



International
Labour
Organization

► ILO Flagship Report

► **World
Employment
and Social
Outlook**
Trends 2020



World Employment and Social Outlook

Trends 2020

Copyright © International Labour Organization 2020

First published 2020

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

World Employment and Social Outlook: Trends 2020

International Labour Office – Geneva: ILO, 2020

ISBN 978-92-2-031408-1 (print)

ISBN 978-92-2-031407-4 (web pdf)

employment / unemployment / labour policy / labour market analysis / economic and social development / regional development / Africa / Asia / Caribbean / Europe / EU countries / Latin America / Middle East / North America / Pacific

13.01.3

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publins.

Produced by the Publications Production Unit (PRODOC) of the ILO.

*Graphic and typographic design, manuscript preparation, copy-editing, layout and composition,
proofreading, printing, electronic publishing and distribution.*

The ILO endeavours to use paper sourced from forests managed
in an environmentally sustainable and socially responsible manner.

Code: DTP-CORREDIT-WEI-PMSERV

Preface

There is a growing perception that labour markets are not adequately distributing the fruits of economic growth, and that the resulting inequality poses a threat to social cohesion. Evaluating these phenomena requires a rigorous assessment of economic and social trends shaping the world of work. It is especially crucial that we understand the degree to which all people of working age can access decent work and realize their full potential in work. Robust evidence on these issues needs to feed directly into the design of economic and social policies that can help countries navigate a sustainable and inclusive path of development.

Researchers and statisticians at the ILO have undertaken extensive data collection and modelling efforts to develop new sets of global estimates of indicators that provide a comprehensive picture of labour markets. New data presented in this report shed light on major gaps in access to work, as the full extent of labour underutilization extends beyond unemployment. In addition, the report highlights the persistence of significant deficiencies in the quality of work, including

high rates of informality and working poverty, which are unlikely to recede significantly in light of insufficient or non-inclusive growth. Finally, the report demonstrates that pronounced inequalities prevail in labour markets. In particular, new estimates of the size of the labour income share for the world's workforce, as well as its uneven distribution among workers, provide a novel perspective on labour market inequality in different regions of the world. This report also presents the labour market situation and prospects of rural and urban workers, which is a key line of segmentation that divides the economic and social prospects among the world's workforce.

As with previous editions, the ILO's annual flagship *World Employment and Social Outlook: Trends* report continues to provide an authoritative global overview of where the world stands with respect to the global employment picture. This 2020 edition of the series draws a comprehensive picture of the progress made and of the remaining gaps in achieving social justice and decent work.



Guy Ryder
ILO Director-General

Table of contents

Preface	3
Acknowledgements	9
Executive summary	11
01 Global employment and social trends	15
The global labour market at a glance	18
The economic context of labour market trends	21
Access to employment and labour underutilization	26
Paid work and the problem of decent work	34
Conclusion	38
02 Employment and social trends by region	39
Africa	40
Americas	45
Arab States	49
Asia and the Pacific	52
Europe and Central Asia	56
03 Assessing inequality using labour income	61
Estimates of the labour income share and distribution using the ILO Harmonized Microdata collection	63
Trends in the labour income share	67
Global and regional patterns of labour income distribution	70
Are we underestimating income inequality in lower-income countries?	74
Conclusion	78
Appendices	79
A. Country groupings by region and income level	80
B. ILO modelled estimates	82
C. Estimation of the detailed breakdown of employment in the manufacturing sector	89
D. Tables of labour market indicators worldwide, by country income group and by subregion	90
Bibliography	123

List of boxes

1.1	Data sources underlying the ILO modelled estimates and uncertainty considerations	17
1.2	Trade protectionism has ramifications throughout global supply chains	22
3.1	Estimating the labour income share using rule-of-thumb approaches	64
B.1	Revisions to historical estimates	83

List of figures

1.1	Global overview of access to employment and labour underutilization, 2019	19
1.2	Characteristics of global employment, 2019 (percentages)	19
1.3	Global inequalities in labour market outcomes, selected indicators, 2019 (percentages)	20
1.4	GDP per capita, country income groups, 2000 and 2018 (US\$ PPP)	23
1.5	Average growth of GDP and its two components (labour productivity and employment), global and by country income group, 1999–2019 (percentages)	24
1.6	Estimated GDP growth rate that stabilizes the unemployment rate; labour force growth, high-income countries, 1992–2018 (percentages)	25
1.7	Social unrest index, global and regional, 2009–19 (points)	26
1.8	Breakdown of labour underutilization, by sex, global and regional, 2019 (percentages)	31
1.9	Global unemployment rate, 2000–21 (percentages)	31
1.10	Share of working-age population in urban areas, global and by country income group, 2005 and 2019 (percentages)	33
1.11	Employment in elementary occupations and in skilled agricultural, forestry and fishery occupations as a share of total employment, by sex, global and by country income group, 1994 and 2019 (percentages)	36
1.12	Correlation between GDP per capita and extreme working poverty rate, latest available year	38
2.1	Estimates and projections of the population aged 15–24, sub-Saharan Africa and North Africa, 1990–2030 (millions)	43
2.2	Unemployment rate, Canada and the United States, 1991–2021 (percentages)	45
2.3	Employment distribution across broad sectors and skill levels, rural versus urban residence, Asia and the Pacific, 2019 (percentages)	54
2.4	Change in employment shares for manufacturing subsectors, Asia and the Pacific, 2015–18 (percentages)	55
2.5	Median age of the labour force, estimates and projections, by detailed subregion, Europe and Central Asia, 2000, 2019 and 2030 (years)	59
3.1	Labour income share, unadjusted and adjusted to take into account the labour income of the self-employed, United States and India, 2005–16 (percentages)	66
3.2	Global and regional labour income shares, 2004–17 (percentages)	67
3.3	ILO and AMECO estimates of the labour income share, selected countries, 1961–2017 (percentages)	68
3.4	Global average monthly earnings per worker by decile, 2017 (US\$ in PPP terms)	70
3.5	Labour income distribution by decile, global, 2004 and 2017 (percentages)	71

3.6	Average share of total labour income accruing to the middle 60 per cent ("middle class") and the top and bottom quintiles of the labour income distribution, global, 2004 and 2017 (percentages)	72
3.7	Ratio of the labour income of the top 50 per cent of the labour income distribution to that of the bottom 50 per cent, global and by region, 2004–17	72
3.8	Labour income inequality versus GDP per capita, selected countries, 2004–17	73
3.9	Labour income distribution versus GDP per capita: Labour income shares of the bottom 40 per cent, middle 50 per cent and top 10 per cent, selected countries, 2004–17	75
3.10	Labour and total income distributions versus GDP per capita: Labour and total income shares of the top three quintiles, selected countries, 2004–17	76
3.11	Distributions of total income, estimated total income, and expenditure versus GDP per capita: Total income, and expenditure shares of the top three quintiles, selected countries, 2004–17	76
3.12	Labour income and estimated total income distributions versus GDP per capita: Labour and total income shares of the top three quintiles, selected countries, 2004–17	77

List of tables

1.1	Employment-to-population ratio, by sex and age, global and by country income group, 1994–2024	27
1.2	Labour force participation rate, by sex and age, global and by country income group, 1994, 2019 and 2021 (percentages)	28
1.3	Labour underutilization indicators, by sex and age, global and by country income group, 2019	30
1.4	Employment-to-population ratio, labour force participation rate, and rates of labour underutilization, by urban vs rural location and by sex and age, global and by country income group, 2019 (percentages)	33
1.5	Informality and employment status, by sex and age, global and by country income group, levels in 2016 and 2019, and change between 1994 and 2019 (percentages)	35
1.6	Working poverty, by sex and age, global and by country income group, 1994, 2019 and 2024	37
2.1	Trends and projections for unemployment, labour underutilization, young people with NEET status, employment and labour productivity growth, and working poverty, regional and by subregion, Africa, 2008–21	41
2.2	Trends and projections for unemployment, labour underutilization, young people with NEET status, employment and labour productivity growth, and working poverty, North America and Latin America and the Caribbean, 2008–21	46
2.3	Trends and projections for unemployment, labour underutilization, young people with NEET status, employment and labour productivity growth, and working poverty, by country group, Arab States, 2008–21	50
2.4	Trends and projections for unemployment, labour underutilization, young people with NEET status, employment and labour productivity growth, and working poverty, regional and by subregion, Asia and the Pacific, 2008–21	53
2.5	Trends and projections for unemployment, labour underutilization, young people with NEET status, employment and labour productivity growth, and working poverty, by subregion, Europe and Central Asia, 2008–21	57

Acknowledgements

World Employment and Social Outlook: Trends 2020 is the result of extensive collaboration of the Labour Market Trends and Policy Evaluation Unit of the ILO Research Department and the Data Production and Analysis Unit of the ILO Department of Statistics. The main authors are Roger Gomis, Steven Kapsos, Stefan Kühn and Hannah Liepmann. David Mosler, Hugo Ñopo, Ken Chamuva Shawa, Pamphile Sossa and Christian Viegelahn provided major contributions for the regional analyses presented in Chapter 2. Monika Matyja gave valuable research assistance. Stefan Kühn led and coordinated the work. Damian Grimshaw, former Director of the ILO Research Department, guided, supported and supervised the process.

The ILO modelled estimates presented in this report were produced in cooperation between the Data Production and Analysis Unit of the ILO Department of Statistics and the Labour Market Trends and Policy Evaluation Unit of the ILO Research Department. The authors acknowledge especially the work of Roger Gomis and Cristiano Mantovani for greatly extending the number of labour market indicators that can be presented in this edition of the report. Stefan Kühn and Monika Matyja also conducted extensive model development that is substantive for the published estimates.

Excellent comments and suggestions were provided by Deborah Greenfield, ILO Deputy Director-General for Policy, Claire Harasty, Special Adviser to the ILO Deputy Director-General for Policy, and James Howard, Senior Adviser to the ILO Director-General.

The ILO Research Department wishes to acknowledge the comments and suggestions provided by ILO colleagues Sévane Ananian, Floriana Borino, Umberto Cattaneo, Marva Corley-Coulibaly, Yacouba Diallo, Elizabeth Echeverría Manrique, Sara Elder, Adam Elsheikhi, Ekkehard Ernst, Verónica Escudero, Elisenda Estruch Puertas, Paulino Font Gilabert, Rosina Gammarano, Sajid Ghani, Angela Giannini, Tariq Haq, Akira Isawa, Aya Jaafar, Kee Beom Kim, Ali Madai Boukar, Bashar Marafie, Rossana Merola, Michael Thye Frosch, David Mosler, Bernd Mueller, Shane Niall O'higgins, Martin Ostermeier, Yves Perardel, Clemente Pignatti, Ira Postolachi, Catherine Saget, Daniel Samaan, Pelin Sekerler Richardi, Pamphile Sossa, Velentina Stoevska, Domenico Tabasso and Christian Viegelahn. Steven Tobin (Labour Market Information Council, Canada) provided helpful inputs. The authors are also grateful for the suggestions received from the ILO Regional Offices for Africa, the Arab States

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_22569

