

2017 Third Quarter Report

INTRODUCTION

Continuous Labour Force Surveys (LFS) are one of the main tools used to track labour market dynamics such as unemployment, job creation, and job destruction. However, up to July 2017, no such survey was regularly conducted in Guyana. This reality hindered the possibility of having up-to-date, objective information to inform evidence-based policy decisions.

In response to a specific request by the Government of Guyana, the Inter-American Development Bank (IDB) approved non-reimbursable technical cooperation funds with the following main objectives:

- (i) Design a fully-fledged nationally representative LFS following the best international practices;
- (ii) Execute the survey in the field for the first two quarters; and
- (iii) Create the local capacity within the Guyana Bureau of Statistics (BOS) so that the LFS can be executed on a continuous basis beyond IDB support, as a routine activity of the BOS. The design of the LFS evolved in collaboration with the firm Sistemas Integrales Ltd. and the International Labour Organization (ILO), achieving a high-quality product. The first quarterly survey was successfully conducted in the field between July and September 2017.

This report summarizes the main findings and indicators from the first quarter of the Guyana LFS (third quarter of 2017). Whenever possible, it also compares them with the indicators referring to the 2012 Census and published in the related compendia. The report is meant to provide a quick and complete snapshot of the labour market for policymakers and general stakeholders. A deeper and more complete analysis may be useful and needed on certain topics. Indeed, a wealth of information is available to the public and researchers through direct analysis of micro data. The latter are publicly available here: http://www.statisticsguyana.gov.gy

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 $^{^{1}}$ The technical cooperation projects are GY-T1117; GY-T1118; and GY-T1119.

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List of Acronyms

GLFS: Guyana Labour Force Survey
ICLS: International Conference of Labour Statisticians
IDB: Inter-American Development Bank
ILO: International Labour Organization
ISCED: International Standard Classification Educational Development
ISIC: International Standard Industrial Classification
NEET: Not in employment, education, or training (referred to youth)
SDG: Sustainable Development Goals

SUMMARY

The first available data from the quarterly Guyana Labour Force Survey shows a situation substantially similar to that outlined by the 2012 Census. The main differences which emerge from a comparison of the two sources concern:

- (i) The situation of women who, despite showing a sizeable disadvantage in the labour market, appear to be more engaged in the labour force and be less likely to be unemployed,
- (ii) The substantial drop in the number of workers (and relative share) engaged in the mining and quarrying sector and
- (iii) The reduction in the youth unemployment rate (possibly facilitated by an increase in educational enrolment).

In the third quarter of 2017, the total population aged 15 and above residing in Guyana was 550,831 persons; the majority is based in urban areas (72.2 percent). The labour force participation rate for all persons aged 15 and above is 56 percent, roughly equal to the corresponding 2012 value (55.7 percent). In particular, with respect to 2012, data indicate an increase in the participation rate of women (from 34.6 to 43.6 percent) and a decrease in the participation rate of men (from 77.5 to 68.9 percent). The urban labour force represents the majority of the total actively engaged persons (69.6 percent of the total labour force).

The employment-to-population ratio of persons aged 15 and above is 49.2 percent, with the rate being substantially higher for men than for women (62.1 percent against 36.9 percent).

The percentage of employed people in time-related underemployment was 4.2 percent, with most of the underemployed being based in urban areas (70.2 percent). In addition to the measure of the time-related underemployment, the Guyana Labour Force Survey allows for the calculation of a number of indicators referring to the concept of labour underutilization as spelled out within the resolution concerning the statistics of work, employment, and labour underutilization approved by the 19th International Conference of Labour Statisticians in October 2013.² Once those indicators are taken into account, the degree of labour underutilization appears somewhat higher than what the simple time-related underemployment would indicate. The summary composite measure of labour underutilization, the 'L4' indicator, which is calculated by dividing all persons in time-related underemployment, unemployment, and potential labour force (numerator) by the size of the extended labour force, that is, the sum of the labour force plus the potential labour force (denominator), suggests that 28.4 percent of the labour force is underutilized. 3

²The resolution is available at <u>http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/</u>wcms 230304.pdf

³See art. 73 of the 2013 'Resolution concerning the statistics of work, employment and labour underutilization approved by the 19th International Conference of Labour Statisticians'.

Survey results show that between 48.3 and 52.6 percent of the employed labour force is holding informal jobs. The percentage of male workers holding informal jobs is higher than that of female workers (57.6 percent for males against 44.6 percent for females).

For salaried workers the average labour income is G\$82,636 per month across all the economic sectors, while the figure decreases to G\$67,064 for self-employed workers.⁴ The average weekly hours of work for all workers is 46.8, rising to 50.6 hours for male workers.

In the third quarter of 2017, the unemployment rate for persons aged 15 and above was 12 percent, with the situation for women being substantially worse than that of men (15.3 percent versus 9.9 percent). The data show no substantial differences between urban and rural areas. Conversely, the youth unemployment rate (aged 15 to 24) is almost twice that of adults (21.6 percent), with young women facing severe hardship as 28 percent of them are unemployed. The worrisome labour market situation of youth is confirmed by the proportion of youth not in education, employment, or training (NEETs, SDG Indicator 8.6.1). It is recorded at 35.2 percent and is higher for young women (63 percent of the total number of NEETs) and young urban dwellers (76.4 percent of the total NEETs).

The general picture pointing to a marked disadvantage for women in the labour market is confirmed by the indicator regarding the proportion of women in managerial positions (SDG Indicator 5.5.2) which in the third quarter of 2017 was recorded at 37.8 percent.

Population aged 15+ (thousand persons)	2012 (from Census)	2017 Third quarter	
			% of total working age
	Total persons	Total persons	population
Men	247,583	268,865	48.8
Women	256,742	281,967	51.2
Urban	141,513	397,505	72.2
Rural	362,812	153,326	27.8
Total	504,325	550,831	100
			As percentage of total
Labour force (thousand persons)	Persons	Persons	labour force
Men	191,077 [°]	185,163	60.1
Women	88,722	123,025	39.9
Urban	83,044	214,505	69.6
Rural	196,755	93,683	30.4
Total	279,799	308,188	100

Table 1: Population & Labour Force

⁴ The equivalent in US dollars for the third quarter is US\$398 for salaried workers and US\$323 for self-employed workers. The 2016 US dollar purchasing power equivalent is US\$702 and US\$569, respectively. Footnotes 4 and 5 provide more details about the conversion rates.

⁵ This figure excludes 239 persons who did not state their main activities and 1,445 persons whose activities were undefined. See Census 2012 Compendium Three, Table 3.6.

		2017	
Labour force participation rate (%)	2012	Third quarter	
Men	77.5	68.9	
Women	34.6	4	3.6
Urban	58.7	54.0	
Rural	54.2	61.1	
Total	55.5	56.0	
		2017	
		Third quarter	
		% of total employ	
Employed population	2012	Total persons	population
Men	170,905	166,873	61.6
Women	73,930	104,195	38.4
Urban	73,039	188,774	69.6
Rural	171,796	82,294	30.3
Total	244,835	271,068	100.00
		2017,	
Employment to population ratio (%)	2012	Third quarter	
Men	66.3	62.1	
Women	28.0	36.9	
Urban	51.6	47.5	
Rural	47.4	53.7	
Total	48.5	49.2	

Table 2: Labour Force Participation Rate & Employed Population

Table 3: Average Weekly Working Hours Worked

Average weekly working hours	2017		
		Third quarter	
	All jobs, actual weekly hours		
	worked	All jobs, usual we	ekly hours worked
Men	41.8	50.2	
Women	34.5	41.3	
All Workers	39	46.8	
	2017	2017	In 2016 PPP
Average monthly labour related	Third quarter, in Guyanese	Third quarter, in	equivalent US
income	dollars	US dollars $^{\circ}$	dollars′
Salaried workers. Men	92,058	443.8	782.1
Salaried workers. Women	67,673	326.2	575.0
All salaried workers	82,636	398.3	702.1
Self-employed. Men	80,045	385.8	680.1
Self Employed. Women	41,332	199.2	351.2
All self-employed workers	67,064	323.3	569.8

 $^{^{6}}$ Conversion based on the average bid-ask exchange rate for the third quarter of 2017. Source is Oanda.com. Download 11-12-2017.

⁷ The PPP conversion factor (LCU per international \$) used is GDP based, which is available for 2016. The discrepancy between the private consumption and the GDP conversion factor is likely to be minimal (<2% based on his torical levels). The source is World Development Indicators, Wold Bank. Download 11-12-2017.

Table 4: Underemployment

	2017,	2017,
	Third quarter Employed	Third quarter Employed
	workers. According to	workers. According to
	actual hours worked in	usual hours worked in
Underemployed population (time related)	main job ⁸	main job
Men	16,345	5,674
Women	9,345	5,624
Urban	17,637	8,054
Rural	8,054	3,243
Total	25,691	11,298
	2017,	2017,
	Third quarter According	Third quarter According
Time-related underemployment	to actual hours worked in	to usual hours worked in
rate (% of total employed population)	main job	main job
Men	9.8	3.4
Women	9.0	5.4
Urban	9.4	4.3
Rural	9.8	3.9
Total	9.5	4.2

Table 5: Unemployment

	20129	2017, Third quarter	
Unemployed population (thousand)			As % of total
		Persons	u n employed
Men	20,172	18,290	49.3
Women	14,792	18,829	50.7
Urban	10,005	25,731	69.3
Rural	24,959	11,388	30.7
Total	34,964	37,119	100
Unemployment rate (%)		2017,	
	2012	Third quarter	
Men	10.6	9.9	
Women	16.7	15.3	
Urban	12.0	12.0	
Rural	12.7	12.2	
Total	12.5		12.0

⁸ For time-related underemployment, the two figures are provided. The actual hours worked tend to be systematically lower than usual. This could be imputed, barring other sorts of biases, to the fact that the survey was carried out during the third quarter of the year, when holidays take place (approximately 10 percent of the respondent indicated that they worked zero hours in the reference week). In general, s ome seasonality is to be expected for this indicator if computed utilizing actual hours of work.

The unemployment rate for the 2012 Published Census data took as period of reference the 12 months prior to the interview.

Table 6: Youth Unemployment

Unemployed youth (thousand persons)	2012	Persons	% of total unemployed vouth
Men	10,176	7,873	47.8
Women	6,635	8,588	52.2
Urban	4,555	11,228	68.2
Rural	12,311	5,233	31.8
Total	16,866	16,462	100.00
		2017	
Youth unemployment rate (%)	2012	Third quarter	
Men	22.4	17.3	
Women	31.4	28.0	
Urban	25.5	20.5	
Rural	25.2	24.5	
Total	25.3	2	1.6

Table 7: Other Sustainable Development Goals (SDGs) indicators.

SDG Indicator	2017, Third quarte	r	
Proportion of women in managerial positions SDG 5.5.2, %	37.8		
Proportion of workers in informal employment SGD 8.3.1	2017, Third quarter		
Men	52.7-57.6		
Women	41.2-44.6		
Urban	51.7-56.2	51.7-56.2	
Rural	40.4-44.1		
Total	48.3-52.6		
Proportion of youth (aged 15-24 years) not in education, employment, or training SDG (8.6.1)	2017, Third quarter		
	% over total youth population		
Men	26.1	As % of total NEET youth	
Women	44.3	37	
		63	
Urban	36.5		
Rural	31.5	76.4	
Total	35.2	23.6	

¹⁰There are two figures presented corresponding to two different hypotheses: the first figure refers to the condition of having any kind of written accounts as a sufficient one to be considered a formal economic unit. The second refers to the requirement of having a complete set of accounts as a necessary condition to be considered a formal economic unit. Both are relevant in the case of self-employed workers.

Sampling Methodology

The Guyana LFS sample includes approximately 4,000 households every quarter, resulting in a total of about 15,000 individuals out of which about 11,000 are 15 years old or above. This sample is based on a stratified two-stage probability design and is representative of four geographic domains:

- a) the entire national territory
- b) the costal urban areas
- c) the coastal rural areas
- d) the interior

The first sampling stage is formed by 360 primary sampling units (PSUs), which are groups of Census Enumeration Districts (EDs). The sample of PSUs was allocated into 15 strata corresponding to urban, rural, coastal, and interior areas in the 10 regions of Guyana. Then, using the 2012 Census as a sample frame, PSUs were selected systematically within each stratum with probabilities proportional to their size, using the number of households reported by the Census as a measure of size.

For the second sampling stage, all households in every selected PSU were first listed over the months prior to the start of the survey. Once the listing operation concluded, the households registered in each PSU were randomly grouped in arrays of four, called household blocks. Four household blocks were selected with equal probabilities in each PSU.

Therefore, for each quarter, 16 households per cluster are selected but only 12 households are enumerated. The extra four households are used as alternates if any of the 12 households selected for interviews do not respond.

A required feature of the GLFS—as of other labour force surveys—is the capability of obtaining accurate estimates of the change in labour market indicators (LMIs) over time, and thus monitoring their evolution. To measure change over time more precisely, the GLFS sample design includes rotating panels. From one quarter to the next, all PSUs are kept the same, but some households within each PSU are kept in the sample whereas the rest are replaced by new households. As a result, one part of the sample—the panel—overlaps both quarters. It can be shown that this feature minimizes the sampling variance of the estimator of change between quarters and thus increases the precision of the change estimate.

Consistent with the practice in other Caribbean countries, the GLFS adopted a rotational scheme that maximizes simultaneously the quarter-to-quarter and the year-to-year overlaps and thus permits more precise estimates of change between consecutive quarters and between a quarter and the same quarter in the following year.

Another notable feature of the GLFS is that the Household Questionnaire (HQ) and an Individual Questionnaire (IQ) were designed, piloted, and programmed into two computer-assisted personal interviewing (CAPI) applications that were installed in the hand-held devices

used by the interviewers in face-to-face interviews. Utilizing the CAPI applications allowed not only savings of time and resources but also regular consistency checks during the interview and ex post.

Finally, in the interviewed households, demographic information was collected for all household members, and labour force information was registered for members 15 years of age and above.

MAIN FINDINGS

1. Population and Labour Force

The GLFS depicts a situation for the third quarter of 2017 where women slightly outnumber men within the working age population (aged 15 and above) 281,966 against 268,864 respectively (see Table 1, above). Such proportion is more than reversed if one looks at the labour force (the percentage of working age population actively engaged in the labour market) where men represent 60.1 percent of the total.

Age band	Men	Women	Total
<15	102,502	102,967	205,469
%	13.5	13.6	27.2
15-24	75,889	76,014.	151,904
%	10.0	10.0	20.0
25-54	140,133	146,088	286,222
%	18.5	19.3	37.8
55-64	30,685	31,801	62,486
%	4.0	4.2	8.2
65+	22,156	28,063	50,219
%	2.9	3.7	6.6
N/A	819	549	1368
%	0.1	0.0	0.2
Total	372,186	385,483	756,669
	49.1	50.9	100

 Table 8: Population by Age, Persons, and Relative Shares

The GLFS shows that in the third quarter of 2017, the labour force participation rate ¹¹ (see Table 2) is particularly low, at 56 percent of the total population. Such a rate represents a minor improvement with respect to the 2012 situation, when the overall labour force participation rate was registered at 55.7 percent. The rate is the result of a particularly low rate of labour force participation for women (43.6 percent) and in urban areas (54 percent).

Data indicate that despite the fact that almost half the population is under 25 (Table 8), the median age of the working-age population, that is, the population aged 15 and above, is 38 years

¹¹The labour force participation rate is the labour force (defined as the sum of persons in employment plus persons in unemployment) as a percentage of the working-age population.

old (average age is 39.8). The above finding on age distribution partially explains the low rate of labour force participation. If at least 20 percent of the population over 15 years of age is aged 15-24, there is a substantial share of individuals who are more likely to be still attending educational institutions than their adult counterparts (hence not being active in the labour market) or are possibly experiencing difficulties in the school-to-work transition. Specifically, data indicate that 25 percent of those in the 15-24 age group were enrolled in educational institutions.¹²

In terms of ethnic group, and consistent with the 2012 Census, the data show the East Indians to be the predominant group within the working-age population (Figure 1):



Figure 1 Percentage Share of Working-age Population by Ethnicity

The educational profile of the labour force is interesting (Figure 2). This reflects not only the level of human capital accumulation within the economy, but also allows calculating potential return on the educational investment. Data from the third quarter of the GLFS are presented below.

¹²There do not appear to be significant differences between men and women as, respectively, 11.5 percent and 13.6 percent of the total male and female population aged 15-24 are enrolled in education.



Figure 2 Percentage Share of Working-age Population by Level of Education Completed¹³

It appears that educational achievement in Guyana has a pyramidal structure, with less than 10 percent of the population having completed any degree higher than secondary. The finding has two implications: on the one hand it entails a shortage of highly qualified human resources in the labour market.¹⁴ On the other, it indirectly confirms the seriousness of the issue of outmigration of tertiary-educated people, which may explain the relatively low educational profile and skills portfolio of the economically active population.¹⁵

2. Employment

The employment-to-population ratio in Guyana appears to be particularly low at 49.2 percent, with a significant difference between the rate of men (62.1) and women (36.9) (see Table 2). This trend is, however, consistent with the results of the 2012 Census.

At the same time, the indicator based on usual hours worked per week shows that the share of workers in time-related underemployment, which are the employed workers who fulfil three criteria, namely:

- a) work fewer than 30 hours per week,
- b) are willing to work more, and
- c) are available to work more

¹³Note that Category 7 and Category 8 are not statistically different than 0.

¹⁴Indeed, the 10 percent figure appears below regional averages. While exactly comparable regional estimates are not readily available, the World Bank World Development Indicators (downloaded 11/2017) presents as 43.3 percent the gross tertiary enrolment rate in La tin America and the Caribbean excluding high-income countries. OECD (2017) *Latin American Economic Outlook 2017: Youth, Skills and Entrepreneurship* presents an average of 14.62 percent of youth aged 25-29 with tertiary education degrees.

¹⁵ The GLFS also includes a module on former household members that are now living abroad (Note: these are only the emigrants who still have ex-household members in Guyana). The elaboration on the weighted data shows that about 10 percent of the migrated population hold at least a short circle tertiary diploma or above and 55 percent hold at least a secondary education degree.

is also low at 4.2 percent ¹⁶ (Table 4). When combined, these results seem to suggest a situation where a small share of the population is employed in full-time jobs while those who cannot find those jobs prefer to opt out of the labour market altogether.

Informal employment¹⁷ is pervasive and about 50 percent of the population appears to hold an informal job (Table 9). The differences, however, are marked with respect to the status in employment, with 66.3 percent of the self-employed holding informal jobs and only 32.9 percent of the salaried employees in the same situation. Interestingly, a further analysis of the data shows that 8.8 percent of public sector employees appear hold an informal job (i.e., no NIS contribution is being paid to them).

In terms of classification by status in employment, consistently with the 2012 results, the clear majority of Guyanese appear to be employees (67.3 percent of the total), with approximately the same relative percentage of men and women belonging to this category. Conversely, employed men are proportionately more likely than employed women to be classified as employers (8.6 percent of all employed men vs 3.9 percent of all employed women), while the relative share of own account workers by sex remains similar (22.4 percent vs 21 percent). Finally, and common to most countries, women represent most of contributing family workers (73.4 percent vs 26.6 percent) (Table 9).

Status in employment, employed population	2012 relative share of total employed workers	-	2017, Third quarter	
		Men	Women	Total
1 - Employees		112,181	69,855	182,037
As % of total employees		61.6	38.4	100.0
As % of total employed workers by sex	68.1	67.2	67.4	67.3
2 - Employers		14,393	4,069	18,462
As % of total employers		78	22	100.0
As % of total employed workers by sex	4.2	8.6	3.9	6.8
3 - Own-account workers		37,264	22,001	59,294
As % of total Own account workers		62.8	37.1	100.0
As % of total employed workers by sex	26.9	22.3	21.1	21.9

Table	9:	Employed	Population	by	Gender	and	Status	in	Employment	and	Relative	Share	2012	and	2017,
Third	Qu	arter													

¹⁶ The threshold of 30 hours per week is chosen to ensure consistency with the CARICOM-run Caribbean LMIS system. If 35 hours per week is used as the threshold, the rate raises to 6.3 percent.

¹⁷The informal sector may be broadly characterized as consisting of units engaged in the production of goods or services with the primary objective of generating employment and incomes to the persons concerned. These units typically operate at a low level of organization, with little or no division between labour and capital as factors of production and on a small scale. Labour relations, where they exist, are based mostly on casual employment, kinship, or personal and social relations rather than contractual arrangements with formal guar antees.

Status in employment,	2012 relative share of	2017,							
employed population	total employed workers	-	Third quarter						
		Men	Women	Total					
5 - Contributing family workers		3,004	8,270	11274					
As % of total contributing family		26.6	73.4	100.0					
workers									
As % of total employed workers by	0.7	1.8	7.9	4.2					
sex									
Total		166,873	104,195	271,068					

Regarding the domain of economic activity, the majority of the Guyanese working population is employed in agriculture (17.8 percent), and this percentage is stable with respect to the 2012 census. Wholesale and retail trade comes in second in terms of the relative share of employed population, which increased from 15.4 percent in 2012 to 17.1 percent in the third quarter of 2017. Public administration and defence account for 8.8 percent of employed workers, and the construction sector, 8.4 percent, is the fourth largest employment sector. Construction, manufacturing and transportation registered a reduction in their relative share of employment (amongst the three sectors, the contraction ranged between 14 and 18 percent), whilst the most sizable decrease was registered in the mining and quarrying sector, which lost 46.5 percent in terms of relative share of employment (Table 10).

Table	10:	Employment	by	Economic	Sector	(ISIC	rev	4,	1	digit	level).	Relative	Share	of	Total	Employed
Popula	tion,	(decreasing	ord	ler), 2012 a	and 2017	, Thir	d Qu	art	er							

Economic sectors (ISIC rev. 4)	2012	2017
		Third quarter
A - Agriculture, forestry and fishing	17.5	17.8
G - Wholesale and retail trade	15.4	17.1
O - Public administration and defence	7.2	8.8
F - Construction	10.4	8.4
C - Manufacturing	8.6	7.7
H - Transportation and storage	7.7	6.6
P - Education	5.3	5.7
B - Mining and quarrying	8.2	4.8
N - Administrative and support services	3.7	4.7
I - Accommodation and food service activities	2.8	4.7
Q - Human health and social work activities	2.7	2.6
T - Activities of households as employers	2.3	2.3
S - Other service activities	2.7	2.3
K - Financial and insurance activities	1.3	1.2
Not classifiable by economic activity	0.3	1.05
M - Professional, scientific, and technical services	1.0	1

Economic sectors (ISIC ray 4)	2012	2017
		Third quarter
E - Water supply, sewerage, waste management	0.5	0.9
J - Information and communication	1.0	0.9
D - Electricity, gas, steam, and air con	1.0	0.9
U - Activities of extraterritorial organizations	0.2	0.7
R - Arts, entertainment and recreation * (q3-2017 not statistically significant)	0.6	0.5
L - Real estate activities * (q3-2017 not statistically significant)	0.1	0.0

Another dimension of interest is the categorization of employed workers by institutional sector. This shows that the vast majority of workers (67.4 percent) are employed in the private sector while a significant share (at least 10 percent) is employed in the not-for-profit sector (Figure 3). In relative terms, a substantially higher share of women than men are employed in the public sector (28.1 percent vs 18.7 percent) (Figure 3 and Table 11).





Table 11: Employment	by Institutional	Sector of Economic	Activities. Total	Population	by Sex and F	Relative
Share. 2017, Third Qua	arter					

Institutional sector		2017 Third quarter	
	Men	Female	Total
1 – Public (persons)	30,996	29,339	60,335
Relative share by sex	18.6	28.2	
2 – Private (persons)	118,758	64,928	183,686
Relative share by sex	71.2	62.3	
Not-for-profit (persons)	17,118	9,927	27,046
Relative share by sex	10.3	9.5	
Total	166,872	104,195	271,068

For hours worked, Table 3 above shows a difference between the totals for men (50.2) and women (41.3). This difference remains regardless of whether usual hours or actual hours worked are considered. On average, the usual number of weekly hours worked in Guyana is 46.8.

In terms of labour-related income (whether salaried or self-employed workers are considered), the most striking feature is the substantial gender gap, with women earning up to 50 percent less than men (for the self-employed). In addition, there is also a marked difference in favour of salaried workers, hinting that the majority of self-employed are engaged in survivalist types of activities. The latter finding is indirectly confirmed by the low share of employers amongst employed workers (6.8 percent). Employers are indeed defined as self-employed employing salaried workers, and there could be a reasonable presumption that their income is higher than that of other self-employed workers (own account workers and contributing family workers).

Focusing on salaried workers, the table below highlights four economic sectors as being the ones where remuneration is highest. The first is 'Financial and insurance services' - ISIC 11, followed by 'Mining and quarrying'- ISIC 2, 'Manufacturing' –ISIC 3, and 'Not elsewhere classified' - ISIC 22. While the gaps are substantial, the most interesting finding might be the fact that mining and quarrying and manufacturing seem to pay more —for salaried workers — than the vast majority of service activities (Table 12).

ISIC sector ¹⁸	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	1	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι
	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S	S
	Ι	Ι	Τ	Ι	Ι	Τ	Τ	Ι	Ι	Ι	Τ	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Ι	Τ	Ι
	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С	С
	1	2	3	4	5	6	7	8	9	1	1	1	1	1	1	1	1	1	1	2	2	2
										0	1	2	3	4	5	6	7	8	9	0	1	2
											_											
Monthly LRI Guyanese Dollars	6	1	1	1	1	7	6	8	6	8	1	7	9	6	7	6	8	6	6	3	1	1
	9	3	2	1	0	9	4	4	4	6	4	5	6	4	5	9	5	9	5	8	0	2
	0	6	9	4	0	2	5	5	6	1	8	0	7	2	5	5	8	0	7	0	4	1
	1	5	6	8	5	9	0	0	1	0	8	0	9	1	8	3	2	6	4	8	0	3
	5	8	2	8	8	7	7	0	9	1	7	0	0	1	4	7	9	2	4	1	5	3
		4	9	8	9						2										1	2

Table	12: Mean	Monthly	Labour-related	Income	by Economic	Sector,	All Salaried	Workers.	2017,
Third	Quarter,	Guyanese	Dollars						

¹⁸ISIC rev 4 sectors are: 1 'A - Agriculture, forestry and fishing', 2 'B - Mining and quarrying', 3 'C - Manufacturing',
4 'D - Electricity, gas, steam and air conditioning supply', 5 'E - Water supply; sewerage, waste management and remediation activities', 6 'F - Construction', 7 'G - Wholesale and retail trade; repair of motor vehicles and motorcycles',
8 'H - Transportation and storage', 9 'I - Accommodation and food service activities', 10 'J - Information

and communication', 11 'K - Financial and insurance activities', 12 'L - Real estate activities', 13 'M - Professional, scientific and technical activities', 14 'N - Administrative and support service activities', 15 'O - Public administration and defence; compulsory social security', 16 'P – Education', 17 'Q - Human health and social work activities', 18 'R

⁻ Arts, entertainment and recreation', 19 'S - Other service activities', 20 'T - Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use', 21 'U - Activities of extraterritorial organizations and bodies', and 22 'X - Not elsewhere classified'.

As shown in Figure 4 below, the majority of salaried workers appear to enjoy a contract without limit of time, although because of the large number of non-responses it is not possible to ascertain the extent to which this is actually the majority of the cases and how imbalanced the scenario is.





In terms of the unionization rate, only 15.3 percent of the respondents in the 2017 third quarter GLFS indicated being a member of a union in the country.





3. Unemployment and Inactivity

The unemployment rate in the third quarter of 2017 was 12 percent, corresponding to 37,119 persons (see Table 5). The situation appears consistent with that of 2012. Indeed, the 2017 rate is not statistically different from the rate registered in the 2012 census, where unemployment

was 12.5 percent. Unemployed persons are those who are not employed, are available to work within a short time span to start a job, and are actively looking for a job.

The urban unemployed population represents the vast majority of the total unemployed (69.3 percent), and the unemployment rate for women appears to be substantially higher than that for men (15.6 percent vs 9.9 percent). The youth unemployment rate is almost twice that of the total working population, at 21.6 percent (Table 6).

In order to determine the actual labour market disadvantages, it is useful to look at some characteristics of the unemployed. The data show that over 42 percent of the total unemployed adult population have been so for over twelve months and they could be considered long-term unemployed (the percentage is slightly lower for unemployed youth). The implications in terms of detachment from the labour market are major, as it is safe to assume that those are the hardest to (re) employ (Table 13).

Unemployed population by duration of	2017	2017
u n employment	Third quarter	Third quarter
	Youth	Ad ults % of total
	% of total unemployed (#	unemployed (# of
	of persons)	persons)
Up to six months	45.4 (7.480)	40.7 (8,413)
Up to twelve months	17 (2,795)	15.5(3,194)
Over twelve months	36.9 (6,079)	42.5 (8,787)

 Table 13: Unemployment by Duration of Unemployment, Rate, and Number of Persons, Youth and Adults. 2017, Third Quarter

It is worth noting that the distribution of the unemployed by educational attainment seems to indicate a return to investment in education above the secondary level. The unemployment rate of those with higher educational attainment is invariably lower than that of workers with secondary education, although the pattern seems to be a U-shaped curve, where those with the lowest educational attainment are also less likely to be unemployed than those with secondary education. At the same time, however, those with the lowest educational attainment are more likely to be unemployed than those with tertiary education (Figure 6).



Figure 6: Unemployment by Educational Attainment, Percentage Share. 2017, Third Quarter

The unemployment rate provides a partial representation of the labour market situation in Guyana. For starters, the inactivity rate¹⁹ is over 43 percent and is particularly high for women (56.4 percent). With regards to the inactivity rate, there was a higher percentage for men in the third quarter relative to census 2012 but a lower percentage for women (Table 14). This means that percentage-wise, there was a decrease in men's participation in the labour force while the rate for women increased (Table 2).

Table	14: I	Percentage	of	Working-age	Population	Outside	the	Labour	Force,	Census	2012	and	Third	Quarter
2017 I	y Gei	nder and F	Plac	e of Residence	9									

Outside the labour force	2012	2017
(Inactive working age		Third quarter
population), %		
Men	22.5	31.1
Women	65.4	56.4
Urban	41.3	46.0
Rural	45.8	38.9
Total	44.5	44.0

In addition to the above, consideration must be given to the potential labour force. A number of inactive people are so considered because either the search or availability criterion is relaxed, so that while they might want to work, they do not actively look for work (or do not seek to start a business) or they seek one but are not available to start immediately. Persons so categorized

¹⁹ The inactivity rate is the proportion of the working age population that is not in the labour force: the inactivity rate and the labour force participation rate will sum to 100 per cent.

make up the 'potential labour force'. In Guyana, this category corresponds to 10 percent of the total working-age population (Table 15) and approximately 22.3 percent of the total inactive population. The implication in terms of supply of labour and related pressure on the labour market should not be underestimated Individuals in the potential labour market might readily become active on the labour market under certain conditions.

Potential labour force	2017, third quarter			
	Total persons	As % of working age population		
Men	19,213	7.1		
Women	35,686	12.7		
Total	54,899	10		
Youth	21,836	14.4		

Table 15. Potential Labour Force as Percentage of Total Working-age Population by Gender

A concept related to potential labour force is that of discouraged workers, that is, those who are inactive and have stopped searching because of labour market-related reasons. Data show that discouraged workers are 6.7 percent of the total economically inactive population (Table 16).

Table 16: Discouraged Workers as Part of Inactive Population, Percent and Total. 2017, Third Quarter

Discouraged workers	2017, third quarter
Men	7.8 (6,556)
Women	6.2 (9,854)
Urban	6.6 (12,097)
Rural	7.2 (4,314)
Total	6.7 (16,410)

To have a complete picture of the extent of the labour underutilization (LU), Figure 7 below compares the indicators suggested in the resolution concerning statistics of work, employment, and labour underutilization approved by the 19th International Conference of Labour Statisticians in October 2013.

These are:

- (i) LU1, the unemployment rate
- (ii) LU2, the combined rate of time-related underemployment and unemployment
- (iii) LU3, the combined rate of unemployment and potential labour force divided by the extended labour force (active plus potential) and
- (iv) LU4, the composite measure of labour underutilization including all persons in time-related underemployment, unemployment, and potential labour force divided by the size of the extended labour force.



Figure 7: Indicators of Labour Underutilization: 2017, Third Quarter

The above figure suggests that the unemployment rate might underestimate the extent of labour underutilization which doubled the unemployment rate itself as LU4 is registered at 28.46 percent.

Overall, the above indicators seem to suggest that there is a non-negligible number of persons (LU4 accounts for 103,317 persons) who are either an active but underutilized part of the labour force or are not active but might become so, which could add substantial pressure on the labour market. The additional implication stemming from this situation is that policy measures should not only target the unemployed (with particular attention to the substantial number of long-term unemployed) but might also have to be expanded to those who could soon become so either because they are underemployed or because they belong to the potential labour force.

APPENDIX 1. SAMPLING ERRORS

Sampling errors. The point estimates presented in the bulletin are based on the results of a sample survey. As such, the statistical information (values of the indicators) derived from the sample considered may vary if random sampling is repeated. That is because the estimated values display variability depending on which sample the statistic is actually based upon (even if they should represent the true population parameter). To effectively cope with this issue, we ought to have an indication of the variability of the sample utilized to compute statistics such as means, proportions, and ratios. To do so, all GLFS complex sample design features (stratification, clustering, weighting due to unequal inclusion probabilities, and non-response adjustments) need to be accounted for. If the complex sample design is not accounted for and the assumption of a simple random sample (SRS) is made, this would result in biased estimates and unrealistically low sampling variances. Hence, standard errors would be understated, confidence intervals would be narrower, and test statistics would be biased.

The standard errors, confidence intervals, and coefficients of variation presented below give an indication of the above-defined variability by taking into account the complex sample design. ²⁰ Specifically, the standard error of the estimates provides a measure of the variation of the point estimates, while the 95 percent confidence intervals represent the estimated range of values which—with a probability of 95 percent—will include the indicator of interest. The coefficient of variation can be interpreted as the relative amount of sampling error associated with a sample estimate (the lower, the better).

Indicator		2017					
		Th	ird quarter				
Population aged 15+ (thousand	Total persons	Standard	95% Confidence	Coefficient of			
persons)		error	interval	variation % ²¹			
Men	268,865	5,692	257,669 -	2.12			
			280,061				
Women	281.967	6.088	269.993 -	2.16			

 Table 17: Main Labour Market Indicators. Standard Errors, 95 Percent Confidence Intervals and Coefficients of Variation

293,941

²⁰ The two most usual approaches to estimating sampling errors for complex sample data are (1) the Taylor Series Linearization (TSL) of the estimator and the corresponding approximation to its variance, or (2) the use of resampling variance estimation techniques such as balanced repeated Replication, jackknife repeated replication, and bootstrap. The estimates presented are based on TSL.

²¹ Defined as the ratio of the standard deviation to the mean (average) point estimate. Usually, estimates with coefficients of variation of 1 percent or lower are considered to have a very high level of precision. Coefficients of variation between 1 and 3 percent are generally classified as very good, from 3 to 5 percent as good, from 5 to 10 percent as acceptable, from 10 to 15 percent as large, and above 15 perc ent as too large, and hence the corresponding estimate is considered unreliable.

Urban	207 505	0310	370 131 115 876	2 25
Bural	152 226	5,540	142 691 162 072	2.55
	550 832	10 705	520 500 572 064	1.06
	0/	10,795	529,599-572,004	1.50
population	%			
Men	48.81	0.43	47.97-49.65	0.88
Women	51.19	0.43	50.35-52.03	0.84
Urban	72.16	0.85	70.46-73.81	1.18
Rural	27.84	0.85	26.19-29.54	3.06
Labor force (thousand persons)	Total persons	Standard	95% Confidence	Coefficient of
		error	interval	variation %
Men	185,163	4,518	176,277-194,049	2.44
Women	123,025	4,020	115,118 -130,932	3.27
Urban	214,505	6,209	202,292-226,718	2.89
Rural	93,683	3,920	85,973-101,393	4.18
Total	308,188	7,343	293,745-322,631	2.38
As percentage of total labour	%	Standard	95% Confidence	Coefficient of
force		error	interval	variation %
Men	60.10	0.72	58.66-61.49	1.20
Women	39.90	0.72	38.51-41.34	1.80
Urban	69.60	1.08	67.44-71.68	1.55
Rural	30.40	1 00		2 5 /
nuidi	30.40	1.00	28.32-32.30	5.54
Labor force participation rate (%)	%	Standard error	95% Confidence interval	Coefficient of variation %
Labor force participation rate (%) Men	% 68.87	Standard error	95% Confidence interval 67.15-70.54	Coefficient of variation %
Labor force participation rate (%) Men Women	68.87 43.60	Standard error 0.86 0.94	28.32-32.30 95% Confidence interval 67.15-70.54 41.8-45.48	Coefficient of variation % 1.25 2.15
Labor force participation rate (%) Men Women Urban	68.87 43.60 53.96	Standard error 0.86 0.94 0.84	28.32-32.30 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61	Coefficient of variation % 1.25 2.15 1.55
Labor force participation rate (%) Men Women Urban Rural	68.87 43.60 53.96 61.10	Standard error 0.86 0.94 0.84 1.01	28.32-32.30 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08	Coefficient of variation % 1.25 2.15 1.55 1.65
Labor force participation rate (%) Men Women Urban Rural Total	% 68.87 43.60 53.96 61.10 55.95	Standard error 0.86 0.94 0.84 1.01 0.67	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27	Coefficient of variation % 1.25 2.15 1.55 1.65 1.20
Labor force participation rate (%) Men Women Urban Rural Total Employed population	68.87 43.60 53.96 61.10 55.95 Total persons	Standard error 0.86 0.94 0.84 1.01 0.67 Standard error	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval	Coefficient of variation %1.252.151.551.651.20Coefficient of variation %
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873	Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873	Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Women	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154	Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Women Urban	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774	Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631	Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Women Urban Rural	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294	Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293	3.34 Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Women Urban Rural Total	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294 271,068	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529 6,545	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293 258,196-283,941	Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29 2.41
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Urban Rural Total Employment to population ratio (%)	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294 271,068 %	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529 6,545 Standard error	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293 258,196-283,941 95% Confidence interval	3.34 Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29 2.41 Coefficient of variation %
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Women Urban Rural Total Employment to population ratio (%) Men	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294 271,068 % 62.07	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529 6,545 Standard error 0.87	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293 258,196-283,941 95% Confidence interval 60.35-63.75	3.34 Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29 2.41 Coefficient of variation % 1.40
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Urban Rural Total Employment to population ratio (%) Men Women	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294 271,068 % 62.07 36.95	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529 6,545 Standard error 0.87 0.86	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293 258,196-283,941 95% Confidence interval 60.35-63.75 35.29-38.65	3.34 Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29 2.41 Coefficient of variation % 1.40 2.32
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Urban Rural Total Employment to population ratio (%) Men Women Urban	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294 271,068 % 62.07 36.95 47.49	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529 6,545 Standard error 0.87 0.86 0.80	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293 258,196-283,941 95% Confidence interval 60.35-63.75 35.29-38.65 45.91-49.07	3.34 Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29 2.41 Coefficient of variation % 1.40 2.32 1.69
Labor force participation rate (%) Men Women Urban Rural Total Employed population Men Urban Rural Total Employment to population ratio (%) Men Women Urban Rural Total	30.40 % 68.87 43.60 53.96 61.10 55.95 Total persons 166,873 104,195 188,774 82,294 271,068 % 62.07 36.95 47.49 53.67	1.08 Standard error 0.86 0.94 0.84 1.01 0.67 Standard error 4,068 3,538 5,511 3,529 6,545 Standard error 0.87 0.86 0.80 0.98	28.32-32.36 95% Confidence interval 67.15-70.54 41.8-45.48 52.31-55.61 59.08-63.08 54.63-57.27 95% Confidence interval 158,872-174,873 97,237-111,154 177,917-199,631 75,296-89,293 258,196-283,941 95% Confidence interval 60.35-63.75 35.29-38.65 45.91-49.07 51.72-55.61	3.34 Coefficient of variation % 1.25 2.15 1.55 1.65 1.20 Coefficient of variation % 2.44 3.40 2.92 4.29 2.41 Coefficient of variation % 1.40 2.32 1.69 1.83

Average weekly working	Hours	Standard	95% Confidence	Coefficient of
hours (all jobs, usual weekly		error	interval	variation %
hours worked)				
Men	50.20	0.49	49.23-51.17	0.98
Women	41.29	0.55	40.20-42.37	1.33
All Workers	46.77	0.38	46.02-47.53	0.82
Average monthly labour	2017	Standard	95% Confidence	Coefficient of
related income	Third	error	interval	variation %
	quarter			
	Guyanese			
	dollars			
Salaried workers. Men	92,058	7,934.78	76,451-107,665	8.62
Salaried workers. Women	67,673	2,036.91	63,667-71,679	3.00
All salaried workers	82,636	4,987.41	72,827-92,446	6.03
Self-employed. Men	80,045	13,831.09	52,841-107,249	17.27
Self Employed. Women	41,332	3,802.77	33,853-48,812	9.20
All self-employed workers	67,064	9,351.83	48,670-85,458	13.94
Unemployed population	Total persons	Standard error	95% Confidence interval	Coefficient of variation %
Men	18,290	1,222	15,887-20,693	6.68
Women	18,829	1,233	16,405-21,254	6.55
Urban	25,731	1,613	22,554-28,908	6.27
Rural	11,388	983	9,440-13,337	8.63
Total	37,120	1,888	33,405-40,834	5.09
Unemployment rate (%)	%	Standard	95% Confidence	Coefficient of
		error	Interval	variation %
Men	9.88	0.58	8.79-11.08	5.90
Men Women	9.88 15.31	error 0.58 0.86	8.79-11.08 13.70-17.06	5.90 5.59
Men Women Urban	9.88 15.31 12.00	error 0.58 0.86 0.64	8.79-11.08 13.70-17.06 10.80-13.31	variation % 5.90 5.59 5.30
Men Women Urban Rural	9.88 15.31 12.00 12.16	error 0.58 0.86 0.64 0.91	8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07	variation % 5.90 5.59 5.30 7.46
Men Women Urban Rural Total	9.88 15.31 12.00 12.16 12.04	error 0.58 0.86 0.64 0.91 0.52	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11	variation % 5.90 5.59 5.30 7.46 4.33
Men Women Urban Rural Total Unemployed youth	9.88 15.31 12.00 12.16 12.04 Persons	error 0.58 0.86 0.64 0.91 0.52 Standard	8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of
Men Women Urban Rural Total Unemployed youth	9.88 15.31 12.00 12.16 12.04 Persons	error 0.58 0.86 0.64 0.91 0.52 Standard error	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation %
Men Women Urban Rural Total Unemployed youth Men	9.88 15.31 12.00 12.16 12.04 Persons 7,873	error 0.58 0.86 0.64 0.91 0.52 Standard error 769	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76
Men Women Urban Rural Total Unemployed youth Men Women	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03
Men Women Urban Rural Total Unemployed youth Men Women Urban	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775 1,049	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233	error 0.58 0.64 0.91 0.52 Standard error 769 775 1,049 682	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775 1,049 682 1,252	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total Youth unemployment rate	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462 %	error 0.58 0.86 0.91 0.52 Standard error 769 775 1,049 682 1,252 Standard Standard	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924 95% Confidence	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60 Coefficient of Coefficient of 9.35 13.00
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total Youth unemployment rate (%)	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462 %	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775 1,049 682 1,252 Standard error	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924 95% Confidence interval	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60 Coefficient of variation %
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total Youth unemployment rate (%) Men	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462 % 17.31	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775 1,049 682 1,252 Standard error 1.47	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924 95% Confidence interval 14.61-20.39	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60 Coefficient of variation % 8.48
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total Youth unemployment rate (%) Men Women	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462 % 17.31 27.98	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775 1,049 682 1,252 Standard error 1.47 2.03	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924 95% Confidence interval 14.61-20.39 24.16-32.15	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60 Coefficient of variation % 8.48 7.27
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total Youth unemployment rate (%) Men Women Urban	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462 % 17.31 27.98 20.49	error 0.58 0.64 0.91 0.52 Standard error 769 775 1,049 682 1,252 Standard error 1.47 2.03 1.48	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924 95% Confidence interval 14.61-20.39 24.16-32.15 17.72-23.56	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60 Coefficient of variation % 8.48 7.27 7.23
Men Women Urban Rural Total Unemployed youth Men Women Urban Rural Total Youth unemployment rate (%) Men Women Urban Rural	9.88 15.31 12.00 12.16 12.04 Persons 7,873 8,588 11,228 5,233 16,462 % 17.31 27.98 20.49 24.48	error 0.58 0.86 0.64 0.91 0.52 Standard error 769 775 1,049 682 1,252 Standard error 1.47 2.03 1.48 2.71	Interval 8.79-11.08 13.70-17.06 10.80-13.31 10.47-14.07 11.06-13.11 95% Confidence interval 6,362-9,385 7,064-10,114 9,161-13,296 3,881-6,586 14,000-18,924 95% Confidence interval 14.61-20.39 24.16-32.15 17.72-23.56 19.51-30.24	variation % 5.90 5.59 5.30 7.46 4.33 Coefficient of variation % 9.76 9.03 9.35 13.00 7.60 Coefficient of variation % 8.48 7.27 7.23 11.07

Proportion of women in	%	Standard	95% Confidence	Coefficient of
managerial positions (SDG		error	Interval	variation %
5.5.2)				
	37.86	4.02	30.33-46.02	10.62
Proportion of workers in	%	Standard	95% Confidence	Coefficient of
informal employment (SGD		error	interval	variation %
8.3.1) ²²				
Men	52.69	1.19	50.34-55.02	2.26
Women	41.22	1.74	37.84-44.68	4.23
Urban	51.72	1.51	48.75-54.68	2.91
Rural	40.39	3.23	37.83-43.00	3.23
Total	48.28	1.14	46.05-50.52	2.35
Proportion of youth (aged 15-	%	Standard	95% Confidence	Coefficient of
24 years) not in education,		error	interval	variation %
employment or training (SDG				
8.6.1)				
Men	26.08	1.39	23.44-28.92	5.35
Women	44.30	1.54	41.29-47.35	3.48
Urban	36.52	1.20	34.18-38.92	3.30
Rural	31.51	2.02	27.65-35.65	6.41
Total	35.20	1.03	33.21-37.24	2.92

²²The case where having a full set of written accounts is not a necessary condition for the enterprise to be considered formal is presented.

APPENDIX 2. ADDITIONAL INDICATORS

Main job search or	2017	Standard error	95% Confidence	Coefficient of
business starting method	Third quarter		interval	variation %
(for unemployed and				
inactive population) (%)				
Applied/ contacted	40.20	2.57	35.23-45.31	6.40
organizations/employers				
Checked at work sites	29.50	2.08	25.61-33.8	7.05
Sought assistance of	18.60	1.81	15.28-22.42	9.75
friends and relatives				

METADATA AND DEFINITIONS

Labour Force Statistics	Further information
Discouraged job seekers. Discouraged job seekers are those persons of working age who during a specified reference period were without work and available for work, but did not look for work in the recent past for specific labour market-related reasons (such as past failure to find a suitable job, lack of experience, believing that there were no jobs available, believing there were none for which they would qualify, or having given up hope of finding employment).	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf http://www.ilo.org/ilostat- files/Documents/description_UR_EN. pdf
Employment by occupation (ISCO) - 2 Digits - 43 Categories. The International Standard Classification of Occupations (ISCO) is an international classification for organizing jobs into clearly defined groups according to the tasks and duties undertaken in them. It is maintained by the ILO. The GLFS survey allows workers to be classified up to the fourth level of ISCO. However, the limited sample size of most breakdowns undermines statistical significance beyond the second level.	http://www.ilo.org/ilostat- files/Documents/description_OCU_E <u>N.pdf</u>
Employment by sector (ISIC) - 1 Digit - 21 categories The International Standard Industrial Classification of All Economic Activities (ISIC) is an international standard for classifying data by type of economic activity in the areas of production, employment, gross domestic product, and others. This classification refers to the main activity of the establishment in which a person worked during the reference period, or last worked if unemployed. The branch of economic activity of a person does not depend on the specific duties or functions of the person's job, but on the characteristics of the economic unit in which this person works. The GLFS is based on the fourth revision of the ISIC and allows workers to be classified	http://www.ilo.org/ilostat- files/Documents/description_ECO_E <u>N.pdf</u>

up to fourth ISIC level. However, the limited sample size of most breakdowns undermines statistical significance beyond the first	
level.	
Employment-to-population ratio. The number of employed	http://www.ilo.org/wcmsp5/groups/
persons over the total number of persons of working age (>15).	public/dgreports/
The employment-to-population ratio expresses the number of	stat/documents/normativeinstrumen
persons who are employed as a percent of the total working age	t/wcms_230304.pdf
population.	
Hours actually worked. The concept of hours actually worked	http://www.llo.org/llostat-
within the system of National Accounts (SNA) production	files/Documents/description_HRS_E_
directly on and in relation to productive activities: down time:	<u>N.pai</u>
and recting time during a specified time period. It thus includes	
(a) 'direct hours' or the time specifical time period. It thas includes	
duties of a job (b) 'related hours' or the time spent	http://www.ilo.org/wcmsp5/groups/
maintaining, facilitating, or enhancing productive activities, (c)	public/dgreports/
'down time', or time when a person in a job cannot work due to	stat/documents/normativeinstrumen
machinery or process breakdown, accident, lack of supplies or	t/wcms_230304.pdf
power or Internet access, and (d) 'resting time', or time spent in	
short periods of rest, relief, or refreshment, including tea, coffee	
or prayer breaks, generally practised by custom or contract	
according to established norms and/or national circumstances.	
Hours actually worked excludes time not worked during	
activities such as: (a) annual leave, public holidays, sick leave,	
parental leave or maternity/paternity leave, other leave for	
personal or family reasons or civic duty; (b) commuting time	
between work and home when no productive activity for the job	
is performed; for paid employment, even when paid by the	
employer; (c) time spent in certain educational activities; for	
paid employment, even when authorized, paid or provided by	
time when no productive activity is performed (such as meal	
hreaks or natural repose during long trips); for naid	
employment even when naid by the employer	
Hours usually worked. The concept of hours usually worked	http://www.ilo.org/ilostat-
relates to the typical value of hours actually worked in a job per	files/Documents/description HRS
a short reference period such as one week, over a long	EN.pdf
observation period of a month, quarter, season, or year that	
comprises the short reference measurement period used. The	
typical value may be the modal value of the distribution of hours	
actually worked per short period over the long observation	
period, where meaningful. The short reference period for	
measuring hours usually worked should be the same as the	
reference period used to measure employment.	

Informal employment rate. Informal employment comprises	http://www.ilo.org/ilostat-
persons who in their main job were: (a) own-account workers,	files/Documents/description_IFL_
employers, or members of producers' cooperatives employed	EN.pdf see also
in their own informal sector enterprises; (b) own-account	http://ilo.org/wcmsp5/groups/publ
workers engaged in the production of goods exclusively for own	ic/dgreports/
final use by their household; (c) contributing family workers,	stat/documents/normativeinstrume
irrespective of whether they work in formal or informal sector	nt/wcms_087622.pdf
enterprises; or (d) employees holding informal jobs, whether	
employed by formal sector enterprises, informal sector	See also the ILO manual for
enterprises, or as paid domestic workers by households. The	measuring informality
bulletin considers as being informally employed: 1) salaried	http://www.ilo.org/wcmsp5/groups/
workers for which their employer does not contribute to NIS	public/dgreports/dcomm/
and 2) self-employed workers whose establishment is not	publ/documents/publication/wcms_
fulfilling any of the main criteria for being deemed formal: e.g.,	222979.pdf
juridical organization (public, corporation or NGO), accounting	
(naving a set of registered accounts), of being registered as an	
economic unit within a nationalievel (register). Because of	
some missing data, a secondary chienon (place of activity) is also utilized where instrumental to identify compliance with one	
of the abovementioned main criteria	
ISCED. The International Standard Classification of Education	http://uis.upesco.org/sites/default/fil
(ISCED) is a statistical framework for organizing information on	es/documents/international-
education maintained by the United Nations Educational.	standard-classification-of-education-
Scientific and Cultural Organization (UNESCO). The ISCED	isced-2011-en.pdf
classification corresponds closely with the questions asked in	
the GLFS. Specifically, completion of grade 12 is equivalent to	
post-secondary education (ISCED level 4) and a post-graduate	
certificate is equivalent to a bachelor (ISCED level 6), while there	
is no correspondence with ISCED level 2, i.e., lower secondary	
education.	
Labour Force Participation Rate: The number of active persons	http://www.ilo.org/wcmsp5/groups/
(employed or unemployed) over the total number of persons of	public/dgreports/
working age (>15). The labour force participation rate expresses	stat/documents/normativeinstrumen
the labour force as a percent of the working-age population.	<u>t/wcms_230304.pdf</u>
Labour-related earnings. Labour-related earnings are gross	http://www.ilo.org/ilostat-
remuneration in cash and in kind paid to employees, as a rule at	files/Documents/description_EAR
regular intervals, for time worked or work done together with	_EN.pdf
remuneration for time not worked, such as annual vacation,	
other type of paid leave, or holidays. Earnings include direct	see also
wages and salaries, remuneration for time not worked	
(excluding severance and termination pay), bonuses and	http://www.ilo.ch/wcmsp5/groups/p
gratuities, and housing and family allowances paid by the	ublic/dgreports/
employer directly to the employee. Earnings exclude employers	stat/documents/normativeinstrumen
contributions on benait of their employees paid to social	t/wcms_08/490.pdf and
security and pension schemes and the penelits received by	files/Decuments/decorintian_FAR_F
employees under these schemes. Earnings also exclude	mes/Documents/description_EAK_E
severance and termination pay.	<u>iv.pui</u>

Labour underutilization (indicators of). Labour underutilization refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population. Measures of labour underutilization include time- related underemployment, unemployment, and the potential labour force. Other dimensions of underutilization of labour at the level of individuals as well as the economy are skills mismatches and slack work, particularly among the self- employed. In line with the resolution adopted by the 19 th International Conference of Labour Statisticians, the bulletin presents the following indicators of labour underutilization: • LU1: Unemployment rate: [persons in unemployment/ labour force] x 100 • LU2: Combined rate of time-related underemployment and unemployment + persons in unemployment) / labour force] x 100	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf
 labour force: [(persons in unemployment + potential labour force) / (extended labour force)] x 100 LU4: Composite measure of labour underutilization: [(persons in time-related underemployment + persons in unemployment + potential labour force) / (extended labour force)] x 100 	
Long-term unemployment rate (more than one year). Intended as 'incidence of long-term unemployment', i.e., share of those who have been unemployed beyond a certain time threshold over total number of unemployed (%): -/x 100 It is based on the length of time in weeks/months (through the current reference week) that persons classified as unemployed has been looking for work, available, and not employed (note that the criteria must apply for the entire duration).	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf
Persons outside the labour force (inactivity) rate. Persons outside the labour force comprise all persons of working age who, during the specified reference period, were not in the labour force (that is, were not employed or unemployed). The working-age population is commonly defined as persons aged 15 years and older, but this varies from country to country. In addition to using a minimum age threshold, some countries also apply a maximum age limit.	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf

Potential labour force. Potential labour force is defined as all persons of working age who, during the short reference period, were neither in employment nor in unemployment and: (a) carried out activities to 'seek employment', were not 'currently available' but would become available within a short subsequent period established in the light of national circumstances (i.e., unavailable job seekers); or (b) did not carry out activities to 'seek employment', but wanted employment and were 'currently available' (i.e., available potential job seekers). Proportion of women in managerial positions (SDG 5.5.2). This	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf
indicator refers to the proportion of females as a share of the total number of persons employed in senior and middle management. For the purposes of this indicator, senior and middle management correspond to major group 1 (Managers) in ISCO-08.	a/files/Metadata-05-05-02.pdf See also http://ilo.org/global/statistics-and- databases/standards-and- guidelines/resolutions-adopted- byinternational-conferences-of- labour- statisticians/WCMS_230304/lang en/index.htm
Status in employment (ICSE). Jobs can be classified with respect to the type of explicit or implicit contract of employment the person has with other persons or organizations. The basic criteria used to define the groups of the classification are the type of economic risk and the type of authority over establishments and other workers which the job incumbents have or will have. Indicators disaggregated by status in employment are provided according to the latest version of the International Standard Classification of Status in Employment (ICSE-93). The latter refers to the following six categories: People with paid employment jobs: 1-Employees. People with self-employment jobs 2-Employers, 3- Own account workers, 4- Members of producers' cooperatives and 5- Contributing family workers. Others 6- Workers not classifiable by status. Note that the Guyana LFS questionnaire for q3-2017 does not allow workers belonging to producers' cooperatives to be categorized.	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdfhttp://www.ilo.c h/wcmsp5/groups/public/ dgreports/ stat/documents/normativeinstrumen t/wcms_087562.pdf
employment (type of contract). Temporary employment refers to workers who are engaged only for a specific period of time. It includes fixed-term, project- or task- based contracts, as well as seasonal or casual work, including day labour.	public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf

Time-related underemployment rate (National threshold). This indicator expresses the number of employed persons in time- related underemployment as a percent of total employment. Persons in time-related underemployment are defined as all persons in employment who, during a short reference period, wanted to work additional hours, whose working time in all jobs was less than a specified number of hours (30 hours per week in the case of Guyana) and who were available to work additional hours if given an opportunity for more work.	http://www.ilo.org/ilostat
Unemployment rate. The unemployment rate expresses the number of unemployed as a percent of the labour force. Persons in unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period, and were currently available to take up employment given a job opportunity.	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf
Youth not in education and not in employment (NEET) rate. The share of youth not in education, employment, or training, also known as the 'NEET rate', conveys the number of young persons not in education, employment or training as a percentage of the total youth population. It provides a measure of youth who are outside the educational system, not in training, and not in employment. It thus serves as a broader measure of potential youth labour market entrants than youth unemployment, since it also includes young persons outside the labour force not in education or training. For the purposes of this indicator, youth is defined as all persons between the ages of 15 and 24 (inclusive). The youth NEET rate is calculated as follows: NEET rate (%) = (Youth – Youth in employment – Youth not in employment but in education or training) / Youth *100	http://www.ilo.org/wcmsp5/groups/ public/dgreports/ stat/documents/normativeinstrumen t/wcms_230304.pdf
Trade union density rate. The trade union density rate conveys the number of salaried workers who are union members as a percentage of the total number of salaried workers.	http://www.ilo.org/ilostat