

General notes

Indicators

Tables 1 to 8 include 68 jobs-related indicators. These indicators summarize the level and composition of employment in each country, including not only wage work but also self-employment and farming. They cover the connections between jobs and living standards, productivity and social cohesion and provide measures of migration. Definitions are provided in the technical notes.

Sources

Data for 37 of the 68 indicators in tables 1 to 8 are from publicly available sources. The process of selecting these public sources favored cross-country comparability over country coverage. For a majority of the indicators, there are a range of additional data sources, including national statistical offices, international repositories, and specific studies. However, only data produced using the same criteria in all countries are retained. In most cases, there is a single data source for each of these 37 indicators. For instance, the five unemployment indicators in tables 1 and 6 are entirely based on the Key Indicators of the Labor Market (KILM) database of the International Labour Organization (ILO).

Educational attainment in table 2 is an indicator that draws on two sources using different criteria: the Programme for International Student Assessment (PISA) and the Trends in International Mathematics and Science Study (TIMSS). These sources are jointly available for six countries only, which allows reporting them both without much overlap. The specific source used in each case is noted in table 2.

The other 31 indicators in tables 1 to 8 are based, totally or partially, on micro-data processed by the World Development Report 2013 team. The indicators entirely based on the team's data processing refer to skills as a constraint (table 2), the working poor (table 4), the gender gap in earnings (table 4), workers in micro-enterprises (table 5), wage inequality (table 6), and youth not in school or at work (table 6). In all other cases, data for Organisation for Economic Co-operation and Development (OECD) member countries, other industrial countries, and European Union accession

countries, are from the OECD and Eurostat websites. For developing countries, the indicators are based on micro-data processed by the World Development Report 2013 team, following the same criteria and definitions as the OECD and Eurostat websites.

The micro-data underlying these 31 indicators are from a large set of household surveys, labor force surveys, population censuses and enterprise surveys. The World Development Report 2013 team relied on four large-scale micro-data repositories: the World Bank's International Income Distribution Database (I2D2), Eurostat, the Minnesota Population Center's Integrated Public Use Microdata Series (IPUMS International, version 6.1), and the World Bank enterprise surveys database. The team also gathered many additional living standards and labor force surveys.

To be considered as a micro-data source for any of the 31 indicators, living standards surveys or labor force surveys have to be nationally representative. For highly urbanized countries, this requirement implies that surveys cover secondary cities and towns; for other countries, they also have to include rural areas. In all, more than 800 household surveys and censuses—including data on more than 600 million people—were standardized by the World Development Report 2013 team to ensure the comparability of data across countries. Table 9 summarizes the source of information for the indicators that are based on micro-data. Further information on sources is provided in the technical notes.

Years

Data in tables 1 to 8 generally covers three years: 1995, 2005, and 2010. In a few cases, other years had to be retained due to data availability. For example, the most recent estimate of wages by occupation (in table 4) is for 2008, and the first set of comparable observations for minimum wages (in table 7) is for 2007. Similarly, data on educational attainment (table 2) are presented for 2003, 2006, and 2009, as these are the points in time for which PISA data are available (TIMSS data labeled as 2006 are actually for 2007).

For the 31 indicators computed using micro-data processed by the World Development Report 2013 team, 1995, 2005, and 2010 are

reference points. The micro-data sources used are seldom available on an annual basis. For these indicators, data are for the nearest point within a five-year window. For example, figures reported for 1995 are from the closest year over the period 1993–97. The precise year of the survey data varies from country to country.

Countries

Tables 1 to 8 include 156 countries or economies. The word country may refer to any territory for which separate social or economic statistics are available. Data are shown for countries and economies as they were constituted in 2010.

Unless otherwise noted, data for China do not include data for Hong Kong SAR, China; Macao SAR, China; or Taiwan, China. Data for Indonesia include Timor Leste through 1999. Data for Serbia include Montenegro through 2005, and exclude Kosovo from 1999 onwards.

Symbols

An empty space means that data are not available, or that the indicator cannot be calculated. A “0” or “0.0” means that the value of the indicator is nil or small enough that it would round to zero at the displayed number of decimal places.

Technical notes

Table 1: Labor force

- **Population:** Number of people living in the territory of a country or economy; in millions; total and by gender (three indicators). Figures are from population censuses and demographic estimates. Data source: World Development Indicators (WDI), at <http://data.worldbank.org/indicator/SP.POP.TOTL>.
- **Working age population:** Persons aged 15 to 64 as a fraction of the population; in percent; total and by gender (three indicators). Data source: see table 9.
- **Participation rate:** Share of the working age population that is in the labor force, with the labor force defined as persons who work or are unemployed during a reference period; in percent; total, by gender and by age group (five indicators). Data source: see table 9.
- **Unemployment rate:** Share of the labor force that is unemployed, with the unemployed defined as persons who are available to work and are actively looking for a job during a reference period; in percent; total and by gender (three indicators). Data source: KILM, at <http://www.ilo.org/kilm>.

Table 2: Skills

- **Average schooling:** Mean of highest completed level of formal schooling among all persons aged 15 and above; in years; total and by gender (three indicators). Figures are estimated based on data from population censuses. The methodology is described by Robert J. Barro and Jong-Wha Lee, 2010, "A New Data Set of Educational Attainment in the World, 1950–2010," NBER Working Papers 15902, National Bureau of Economic Research. Data source: <http://www.barrolee.com>.
- **Skills as a constraint:** Share of firms identifying an inadequately skilled workforce as a "major" or "very severe" obstacle to business; in percent. Figures are from enterprise surveys covering firms with at least five employees and mainly formal. "Major" and "very severe" are the two top levels in a scale of five. Data source: International Financial Corporation/World Bank Enterprise Surveys, at <http://www.enterprisesurveys.org>.

- **Educational attainment:** Average score in reading, mathematics and science; units are such that the mean is 500 and standard deviation is 100. Observations from PISA are from students aged between 15 years and 3 months and 16 years and 2 months at the beginning of the assessment period. Observations from TIMSS (marked with an asterisk) are from a nationally representative sample of all students enrolled in the grade that represents 8 years of formal schooling, provided that the mean age at the time of testing is at least 13.5 years. TIMSS does not assess educational attainment in reading. Data sources: PISA at <http://www.oecd.org/pisa>, and TIMSS and PIRLS International Study Center, Lynch School of Education, Boston at <http://tims-sandpirls.bc.edu/index.html>.

Table 3: Employment structure

- **Employment by sector:** Share of employment in primary, secondary, and tertiary activities, based on the International Standard Industry Classification (ISIC); in percent (three indicators). The primary sector corresponds to division 1 (ISIC revision 2), tabulation categories A and B (ISIC revision 3), or tabulation category A (ISIC revision 4); it includes agriculture, hunting, forestry, and fishing. The secondary sector encompasses divisions 2–5 (ISIC revision 2), tabulation categories C–F (ISIC revision 3), or tabulation categories B–F (ISIC revision 4); it includes mining and quarrying (including oil production), manufacturing, construction, and public utilities (electricity, gas, and water). The tertiary sector corresponds to divisions 6–9 (ISIC revision 2), tabulation categories G–P (ISIC revision 3), or tabulation categories G–U (ISIC revision 4); it includes wholesale and retail trade and restaurants and hotels; transport, storage, and communications; financing, insurance, real estate, and business services; and community, social, and personal services. Data sources: see table 9.
- **Employment in civil service:** Share of total employment in the public sector; in percent. Public sector employment includes all employment of the general government as defined in System of National Accounts (SNA) 1993, plus resident and operating at central, state (or regional), and local levels of govern-

ment. Persons employed directly by these institutions are included regardless of their type of employment contract; workers in state-owned enterprises are not included. Data source: LABORSTA tables on “Public Sector Employment” and “General Employment Level,” at <http://laborsta.ilo.org>.

- **Employment by work status:** Share of employment in wage work, self employment, and farming; in percent (three indicators). The self-employed include employers and non-remunerated family workers outside farming. Data sources: see table 9.
- **Employment in urban areas:** Share of employment in cities and towns; in percent. Urban is defined by national statistical offices. Data sources: see table 9.

Table 4: Living standards

- **Wages by occupation:** Average wages of accountants, chemical engineers, bus drivers, and sewing machine operators; in annual US\$ at 2005 prices (four indicators). Wages are based on data from the ILO October Inquiry database, calibrated into a normalized format referring to average monthly wage rate for an adult worker and transformed into dollars using the exchange rate of the local currency in the same year. The data are then converted to 2005 prices using the U.S. GDP deflator. The methodology is described by R.H. Oostendorp, 2012, “The Occupational Wages around the World (OWW) Database: Update for 1983–2008,” background paper for the World Development Report 2013. Data source: <http://www.worldbank.org/wdr2013>.
- **Working poor:** Share of total employment represented by workers who are members of households living in extreme poverty; in percent. Households living in extreme poverty are identified on the basis of poverty rates computed from the international poverty line of 1.25 US\$ PPP per day at 2005 prices. The use of the international poverty line means that figures are not necessarily comparable to estimates generated using national poverty lines. Data sources: see table 9, and for the poverty rate, see <http://iresearch.worldbank.org/PovcalNet/>.
- **Life satisfaction:** Persons aged 14 and above who answered affirmatively to a survey asking them whether they were satisfied with

their life at the time of the interview; in percent of all respondents; by work status (three indicators). The question in the survey is: “All things considered, how satisfied are you with your life as a whole these days?” Possible answers range from 1 (“completely dissatisfied”) to 10 (“completely satisfied”). Responses of 6 or higher were considered affirmative. Data source: World Values Survey, 1999–2008, at <http://www.worldvaluessurvey.org>.

- **Labor share of national income:** Compensation of employees as a share of GDP; in percent. Compensation of employees corresponds is measured by account D.1 in the SNA, and GDP by account B.1 in the System of National Accounts). Compensation of employees includes payments in cash and in-kind. It also includes government contributions to social insurance schemes that provide benefits to the employees. Data source: UNDATA, at <http://data.un.org>.
- **Gender gap in earnings:** Wage earnings for women relative to the wage earnings of men having the same characteristics; as a ratio. The estimate is based on a country-specific regression of the logarithm of monthly earnings in local currency on years of education and potential years of experience (and its square), controlling for industry, occupation, urban residence and gender. The methodology is described by Claudio E. Montenegro and Harry Anthony Patrinos, 2012, “Returns to Schooling around the World,” background paper for the World Development Report 2013. Data sources: see table 9.

Table 5: Productivity

- **Value-added per worker:** Total value-added per worker; in annual US\$ at 2005 prices; total and by sector of activity (four indicators). Value-added is the output of a sector net of intermediate inputs. It is calculated without making deductions for depreciation of fabricated assets or depletion and degradation of natural resources. The origin of value-added is determined by the International Standard Industrial Classification (ISIC), revision 3. Value-added data are converted to US\$ using current exchange rates and then converted to 2005 prices using the U.S. GDP deflator. Data source: WDI, at <http://data.worldbank.org/data-catalog/world-development-indicators>.

- **Employment in micro-enterprises:** Share of non-agricultural employment in firms with 10 or less employees; in percent. In some countries the cutoff point is 9 employees. All own-account workers and unpaid family workers are counted as working in micro-enterprises. Both formal and informal firms are included. Data sources: see table 9.
- **Informal employment:** Share of informal employment in non-agricultural employment; in percent. Informal employment includes employment in informal sector enterprises and informal jobs in formal firms; it excludes agricultural employment. In principle, informal sector and informal employment are measured according to the Resolution of the 15th International Conference of Labor Statisticians (ICLS). However, there is wide variation in definitions and methodology across countries. Data sources: KILM, at http://www.ilo.org/em-pelm/what/WCMS_114240/lang--en/index.htm and Vanek, Joann, Martha Chen, Ralf Hussmanns, James Heintz, and Françoise Carré. 2012. *Women and Men in the Informal Economy: A Statistical Picture*. Geneva: Women in Informal Employment: Globalizing and Organizing and International Labour Organization.

Table 6: Social cohesion

- **Trust:** Share of people who report that others can be trusted; in percent; by work status (three indicators). The figures are based on responses to surveys asking the question: “Generally speaking, would you say that most people can be trusted or that you need to be very careful in dealing with people?” The interviewed are at least 14 years old in the case of the World Values Survey, 16 years old for the Latinobarómetro, 18 years old for Arab Barometer, and 15 years old for the Afrobarometer. Data sources: World Values Survey, 1999–2008, at <http://www.worldvaluessurvey.org>; Afrobarometer, Round 1, Year 2004, at <http://www.afrobarometer.org>; Latinobarómetro 2007 at <http://www.latinobarometro.org>; and Arab Barometer 2006 at <http://www.arabbarometer.org/>.
- **Civic participation:** Share of people who report being engaged in matters related to their

community or country; in percent; by work status (three indicators). The figures are based on surveys asking the question: “Now I am going to read off a list of voluntary organizations. For each one, could you tell me whether you are an active member, an inactive member or not a member of that type of organization?” Possible answers include a variety of church or religious organizations; sports or recreational organizations; arts, music or educational organizations; labor unions; political parties; environmental organizations; professional associations; humanitarian or charitable organizations; consumer organizations; and others. Respondents need to be at least 14 years old in the case of the World Values Survey; 18 years old for Afro Barometer; 15 years old for Euro Barometer; and 16 years old for Latinobarómetro Data sources: World Values Survey, 1999–2008 wave, at <http://www.worldvaluesurvey.org>; Afrobarometer, 2008–09, at <http://www.afrobarometer.org>; Latinobarómetro 2007 at <http://www.latinobarometro.org>; and Euro Barometer 2007 at http://ec.europa.eu/public_opinion/index_en.htm.

- **Wage inequality:** Labor earnings at the 90th percentile of the wage distribution; as a ratio of labor earnings at the 10th percentile. The wage distribution of each country is constructed based on earnings data from wage workers who report positive wages and identify the frequency of their payment. Data sources: see table 9.
- **Youth unemployment:** Share of the labor force age 15 to 24 that is unemployed; in percent; by gender (two indicators). Data source: KILM, at <http://www.ilo.org/kilm>.
- **Youth not in school or at work:** Share of the population aged 15–24 that is not engaged in education, employment, or training; in percent; by gender (two indicators). Data sources: see table 9.

Table 7: Policies and institutions

- **Core ILO Conventions ratified:** Indicates how many of the following have been ratified by the country: Convention 29, concerning forced or compulsory labor; Convention 87, on freedom of association and protection of the right to organize; Convention 98, con-

cerning the application of the principles of the right to Organize and to bargain collectively; Convention 100, on equal remuneration; Convention 105, concerning the abolition of forced labor; Convention 111, concerning discrimination in respect of employment and occupation; Convention 138, on the minimum age for admission to employment; and Convention 182, concerning the prohibition and immediate action for the elimination of the worst forms of child. Data source: NORMLEX database, at <http://www.ilo.org/dyn/normlex/en>.

- **Minimum wage:** The lowest a private sector employer can pay a 19-year-old worker who has no previous experience in the economy's most populated city; in US\$ at 2005 prices. The applicable minimum wage can be legally enacted or agreed upon in collective bargaining agreements. When a zero is reported, it does not necessarily mean that there is no minimum wage in force in the country or economy. For instance, there may be rates applicable to regular workers but not to apprentices. Data source: Doing Business Indicators, at www.doingbusiness.org.
- **Separation cost:** Severance pay and others costs associated with redundancy dismissal; in weeks of salary per separated worker; after 1 and 10 years of continuous employment (two indicators). For comparability, figures refer to a hypothetical worker and firm across all countries. The worker is a male, non-executive employee, earning the economy's average wage. The firm is a limited liability company with 60 workers in the manufacturing sector of the economy's most populated city. Separation costs include the cost of advance notice requirements, severance payments and penalties in the case of redundancy dismissals justified by economic, operational or structural reasons, not by the behavior of the worker. Data source: Doing Business Indicators, at www.doingbusiness.org.
- **Union membership:** Share of wage workers with union membership; in percent. Data source: Jelle Visser, Data Base on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts, 1960–2010 (ICTWSS) Jelle Visser Amsterdam Institute for Advanced Labour Studies AIAS Uni-

versity of Amsterdam, Version 3.0, May 2011, at <http://www.uva-aias.net/208>.

- **Labor market policies:** Government spending in programs to help the unemployed back to work, or to support the income or consumption levels of unemployed or inactive persons; in percent of GDP. Seven types of programs are considered: macroeconomic stimulus policies, measures to increase labor demand, active labor market policies, unemployment benefits, other social protection measures, social dialogue and compliance with labor standards. Data sources: International Labour Organization/World Bank, Inventory of policy responses to the financial and economic crisis: Joint synthesis report, mimeo, July 2012; and OECD (2012) Employment and Labour Markets: Key Tables from OECD, at: <http://stats.oecd.org/Index.aspx?DataSetCode=LMPEXP>.
- **Social security contributions:** The sum of employer and employee contributions towards social security programs for sickness, old age, injury and unemployment; in percent of the employee's gross salary. Data sources: ILO SECSOC Database of the Social Security Department, at <http://www.ilo.org/public/english/protection/secsoc>; Martín Rama and Raquel Artecona, 2002, "A Database of Labor Market Indicators across Countries," Commissioned by a Committee of the National Academies.
- **Social security coverage:** Share of the labor force actively contributing to old-age pension schemes; in percent. Data sources: Montserrat Pallares-Miralles, Carolina Romero, and Edwards Whitehouse, 2012 "International Patterns of Pension Provision II. A Worldwide Overview of Facts and Figures," SP Discussion Paper No. 1211. World Bank, Washington, DC; Martín Rama and Raquel Artecona, 2002, "A Database of Labor Market Indicators across Countries," Commissioned by a Committee of the National Academies.

Table 8: Connectedness

- **Conventions on migration ratified:** Indicates how many of the following have been ratified by the country: ILO Convention 97, concerning migration for employment; ILO Convention 143, concerning migrations in

abusive conditions and the promotion of equality of opportunity and treatment of migrant workers; and the United Nations (UN) Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. In the case of the UN Convention, accessions and successions are also treated as ratifications. Data source: ILOLEX: Database of International Labor Standards (<http://www.ilo.org/ilolex/english/convdisp1.htm>); and United Nations Treaty Collection, at http://treaties.un.org/pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-13&chapter=4&lang=en.

- **Immigrants:** Share of the population that is foreign born; in percent. Data source: Özden, Çaglar, Christopher Parsons, Maurice Schiff, and Terrie L. Walmsley. 2011. "Where on Earth Is Everybody? The Evolution of Global Bilateral Migration 1960–2000." *World Bank Economic Review*, 25 (1): 12–56, at <http://data.worldbank.org/indicator/SM.POP.TOTL>.
- **Emigrants:** Share of the native population that is residing in another country or economy; in

percent. The native population is computed as the total population minus immigrants plus emigrants. Data source: Özden, Çaglar, Christopher Parsons, Maurice Schiff, and Terrie L. Walmsley. 2011. "Where on Earth Is Everybody? The Evolution of Global Bilateral Migration 1960–2000." *World Bank Economic Review*, 25 (1): 12–56, at <http://go.worldbank.org/JITC7NYTT0>.

- **Remittances:** Foreign currency inflows from workers abroad; in percent of GDP. The inflows comprise current transfers by migrant workers and compensation earned by non-resident workers. Current transfers from migrant workers are considered remittances when workers have resided in the host country for more than a year, irrespective of their immigration status. Compensation earned by nonresident workers refers to the wages and salaries of migrant workers having lived in the host country for less than one year. Data source: World Development Indicators, at <http://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS>.