



2.4

Decent work and productive employment

	Employment to population ratio				Gross enrollment ratio, secondary		Vulnerable employment				Labor productivity	
	Total		Youth		% of relevant age group		Unpaid family workers and own-account workers				GDP per person employed % growth	
	% ages 15 and older		% ages 15–24				Male		Female			
	1991	2007	1991	2007	1990	2007	1990	2007	1990	2007	1992	2008
Afghanistan	..	..	..	..	..	..	..	..	..	..	..	..
Albania	53	51	39	36	88	..	..	..	..	..	-3.9	4.9
Algeria	39	51	25	34	60	83	..	..	..	..	-0.1	0.1
Angola	76	76	69	68	11	17	..	..	..	..	-10.3	7.8
Argentina	54	58	43	39	72	84	..	22 ^b	..	17 ^b	9.6	5.0
Armenia	39	40	24	26	..	89	..	..	..	..	-39.5	11.2
Australia	57	62	58	64	83	150	12	11	9	7	0.4	0.6
Austria	54	57	61	53	102	102	..	9	..	9	0.3	0.2
Azerbaijan	57	61	38	39	88	..	..	41	..	66	-23.7	9.3
Bangladesh	75	68	67	56	20	..	..	85	..	87	5.2	2.3
Belarus	59	53	40	34	93	95	..	..	..	..	-8.7	9.6
Belgium	46	49	31	27	101	110	..	11	..	9	0.3	0.3
Benin	71	72	64	59	10	32	..	..	..	..	-2.1	1.6
Bolivia	62	70	48	49	44	82	32 ^b	..	50 ^b	..	0.0	2.7
Bosnia and Herzegovina	52	41	28	16	..	85	..	..	..	..	0.8	4.7
Botswana	49	46	39	26	48	76	..	..	..	..	0.8	-0.7
Brazil	56	65	54	53	58	105	29 ^b	30	30 ^b	24	-8.2	3.8
Bulgaria	46	47	28	26	86	105	..	10	..	7	-11.6	4.6
Burkina Faso	81	81	77	74	7	16	..	..	..	..	-3.0	1.2
Burundi	84	83	73	72	5	15	..	..	..	..	-1.0	0.2
Cambodia	78	79	68	75	25	42	..	..	..	..	4.7	3.8
Cameroon	59	59	39	35	26	25	..	..	..	..	-5.8	1.1
Canada	59	64	57	61	101	..	..	12 ^b	..	9 ^b	2.1	-0.6
Central African Republic	72	71	57	57	11	..	..	..	..	..	-9.0	0.4
Chad	66	69	50	49	7	19	..	..	..	..	3.0	-3.5
Chile	51	51	34	24	73	91	..	25	..	24	6.9	2.8
China	76	73	72	56	40	76	..	..	..	..	11.8	8.6
Hong Kong, China	63	59	54	39	80	86	..	10	..	4	5.7	1.8
Colombia	52	63	37	44	50	85	30 ^b	41	26 ^b	41	-0.1	2.0
Congo, Dem. Rep.	67	66	58	61	21	33	..	..	..	..	-13.6	5.0
Congo, Rep.	65	64	48	45	46	..	..	..	..	..	-0.4	5.9
Costa Rica	57	59	48	44	45	87	26	20	21	20	4.2	1.7
Côte d'Ivoire	62	60	51	45	21	..	..	..	..	..	-3.1	0.6
Croatia	46	47	25	29	..	91	..	18 ^b	..	18 ^b	-11.5	1.6
Cuba	53	56	39	32	94	93	..	..	..	..	..	..
Czech Republic	58	56	45	29	91	96	..	15	..	9	-1.1	3.6
Denmark	62	63	65	62	109	120	..	..	..	..	1.7	0.7
Dominican Republic	44	53	28	33	..	79	42	49	30	30	6.4	4.4
Ecuador	52	60	39	39	55	70	33 ^b	29 ^b	41 ^b	41 ^b	-3.1	2.8
Egypt, Arab Rep.	43	42	22	22	71	..	..	20	..	44	1.8	4.5
El Salvador	59	58	42	41	36	64	..	29	..	44	6.9	1.6
Eritrea	65	65	58	53	..	29	..	..	..	..	15.3	-2.5
Estonia	63	57	44	30	104	100	2	8	3	4	-18.5	2.1
Ethiopia	72	81	65	74	13	30	..	48	..	56	-11.7	7.7
Finland	59	57	45	44	116	112	..	..	..	..	3.8	1.1
France	50	51	28	29	98	114	..	8	..	5	1.7	0.5
Gabon	58	59	37	34	39	..	..	..	..	..	-7.5	-0.7
Gambia, The	72	72	58	54	17	49	..	..	..	..	-0.3	2.3
Georgia	58	56	28	22	95	90	..	64	..	65	-43.3	4.1
Germany	56	54	58	43	98	102	..	..	..	..	3.8	-0.7
Ghana	69	65	40	40	34	49	..	..	..	..	-1.2	3.8
Greece	46	50	31	28	94	103	..	28	..	27	-2.0	1.6
Guatemala	56	63	52	53	23	56	..	..	..	..	3.4	1.0
Guinea	82	82	75	73	10	35	-0.9	2.2
Guinea-Bissau	66	66	57	62	6	-2.2	0.5
Haiti	56	56	37	48	21	-10.2	0.0

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	Total		Youth		% of relevant age group		Unpaid family workers and own-account workers		GDP per person employed % growth			
	% ages 15 and older		% ages 15–24				Male	Female				
	1991	2007	1991	2007	1990	2007	% of male employment	% of female employment	1992	2008		
Honduras	59	56	49	43	33	61	48 ^b	..	50 ^b	..	-0.4	1.9
Hungary	50	47	39	21	86	96	8	8	7	6	-3.0	2.3
India	59	55	47	39	42	55	..	..	..	..	2.4	5.4
Indonesia	63	62	46	41	45	66	..	60	..	68	4.3	4.2
Iran, Islamic Rep.	46	48	33	35	57	73	..	40	..	56	2.6	1.4
Iraq	35	..	23	..	44	..	..	..	..	..	..	..
Ireland	45	60	38	47	100	112	25	16	9	5	2.5	0.0
Israel	46	51	25	27	92	92	..	9	..	5	1.3	2.3
Italy	45	46	30	26	83	100	..	27	..	16	0.9	-0.4
Jamaica	62	58	39	32	65	87	46	38	37	31	0.9	-0.7
Japan	63	57	43	41	97	101	15	10	26	12	-0.3	0.4
Jordan	36	39	24	19	82	89	..	..	..	..	8.2	1.7
Kazakhstan	64	64	46	42	100	92 ^d	..	..	..	..	-1.5	2.8
Kenya	72	73	61	59	46	50	..	..	..	..	-5.2	-1.1
Korea, Dem. Rep.	62	65	46	40	..	..	..	..	..	..	..	..
Korea, Rep.	59	59	36	29	90	98	..	23	..	28	3.9	1.9
Kuwait	62	66	30	32	43	91	..	..	..	..	52.3	3.0
Kyrgyz Republic	60	59	41	40	100	86	..	47	..	47	-14.3	5.6
Lao PDR	80	78	74	64	23	44	..	..	..	..	3.8	4.3
Latvia	59	57	42	35	92	99	..	9	..	6	-31.7	1.7
Lebanon	46	46	32	28	62	81	..	..	..	..	1.0	6.2
Lesotho	51	56	43	43	24	37	..	..	..	..	5.6	4.8
Liberia	66	66	57	57	..	..	..	..	..	..	-34.1	4.3
Libya	46	49	28	28	..	94	..	..	..	..	-5.5	4.5
Lithuania	55	53	35	20	92	99	..	..	..	..	-20.0	8.3
Macedonia, FYR	38	35	19	14	..	84	..	24	..	20	-5.7	4.3
Madagascar	79	83	65	70	17	26	..	84	..	89	-2.8	3.1
Malawi	72	72	49	49	8	28	..	..	..	..	-10.6	5.0
Malaysia	60	61	47	44	57	69	31	23	25	21	6.2	3.6
Mali	48	46	39	34	8	32	..	..	..	..	5.2	1.8
Mauritania	54	47	43	31	14	25	..	..	..	..	-0.9	2.7
Mauritius	56	55	46	37	55	88	13	18	7	15	-2.5	2.9
Mexico	57	58	50	43	53	87	29	28	15	32	-0.2	0.6
Moldova	59	44	38	17	78	89	..	35	..	30	-28.6	7.6
Mongolia	51	52	40	35	82	92	..	..	..	..	-12.8	7.9
Morocco	46	46	40	34	36	56	..	47	..	65	-7.1	4.2
Mozambique	79	77	66	64	7	18	..	..	..	..	-13.1	4.3
Myanmar	75	75	62	54	23	..	..	..	..	..	7.1	3.0
Namibia	46	42	24	14	45	59	..	..	..	..	3.6	0.2
Nepal	61	62	54	45	34	48 ^d	..	..	..	..	-0.6	1.7
Netherlands	53	61	55	65	120	118	..	..	..	..	-0.3	0.5
New Zealand	57	65	55	56	90	120	15	14	10	10	0.1	-0.4
Nicaragua	53	59	41	48	42	66	..	45	..	46	-5.5	0.4
Niger	60	60	50	51	7	11	..	..	..	..	-10.0	2.4
Nigeria	52	51	28	24	24	32	..	..	..	..	0.2	2.4
Norway	60	65	49	56	103	113	..	8	..	3	4.1	1.0
Oman	53	51	30	29	45	90	..	..	..	..	1.6	2.8
Pakistan	48	51	39	43	25	33	..	58	..	75	4.6	1.8
Panama	50	60	34	40	62	70	44	30	19	24	1.9	7.4
Papua New Guinea	70	70	58	55	12	..	..	..	..	..	11.8	4.2
Paraguay	62	73	51	58	31	66	17 ^b	45	31 ^b	50	-2.1	2.2
Peru	58	68	45	52	67	94	30 ^b	33 ^b	46 ^b	47 ^b	-3.6	6.7
Philippines	59	61	42	40	71	83	..	44	..	47	-3.4	3.1
Poland	54	49	32	26	87	100	..	21	..	18	4.1	1.3
Portugal	59	58	53	36	66	97	18 ^b	18	21 ^b	19	3.3	-0.2
Puerto Rico	38	42	21	29



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	Total		Youth		% of relevant age group		Unpaid family workers and own-account workers				GDP per person employed % growth	
	% ages 15 and older		% ages 15–24				Male		Female			
	1991	2007	1991	2007	1991	2007 ^a	1990	2007	1990	2007	1992	2008
Romania	57	50	42	24	92	86	7 ^b	32	11 ^b	33	-13.3	9.4
Russian Federation	58	59	34	33	93	84	1	6	1	6	-19.2	6.3
Rwanda	87	80	79	64	9	18	..	..	..	..	13.7	5.2
Saudi Arabia	51	51	27	25	44	94	..	..	..	..	2.0	2.7
Senegal	67	66	59	54	15	24	77	..	91	..	-1.6	0.7
Serbia	50 ^c	49 ^c	28 ^c	30 ^c	..	88	..	25	..	20	..	..
Sierra Leone	64	64	39	42	17	32	..	..	..	..	-19.5	3.8
Singapore	64	62	56	37	..	..	10	12	6	7	3.5	-0.9
Slovak Republic	56	53	43	30	..	96	..	13 ^b	..	5 ^b	-8.0	4.6
Slovenia	56	56	38	33	89	95	..	14	..	13	1.4	3.6
Somalia	65	66	58	57	..	..	..	..	..	..	..	..
South Africa	40	41	20	14	69	96	..	2	..	3	-6.0	2.7
Spain	43	53	36	38	105	119	20	13	24	10	3.7	7.1
Sri Lanka	52	55	32	35	71	..	..	39 ^b	..	44 ^b	5.1	4.3
Sudan	46	47	29	24	21	35 ^d	..	..	..	..	4.3	5.2
Swaziland	54	51	34	26	42	47	..	..	..	..	-0.5	1.3
Sweden	65	61	59	45	90	103	..	..	..	..	3.3	0.6
Switzerland	68	64	69	63	99	93	8	10	11	11	0.3	1.5
Syrian Arab Republic	47	45	38	33	48	72	..	..	..	..	8.1	1.5
Tajikistan	54	55	36	55	102	84	..	..	..	..	-27.4	3.2
Tanzania	88	78	79	70	5	..	..	82 ^b	..	93 ^b	-2.8	4.2
Thailand	78	72	70	47	33	83	67	51	74	56	6.8	3.3
Timor-Leste	64	67	51	58	..	53	..	..	..	..	..	..
Togo	65	64	57	52	20	39	..	..	..	..	-6.5	-2.4
Trinidad and Tobago	45	62	33	47	82	76	22	17	21	13	-4.8	2.7
Tunisia	41	42	29	23	45	85	..	..	..	..	4.7	2.1
Turkey	53	43	48	31	48	79	..	32	..	50	4.4	0.1
Turkmenistan	56	59	34	34	..	..	..	..	..	..	-8.7	7.2
Uganda	85	83	78	76	11	18	..	..	..	..	0.2	6.1
Ukraine	59	54	37	34	94	94	..	..	..	..	-8.8	3.0
United Arab Emirates	71	75	43	47	68	92	..	..	..	..	-3.3	4.7
United Kingdom	58	59	66	56	87	98	..	..	..	..	2.7	1.0
United States	61	62	56	52	92	94	..	..	..	..	2.7	3.0
Uruguay	54	58	43	38	84	101	..	26	..	24	4.4	9.7
Uzbekistan	55	58	36	38	99	102	..	..	..	..	-11.4	5.7
Venezuela, RB	52	60	36	38	53	79	..	28	..	33	0.7	2.7
Vietnam	76	71	75	52	32	..	..	..	..	..	5.8	4.0
West Bank and Gaza	29	32	19	16	..	92	..	34	..	47	..	..
Yemen, Rep.	38	39	23	22	..	46	..	..	..	..	2.6	-0.2
Zambia	57	61	40	47	23	43	56	..	81	..	-3.9	3.2
Zimbabwe	70	67	48	51	49	40	..	..	..	..	..	..
World	63 w	61 w	53 w	45 w	51 w	66 w	.. w	.. w	.. w	.. w	-0.4 w	3.1 w
Low income	66	65	55	51	25	38	..	..	..	..	-0.5	3.8
Middle income	64	62	54	43	51	70	..	..	..	..	-1.7	6.1
Lower middle income	66	63	56	44	47	65	..	..	..	..	3.1	7.7
Upper middle income	55	56	43	38	68	91	..	23	..	20	-7.2	3.9
Low & middle income	64	62	54	45	45	61	..	..	..	..	-1.6	5.8
East Asia & Pacific	74	71	67	52	47	73	..	..	..	..	8.5	8.6
Europe & Central Asia	56	54	38	32	85	88	..	19	..	18	-11.9	4.6
Latin America & Carib.	55	61	47	46	51	89	30	31	28	31	-1.8	3.4
Middle East & N. Africa	43	45	28	28	57	71	..	34	..	52	1.2	3.2
South Asia	59	56	48	42	38	49	..	..	..	..	3.0	6.5
Sub-Saharan Africa	64	64	50	49	21	32	..	..	..	..	-4.0	3.7
High income	57	58	47	44	92	101	..	..	..	..	2.0	1.9
Euro area	50	52	41	37	..	..	..	14	..	9	2.2	1.4

a. Provisional data. b. Limited coverage. c. Includes Montenegro. d. Data are for 2008.

About the data

Four targets were added to the UN Millennium Declaration at the 2005 World Summit High-Level Plenary Meeting of the 60th Session of the UN General Assembly. One was full and productive employment and decent work for all, which is seen as the main route for people to escape poverty. The four indicators for this target have an economic focus, and three of them are presented in the table.

The employment to population ratio indicates how efficiently an economy provides jobs for people who want to work. A high ratio means that a large proportion of the population is employed. But a lower employment to population ratio can be seen as a positive sign, especially for young people, if it is caused by an increase in their education. This indicator has a gender bias because women who do not consider their work employment or who are not perceived as working tend to be undercounted. This bias has different effects across countries.

Comparability of employment ratios across countries is also affected by variations in definitions of employment and population (see *About the data* for table 2.3). The biggest difference results from the age range used to define labor force activity. The population base for employment ratios can also vary (see table 2.1). Most countries use the resident, noninstitutionalized population of working age living in private households, which excludes members of the armed forces and individuals residing in mental, penal, or other types of institutions. But some countries include members of the armed forces in the population base of their employment ratio while excluding them from employment data (International Labour Organization, *Key Indicators of the Labour Market*, 5th edition).

The proportion of unpaid family workers and own-account workers in total employment is derived from information on status in employment. Each status group faces different economic risks, and unpaid family workers and own-account workers are the most vulnerable—and therefore the most likely to fall into poverty. They are the least likely to have formal work arrangements, are the least likely to have social protection and safety nets to guard against economic shocks, and often are incapable of generating sufficient savings to offset these shocks. A high proportion of unpaid family workers in a country indicates weak development, little job growth, and often a large rural economy.

Data on employment by status are drawn from labor force surveys and household surveys, supplemented by official estimates and censuses for a

small group of countries. The labor force survey is the most comprehensive source for internationally comparable employment, but there are still some limitations for comparing data across countries and over time even within a country. Information from labor force surveys is not always consistent in what is included in employment. For example, information provided by the Organisation for Economic Co-operation and Development relates only to civilian employment, which can result in an underestimation of “employees” and “workers not classified by status,” especially in countries with large armed forces. While the categories of unpaid family workers and self-employed workers, which include own-account workers, would not be affected, their relative shares would be. Geographic coverage is another factor that can limit cross-country comparisons. The employment by status data for most Latin American countries covers urban areas only. Similarly, in some countries in Sub-Saharan Africa, where limited information is available anyway, the members of producer cooperatives are usually excluded from the self-employed category. For detailed information on definitions and coverage, consult the original source.

Labor productivity is used to assess a country's economic ability to create and sustain decent employment opportunities with fair and equitable remuneration. Productivity increases obtained through investment, trade, technological progress, or changes in work organization can increase social protection and reduce poverty, which in turn reduce vulnerable employment and working poverty. Productivity increases do not guarantee these improvements, but without them—and the economic growth they bring—improvements are highly unlikely. For comparability of individual sectors labor productivity is estimated according to national accounts conventions. However, there are still significant limitations on the availability of reliable data. Information on consistent series of output in both national currencies and purchasing power parity dollars is not easily available, especially in developing countries, because the definition, coverage, and methodology are not always consistent across countries. For example, countries employ different methodologies for estimating the missing values for the nonmarket service sectors and use different definitions of the informal sector.

Definitions

- **Employment to population ratio** is the proportion of a country's population that is employed. People ages 15 and older are generally considered the working-age population. People ages 15–24 are generally considered the youth population.
- **Gross enrollment ratio, secondary**, is the ratio of total enrollment in secondary education, regardless of age, to the population of the age group that officially corresponds to secondary education.
- **Vulnerable employment** is unpaid family workers and own-account workers as a percentage of total employment.
- **Labor productivity** is the growth rate of gross domestic product (GDP) divided by total employment in the economy.

Data sources

Data on employment to population ratio, vulnerable employment, and labor productivity are from the International Labour Organization database Key Indicators of the Labour Market, 5th edition. Data on gross enrollment ratios are from the UNESCO Institute for Statistics.