| Sub-Saharan Africa | 7.3 | 7.7 | 7.9 | 8.1 | 8.2 | 8.1 | 8.1 | 8.0 | 7.9 | 7.7 | 7.7 |
| **Females** | **1998** | **1999** | **2000** | **2001** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** | **2008*** |
| World | 6.4 | 6.6 | 6.3 | 6.4 | 6.4 | 6.5 | 6.7 | 6.6 | 6.3 | 6.0 | 6.3 |
| Developed Economies and European Union | 7.8 | 7.5 | 7.3 | 7.1 | 7.6 | 7.5 | 7.5 | 7.2 | 6.6 | 6.0 | 6.8 |
| Central and South Eastern Europe (non-EU) & CIS | 12. 3 | 12.7 | 10.8 | 10.2 | 9.6 | 9.4 | 9.4 | 9.0 | 8.9 | 8.1 | 8.4 |
| East Asia | 3.6 | 3.6 | 3.4 | 3.4 | 3.3 | 3.2 | 3.2 | 3.2 | 3.0 | 2.9 | 3.3 |
| South-East Asia and the Pacific | 5.2 | 5.5 | 4.9 | 6.1 | 6.6 | 7.0 | 7.2 | 6.9 | 6.8 | 5.8 | 6.0 |
| South Asia | 4.1 | 4.4 | 4.6 | 4.2 | 3.7 | 4.9 | 6.0 | 6.1 | 6.0 | 6.0 | 6.0 |
| Latin America and the Caribbean | 10.8 | 11.0 | 10.7 | 10.7 | 10.9 | 11.0 | 10.7 | 10.3 | 9.4 | 9.1 | 9.3 |
| Middle East | 16.1 | 15.2 | 14.1 | 16.6 | 16.6 | 15.9 | 13.1 | 14.1 | 14.0 | 13.4 | 13.4 |
| North Africa | 18.3 | 18.5 | 19.7 | 19.4 | 19.5 | 19.1 | 18.3 | 17.6 | 15.9 | 16.3 | 16.1 |
| Sub-Saharan Africa | 7.3 | 8.7 | 8.5 | 8.9 | 8.3 | 8.0 | 8.9 | 8.7 | 8.6 | 8.4 | 8.3 |

*2008 are preliminary estimates
Source: ILO, Trends Econometric Models, January 2009; for further information see Annex 4 in this report and http://www.ilo.org/public/english/employment/strat/wrest.htm. Differences from earlier estimates are due to revisions of World Bank and IMF estimates of GDP and its components that are used in the models, as well as updates of the labour market information used. The latter is based on ILO, *Key Indicators of the Labour Market*, 5th Edition, 2007.

**Table A3. Unemployment in the world (million)**

| | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Total | 165.1 | 172.1 | 170.7 | 173.4 | 175.5 | 183.9 | 189.1 | 188.3 | 184.4 | 178.9 | 192.7 |
| Male | 95.7 | 99.5 | 100.0 | 100.7 | 101.7 | 107.2 | 108.7 | 108.0 | 105.9 | 103.4 | 111.7 |
| Female | 69.3 | 72.5 | 70.7 | 72.7 | 73.8 | 76.7 | 80.3 | 80.3 | 78.5 | 75.5 | 81.0 |
| Youth | 67.6 | 70.7 | 71.1 | 70.5 | 71.0 | 74.0 | 76.3 | 76.4 | 74.9 | 73.1 | 77.2 |
| Adult | 97.4 | 101.4 | 99.6 | 102.8 | 104.5 | 110.0 | 112.7 | 111.9 | 109.5 | 105.7 | 115.5 |

**Table A4. Labour force participation rate in the world (%)**

| | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Total | 65.8 | 65.7 | 65.6 | 65.5 | 65.4 | 65.2 | 65.2 | 65.2 | 65.1 | 65.1 | 65.1 |
| Male | 79.2 | 79.1 | 78.9 | 78.7 | 78.4 | 78.2 | 78.0 | 77.9 | 77.7 | 77.6 | 77.5 |
| Female | 52.4 | 52.3 | 52.3 | 52.3 | 52.3 | 52.3 | 52.3 | 52.5 | 52.6 | 52.6 | 52.6 |
| Youth | 54.4 | 54.2 | 53.5 | 52.9 | 52.5 | 51.9 | 51.6 | 51.3 | 50.9 | 51.0 | 50.9 |
| Adult | 69.7 | 69.6 | 69.7 | 69.7 | 69.7 | 69.7 | 69.7 | 69.8 | 69.8 | 69.7 | 69.7 |

* 2008 are preliminary estimates

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A5. Adult employment-to-population ratio, world and regions (%)**

| Both sexes | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| World | 66.5 | 66.4 | 66.5 | 66.5 | 66.5 | 66.4 | 66.4 | 66.6 | 66.8 | 66.8 | 66.6 |
| Developed Economies and European Union | 58.6 | 58.7 | 58.8 | 58.7 | 58.3 | 58.3 | 58.4 | 58.7 | 59.1 | 59.2 | 58.7 |
| Central and South Eastern Europe (non-EU) & CIS | 58.1 | 56.5 | 57.6 | 58.1 | 58.5 | 58.5 | 58.6 | 59.1 | 59.1 | 60.0 | 59.9 |
| East Asia | 77.3 | 77.3 | 77.3 | 77.2 | 77.1 | 77.0 | 76.9 | 76.7 | 76.7 | 76.5 | 76.0 |
| South-East Asia and the Pacific | 73.9 | 73.9 | 73.8 | 73.2 | 73.3 | 73.2 | 73.0 | 73.0 | 72.6 | 73.0 | 72.8 |
| South Asia | 63.7 | 63.4 | 63.3 | 63.3 | 63.4 | 62.8 | 62.4 | 62.5 | 62.7 | 62.5 | 62.4 |
| Latin America and the Caribbean | 62.5 | 62.7 | 63.3 | 63.7 | 64.2 | 64.5 | 65.3 | 65.8 | 66.6 | 66.7 | 66.7 |
| Middle East | 53.2 | 53.5 | 53.8 | 53.4 | 53.5 | 53.2 | 54.6 | 54.4 | 54.5 | 54.7 | 54.7 |
| North Africa | 51.4 | 51.2 | 51.2 | 51.6 | 51.6 | 52.0 | 52.7 | 53.2 | 53.6 | 53.8 | 54.0 |
| Sub-Saharan Africa | 73.1 | 72.6 | 72.6 | 72.6 | 72.8 | 73.1 | 73.1 | 73.3 | 73.5 | 73.7 | 73.9 |
| **Males** | **1998** | **1999** | **2000** | **2001** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** | **2008*** |
| World | 81.4 | 81.2 | 81.2 | 81.0 | 80.9 | 80.7 | 80.6 | 80.7 | 80.7 | 80.7 | 80.3 |
| Developed Economies and European Union | 69.8 | 69.7 | 69.6 | 69.2 | 68.4 | 68.2 | 68.1 | 68.4 | 68.7 | 68.5 | 67.5 |
| Central and South Eastern Europe (non-EU) & CIS | 68.7 | 67.1 | 68.4 | 68.6 | 68.7 | 68.7 | 69.1 | 69.8 | 69.7 | 70.6 | 70.5 |
| East Asia | 84.4 | 84.2 | 84.2 | 84.0 | 83.9 | 83.7 | 83.5 | 83.3 | 83.2 | 83.1 | 82.5 |
| South-East Asia and the Pacific | 88.6 | 88.4 | 88.4 | 87.6 | 88.1 | 88.1 | 87.9 | 87.7 | 87.4 | 87.8 | 87.6 |
| South Asia | 89.1 | 88.7 | 88.3 | 88.4 | 88.6 | 87.7 | 87.0 | 86.8 | 86.7 | 86.4 | 86.2 |
| Latin America and the Caribbean | 82.0 | 81.5 | 81.6 | 81.5 | 81.4 | 81.4 | 81.9 | 82.0 | 82.3 | 82.2 | 81.9 |
| Middle East | 82.2 | 82.3 | 82.3 | 81.6 | 81.4 | 80.7 | 82.3 | 81.9 | 81.6 | 81.9 | 81.7 |
| North Africa | 81.0 | 80.3 | 80.2 | 80.6 | 80.6 | 80.8 | 81.3 | 81.5 | 81.7 | 81.8 | 81.7 |
| Sub-Saharan Africa | 86.2 | 85.9 | 85.6 | 85.4 | 85.3 | 85.4 | 85.3 | 85.3 | 85.3 | 85.5 | 85.4 |
| **Females** | **1998** | **1999** | **2000** | **2001** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** | **2008*** |
| World | 51.9 | 51.9 | 52.2 | 52.3 | 52.4 | 52.4 | 52.5 | 52.8 | 53.1 | 53.2 | 53.1 |
| Developed Economies and European Union | 48.3 | 48.7 | 49.0 | 49.1 | 48.9 | 49.2 | 49.4 | 49.7 | 50.3 | 50.6 | 50.4 |
| Central and South Eastern Europe (non-EU) & CIS | 49.0 | 47.4 | 48.3 | 49.2 | 49.8 | 49.8 | 49.7 | 50.1 | 50.1 | 51.1 | 51.0 |
| East Asia | 70.0 | 70.1 | 70.2 | 70.2 | 70.2 | 70.1 | 70.0 | 69.9 | 69.9 | 69.7 | 69.3 |
| South-East Asia and the Pacific | 59.9 | 60.0 | 59.8 | 59.3 | 59.1 | 58.8 | 58.7 | 58.9 | 58.4 | 58.9 | 58.7 |
| South Asia | 36.7 | 36.6 | 36.8 | 36.8 | 36.9 | 36.6 | 36.5 | 37.0 | 37.7 | 37.4 | 37.6 |
| Latin America and the Caribbean | 44.2 | 45.1 | 46.2 | 47.0 | 48.0 | 48.6 | 49.9 | 50.7 | 51.9 | 52.3 | 52.6 |
| Middle East | 20.5 | 21.0 | 21.6 | 21.5 | 21.9 | 22.3 | 23.3 | 23.6 | 24.0 | 24.3 | 24.7 |
| North Africa | 22.6 | 22.8 | 23.1 | 23.5 | 23.3 | 24.1 | 25.0 | 25.8 | 26.3 | 26.7 | 27.0 |
| Sub-Saharan Africa | 60.8 | 60.1 | 60.4 | 60.4 | 60.9 | 61.5 | 61.5 | 62.0 | 62.3 | 62.5 | 62.9 |

* 2008 are preliminary estimates

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A6a. Sectoral share in employment, world and regions, both sexes (%)**

| | 1998 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|
| **Agriculture** | | | | | | | |
| World | 40.8 | 38.7 | 37.5 | 36.5 | 35.5 | 34.4 | 33.5 |
| Developed Economies and European Union | 5.8 | 4.6 | 4.3 | 4.2 | 4.0 | 3.9 | 3.7 |
| Central and South Eastern Europe (non-EU) & CIS | 26.8 | 22.7 | 22.1 | 21.2 | 20.4 | 19.5 | 18.7 |
| East Asia | 47.6 | 46.8 | 44.6 | 42.6 | 40.6 | 38.6 | 36.6 |
| South-East Asia and the Pacific | 50.1 | 47.9 | 46.0 | 45.7 | 45.3 | 44.8 | 44.3 |
| South Asia | 59.5 | 53.3 | 52.1 | 50.7 | 49.5 | 48.2 | 46.9 |
| Latin America and the Caribbean | 21.4 | 19.4 | 19.3 | 18.9 | 18.0 | 17.1 | 16.3 |
| Middle East | 20.8 | 19.5 | 18.8 | 18.3 | 17.8 | 17.3 | 16.8 |
| North Africa | 35.9 | 34.7 | 35.3 | 34.4 | 33.7 | 33.1 | 32.4 |
| Sub-Saharan Africa | 67.6 | 65.4 | 64.3 | 63.9 | 63.3 | 62.4 | 61.6 |
| **Industry** | | | | | | | |
| World | 21.1 | 20.7 | 21.1 | 21.6 | 22.1 | 22.7 | 23.2 |
| Developed Economies and European Union | 27.9 | 25.6 | 25.3 | 25.0 | 25.0 | 25.0 | 25.1 |
| Central and South Eastern Europe (non-EU) & CIS | 27.7 | 25.6 | 25.3 | 25.5 | 25.5 | 25.4 | 25.3 |
| East Asia | 24.4 | 22.5 | 23.3 | 24.5 | 25.7 | 27.0 | 28.2 |
| South-East Asia and the Pacific | 15.5 | 17.4 | 17.9 | 18.0 | 18.4 | 18.8 | 19.3 |
| South Asia | 15.4 | 18.8 | 19.4 | 20.2 | 21.0 | 21.8 | 22.6 |
| Latin America and the Caribbean | 21.8 | 21.6 | 21.8 | 22.2 | 22.4 | 22.6 | 22.9 |
| Middle East | 25.5 | 25.4 | 25.1 | 25.0 | 24.9 | 24.8 | 24.8 |
| North Africa | 20.1 | 19.2 | 19.6 | 20.8 | 21.7 | 22.6 | 23.6 |
| Sub-Saharan Africa | 9.5 | 9.5 | 9.7 | 9.7 | 9.9 | 10.1 | 10.3 |
| **Services** | | | | | | | |
| World | 38.1 | 40.7 | 41.5 | 41.9 | 42.4 | 42.9 | 43.3 |
| Developed Economies and European Union | 66.3 | 69.8 | 70.4 | 70.8 | 70.9 | 71.1 | 71.2 |
| Central and South Eastern Europe (non-EU) & CIS | 45.5 | 51.7 | 52.6 | 53.2 | 54.2 | 55.1 | 56.0 |
| East Asia | 28.0 | 30.8 | 32.0 | 32.9 | 33.6 | 34.4 | 35.2 |
| South-East Asia and the Pacific | 34.4 | 34.7 | 36.2 | 36.2 | 36.3 | 36.4 | 36.4 |
| South Asia | 25.1 | 27.9 | 28.5 | 29.1 | 29.5 | 30.0 | 30.4 |
| Latin America and the Caribbean | 56.8 | 59.0 | 58.9 | 58.9 | 59.6 | 60.2 | 60.8 |
| Middle East | 53.7 | 55.1 | 56.0 | 56.7 | 57.3 | 57.9 | 58.4 |
| North Africa | 44.1 | 46.2 | 45.1 | 44.8 | 44.5 | 44.3 | 44.0 |
| Sub-Saharan Africa | 22.8 | 25.2 | 26.0 | 26.4 | 26.8 | 27.5 | 28.1 |

*2008 are preliminary estimates

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A6b. Sectoral share in employment, world and regions, females (%)**

| | 1998 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|
| **Agriculture** | | | | | | | |
| World | 42.9 | 40.6 | 39.4 | 38.4 | 37.5 | 36.4 | 35.4 |
| Developed Economies and European Union | 5.0 | 3.8 | 3.5 | 3.4 | 3.3 | 3.1 | 2.9 |
| Central and South Eastern Europe (non-EU) & CIS | 27.0 | 22.2 | 21.6 | 20.7 | 19.8 | 18.7 | 17.9 |
| East Asia | 51.6 | 50.6 | 48.2 | 45.9 | 43.5 | 41.2 | 38.9 |
| South-East Asia and the Pacific | 51.3 | 48.3 | 46.4 | 45.9 | 45.0 | 43.9 | 43.0 |
| South Asia | 74.4 | 66.9 | 66.5 | 65.8 | 65.5 | 65.1 | 64.5 |
| Latin America and the Caribbean | 12.6 | 11.0 | 11.0 | 11.0 | 10.3 | 9.7 | 9.2 |
| Middle East | 26.1 | 32.2 | 32.1 | 32.2 | 32.2 | 32.0 | 32.0 |
| North Africa | 31.3 | 31.6 | 36.8 | 38.8 | 39.3 | 38.9 | 38.1 |
| Sub-Saharan Africa | 71.0 | 68.1 | 66.8 | 65.3 | 66.0 | 65.1 | 64.3 |
| **Industry** | | | | | | | |
| World | 17.0 | 16.2 | 16.4 | 16.9 | 17.3 | 17.8 | 18.3 |
| Developed Economies and European Union | 16.3 | 13.9 | 13.5 | 13.1 | 12.9 | 12.8 | 12.7 |
| Central and South Eastern Europe (non-EU) & CIS | 21.8 | 18.3 | 17.8 | 17.8 | 17.4 | 17.1 | 16.8 |
| East Asia | 23.5 | 21.2 | 22.2 | 23.6 | 25.0 | 26.5 | 27.9 |
| South-East Asia and the Pacific | 12.7 | 14.9 | 15.0 | 15.3 | 15.8 | 16.3 | 16.8 |
| South Asia | 11.5 | 15.7 | 16.0 | 16.4 | 16.4 | 16.8 | 17.3 |
| Latin America and the Caribbean | 13.9 | 14.6 | 14.8 | 14.8 | 14.6 | 14.3 | 14.1 |
| Middle East | 21.6 | 18.6 | 18.1 | 17.8 | 17.6 | 17.6 | 17.6 |
| North Africa | 15.9 | 13.1 | 13.5 | 14.0 | 14.9 | 15.7 | 16.6 |
| Sub-Saharan Africa | 6.4 | 5.9 | 6.1 | 6.7 | 6.2 | 6.4 | 6.6 |
| **Services** | | | | | | | |
| World | 40.1 | 43.2 | 44.2 | 44.7 | 45.2 | 45.9 | 46.3 |
| Developed Economies and European Union | 78.6 | 82.3 | 83.0 | 83.5 | 83.8 | 84.1 | 84.4 |
| Central and South Eastern Europe (non-EU) & CIS | 51.1 | 59.5 | 60.5 | 61.5 | 62.8 | 64.1 | 65.3 |
| East Asia | 25.0 | 28.2 | 29.7 | 30.6 | 31.5 | 32.3 | 33.2 |
| South-East Asia and the Pacific | 36.0 | 36.8 | 38.7 | 38.8 | 39.2 | 39.8 | 40.2 |
| South Asia | 14.1 | 17.4 | 17.5 | 17.8 | 18.0 | 18.1 | 18.2 |
| Latin America and the Caribbean | 73.5 | 74.4 | 74.2 | 74.3 | 75.2 | 75.9 | 76.7 |
| Middle East | 52.4 | 49.2 | 49.8 | 50.1 | 50.1 | 50.4 | 50.4 |
| North Africa | 52.8 | 55.3 | 49.7 | 47.2 | 45.8 | 45.5 | 45.3 |
| Sub-Saharan Africa | 22.6 | 26.0 | 27.1 | 28.0 | 27.8 | 28.5 | 29.0 |

* 2008 are preliminary estimates

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A6c. Sectoral share in employment, world and regions, males (%)**

| | 1998 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008* |
|---|---|---|---|---|---|---|---|
| **Agriculture** | | | | | | | |
| World | 39.4 | 37.4 | 36.2 | 35.3 | 34.1 | 33.1 | 32.2 |
| Developed Economies and European Union | 6.4 | 5.2 | 4.9 | 4.8 | 4.7 | 4.5 | 4.4 |
| Central and South Eastern Europe (non-EU) & CIS | 26.7 | 23.1 | 22.5 | 21.7 | 20.9 | 20.1 | 19.3 |
| East Asia | 44.3 | 43.5 | 41.7 | 39.9 | 38.2 | 36.4 | 34.7 |
| South-East Asia and the Pacific | 49.4 | 47.7 | 45.7 | 45.6 | 45.5 | 45.4 | 45.2 |
| South Asia | 53.7 | 48.0 | 46.4 | 44.7 | 43.0 | 41.5 | 39.9 |
| Latin America and the Caribbean | 26.4 | 24.7 | 24.6 | 24.2 | 23.1 | 22.1 | 21.1 |
| Middle East | 19.5 | 16.0 | 15.1 | 14.3 | 13.7 | 13.0 | 12.4 |
| North Africa | 37.2 | 35.6 | 34.8 | 33.0 | 31.9 | 31.2 | 30.6 |
| Sub-Saharan Africa | 65.1 | 63.2 | 62.3 | 62.8 | 61.2 | 60.3 | 59.5 |
| **Industry** | | | | | | | |
| World | 23.8 | 23.7 | 24.2 | 24.7 | 25.4 | 26.0 | 26.6 |
| Developed Economies and European Union | 36.8 | 35.0 | 34.7 | 34.6 | 34.7 | 35.0 | 35.2 |
| Central and South Eastern Europe (non-EU) & CIS | 32.5 | 31.7 | 31.4 | 32.0 | 32.1 | 32.3 | 32.4 |
| East Asia | 25.2 | 23.5 | 24.3 | 25.3 | 26.3 | 27.4 | 28.5 |
| South-East Asia and the Pacific | 17.5 | 19.1 | 19.9 | 19.9 | 20.3 | 20.6 | 21.0 |
| South Asia | 16.9 | 20.0 | 20.8 | 21.7 | 22.8 | 23.8 | 24.8 |
| Latin America and the Caribbean | 26.3 | 25.9 | 26.4 | 27.0 | 27.7 | 28.3 | 28.9 |
| Middle East | 26.4 | 27.3 | 27.1 | 27.1 | 27.0 | 26.9 | 26.9 |
| North Africa | 21.3 | 21.1 | 21.6 | 23.0 | 23.9 | 24.9 | 25.8 |
| Sub-Saharan Africa | 11.9 | 12.2 | 12.4 | 12.1 | 12.7 | 13.0 | 13.2 |
| **Services** | | | | | | | |
| World | 36.8 | 38.9 | 39.7 | 40.1 | 40.5 | 40.9 | 41.2 |
| Developed Economies and European Union | 56.8 | 59.8 | 60.3 | 60.6 | 60.6 | 60.6 | 60.5 |
| Central and South Eastern Europe (non-EU) & CIS | 40.9 | 45.2 | 46.1 | 46.4 | 47.0 | 47.6 | 48.2 |
| East Asia | 30.5 | 32.9 | 34.1 | 34.8 | 35.5 | 36.2 | 36.9 |
| South-East Asia and the Pacific | 33.2 | 33.2 | 34.4 | 34.4 | 34.2 | 34.0 | 33.8 |
| South Asia | 29.4 | 32.1 | 32.8 | 33.5 | 34.2 | 34.7 | 35.3 |
| Latin America and the Caribbean | 47.3 | 49.3 | 49.0 | 48.8 | 49.2 | 49.6 | 50.0 |
| Middle East | 54.1 | 56.7 | 57.8 | 58.6 | 59.4 | 60.1 | 60.7 |
| North Africa | 41.5 | 43.3 | 43.6 | 44.0 | 44.1 | 43.9 | 43.6 |
| Sub-Saharan Africa | 23.0 | 24.5 | 25.2 | 25.1 | 26.0 | 26.7 | 27.3 |

* 2008 are preliminary estimates

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A7. Vulnerable employment shares, world and regions (%)**

| **Total** | **1997** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** |
|---|---|---|---|---|---|---|---|
| World | 53.5 | 52.1 | 52.1 | 51.8 | 51.4 | 51.2 | 50.6 |
| Developed Economies and European Union | 11.8 | 10.5 | 10.5 | 10.8 | 10.7 | 10.4 | 10.1 |
| Central and South Eastern Europe (non-EU) & CIS | 17.8 | 19.2 | 19.5 | 20.6 | 19.1 | 19.2 | 18.2 |
| East Asia | 63.7 | 58.1 | 57.7 | 57.6 | 57.2 | 56.9 | 55.9 |
| South-East Asia and the Pacific | 65.6 | 64.8 | 64.8 | 63.4 | 62.8 | 62.6 | 61.9 |
| South Asia | 79.8 | 79.1 | 79.3 | 79.0 | 78.8 | 78.4 | 77.5 |
| Latin America and the Caribbean | 32.4 | 35.2 | 35.1 | 34.4 | 33.0 | 32.1 | 31.9 |
| Middle East | 39.3 | 35.8 | 35.3 | 36.1 | 33.5 | 33.6 | 32.3 |
| North Africa | 43.1 | 40.2 | 40.0 | 41.1 | 41.0 | 38.7 | 37.3 |
| Sub-Saharan Africa | 80.2 | 78.7 | 78.5 | 76.8 | 77.1 | 77.8 | 76.8 |
| **Males** | **1997** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** |
| World | 51.4 | 50.7 | 50.7 | 50.3 | 50.0 | 49.8 | 49.1 |
| Developed Economies and European Union | 12.2 | 11.4 | 11.5 | 12.0 | 11.9 | 11.6 | 11.4 |
| Central and South Eastern Europe (non-EU) & CIS | 18.4 | 19.2 | 19.8 | 21.2 | 19.6 | 19.5 | 18.6 |
| East Asia | 58.4 | 53.5 | 53.2 | 53.0 | 52.5 | 52.3 | 51.1 |
| South-East Asia and the Pacific | 61.5 | 61.3 | 61.4 | 59.9 | 59.7 | 59.6 | 58.9 |
| South Asia | 76.1 | 76.2 | 76.5 | 76.0 | 75.8 | 75.4 | 74.3 |
| Latin America and the Caribbean | 32.6 | 35.0 | 35.0 | 34.2 | 33.4 | 32.2 | 32.1 |
| Middle East | 35.8 | 32.4 | 32.0 | 33.1 | 30.2 | 30.3 | 29.1 |
| North Africa | 39.5 | 38.4 | 37.0 | 36.8 | 37.3 | 34.7 | 33.4 |
| Sub-Saharan Africa | 75.6 | 73.4 | 72.8 | 70.1 | 71.1 | 72.4 | 71.3 |
| **Females** | **1997** | **2002** | **2003** | **2004** | **2005** | **2006** | **2007** |
| World | 56.7 | 54.3 | 54.2 | 54.1 | 53.6 | 53.3 | 52.7 |
| Developed Economies and European Union | 11.2 | 9.4 | 9.4 | 9.3 | 9.2 | 8.9 | 8.6 |
| Central and South Eastern Europe (non-EU) & CIS | 17.1 | 19.3 | 19.2 | 19.8 | 18.4 | 18.8 | 17.6 |
| East Asia | 70.1 | 63.6 | 63.1 | 63.1 | 62.6 | 62.3 | 61.4 |
| South-East Asia and the Pacific | 71.3 | 69.9 | 69.7 | 68.4 | 67.3 | 66.9 | 66.2 |
| South Asia | 89.1 | 86.4 | 86.5 | 86.4 | 86.1 | 86.0 | 85.1 |
| Latin America and the Caribbean | 32.0 | 35.5 | 35.3 | 34.6 | 32.5 | 31.9 | 31.5 |
| Middle East | 54.1 | 48.6 | 47.9 | 46.9 | 45.7 | 45.3 | 43.6 |
| North Africa | 54.9 | 45.8 | 49.0 | 54.2 | 52.0 | 50.0 | 48.4 |
| Sub-Saharan Africa | 86.3 | 85.7 | 85.8 | 85.4 | 84.9 | 84.6 | 83.9 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A8. Working poor indicators, world and regions**

| | 1997 (million) | 2002 (million) | 2007 (million) | 1997 Share in total employment (%) | 2002 Share in total employment (%) | 2007 Share in total employment (%) |
|---|---|---|---|---|---|---|
| **USD 1.25 a day working poor** | | | | | | |
| World | 819.3 | 783.8 | 572.4 | 32.6 | 28.8 | 19.4 |
| Central and South Eastern Europe (non-EU) & CIS | 12.2 | 10.4 | 8.2 | 8.2 | 6.8 | 5.1 |
| East Asia | 278.7 | 231.6 | 90.3 | 38.4 | 30.3 | 11.2 |
| South-East Asia and the Pacific | 80.6 | 66.4 | 46.0 | 35.8 | 26.9 | 16.9 |
| South Asia | 273.4 | 284.3 | 234.1 | 56.5 | 52.7 | 39.5 |
| Latin America and the Caribbean | 24.9 | 25.8 | 17.0 | 12.9 | 11.8 | 6.8 |
| Middle East | 3.9 | 5.0 | 5.3 | 9.7 | 10.1 | 9.0 |
| North Africa | 5.2 | 6.0 | 5.9 | 11.7 | 11.8 | 9.8 |
| Sub-Saharan Africa | 140.3 | 154.4 | 165.6 | 65.0 | 62.7 | 58.3 |
| **USD 2 a day working poor** | | | | | | |
| World | 1'360.6 | 1'350.0 | 1'197.3 | 54.2 | 49.7 | 40.5 |
| Central and South Eastern Europe (non-EU) & CIS | 32.1 | 27.4 | 22.6 | 21.5 | 17.9 | 13.9 |
| East Asia | 502.0 | 426.70 | 268.1 | 69.2 | 55.8 | 33.3 |
| South-East Asia and the Pacific | 143.0 | 145.5 | 127.7 | 63.4 | 59.0 | 46.8 |
| South Asia | 416.2 | 452.8 | 472.3 | 86.0 | 84.0 | 79.7 |
| Latin America and the Caribbean | 53.7 | 56.8 | 40.6 | 27.8 | 26.0 | 16.4 |
| Middle East | 10.6 | 12.9 | 14.3 | 25.8 | 26.1 | 24.0 |
| North Africa | 18.8 | 18.9 | 18.2 | 42.0 | 37.1 | 30.2 |
| Sub-Saharan Africa | 184.2 | 208.5 | 233.5 | 85.4 | 84.7 | 82.2 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

**Table A9. Netherlands, seasonally adjusted unemployment, by sex, July 2007-December 2008**

| | | Unemployment rate (%) | | | Number of unemployed (000) | | |
|---|---|---|---|---|---|---|---|
| | | MF | M | F | MF | M | F |
| 2007 | July | 3.2 | 2.8 | 3.6 | 280 | 135 | 145 |
| | August | 3.2 | 2.9 | 3.5 | 276 | 136 | 140 |
| | September | 3.0 | 2.7 | 3.4 | 264 | 129 | 135 |
| | October | 2.9 | 2.6 | 3.3 | 256 | 124 | 133 |
| | November | 2.9 | 2.6 | 3.2 | 251 | 121 | 130 |
| | December | 2.8 | 2.6 | 3.2 | 250 | 122 | 128 |
| 2008 | January | 2.8 | 2.5 | 3.1 | 245 | 120 | 125 |
| | February | 2.8 | 2.6 | 3.1 | 249 | 126 | 123 |
| | March | 2.9 | 2.6 | 3.1 | 252 | 126 | 126 |
| | April | 2.9 | 2.7 | 3.2 | 255 | 128 | 127 |
| | May | 2.8 | 2.5 | 3.2 | 250 | 121 | 129 |
| | June | 2.7 | 2.4 | 3.0 | 236 | 114 | 122 |
| | July | 2.7 | 2.4 | 3.0 | 235 | 115 | 120 |
| | August | 2.7 | 2.5 | 2.9 | 238 | 121 | 117 |
| | September | 2.7 | 2.6 | 2.9 | 242 | 125 | 117 |
| | October | 2.8 | 2.7 | 2.9 | 244 | 128 | 116 |
| | November | 2.8 | 2.7 | 2.8 | 245 | 129 | 116 |
| | December | 2.7 | 2.7 | 2.8 | 243 | 128 | 114 |
| Difference July-December 2007 (percentage point) | | -0.4 | -0.2 | -0.4 | | | |
| Difference July-December 2008 (percentage point) | | 0.0 | 0.3 | -0.2 | | | |
| Difference July-December 2007 (000) | | | | | -30 | -13 | -17 |
| Difference July-December 2008 (000) | | | | | 8 | 13 | -6 |

Source: Eurostat

**Table A10. Poland, seasonally adjusted unemployment, by sex, July 2007-December 2008**

| | | Unemployment rate (%) | | | Number of unemployed (000) | | |
|---|---|---|---|---|---|---|---|
| | | MF | M | F | MF | M | F |
| 2007 | July | 9.4 | 8.9 | 10.1 | 1,585 | 820 | 765 |
| | August | 9.3 | 8.7 | 9.9 | 1,556 | 805 | 751 |
| | September | 9.0 | 8.5 | 9.7 | 1,520 | 785 | 736 |
| | October | 8.8 | 8.2 | 9.4 | 1,477 | 757 | 720 |
| | November | 8.5 | 7.9 | 9.2 | 1,433 | 732 | 700 |
| | December | 8.2 | 7.6 | 8.9 | 1,388 | 705 | 683 |
| 2008 | January | 8.0 | 7.4 | 8.7 | 1,350 | 682 | 668 |
| | February | 7.8 | 7.1 | 8.5 | 1,311 | 658 | 653 |
| | March | 7.6 | 6.9 | 8.4 | 1,281 | 639 | 641 |
| | April | 7.5 | 6.8 | 8.3 | 1,263 | 628 | 635 |
| | May | 7.3 | 6.6 | 8.2 | 1,245 | 613 | 632 |
| | June | 7.1 | 6.4 | 8.1 | 1,212 | 591 | 621 |
| | July | 6.9 | 6.1 | 7.9 | 1,176 | 568 | 608 |
| | August | 6.8 | 6.0 | 7.7 | 1,149 | 554 | 595 |
| | September | 6.6 | 5.9 | 7.5 | 1,127 | 546 | 581 |
| | October | 6.5 | 5.8 | 7.4 | 1,114 | 542 | 572 |
| | November | 6.5 | 5.8 | 7.4 | 1,114 | 545 | 569 |
| | December | 6.5 | 5.8 | 7.3 | 1,115 | 548 | 567 |
| Difference July-December 2007 (percentage point) | | -1.2 | -1.3 | -1.2 | | | |
| Difference July-December 2008 (percentage point) | | -0.4 | -0.3 | -0.6 | | | |
| Difference July-December 2007 (000) | | | | | -197 | -115 | -82 |
| Difference July-December 2008 (000) | | | | | -61 | -20 | -41 |

Source: Eurostat

**Table A11. Canada, seasonally adjusted unemployment, by sex, July 2007-December 2008**

| | | Unemployment rate (%) | | | Number of unemployed (000) | | |
|---|---|---|---|---|---|---|---|
| | | MF | M | F | MF | M | F |
| 2007 | July | 6.0 | 6.4 | 5.7 | 1,083 | 605 | 478 |
| | August | 6.0 | 6.3 | 5.8 | 1,082 | 593 | 488 |
| | September | 5.9 | 6.2 | 5.6 | 1,064 | 586 | 477 |
| | October | 5.8 | 6.4 | 5.2 | 1,052 | 606 | 446 |
| | November | 5.9 | 6.4 | 5.5 | 1,075 | 609 | 467 |
| | December | 6.0 | 6.4 | 5.4 | 1,078 | 615 | 463 |
| 2008 | January | 5.8 | 6.1 | 5.4 | 1,051 | 588 | 463 |
| | February | 5.8 | 6.0 | 5.6 | 1,057 | 580 | 477 |
| | March | 6.0 | 6.4 | 5.7 | 1,099 | 614 | 485 |
| | April | 6.1 | 6.5 | 5.6 | 1,104 | 625 | 479 |
| | May | 6.1 | 6.5 | 5.7 | 1,117 | 630 | 487 |
| | June | 6.2 | 6.8 | 5.4 | 1,124 | 657 | 467 |
| | July | 6.1 | 6.5 | 5.6 | 1,105 | 627 | 479 |
| | August | 6.1 | 6.4 | 5.7 | 1,113 | 620 | 493 |
| | September | 6.1 | 6.5 | 5.6 | 1,119 | 634 | 485 |
| | October | 6.2 | 6.6 | 5.7 | 1,140 | 644 | 496 |
| | November | 6.3 | 6.9 | 5.7 | 1,162 | 671 | 491 |
| | December | 6.6 | 7.1 | 6.0 | 1,209 | 687 | 522 |
| Difference July-December 2007 (percentage point) | | 0.0 | 0.0 | -0.3 | | | |
| Difference July-December 2008 (percentage point) | | 0.5 | 0.6 | 0.4 | | | |
| Difference July-December 2007 (000) | | | | | -6 | 9 | -15 |
| Difference July-December 2008 (000) | | | | | 104 | 61 | 43 |

Source: Statistics Canada, see http://www40.statcan.gc.ca/index-eng.htm

**Table A12. Australia, seasonally adjusted unemployment, by sex, July 2007-December 2008**

| | | Unemployment rate (%) | | | Number of unemployed (000) | | |
|---|---|---|---|---|---|---|---|
| | | MF | M | F | MF | M | F |
| 2007 | July | 4.3 | 3.9 | 4.8 | 470 | 236 | 235 |
| | August | 4.3 | 4.0 | 4.8 | 477 | 242 | 235 |
| | September | 4.2 | 3.8 | 4.7 | 462 | 227 | 235 |
| | October | 4.3 | 4.0 | 4.8 | 478 | 239 | 239 |
| | November | 4.4 | 4.1 | 4.8 | 490 | 250 | 240 |
| | December | 4.2 | 4.1 | 4.4 | 468 | 249 | 219 |
| 2008 | January | 4.1 | 3.7 | 4.6 | 458 | 226 | 232 |
| | February | 3.9 | 3.6 | 4.4 | 438 | 217 | 221 |
| | March | 4.1 | 3.9 | 4.3 | 456 | 240 | 215 |
| | April | 4.3 | 4.0 | 4.6 | 477 | 246 | 231 |
| | May | 4.3 | 4.0 | 4.6 | 477 | 244 | 233 |
| | June | 4.3 | 4.0 | 4.6 | 477 | 246 | 230 |
| | July | 4.3 | 3.9 | 4.8 | 482 | 240 | 242 |
| | August | 4.1 | 3.8 | 4.5 | 460 | 234 | 226 |
| | September | 4.3 | 4.0 | 4.7 | 482 | 246 | 236 |
| | October | 4.3 | 4.0 | 4.8 | 489 | 246 | 243 |
| | November | 4.4 | 4.1 | 4.8 | 497 | 250 | 246 |
| | December | 4.5 | 4.4 | 4.5 | 501 | 273 | 229 |
| Difference July-December 2007 (percentage point) | | -0.1 | 0.2 | -0.4 | | | |
| Difference July-December 2008 (percentage point) | | 0.2 | 0.5 | -0.3 | | | |
| Difference July-December 2007 (000) | | | | | -2 | 14 | -16 |
| Difference July-December 2008 (000) | | | | | 19 | 33 | -13 |

Source: Australian Bureau of Statistics, see http://www.abs.gov.au/

**Table A13. United States, seasonally adjusted unemployment, by sex, July 2007-December 2008**

| | | Unemployment rate (%) | | | Number of unemployed (000) | | |
|---|---|---|---|---|---|---|---|
| | | MF | M | F | MF | M | F |
| 2007 | July | 4.7 | 4.7 | 4.6 | 7,189 | 3,889 | 3,300 |
| | August | 4.7 | 4.7 | 4.6 | 7,135 | 3,876 | 3,259 |
| | September | 4.7 | 4.8 | 4.5 | 7,255 | 3,990 | 3,265 |
| | October | 4.8 | 4.9 | 4.6 | 7,210 | 3,953 | 3,257 |
| | November | 4.7 | 4.8 | 4.6 | 7,202 | 3,920 | 3,282 |
| | December | 4.9 | 5.0 | 4.8 | 7,555 | 4,116 | 3,439 |
| 2008 | January | 4.9 | 5.1 | 4.7 | 7,561 | 4,209 | 3,352 |
| | February | 4.8 | 4.9 | 4.7 | 7,463 | 4,098 | 3,365 |
| | March | 5.1 | 5.2 | 5.0 | 7,805 | 4,256 | 3,549 |
| | April | 5.0 | 5.2 | 4.8 | 7,662 | 4,247 | 3,415 |
| | May | 5.5 | 5.7 | 5.3 | 8,498 | 4,692 | 3,806 |
| | June | 5.6 | 5.9 | 5.3 | 8,614 | 4,798 | 3,816 |
| | July | 5.8 | 6.2 | 5.3 | 8,983 | 5,172 | 3,811 |
| | August | 6.2 | 6.4 | 5.9 | 9,570 | 5,312 | 4,258 |
| | September | 6.2 | 6.8 | 5.5 | 9,650 | 5,672 | 3,978 |
| | October | 6.6 | 7.2 | 5.9 | 10,112 | 5,875 | 4,237 |
| | November | 6.8 | 7.4 | 6.1 | 10,439 | 6,044 | 4,395 |
| | December | 7.2 | 7.9 | 6.4 | 11,110 | 6,459 | 4,651 |
| Difference July-December 2007 (percentage point) | | 0.2 | 0.3 | 0.2 | | | |
| Difference July-December 2008 (percentage point) | | 1.4 | 1.7 | 1.1 | | | |
| Difference July-December 2007 (000) | | | | | 366 | 227 | 139 |
| Difference July-December 2008 (000) | | | | | 2,127 | 1,287 | 840 |

Source: Eurostat

**Table A14. France, seasonally adjusted unemployment, by sex, July 2007-December 2008**

| | | Unemployment rate (%) | | | Number of unemployed (000) | | |
|---|---|---|---|---|---|---|---|
| | | **MF** | **M** | **F** | **MF** | **M** | **F** |
| 2007 | July | 8.3 | 7.8 | 8.8 | 2,359 | 1,174 | 1,184 |
| | August | 8.2 | 7.7 | 8.7 | 2,330 | 1,161 | 1,169 |
| | September | 8.1 | 7.6 | 8.6 | 2,308 | 1,146 | 1,162 |
| | October | 8.0 | 7.4 | 8.5 | 2,280 | 1,124 | 1,156 |
| | November | 7.8 | 7.3 | 8.5 | 2,246 | 1,100 | 1,146 |
| | December | 7.7 | 7.2 | 8.3 | 2,212 | 1,081 | 1,132 |
| 2008 | January | 7.7 | 7.1 | 8.2 | 2,193 | 1,076 | 1,117 |
| | February | 7.6 | 7.1 | 8.2 | 2,182 | 1,071 | 1,111 |
| | March | 7.6 | 7.1 | 8.2 | 2,185 | 1,077 | 1,108 |
| | April | 7.7 | 7.2 | 8.2 | 2,196 | 1,085 | 1,111 |
| | May | 7.7 | 7.2 | 8.2 | 2,199 | 1,087 | 1,112 |
| | June | 7.7 | 7.2 | 8.2 | 2,210 | 1,093 | 1,116 |
| | July | 7.7 | 7.2 | 8.2 | 2,209 | 1,090 | 1,118 |
| | August | 7.7 | 7.3 | 8.2 | 2,223 | 1,100 | 1,123 |
| | September | 7.8 | 7.4 | 8.3 | 2,250 | 1,123 | 1,127 |
| | October | 7.9 | 7.6 | 8.3 | 2,290 | 1,157 | 1,133 |
| | November | 8.0 | 7.7 | 8.3 | 2,327 | 1,187 | 1,140 |
| | December | 8.1 | 7.9 | 8.3 | 2,361 | 1,214 | 1,147 |
| Difference July-December 2007 (percentage point) | | -0.6 | -0.6 | -0.5 | | | |
| Difference July-December 2008 (percentage point) | | 0.4 | 0.7 | 0.1 | | | |
| Difference July-December 2007 (000) | | | | | -147 | -93 | -52 |
| Difference July-December 2008 (000) | | | | | 152 | 124 | 29 |

Source: Eurostat

**Table A15. Female employment shares by sector, selected economies, 1995, 2000 and 2005**

| | 1995 (%) | 2000 (%) | 2005 (%) | 1995-2000 change in percentage point | 2000-2005 change in percentage point |
|---|---|---|---|---|---|
| Agriculture, hunting and forestry | 41.7 | 40.2 | 38.2 | -1.5 | -2.0 |
| Mining and quarrying | 12.4 | 13.2 | 12.7 | 0.8 | -0.5 |
| Manufacturing | 31.3 | 30.8 | 30.1 | -0.5 | -0.7 |
| Electricity, gas and water supply | 19.4 | 20.1 | 21.9 | 0.7 | 1.8 |
| Construction | 9.3 | 8.9 | 8.6 | -0.5 | -0.2 |
| Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods | 47.0 | 47.9 | 48.3 | 0.9 | 0.4 |
| Hotels and restaurants | 55.1 | 55.5 | 56.0 | 0.4 | 0.5 |
| Transport, storage and communications | 24.6 | 25.7 | 25.9 | 1.2 | 0.2 |
| Financial intermediation | 50.7 | 51.7 | 52.2 | 1.0 | 0.5 |
| Real estate, renting and business activities | 44.3 | 44.0 | 44.6 | -0.3 | 0.6 |
| Public administration and defence; compulsory social security | 38.7 | 41.3 | 44.5 | 2.5 | 3.3 |
| Education | 66.6 | 68.5 | 70.2 | 1.9 | 1.7 |
| Health and social work | 76.4 | 77.9 | 77.7 | 1.6 | -0.3 |
| Other community, social and personal services activities | 51.5 | 52.7 | 54.2 | 1.2 | 1.5 |
| All sectors | 42.0 | 42.9 | 43.9 | 0.9 | 1.1 |

Source: *Key Indicators of the Labour Market* (Geneva, ILO, 2007)

Note: ISIC tabulation categories B (Fishing) and P (Private households with employed persons) are excluded because of lack of data for some countries; countries covered in the table are: Australia, Austria, Canada, Czech Republic, Denmark, Estonia, Finland, Germany, Greece, Hungary, Iceland, Ireland, Italy, Netherlands, New Zealand, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, and the United Kingdom

**Table A16. United States, employment by sector, by sex**

| Sector | | December 2007 (000) | December 2008p (000) | Difference Dec 08 – Dec 07 (000) | Difference Dec 08 – Dec 07 (%) |
|---|---|---|---|---|---|
| **Total nonfarm** | F | 68,076 | 67,472 | -604 | -0.9 |
| | M | 70,799 | 68,475 | -2,324 | -3.3 |
| | MF | 138,875 | 135,947 | -2,928 | -2.1 |
| *Total private* | F | 55,024 | 54,233 | -791 | -1.4 |
| | M | 61,113 | 58,812 | -2,301 | -3.8 |
| | MF | 116,137 | 113,045 | -3,092 | -2.7 |
| Goods-producing | F | 5,016 | 4,715 | -301 | -6.0 |
| | M | 16,888 | 15,759 | -1,129 | -6.7 |
| Mining and logging | F | 97 | 107 | 10 | 10.3 |
| | M | 641 | 679 | 38 | 5.9 |
| Construction | F | 934 | 891 | -43 | -4.6 |
| | M | 6,456 | 5,851 | -605 | -9.4 |
| Manufacturing | F | 3,985 | 3,717 | -268 | -6.7 |
| | M | 9,791 | 9,229 | -562 | -5.7 |
| Service-providing | F | 63,060 | 62,757 | -303 | -0.5 |
| | M | 53,911 | 52,716 | -1,195 | -2.2 |
| Private service providing | F | 50,008 | 49,518 | -490 | -1.0 |
| | M | 44,225 | 43,053 | -1,172 | -2.7 |
| Trade, transportation, and utilities | F | 11,374 | 11,049 | -326 | -2.9 |
| | M | 16,005 | 15,436 | -569 | -3.6 |
| Information | F | 1,288 | 1,242 | -46 | -3.6 |
| | M | 1,751 | 1,712 | -39 | -2.2 |
| Financial activities | F | 4,897 | 4,747 | -150 | -3.1 |
| | M | 3,335 | 3,263 | -72 | -2.2 |
| Professional and business services | F | 8,152 | 7,880 | -272 | -3.3 |
| | M | 9,965 | 9,525 | -440 | -4.4 |
| Education and health services | F | 14,468 | 14,885 | 417 | 2.9 |
| | M | 4,261 | 4,361 | 100 | 2.4 |
| Leisure and hospitality | F | 6,965 | 6,845 | -120 | -1.7 |
| | M | 6,279 | 6,169 | -110 | -1.8 |
| Other services | F | 2,864 | 2,870 | 6 | 0.2 |
| | M | 2,629 | 2,587 | -42 | -1.6 |
| *Government* | F | 13,052 | 13,239 | 187 | 1.4 |
| | M | 9,686 | 9,663 | -23 | -0.2 |
| | MF | 22,738 | 22,902 | 164 | 0.7 |

Source: Bureau of Labor Statistics, January 2009, Table B12, Employees on nonfarm payrolls by detailed industry, not seasonally adjusted establishment data (December-08p are preliminary data), see source for additional notes, http://www.bls.gov/web/empsit.supp.toc.htm

# Annex 2. Scenarios

**Table S1. 2009 Unemployment scenarios (rates)**

| | 2007 | 2008 | 2009 | | |
|---|---|---|---|---|---|
| | | | Scenario 1 | Scenario 2 | Scenario 3 |
| **Region** | **Rate (%)** | **Rate (%)** | **Rate (%)** | **Rate (%)** | **Rate (%)** |
| World | 5.7 | 6.0 | 6.3 | 6.7 | 7.1 |
| Developed Economies and European Union | 5.7 | 6.7 | 7.0 | 7.8 | 7.9 |
| Central and South Eastern Europe (non-EU) & CIS | 8.4 | 8.7 | 9.3 | 9.6 | 9.7 |
| East Asia | 3.4 | 3.9 | 4.3 | 4.6 | 5.4 |
| South-East Asia and the Pacific | 5.5 | 5.6 | 6.0 | 6.3 | 6.3 |
| South Asia | 5.4 | 5.4 | 5.4 | 5.7 | 6.1 |
| Latin America and the Caribbean | 7.0 | 7.3 | 7.7 | 8.6 | 8.6 |
| Middle East | 9.4 | 9.4 | 9.4 | 9.5 | 10.8 |
| North Africa | 10.8 | 10.7 | 10.6 | 10.9 | 11.6 |
| Sub-Saharan Africa | 8.1 | 8.0 | 8.0 | 8.4 | 8.9 |
| **Region** | | **Change between 2007-2008 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** |
| World | | 0.3 | 0.6 | 1.0 | 1.4 |
| Developed Economies and European Union | | 1.0 | 1.2 | 2.1 | 2.1 |
| Central and South Eastern Europe (non-EU) & CIS | | 0.3 | 0.9 | 1.1 | 1.3 |
| East Asia | | 0.5 | 0.8 | 1.1 | 1.9 |
| South-East Asia and the Pacific | | 0.1 | 0.5 | 0.8 | 0.8 |
| South Asia | | 0.1 | 0.1 | 0.4 | 0.8 |
| Latin America and the Caribbean | | 0.2 | 0.7 | 1.6 | 1.6 |
| Middle East | | 0.0 | 0.0 | 0.1 | 1.4 |
| North Africa | | -0.1 | -0.1 | 0.1 | 0.8 |
| Sub-Saharan Africa | | -0.1 | 0.0 | 0.3 | 0.9 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S2. 2009 Unemployment scenarios (numbers of people)**

| | 2007 | 2008 | 2009 | | |
|---|---|---|---|---|---|
| | | | Scenario 1 | Scenario 2 | Scenario 3 |
| **Region** | **Number (million)** | **Number (million)** | **Number (million)** | **Number (million)** | **Number (million)** |
| World | 179 | 193 | 203 | 217 | 231 |
| Developed Economies and European Union | 29 | 34 | 35 | 40 | 40 |
| Central and South Eastern Europe (non-EU) & CIS | 15 | 16 | 17 | 17 | 17 |
| East Asia | 29 | 33 | 36 | 39 | 46 |
| South-East Asia and the Pacific | 16 | 17 | 18 | 19 | 19 |
| South Asia | 33 | 35 | 35 | 37 | 40 |
| Latin America and the Caribbean | 19 | 20 | 21 | 24 | 24 |
| Middle East | 6 | 6 | 7 | 7 | 8 |
| North Africa | 7 | 7 | 8 | 8 | 8 |
| Sub-Saharan Africa | 25 | 25 | 26 | 27 | 29 |
| **Region** | | **Change between 2007-2008 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** |
| World | | 14 | 24 | 38 | 52 |
| Developed Economies and European Union | | 5 | 7 | 11 | 11 |
| Central and South Eastern Europe (non-EU) & CIS | | 1 | 2 | 2 | 3 |
| East Asia | | 4 | 7 | 10 | 17 |
| South-East Asia and the Pacific | | 1 | 2 | 3 | 3 |
| South Asia | | 1 | 2 | 4 | 7 |
| Latin America and the Caribbean | | 1 | 3 | 5 | 5 |
| Middle East | | 0 | 0 | 0 | 1 |
| North Africa | | 0 | 0 | 0 | 1 |
| Sub-Saharan Africa | | 1 | 1 | 2 | 4 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S3. 2009 Female unemployment scenarios (rates)**

| Region | 2007 Rate (%) | 2008 Rate (%) | 2009 Scenario 1 Rate (%) | 2009 Scenario 2 Rate (%) | 2009 Scenario 3 Rate (%) |
|---|---|---|---|---|---|
| World | 6.0 | 6.3 | 6.5 | 7.0 | 7.4 |
| Developed Economies and European Union | 6.0 | 6.8 | 7.0 | 7.7 | 7.8 |
| Central and South Eastern Europe (non-EU) & CIS | 8.1 | 8.4 | 9.0 | 9.3 | 9.4 |
| East Asia | 2.9 | 3.3 | 3.6 | 3.9 | 4.4 |
| South-East Asia and the Pacific | 5.8 | 6.0 | 6.5 | 6.7 | 6.8 |
| South Asia | 6.0 | 6.0 | 6.0 | 6.3 | 6.8 |
| Latin America and the Caribbean | 9.1 | 9.3 | 9.8 | 11.0 | 11.0 |
| Middle East | 13.4 | 13.4 | 13.3 | 13.4 | 15.1 |
| North Africa | 16.3 | 16.1 | 16.1 | 16.6 | 17.3 |
| Sub-Saharan Africa | 8.4 | 8.3 | 8.3 | 8.9 | 9.7 |
| **Region** | | **Change between 2007-2008 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** |
| World | | 0.3 | 0.6 | 1.0 | 1.5 |
| Developed Economies and European Union | | 0.7 | 1.0 | 1.7 | 1.8 |
| Central and South Eastern Europe (non-EU) & CIS | | 0.3 | 0.9 | 1.2 | 1.2 |
| East Asia | | 0.4 | 0.7 | 1.0 | 1.6 |
| South-East Asia and the Pacific | | 0.2 | 0.6 | 0.9 | 1.0 |
| South Asia | | 0.0 | 0.0 | 0.3 | 0.8 |
| Latin America and the Caribbean | | 0.3 | 0.7 | 1.9 | 1.9 |
| Middle East | | 0.0 | -0.1 | 0.0 | 1.7 |
| North Africa | | -0.2 | -0.2 | 0.3 | 1.0 |
| Sub-Saharan Africa | | -0.1 | -0.1 | 0.5 | 1.2 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2

Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1*. Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2*. Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3*. Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S4. 2009 Female unemployment scenarios (numbers of people)**

| | 2007 | 2008 | 2009 | | |
|---|---|---|---|---|---|
| | | | Scenario 1 | Scenario 2 | Scenario 3 |
| Region | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) |
| World | 75 | 81 | 86 | 92 | 97 |
| Developed Economies and European Union | 14 | 15 | 16 | 18 | 18 |
| Central and South Eastern Europe (non-EU) & CIS | 7 | 7 | 7 | 8 | 8 |
| East Asia | 11 | 13 | 14 | 15 | 17 |
| South-East Asia and the Pacific | 7 | 7 | 8 | 8 | 8 |
| South Asia | 11 | 11 | 11 | 12 | 13 |
| Latin America and the Caribbean | 10 | 11 | 11 | 13 | 13 |
| Middle East | 2 | 2 | 2 | 2 | 3 |
| North Africa | 3 | 3 | 3 | 3 | 3 |
| Sub-Saharan Africa | 11 | 12 | 12 | 13 | 14 |
| Region | | Change between 2007-2008 (million) | Change between 2007-2009 (million) | Change between 2007-2009 (million) | Change between 2007-2009 (million) |
| World | | 5 | 10 | 16 | 22 |
| Developed Economies and European Union | | 2 | 2 | 4 | 4 |
| Central and South Eastern Europe (non-EU) & CIS | | 0 | 1 | 1 | 1 |
| East Asia | | 2 | 3 | 4 | 6 |
| South-East Asia and the Pacific | | 0 | 1 | 1 | 2 |
| South Asia | | 0 | 1 | 1 | 2 |
| Latin America and the Caribbean | | 1 | 1 | 3 | 3 |
| Middle East | | 0 | 0 | 0 | 0 |
| North Africa | | 0 | 0 | 0 | 0 |
| Sub-Saharan Africa | | 0 | 1 | 1 | 3 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S5. 2009 Male unemployment scenarios (rates)**

| Region | 2007 Rate (%) | 2008 Rate (%) | 2009 Scenario 1 Rate (%) | 2009 Scenario 2 Rate (%) | 2009 Scenario 3 Rate (%) |
|---|---|---|---|---|---|
| World | 5.5 | 5.9 | 6.1 | 6.5 | 7.0 |
| Developed Economies and European Union | 5.5 | 6.6 | 7.0 | 7.9 | 7.9 |
| Central and South Eastern Europe (non-EU) & CIS | 8.6 | 9.0 | 9.5 | 9.8 | 10.0 |
| East Asia | 3.9 | 4.5 | 4.8 | 5.2 | 6.2 |
| South-East Asia and the Pacific | 5.3 | 5.3 | 5.7 | 6.0 | 6.0 |
| South Asia | 5.1 | 5.2 | 5.2 | 5.5 | 5.9 |
| Latin America and the Caribbean | 5.6 | 5.8 | 6.2 | 6.8 | 6.8 |
| Middle East | 8.2 | 8.2 | 8.2 | 8.3 | 9.5 |
| North Africa | 8.7 | 8.5 | 8.5 | 8.7 | 9.4 |
| Sub-Saharan Africa | 7.7 | 7.7 | 7.8 | 7.9 | 8.3 |
| **Region** | | **Change between 2007-2008 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** |
| World | | 0.4 | 0.6 | 1.0 | 1.4 |
| Developed Economies and European Union | | 1.1 | 1.5 | 2.4 | 2.4 |
| Central and South Eastern Europe (non-EU) & CIS | | 0.4 | 0.9 | 1.1 | 1.3 |
| East Asia | | 0.5 | 0.9 | 1.3 | 2.2 |
| South-East Asia and the Pacific | | 0.1 | 0.5 | 0.7 | 0.7 |
| South Asia | | 0.1 | 0.1 | 0.4 | 0.8 |
| Latin America and the Caribbean | | 0.2 | 0.6 | 1.2 | 1.2 |
| Middle East | | 0.0 | 0.0 | 0.1 | 1.3 |
| North Africa | | -0.1 | -0.2 | 0.0 | 0.7 |
| Sub-Saharan Africa | | 0.0 | 0.0 | 0.2 | 0.5 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1*. Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2*. Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3*. Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S6. 2009 Male unemployment scenarios (numbers of people)**

| | 2007 | 2008 | 2009 | | |
|---|---|---|---|---|---|
| | | | Scenario 1 | Scenario 2 | Scenario 3 |
| Region | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) |
| World | 103 | 112 | 118 | 125 | 134 |
| Developed Economies and European Union | 15 | 18 | 19 | 22 | 22 |
| Central and South Eastern Europe (non-EU) & CIS | 8 | 9 | 9 | 10 | 10 |
| East Asia | 18 | 20 | 22 | 24 | 28 |
| South-East Asia and the Pacific | 9 | 9 | 10 | 10 | 11 |
| South Asia | 23 | 24 | 24 | 25 | 27 |
| Latin America and the Caribbean | 9 | 9 | 10 | 11 | 11 |
| Middle East | 4 | 4 | 4 | 4 | 5 |
| North Africa | 4 | 4 | 4 | 4 | 5 |
| Sub-Saharan Africa | 13 | 14 | 14 | 14 | 15 |
| Region | | Change between 2007-2008 (million) | Change between 2007-2009 (million) | Change between 2007-2009 (million) | Change between 2007-2009 (million) |
| World | | 8 | 14 | 22 | 30 |
| Developed Economies and European Union | | 3 | 4 | 7 | 7 |
| Central and South Eastern Europe (non-EU) & CIS | | 0 | 1 | 1 | 1 |
| East Asia | | 3 | 4 | 6 | 11 |
| South-East Asia and the Pacific | | 0 | 1 | 2 | 2 |
| South Asia | | 1 | 1 | 3 | 4 |
| Latin America and the Caribbean | | 0 | 1 | 2 | 2 |
| Middle East | | 0 | 0 | 0 | 1 |
| North Africa | | 0 | 0 | 0 | 1 |
| Sub-Saharan Africa | | 0 | 1 | 1 | 2 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 are preliminary estimates, figures for 2009 are projections based on the following assumptions:

*Scenario 1*. Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2*. Projection on the historical relationship between economic growth and unemployment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3*. Projection on the basis of a simultaneous increase in the unemployment rate in the Developed Economies and the European Union equal to 0.9 of the largest increase since 1991; 0.45 of the largest increase since 1991 in economies in other regions; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S7. 2008-2009 Vulnerable employment scenarios (rates)**

| | 2007 | 2008 | | 2009 | | |
|---|---|---|---|---|---|---|
| | | Scenario 1 | Scenario 3 | Scenario 1 | Scenario 2 | Scenario 3 |
| **Region** | Rate (%) | Rate (%) | Rate (%) | Rate (%) | Rate (%) | Rate (%) |
| World | 50.6 | 49.4 | 52.6 | 48.4 | 49.9 | 53.0 |
| Developed Economies and European Union | 10.1 | 9.9 | 10.6 | 9.4 | 10.1 | 11.0 |
| Central and South Eastern Europe (non-EU) & CIS | 18.2 | 16.4 | 20.9 | 14.3 | 16.4 | 23.4 |
| East Asia | 55.9 | 52.9 | 58.4 | 51.1 | 53.0 | 56.2 |
| South-East Asia and the Pacific | 61.9 | 60.8 | 63.3 | 59.6 | 60.9 | 64.5 |
| South Asia | 77.5 | 76.3 | 78.1 | 75.3 | 77.2 | 78.2 |
| Latin America and the Caribbean | 31.9 | 31.9 | 35.0 | 32.2 | 32.6 | 38.0 |
| Middle East | 32.3 | 31.4 | 35.9 | 30.5 | 31.6 | 39.2 |
| North Africa | 37.3 | 35.8 | 40.3 | 34.7 | 36.0 | 42.6 |
| Sub-Saharan Africa | 76.8 | 76.0 | 79.4 | 75.6 | 77.0 | 81.8 |
| **Region** | | **Change between 2007-2008 (percentage point)** | **Change between 2007-2008 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** |
| World | | -1.2 | 2.0 | -2.2 | -0.7 | 2.4 |
| Developed Economies and European Union | | -0.2 | 0.5 | -0.7 | 0.0 | 0.9 |
| Central and South Eastern Europe (non-EU) & CIS | | -1.8 | 2.7 | -3.9 | -1.8 | 5.2 |
| East Asia | | -2.9 | 2.5 | -4.8 | -2.9 | 0.3 |
| South-East Asia and the Pacific | | -1.1 | 1.3 | -2.3 | -1.0 | 2.5 |
| South Asia | | -1.1 | 0.6 | -2.2 | -0.3 | 0.7 |
| Latin America and the Caribbean | | 0.0 | 3.1 | 0.3 | 0.7 | 6.1 |
| Middle East | | -1.0 | 3.6 | -1.8 | -0.7 | 6.8 |
| North Africa | | -1.5 | 3.0 | -2.6 | -1.3 | 5.3 |
| Sub-Saharan Africa | | -0.8 | 2.6 | -1.2 | 0.2 | 5.0 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S8. 2008-2009 Vulnerable employment scenarios (numbers of people)**

| Region | 2007 | 2008 | | 2009 | | |
|---|---|---|---|---|---|---|
| | | Scenario 1 | Scenario 3 | Scenario 1 | Scenario 2 | Scenario 3 |
| | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) |
| World | 1,493 | 1,475 | 1,570 | 1,466 | 1,510 | 1,606 |
| Developed Economies and European Union | 47 | 46 | 50 | 45 | 48 | 52 |
| Central and South Eastern Europe (non-EU) & CIS | 29 | 27 | 34 | 23 | 27 | 38 |
| East Asia | 450 | 428 | 472 | 414 | 430 | 456 |
| South-East Asia and the Pacific | 169 | 169 | 176 | 168 | 171 | 181 |
| South Asia | 459 | 462 | 472 | 466 | 477 | 484 |
| Latin America and the Caribbean | 79 | 80 | 88 | 82 | 84 | 97 |
| Middle East | 19 | 19 | 22 | 19 | 20 | 25 |
| North Africa | 22 | 22 | 25 | 22 | 23 | 27 |
| Sub-Saharan Africa | 218 | 222 | 232 | 227 | 231 | 245 |
| **Region** | | **Change between 2007-2008 (million)** | **Change between 2007-2008 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** |
| World | | -18 | 77 | -27 | 18 | 113 |
| Developed Economies and European Union | | -1 | 2 | -3 | 0 | 5 |
| Central and South Eastern Europe (non-EU) & CIS | | -3 | 4 | -6 | -2 | 9 |
| East Asia | | -22 | 22 | -35 | -20 | 6 |
| South-East Asia and the Pacific | | 0 | 7 | -1 | 2 | 12 |
| South Asia | | 3 | 14 | 7 | 19 | 25 |
| Latin America and the Caribbean | | 1 | 9 | 3 | 4 | 18 |
| Middle East | | 0 | 3 | 0 | 1 | 5 |
| North Africa | | 0 | 2 | 0 | 0 | 5 |
| Sub-Saharan Africa | | 4 | 14 | 9 | 13 | 28 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S9. 2008-2009 Female vulnerable employment scenarios (rates)**

| Region | 2007 | 2008 | | 2009 | | |
|---|---|---|---|---|---|---|
| | | Scenario 1 | Scenario 3 | Scenario 1 | Scenario 2 | Scenario 3 |
| | Rate (%) | Rate (%) | Rate (%) | Rate (%) | Rate (%) | Rate (%) |
| World | 52.7 | 51.4 | 54.1 | 50.5 | 51.8 | 54.7 |
| Developed Economies and European Union | 8.6 | 8.3 | 8.7 | 8.0 | 8.5 | 9.2 |
| Central and South Eastern Europe (non-EU) & CIS | 17.6 | 15.6 | 19.3 | 13.5 | 15.8 | 23.3 |
| East Asia | 61.4 | 58.2 | 63.4 | 56.2 | 58.2 | 60.6 |
| South-East Asia and the Pacific | 66.2 | 65.0 | 66.8 | 63.6 | 65.0 | 68.6 |
| South Asia | 85.1 | 83.9 | 84.6 | 82.8 | 83.9 | 85.3 |
| Latin America and the Caribbean | 31.5 | 31.6 | 35.2 | 32.3 | 32.5 | 38.8 |
| Middle East | 43.6 | 42.4 | 48.8 | 41.2 | 42.4 | 55.3 |
| North Africa | 48.4 | 46.6 | 53.0 | 45.2 | 47.2 | 59.3 |
| Sub-Saharan Africa | 83.9 | 83.2 | 85.1 | 82.7 | 83.7 | 87.1 |
| **Region** | | **Change between 2007-2008 (percentage point)** | **Change between 2007-2008 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** |
| World | | -1.3 | 1.4 | -2.3 | -1.0 | 2.0 |
| Developed Economies and European Union | | -0.3 | 0.1 | -0.6 | 0.0 | 0.6 |
| Central and South Eastern Europe (non-EU) & CIS | | -2.0 | 1.7 | -4.2 | -1.8 | 5.7 |
| East Asia | | -3.2 | 2.0 | -5.2 | -3.2 | -0.8 |
| South-East Asia and the Pacific | | -1.2 | 0.6 | -2.6 | -1.2 | 2.4 |
| South Asia | | -1.2 | -0.5 | -2.3 | -1.2 | 0.2 |
| Latin America and the Caribbean | | 0.1 | 3.7 | 0.8 | 1.0 | 7.3 |
| Middle East | | -1.3 | 5.2 | -2.5 | -1.2 | 11.7 |
| North Africa | | -1.7 | 4.6 | -3.1 | -1.2 | 10.9 |
| Sub-Saharan Africa | | -0.7 | 1.2 | -1.1 | -0.2 | 3.3 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S10. 2008-2009 Female vulnerable employment scenarios (numbers of people)**

| Region | 2007 | 2008 | | 2009 | | |
|---|---|---|---|---|---|---|
| | | Scenario 1 | Scenario 3 | Scenario 1 | Scenario 2 | Scenario 3 |
| | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) |
| World | 628 | 620 | 654 | 617 | 633 | 671 |
| Developed Economies and European Union | 18 | 17 | 18 | 17 | 18 | 19 |
| Central and South Eastern Europe (non-EU) & CIS | 13 | 11 | 14 | 10 | 12 | 17 |
| East Asia | 227 | 216 | 236 | 210 | 218 | 227 |
| South-East Asia and the Pacific | 75 | 75 | 77 | 74 | 76 | 80 |
| South Asia | 146 | 147 | 149 | 150 | 152 | 154 |
| Latin America and the Caribbean | 31 | 32 | 36 | 34 | 34 | 40 |
| Middle East | 6 | 6 | 7 | 6 | 6 | 8 |
| North Africa | 8 | 8 | 9 | 8 | 8 | 10 |
| Sub-Saharan Africa | 104 | 107 | 109 | 109 | 111 | 115 |
| **Region** | | **Change between 2007-2008 (million)** | **Change between 2007-2008 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** |
| World | | -8 | 27 | -11 | 5 | 43 |
| Developed Economies and European Union | | -1 | 0 | -1 | 0 | 2 |
| Central and South Eastern Europe (non-EU) & CIS | | -1 | 1 | -3 | -1 | 4 |
| East Asia | | -11 | 8 | -17 | -10 | -1 |
| South-East Asia and the Pacific | | 0 | 2 | -1 | 1 | 5 |
| South Asia | | 2 | 3 | 4 | 6 | 8 |
| Latin America and the Caribbean | | 1 | 5 | 2 | 2 | 9 |
| Middle East | | 0 | 1 | 0 | 0 | 2 |
| North Africa | | 0 | 1 | 0 | 0 | 2 |
| Sub-Saharan Africa | | 2 | 5 | 5 | 6 | 11 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S11. 2008-2009 Male vulnerable employment scenarios (rates)**

| | 2007 | 2008 | | 2009 | | |
|---|---|---|---|---|---|---|
| | | Scenario 1 | Scenario 3 | Scenario 1 | Scenario 2 | Scenario 3 |
| Region | Rate (%) | Rate (%) | Rate (%) | Rate (%) | Rate (%) | Rate (%) |
| World | 49.1 | 48.0 | 51.3 | 47.2 | 48.7 | 51.8 |
| Developed Economies and European Union | 11.4 | 11.2 | 12.0 | 10.8 | 11.6 | 12.6 |
| Central and South Eastern Europe (non-EU) & CIS | 18.6 | 17.1 | 21.7 | 15.3 | 17.2 | 23.4 |
| East Asia | 51.1 | 48.4 | 54.1 | 46.7 | 48.5 | 52.4 |
| South-East Asia and the Pacific | 58.9 | 57.9 | 60.8 | 56.8 | 58.0 | 61.5 |
| South Asia | 74.3 | 73.2 | 75.4 | 72.1 | 74.4 | 75.3 |
| Latin America and the Caribbean | 32.1 | 32.1 | 34.8 | 32.1 | 32.7 | 37.4 |
| Middle East | 29.1 | 28.2 | 32.2 | 27.3 | 28.4 | 34.4 |
| North Africa | 33.4 | 32.0 | 35.1 | 30.9 | 32.0 | 36.7 |
| Sub-Saharan Africa | 71.3 | 70.4 | 73.0 | 69.9 | 71.7 | 77.6 |
| **Region** | | **Change between 2007-2008 (percentage point)** | **Change between 2007-2008 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** | **Change between 2007-2009 (percentage point)** |
| World | | -1.1 | 2.2 | -2.0 | -0.4 | 2.7 |
| Developed Economies and European Union | | -0.2 | 0.7 | -0.6 | 0.2 | 1.2 |
| Central and South Eastern Europe (non-EU) & CIS | | -1.6 | 3.1 | -3.4 | -1.4 | 4.7 |
| East Asia | | -2.7 | 2.9 | -4.5 | -2.7 | 1.3 |
| South-East Asia and the Pacific | | -1.1 | 1.9 | -2.1 | -0.9 | 2.6 |
| South Asia | | -1.1 | 1.0 | -2.2 | 0.0 | 0.9 |
| Latin America and the Caribbean | | -0.1 | 2.7 | 0.0 | 0.6 | 5.3 |
| Middle East | | -0.9 | 3.1 | -1.7 | -0.7 | 5.3 |
| North Africa | | -1.5 | 1.6 | -2.5 | -1.4 | 3.2 |
| Sub-Saharan Africa | | -0.9 | 1.7 | -1.3 | 0.4 | 6.3 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

Note: Numbers may not add up due to rounding.

**Table S12. 2008-2009 Male vulnerable employment scenarios (numbers of people)**

| | 2007 | 2008 | | 2009 | | |
|---|---|---|---|---|---|---|
| | | Scenario 1 | Scenario 3 | Scenario 1 | Scenario 2 | Scenario 3 |
| Region | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) | Number (million) |
| World | 865 | 855 | 915 | 849 | 877 | 935 |
| Developed Economies and European Union | 29 | 29 | 31 | 28 | 30 | 33 |
| Central and South Eastern Europe (non-EU) & CIS | 16 | 15 | 19 | 13 | 15 | 21 |
| East Asia | 223 | 211 | 236 | 205 | 212 | 230 |
| South-East Asia and the Pacific | 94 | 94 | 99 | 94 | 96 | 102 |
| South Asia | 313 | 314 | 324 | 316 | 326 | 330 |
| Latin America and the Caribbean | 48 | 48 | 52 | 49 | 50 | 57 |
| Middle East | 13 | 13 | 15 | 13 | 14 | 17 |
| North Africa | 15 | 15 | 16 | 14 | 15 | 17 |
| Sub-Saharan Africa | 114 | 115 | 123 | 117 | 120 | 130 |
| **Region** | | **Change between 2007-2008 (million)** | **Change between 2007-2008 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** | **Change between 2007-2009 (million)** |
| World | | -10 | 50 | -16 | 12 | 70 |
| Developed Economies and European Union | | -1 | 2 | -2 | 0 | 3 |
| Central and South Eastern Europe (non-EU) & CIS | | -1 | 3 | -3 | -1 | 5 |
| East Asia | | -11 | 13 | -18 | -10 | 7 |
| South-East Asia and the Pacific | | 0 | 5 | -1 | 2 | 7 |
| South Asia | | 1 | 11 | 3 | 13 | 17 |
| Latin America and the Caribbean | | 0 | 5 | 1 | 2 | 9 |
| Middle East | | 0 | 2 | 0 | 0 | 3 |
| North Africa | | 0 | 1 | -1 | 0 | 2 |
| Sub-Saharan Africa | | 2 | 9 | 4 | 7 | 17 |

Source: ILO, Trends Econometric Models, January 2009, see also source of Table A2
Figures for 2008 and 2009 are projections based on the following assumptions:

*Scenario 1.* Projection on labour market data to date and IMF January 2009 revised estimates for economic growth (for men and women separately).

*Scenario 2.* 2009: Projection on the historical relationship between economic growth and vulnerable employment at times of crises in each economy; IMF January 2009 revised estimates for economic growth (for men and women separately).

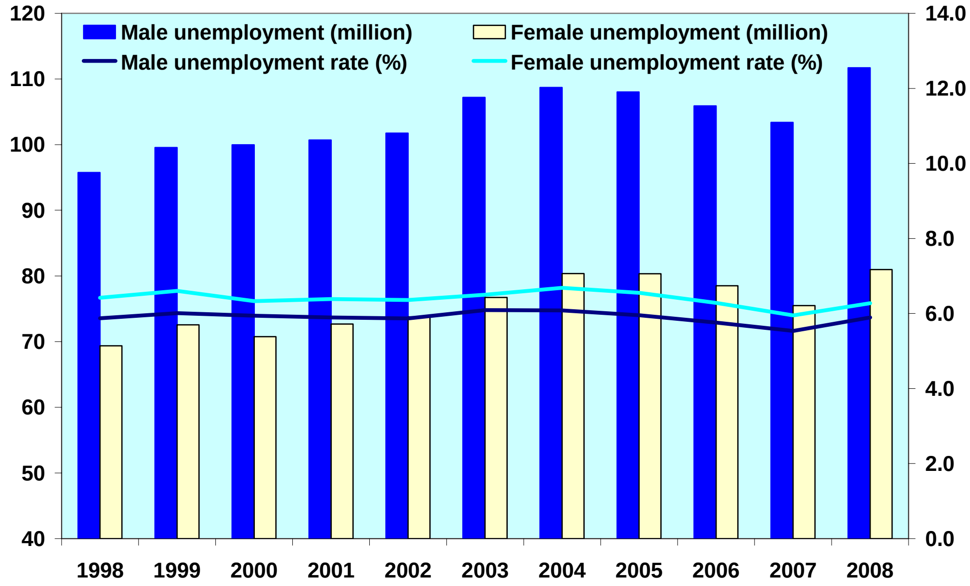
*Scenario 3.* 2008: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to half of the largest increase since 1991; IMF January 2009 revised estimates for economic growth.
2009: Projection on the basis of a simultaneous increase in the vulnerable employment rate in all economies equal to the largest increase since 1991; IMF January 2009 revised estimates for economic growth (for men and women separately).

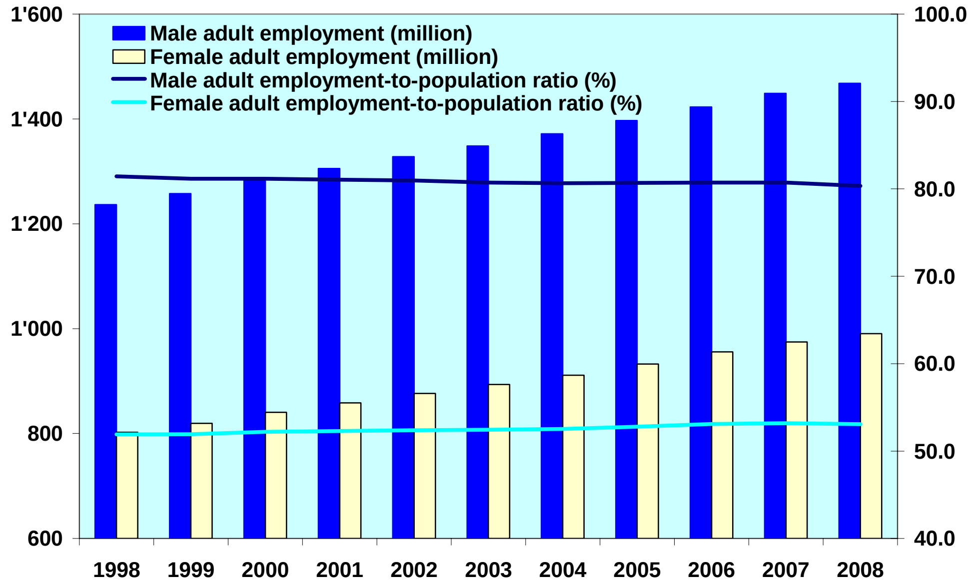
Note: Numbers may not add up due to rounding.

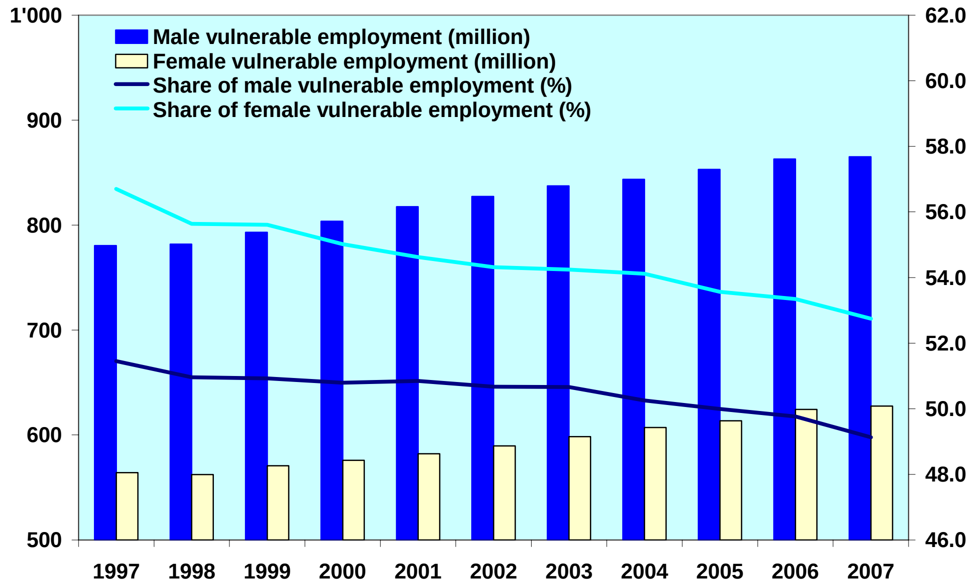
## Annex 3. Regional figures

The following charts present selected labour market indicators by region and by sex, followed by the regional groupings of economies used in this report.

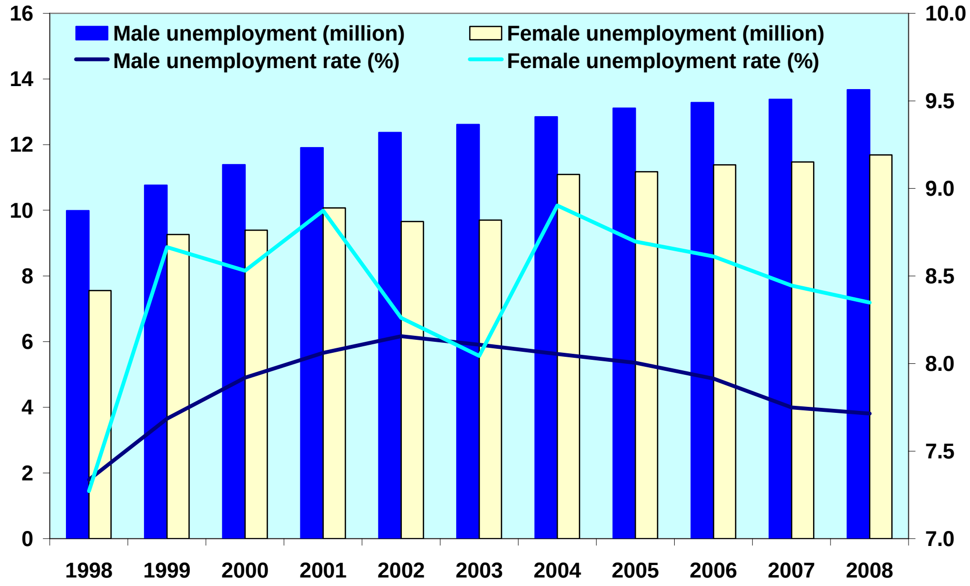
## World

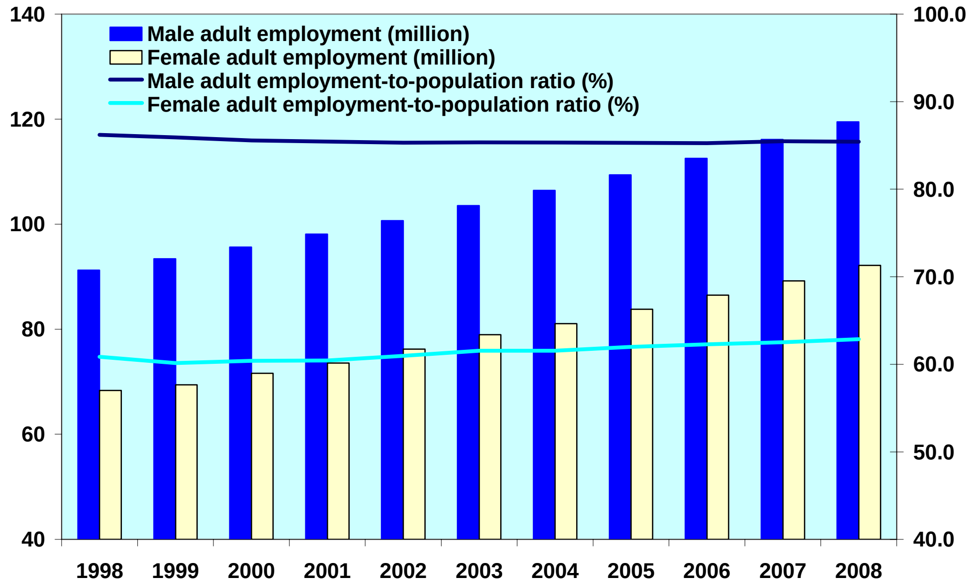

Male unemployment (million)
Female unemployment (million)
Male unemployment rate (%)
Female unemployment rate (%)
120
110
100
90
80
70
60
50
40
14.0
12.0
10.0
8.0
6.0
4.0
2.0
0.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

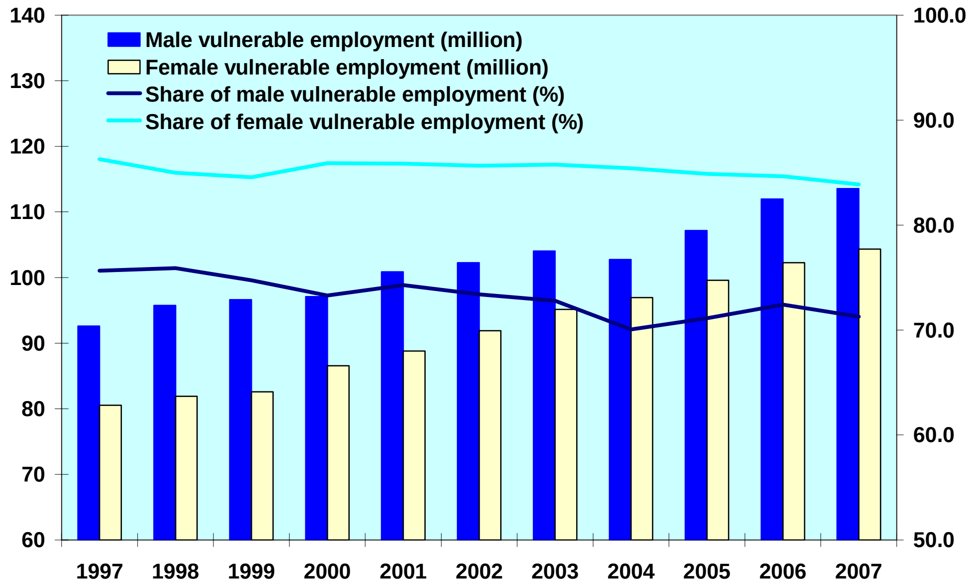

Male adult employment (million)
Female adult employment (million)
Male adult employment-to-population ratio (%)
Female adult employment-to-population ratio (%)
1'600
1'400
1'200
1'000
800
600
100.0
90.0
80.0
70.0
60.0
50.0
40.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008


Male vulnerable employment (million)
Female vulnerable employment (million)
Share of male vulnerable employment (%)
Share of female vulnerable employment (%)
1'000
900
800
700
600
500
62.0
60.0
58.0
56.0
54.0
52.0
50.0
48.0
46.0
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007

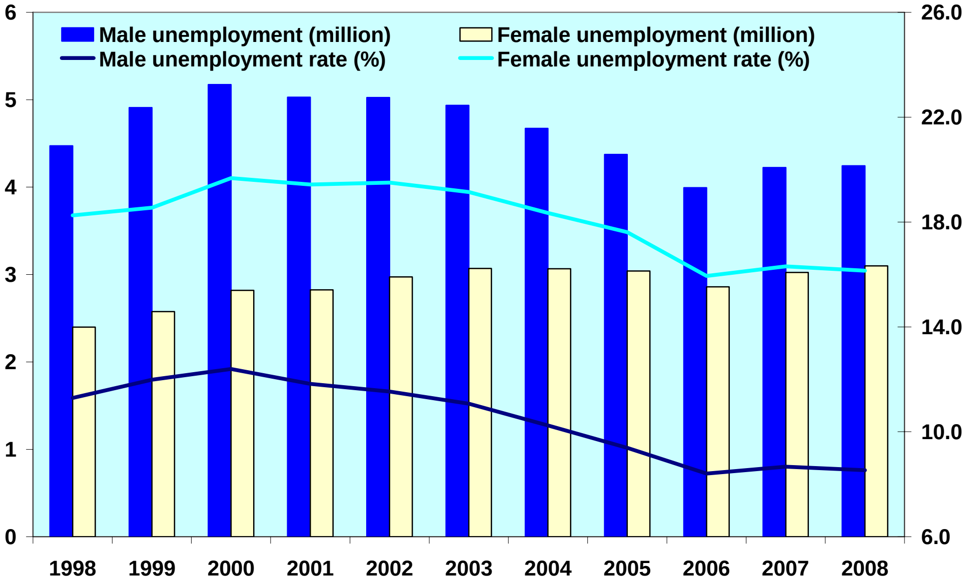
## Sub-Saharan Africa

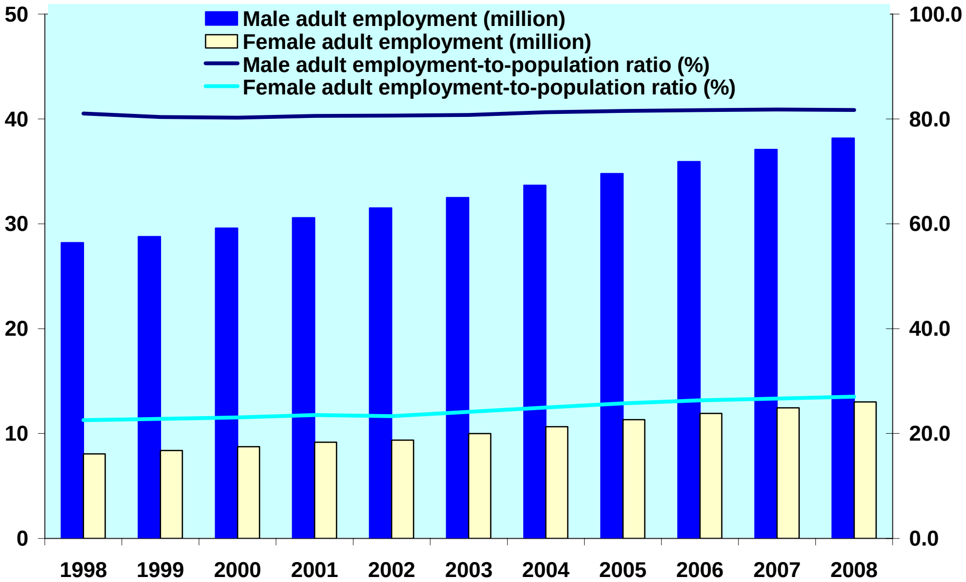


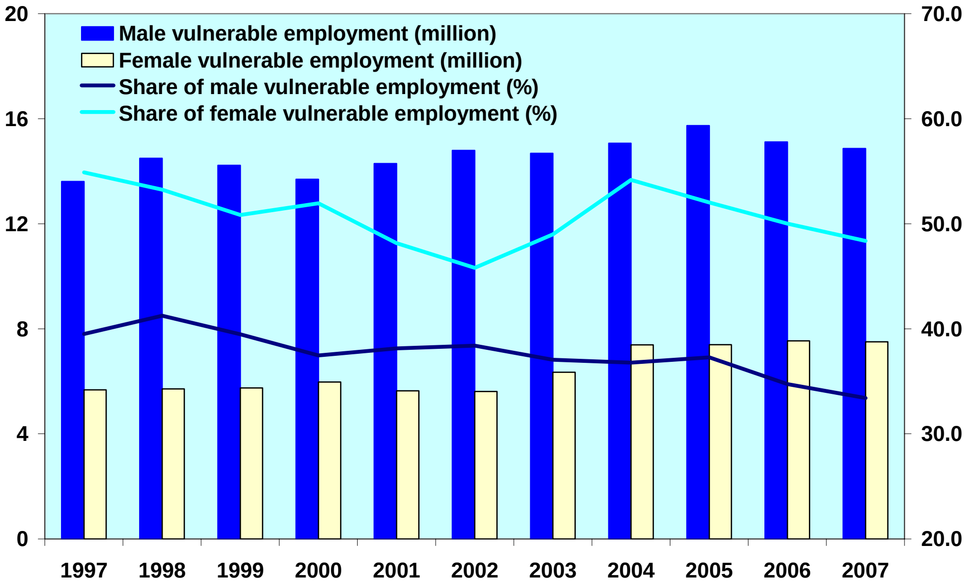



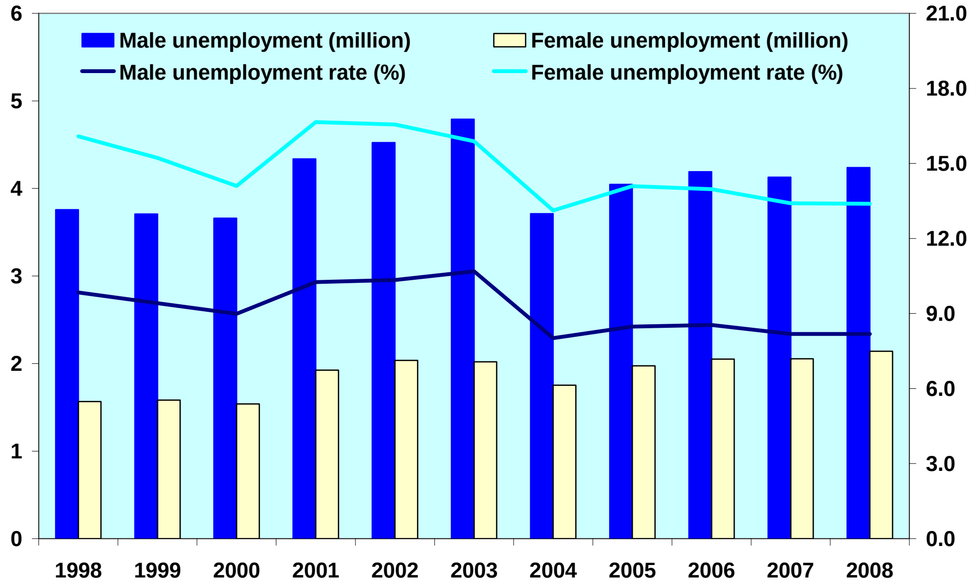
## North Africa



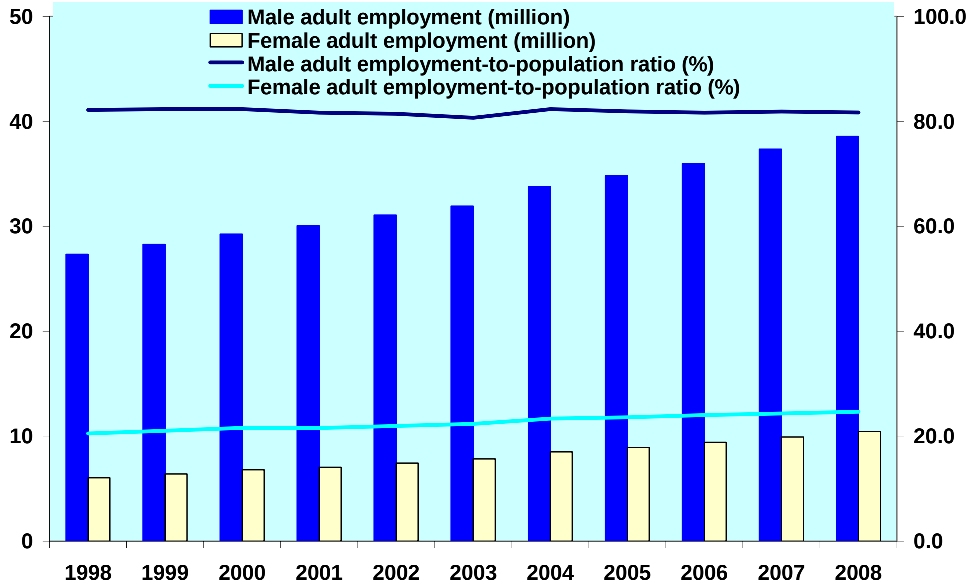



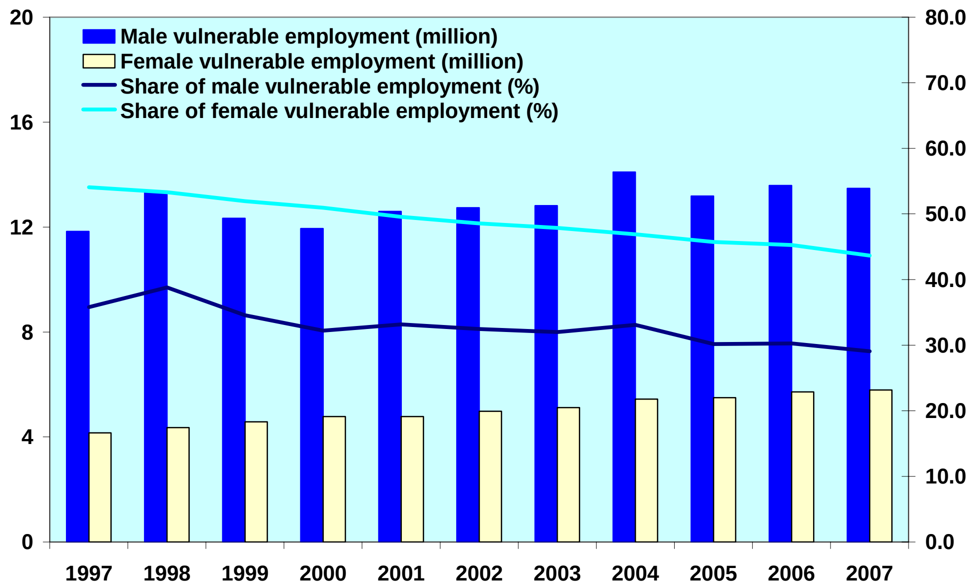
## Middle East



Male unemployment (million)
Female unemployment (million)
Male unemployment rate (%)
Female unemployment rate (%)
0
1
2
3
4
5
6
0.0
3.0
6.0
9.0
12.0
15.0
18.0
21.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

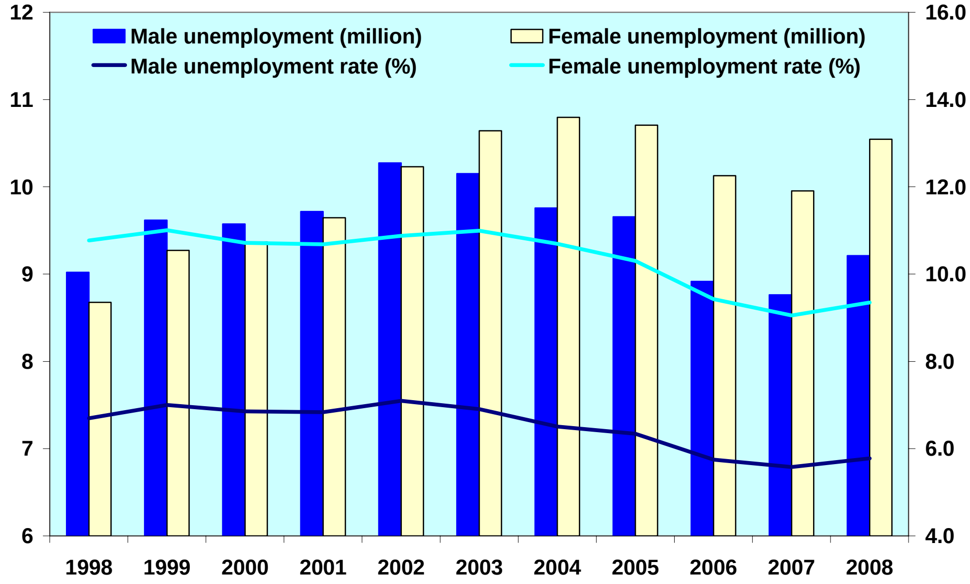



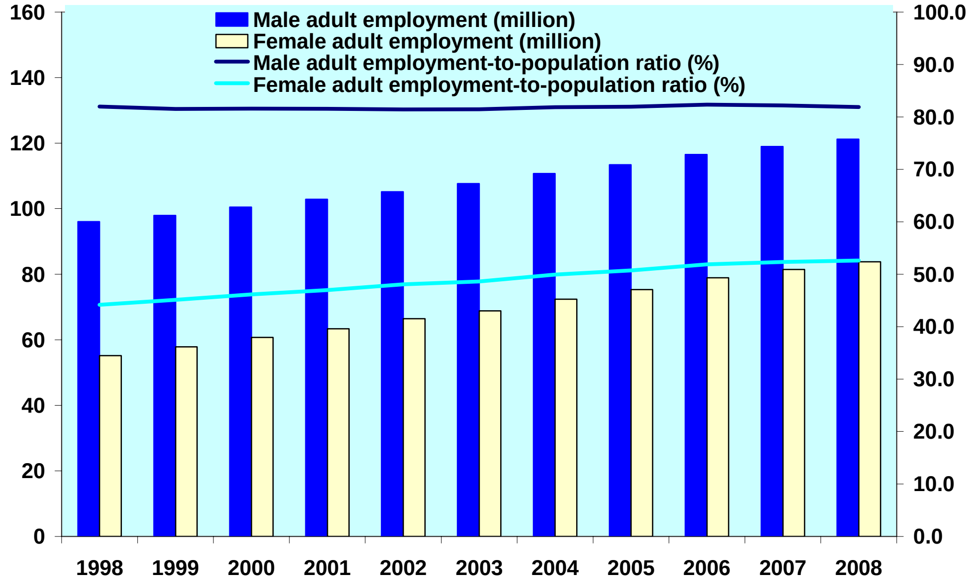
Male adult employment (million)
Female adult employment (million)
Male adult employment-to-population ratio (%)
Female adult employment-to-population ratio (%)
0
10
20
30
40
50
0.0
20.0
40.0
60.0
80.0
100.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

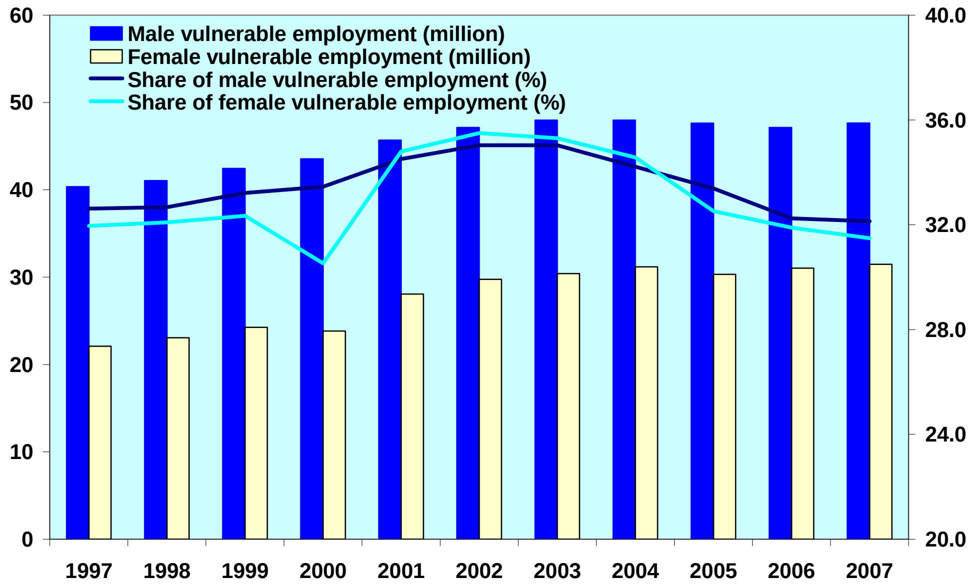



Male vulnerable employment (million)
Female vulnerable employment (million)
Share of male vulnerable employment (%)
Share of female vulnerable employment (%)
0
4
8
12
16
20
0.0
10.0
20.0
30.0
40.0
50.0
60.0
70.0
80.0
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007

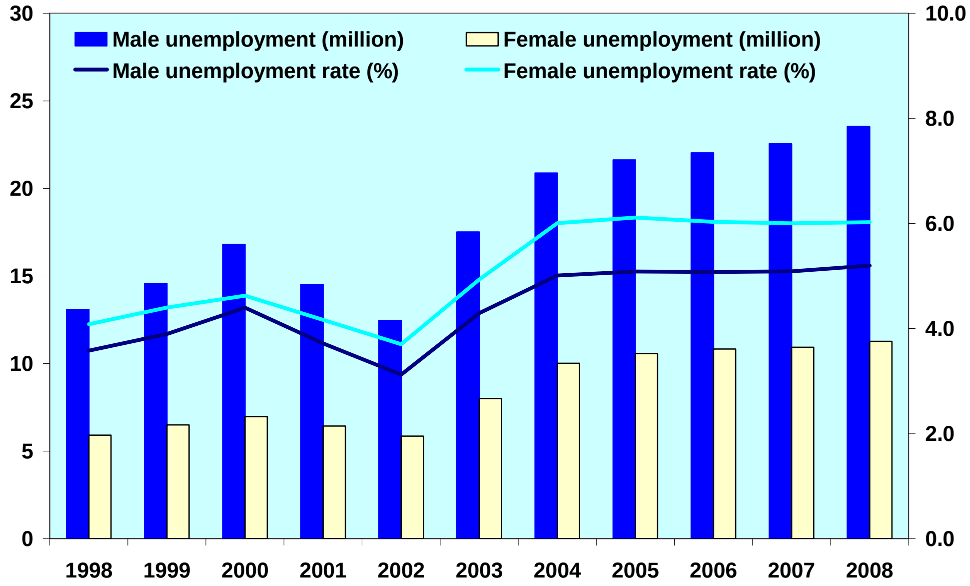
## Latin America and the Caribbean

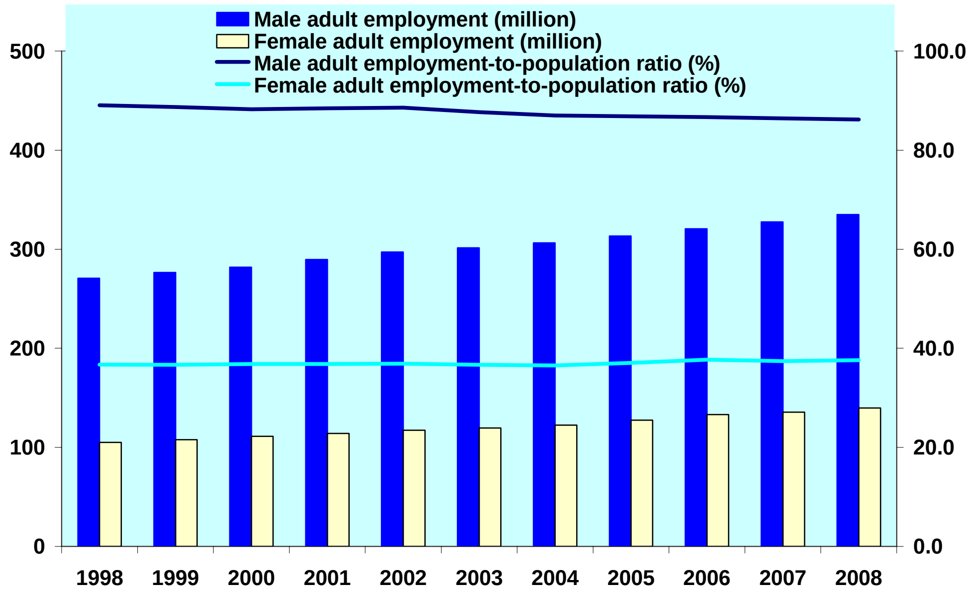


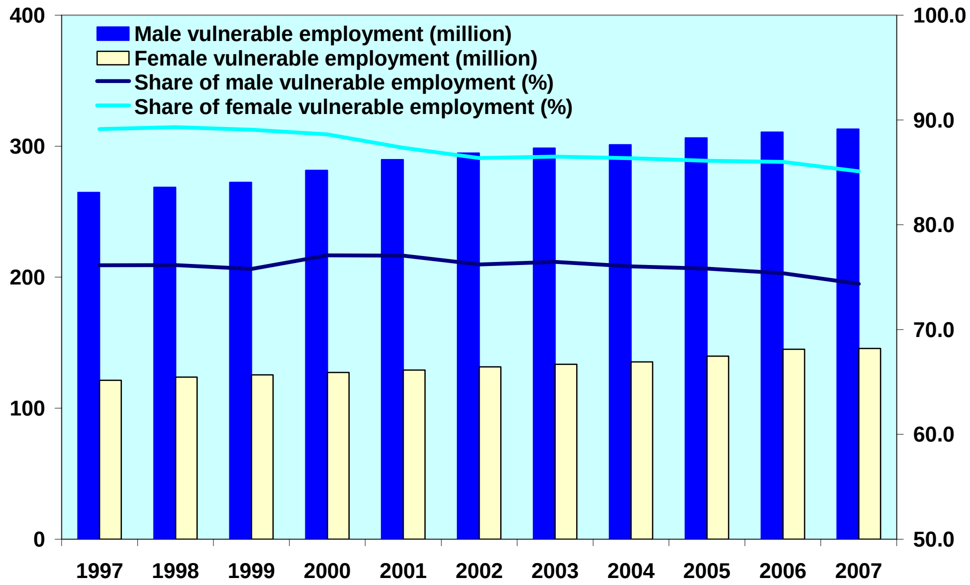



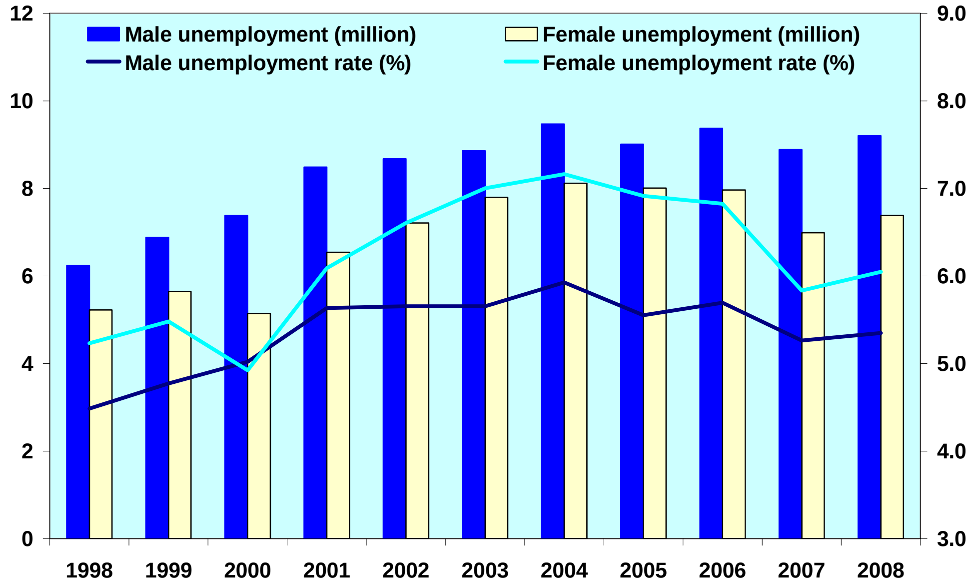
# South Asia

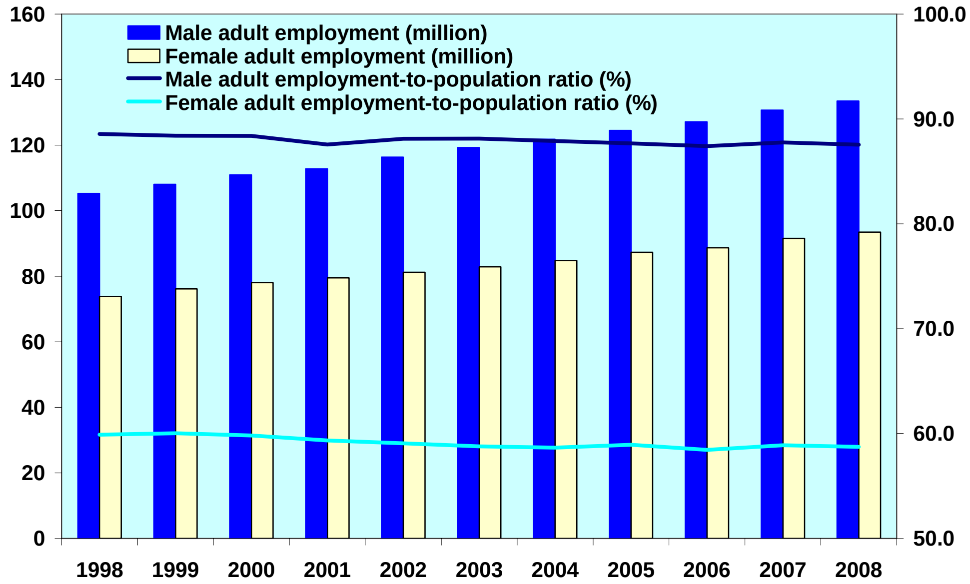

Male unemployment (million)
Female unemployment (million)
Male unemployment rate (%)
Female unemployment rate (%)
30
25
20
15
10
5
0
10.0
8.0
6.0
4.0
2.0
0.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

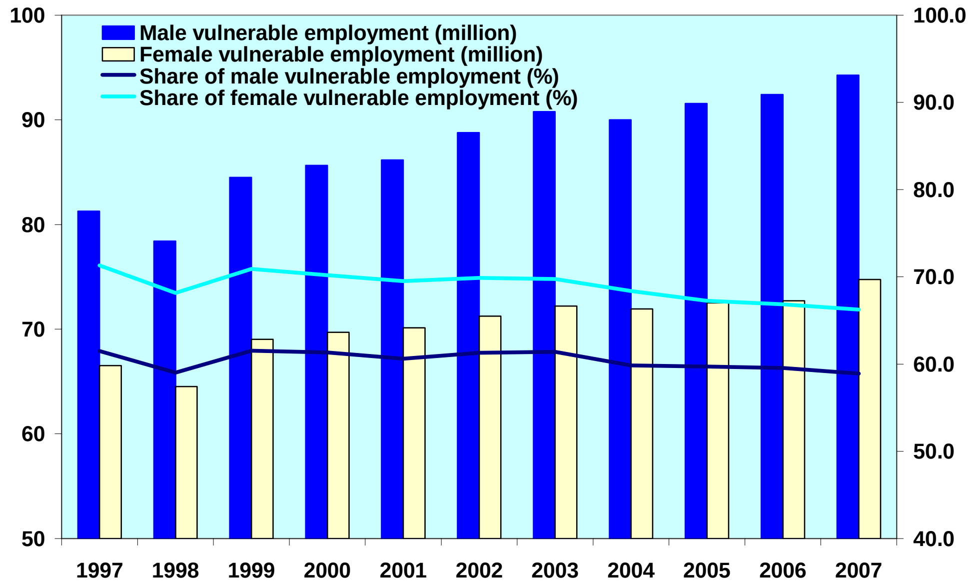

Male adult employment (million)
Female adult employment (million)
Male adult employment-to-population ratio (%)
Female adult employment-to-population ratio (%)
500
400
300
200
100
0
100.0
80.0
60.0
40.0
20.0
0.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008


Male vulnerable employment (million)
Female vulnerable employment (million)
Share of male vulnerable employment (%)
Share of female vulnerable employment (%)
400
300
200
100
0
100.0
90.0
80.0
70.0
60.0
50.0
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007

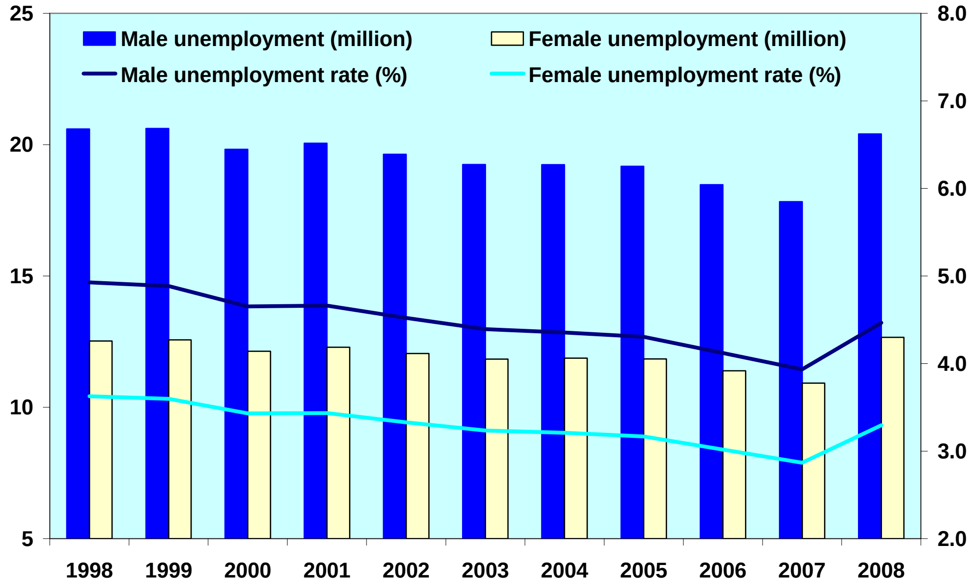
## South-East Asia and the Pacific



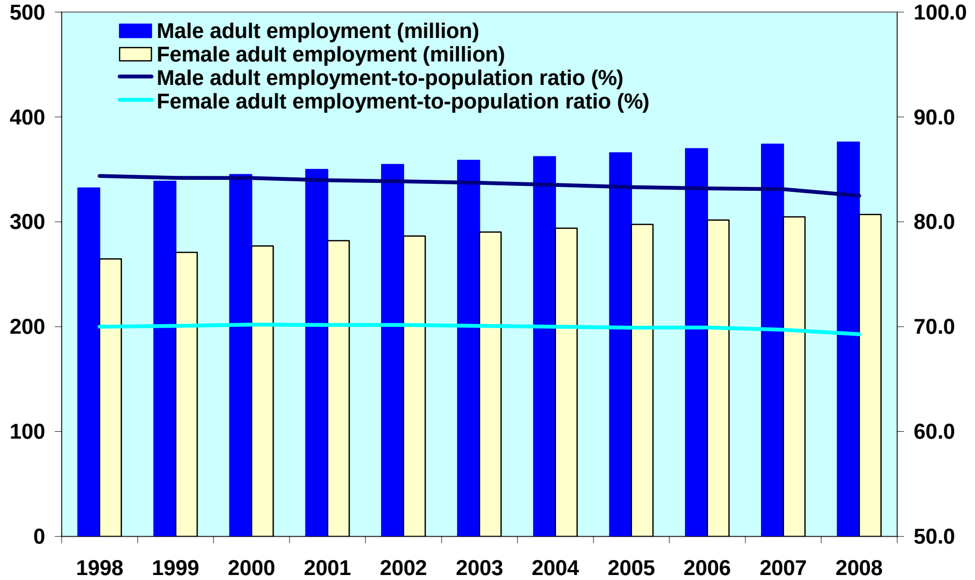



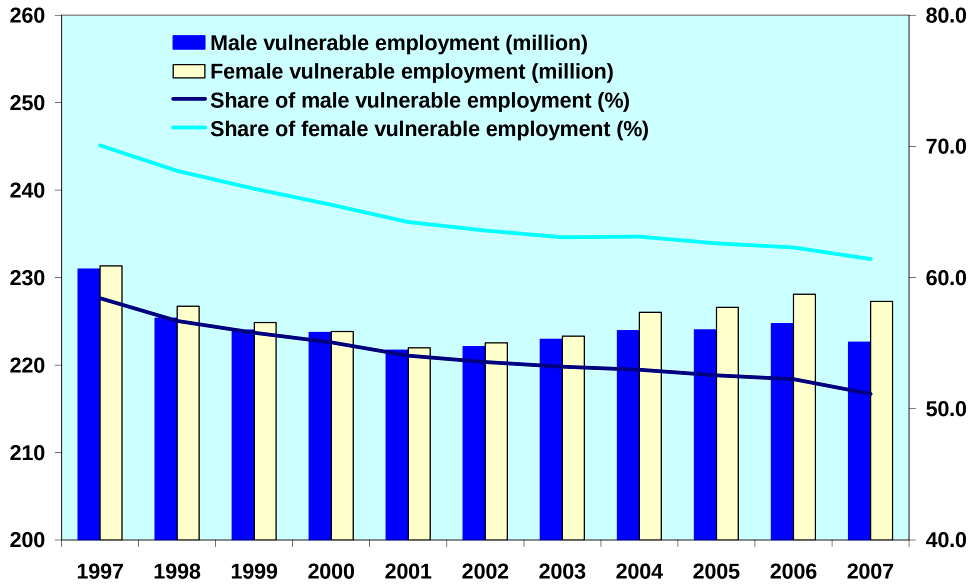
## East Asia



Male unemployment (million)
Female unemployment (million)
Male unemployment rate (%)
Female unemployment rate (%)
25
20
15
10
5
8.0
7.0
6.0
5.0
4.0
3.0
2.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

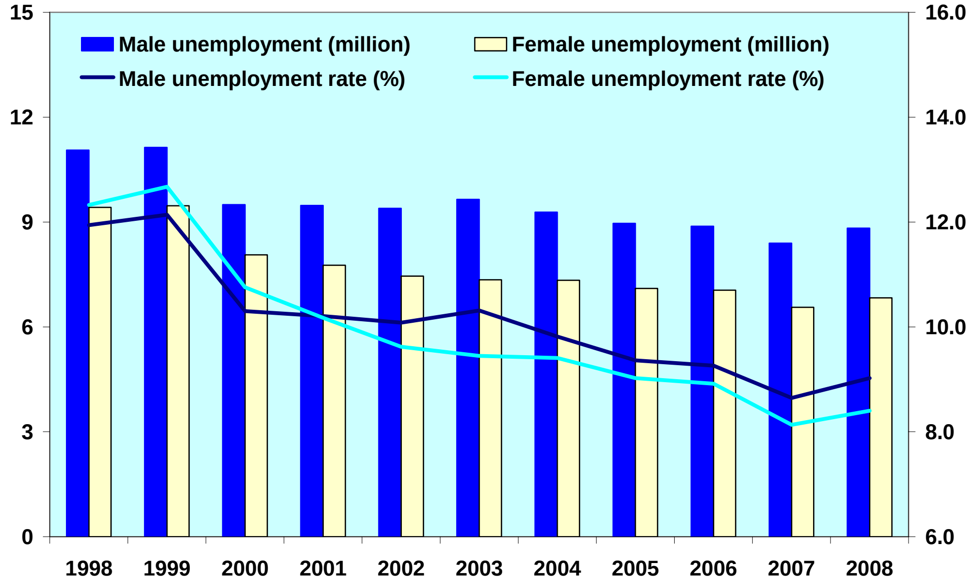



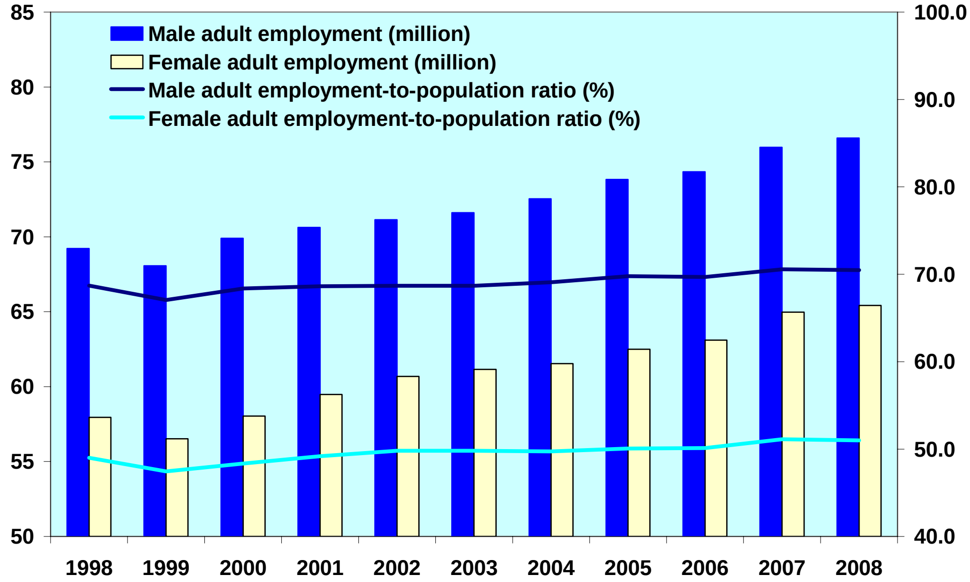
Male adult employment (million)
Female adult employment (million)
Male adult employment-to-population ratio (%)
Female adult employment-to-population ratio (%)
500
400
300
200
100
0
100.0
90.0
80.0
70.0
60.0
50.0
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

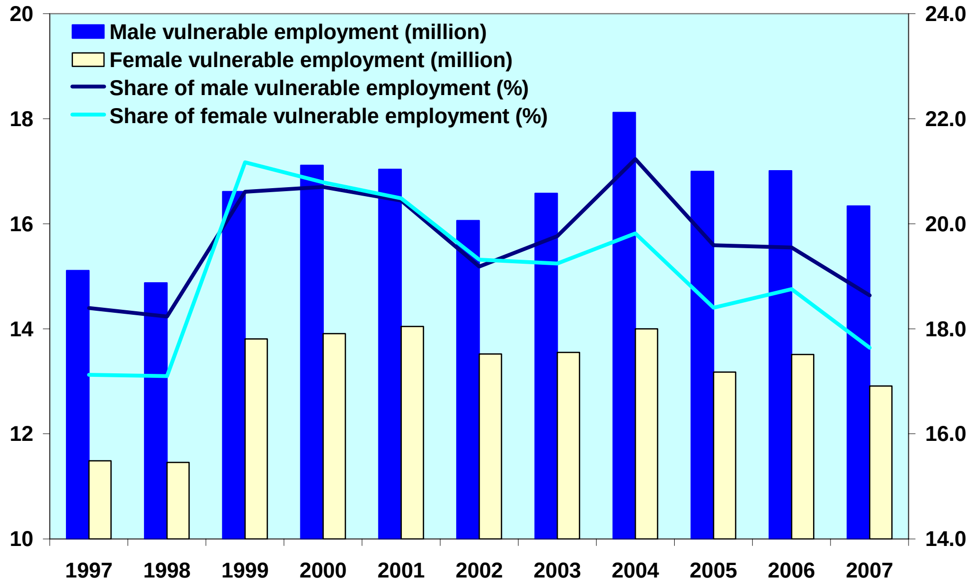



Male vulnerable employment (million)
Female vulnerable employment (million)
Share of male vulnerable employment (%)
Share of female vulnerable employment (%)
260
250
240
230
220
210
200
80.0
70.0
60.0
50.0
40.0
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007

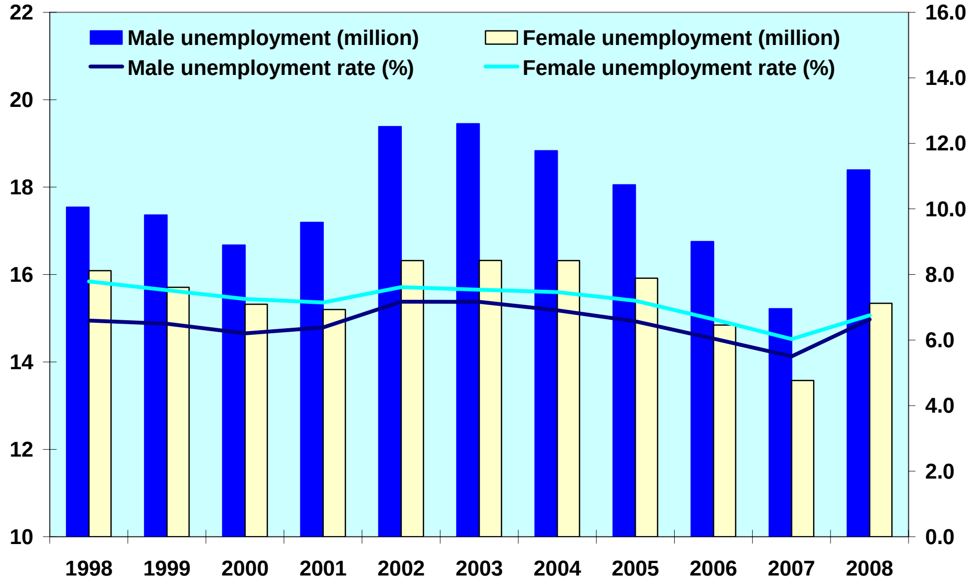
## Central and South-Eastern Europe (non-EU) and the CIS

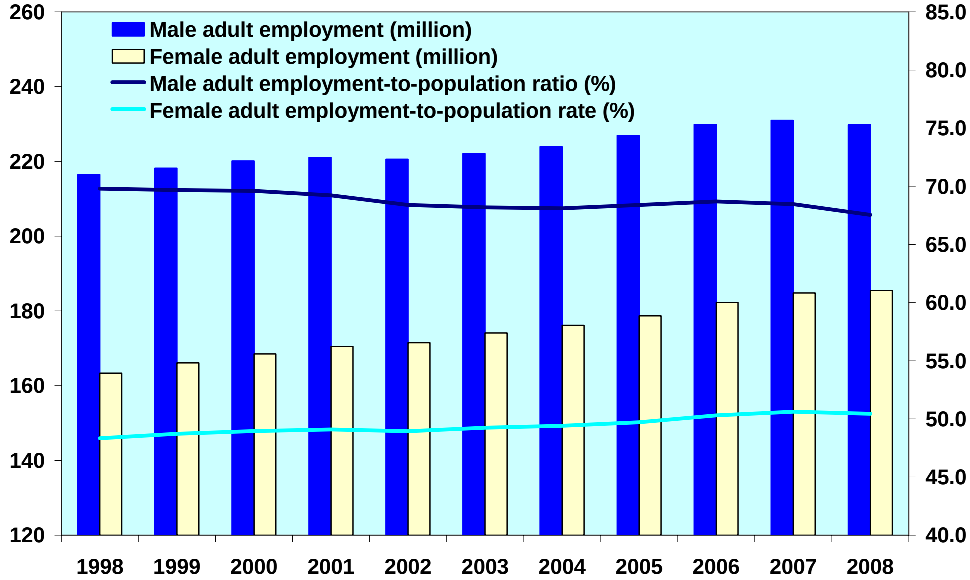


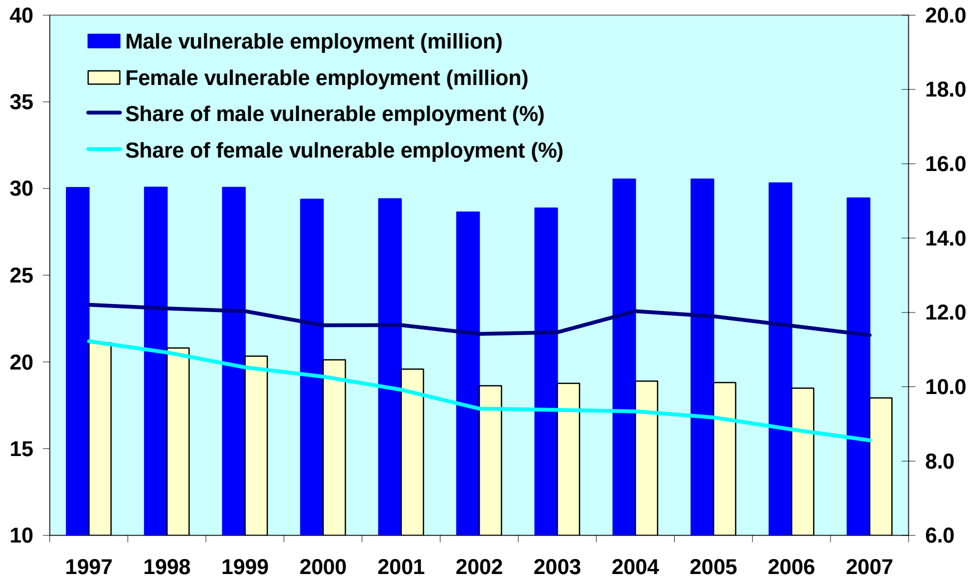



## Developed Economies and European Union



## Global employment trends – regional groupings

**Developed Economies & European Union**

***European Union***

- Austria
- Belgium
- Bulgaria
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Latvia
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Poland
- Romania
- Portugal
- Slovakia
- Slovenia
- Spain
- Sweden
- United Kingdom

***North America***

- Canada
- United States

***Other Developed Economies***

- Australia
- Gibraltar
- Greenland
- Isle of Man
- Israel
- Japan
- New Zealand
- San Marino
- St. Pierre and Miquelon

***Western Europe (non-EU)***

- Andorra
- Iceland
- Liechtenstein
- Monaco
- Norway
- Switzerland

**Central & South-Eastern Europe (non-EU) & CIS**

***Central & South-Eastern Europe***

- Albania
- Bosnia and Herzegovina
- Croatia
- The former Yugoslav Republic of Macedonia
- Serbia and Montenegro
- Turkey

***Commonwealth of Independent States***

- Armenia
- Azerbaijan
- Belarus
- Georgia
- Kazakhstan
- Kyrgyzstan
- Republic of Moldova
- Russian Federation
- Tajikistan
- Turkmenistan
- Ukraine
- Uzbekistan

**South Asia**

- Afghanistan
- Bangladesh
- Bhutan
- India
- Maldives
- Nepal
- Pakistan
- Sri Lanka

**South-East Asia & the Pacific**

***South-East Asia***

- Brunei Darussalam
- Cambodia
- East Timor
- Indonesia
- Lao People's Democratic Republic
- Malaysia
- Myanmar
- Philippines
- Singapore
- Thailand
- Viet Nam

***Pacific Islands***

- American Samoa
- Cook Islands
- Fiji
- French Polynesia
- Guam
- Kiribati
- Marshall Islands
- Nauru
- New Caledonia
- Niue
- Northern Mariana Islands
- Papua New Guinea
- Samoa
- Solomon Islands
- Tokelau
- Tonga
- Tuvalu
- Vanuatu
- Wallis and Futuna Islands

**East Asia**

- China
- Hong Kong, China
- Korea, Democratic People's Republic of
- Korea, Republic of
- Macau, China
- Mongolia
- Taiwan, China

**Latin America & the Caribbean**

***Caribbean***

- Anguilla
- Antigua and Barbuda
- Aruba
- Bahamas
- Barbados
- Bermuda
- British Virgin Islands
- Cayman Islands
- Cuba
- Dominica
- Dominican Republic
- Grenada
- Guadeloupe
- Guyana
- Haiti
- Jamaica
- Martinique
- Montserrat
- Netherlands Antilles
- Puerto Rico
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Suriname
- Trinidad and Tobago
- Turks and Caicos Islands
- United States Virgin Islands

***Central America***

- Belize
- Costa Rica
- El Salvador
- Guatemala
- Honduras
- Mexico
- Nicaragua
- Panama

***South America***

- Argentina
- Bolivia
- Brazil
- Chile
- Colombia
- Ecuador
- Falkland Islands (Malvinas)
- French Guiana
- Paraguay
- Peru
- Uruguay
- Venezuela

**Middle East**

- Bahrain
- Iran, Islamic Republic of
- Iraq
- Jordan
- Kuwait
- Lebanon
- Oman
- Qatar
- Saudi Arabia
- Syrian Arab Republic
- United Arab Emirates
- West Bank and Gaza Strip
- Yemen

**North Africa**

- Algeria
- Egypt
- Libyan Arab Jamahiriya
- Morocco
- Sudan
- Tunisia

**Sub-Saharan Africa**

***Eastern Africa***

- Burundi
- Comoros
- Djibouti
- Eritrea
- Ethiopia
- Kenya
- Madagascar
- Malawi
- Mauritius
- Mozambique
- Réunion
- Rwanda
- Seychelles
- Somalia
- Tanzania, United Republic of
- Uganda
- Zambia
- Zimbabwe

***Middle Africa***

- Angola
- Cameroon
- Central African Republic
- Chad
- Congo
- Congo, Democratic Republic of
- Equatorial Guinea
- Gabon
- Sao Tome and Principe

***Southern Africa***

- Botswana
- Lesotho
- Namibia
- South Africa
- Swaziland

***Western Africa***

- Benin
- Burkina Faso
- Cape Verde
- Côte d'Ivoire
- Gambia
- Ghana
- Guinea
- Guinea-Bissau
- Liberia
- Mali
- Mauritania
- Niger
- Nigeria
- Senegal
- Sierra Leone
- St. Helena
- Togo

# Annex 4. Note on world and regional tables

The source of all tables in this *Global Employment Trends for Women* is ILO, Trends Econometric Models, January 2009. The ILO Employment Trends Unit has designed, and actively maintains, econometric models which are used to produce estimates of labour market indicators in the countries and years for which country-reported data are unavailable, and are thus unique in giving the ILO the ability to produce regional labour market information for all regions in the world.

The Global Employment Trends Model (GET Model) is used to produce estimates – disaggregated by age and sex as appropriate – of unemployment, employment, status in employment, and employment by sector. The output of the model is a complete matrix of data for 178 countries. The country-level data can then be aggregated to produce regional and global estimates of labour market indicators such as the unemployment rate, the employment-to-population rate, sectoral employment shares and status in employment shares.

Prior to running the GET Model, labour market information specialists in the Employment Trends Unit and the Bureau of Statistics, in cooperation with specialists in ILO Field Offices, evaluate existing country-reported unemployment rates, status in employment shares and sector employment shares and select only those observations deemed sufficiently comparable across countries – with criteria including 1) type of data source; 2) geographic coverage; and 3) age group coverage.

- With regard to the first criterion, in order for data to be included in the model, they must be derived from either a labour force survey or population census. National labour force surveys are typically similar across countries, and the data derived from these surveys are more comparable than data obtained from other sources. Consequently, a strict preference is given to labour force survey-based data in the selection process. Yet, many developing countries without adequate resources to carry out a labour force survey do report labour market information based on population censuses. Consequently, due the need to balance the competing goals of data comparability and data coverage, some population census-based data are included in the model.
- The second criterion is that only fully national (i.e. not geographically limited) labour market indicators are included. Observations corresponding to only urban or only rural areas are not included, as large differences typically exist between rural and urban labour markets, and using only rural or urban data would not be consistent with benchmark files such as GDP.
- The third criterion is that the age groups covered by the observed data must be sufficiently comparable across countries. Countries report labour market information for a variety of age groups and the age group selected can have an influence on the observed value of a given labour market indicator.

Apart from country-reported labour market information, the GET Model uses the following benchmark files:

- United Nations population estimates and projections
- ILO labour force estimates and projections
- IMF/World Bank data on GDP (PPP, per capita, growth)
- World Bank poverty estimates

The first phase of the model produces estimates of unemployment rates, which also allows for the calculation of total employment, unemployment, and employment-to-population ratios. After all comparable unemployment rates have been processed, multivariate regressions are run separately for each region in the world in which unemployment rates broken down by age and sex (youth male, youth female, adult male, adult female) are regressed on GDP growth rates. Weights are used in the regressions to correct for biases that may result from the fact that countries that report unemployment rates tend to be different (in statistically important respects) than countries that do not report unemployment rates.[32] The regressions,

[32] If, for instance, simple averages of unemployment rates in reporting countries in a given region were used to estimate the unemployment rate in that region, and the countries that do not report unemployment rates tend to be different with respect to unemployment rates than reporting countries, without such a correction mechanism, the resulting estimated regional unemployment rate would be biased. The 'weighted least squares' approach taken up in the GET Model corrects for this potential problem.

together with considerations based on regional proximity, are used to fill in missing values in the countries and years for which country-reported data are unavailable.

During subsequent phases, employment by sector and status in employment are estimated. Additional econometric models are used to produce world and regional estimates of labour force participation, working poverty and employment elasticities. The models use similar techniques as the GET Model to impute missing values at the country level.

## Improvements on previous global and regional estimates

The January 2009 run of the Trends Econometric Models uses both new and revised data, which has resulted in improved global and regional estimates based on the latest available information. This includes revisions of the IMF and World Bank estimates of GDP and its components; new population estimates and projections (UN 2006 Revision); new estimates and projections of labour force participation; and other new country-level input. The country-level input comes from ILO, *Key indicators of the labour market*, 5th Edition (Geneva, 2007) and updates of the indicators. For more information on the methodology of producing world and regional estimates, see www.ilo.org/trends.

# Annex 5. Methodologies for constructing scenarios

## Unemployment scenarios

**Scenario 1:** For each economy and sex, the 2009 unemployment rate is projected by multiplying the country elasticity of the unemployment rate with respect to the GDP growth rate by the IMF projection (published in January 2009) of GDP growth for 2009 and adding the regression constant. The elasticity is calculated as the average over observed values during the 1991-2008 period, using the econometric model described in Annex 4.

**Scenario 2:** For each economy and sex, the 2009 unemployment rate is projected by multiplying the country elasticity of the unemployment rate with respect to the change in GDP growth rate by the projected change in the GDP growth rate from 2008 to 2009 on the basis of the January 2009 IMF projections. The elasticity is calculated on the basis of the largest year-on-year drop in GDP since 1991.

**Scenario 3:** For each developed (industrialized) economy and sex, the 2009 unemployment rate is projected by applying 0.9 of the largest percentage point increase in the unemployment rate observed in that country over the 1991-2008 period to the 2008 unemployment rate. For each developing economy and sex, the 2009 unemployment rate is projected by applying 0.45 of the largest percentage point increase in the unemployment rate observed in that country over the 1991-2008 period to the 2008 unemployment rate.

## Vulnerable employment scenarios

**Scenario 1:** For each economy and sex, the shares of wage employment (employees), employers, own-account workers and contributing (unpaid) family workers are projected separately on the basis of an econometric model in which these shares are the dependent variables, while per-capita GDP, annual GDP growth rates, the share of national value-added in agriculture and the share of national value-added in industry are the independent variables. Regressions are estimated separately for each region. Elasticities of each of the dependent variables with respect to the independent variables are multiplied by the projected values for the independent variables for 2009 (plus the regression constant) to obtain the 2009 projections. Elasticities are calculated as the average over observed values during the 1991-2008 period (using the econometric model described in Annex 4 and the January 2009 IMF projections). The projected shares of own-account workers and contributing (unpaid) family workers are then added to obtain the projected share of vulnerable employment.

**Scenario 2:** For each economy and sex, the 2009 vulnerable employment rate is projected by multiplying the country elasticity of the vulnerable employment rate with respect to the change in GDP growth rate by the projected change in the GDP growth rate from 2008 to 2009 on the basis of the January 2009 IMF projections. The elasticity is calculated on the basis of the largest year-on-year drop in GDP since 1991.

**Scenario 3:** For each economy and sex, the 2008 vulnerable employment rate is projected by applying half the largest percentage point increase in the vulnerable employment rate observed in that country over the 1991-2007 period to the 2007 vulnerable employment rate (calculated on the basis of the January 2009 IMF projections). The 2009 vulnerable employment rate is projected by applying the largest percentage point increase in the vulnerable employment rate observed in that country over the 1991-2007 period in full to the 2008 vulnerable employment rate.