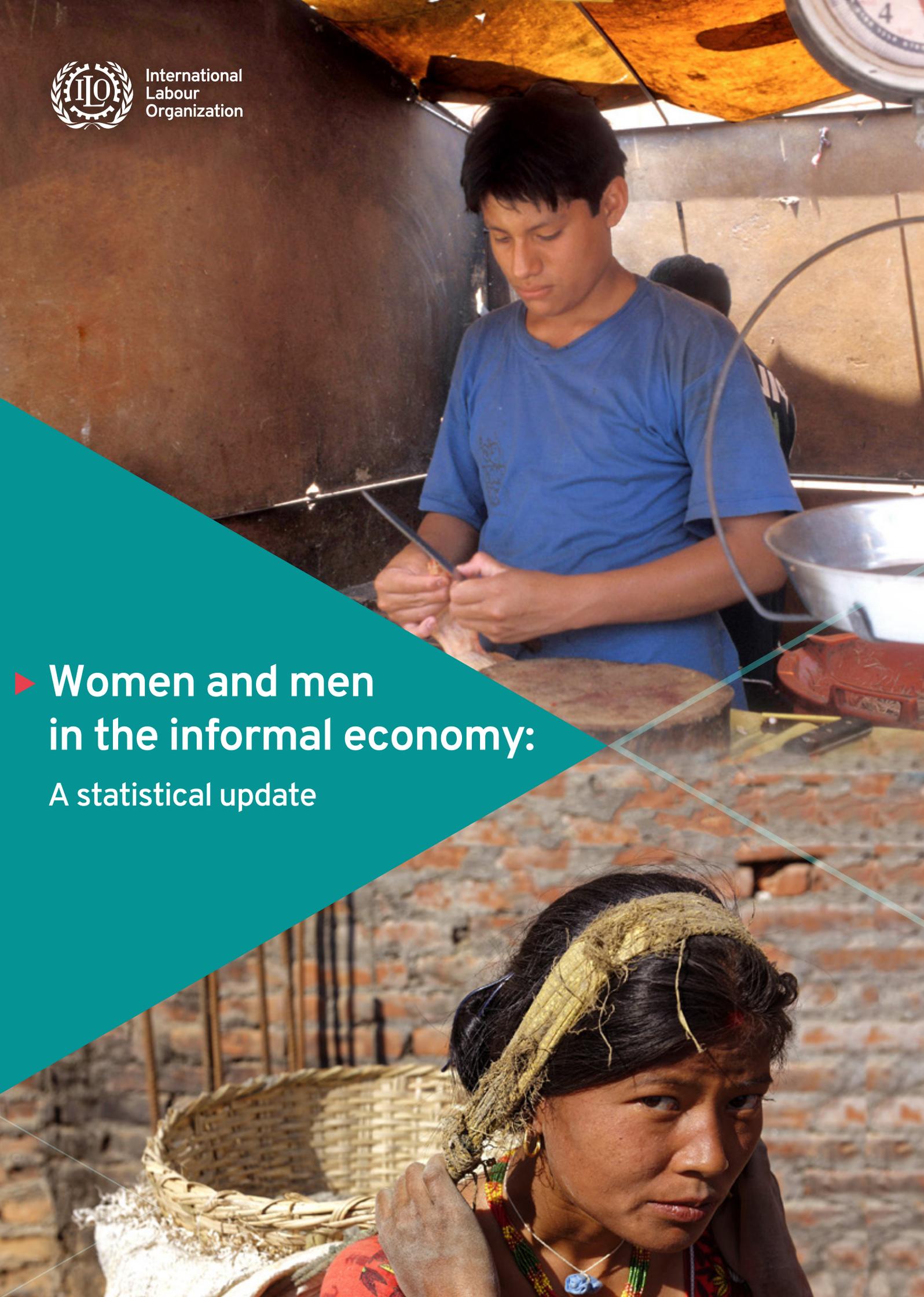




International
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▶ Women and men in the informal economy:

A statistical update



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A statistical update

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Women and men in the informal economy: A statistical update

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► Introduction

Women and Men in the Informal Economy: A Statistical update provides a snapshot of the situation in 2019 and trends in selected countries since 2020. It does not intend to provide an in-depth analysis of trends and factors of informality. Instead, the primary objective of this publication is to provide a concise update, both globally and by region, of data on the extent of informal employment, the categories of workers most exposed to informality and the characteristics of those currently in informal employment and their working conditions compared to their counterparts in formal employment.

A similar set of indicators are successively presented: first globally and by country income group (Chapter 1), then by region (Chapter 2) and finally by subregion (Chapter 3). The collection of figures presented in this report aim to provide some answers to the following main questions:

► **What is the extent of informal employment?**

The extent of informal employment refers to the number and proportions of persons in informal employment (considering their main job). This includes measuring Sustainable Development Goals (SDGs) indicator 8.3.1 “Proportion of informal employment in total employment, by sector and sex”. As far as employment is concerned, this is a key indicator for raising awareness about the magnitude of informality and monitoring trends in the transition to formality or the informalization of formal jobs.

► **What are the prevalent forms of informality?**

As a first step, a simple way to identify the prevalent forms of informal employment is to map workers in informal employment according to the type of production unit (formal sector, informal sector or household) and the status in employment (employee, employer and own-account worker, or contributing family worker). Informality and the main pathway to formality have different meanings for each of the identified groups and call for different policy responses for combining the formalization of jobs and the formalization of economic units.

► **Which workers are the most represented in the informal economy compared to those in formal employment?**

Indicators used to provide answers to this question refer to the distribution of workers in informal and formal employment based on socio-demographic and employment-related characteristics. The objective is to shed light on the categories of workers and economic units that are the most represented in the informal economy – that is, the largest groups of workers or the workers with the largest share of informal employment compared to their representation in formal employment. Those indicators reveal some of the main characteristics of workers with informal jobs and can also support the definition of priority groups for policy intervention.

► **What categories of workers are most at risk of informality?**

The objective is to identify groups of workers for whom the share of informal employment is higher than average. From the perspective of workers, this includes indicators such as the share of informal employment in total employment for different groups according to socio-demographic and employment-related features. These indicators also provide insights concerning some of the drivers associated with socio-demographic and employment-related features. They also support the definition of priority groups when engaging in the process of addressing the challenges associated to informality and supporting formalization processes.

► **Are decent work deficits more critical among workers in informal employment and to what extent do workers in the informal economy benefit from some levels of protection within households?**

The assessment of the working conditions of workers in informal and formal employment includes indicators related to dimensions such as income security; employment security; the number of hours of work; health and safety issues; and the levels of representation of workers and units. Such

analysis contributes to identifying various levels of vulnerability and/or protection associated with informal versus formal jobs. The comparison of working conditions for workers in informal and formal employment yields insights concerning the most critical decent work deficits in the informal economy. As far as formal jobs are concerned, the analysis of working conditions contributes to assessing whether “formal jobs are decent jobs”. In the present case, the assessment of working conditions is limited to the number of hours of work, wages and the place of work. However, it is complemented with an assessment of contextual vulnerabilities and protections beyond those directly linked to the person’s own job. In particular, this concerns indicators related to the household dimension that are intended to capture sources of intra-household vulnerabilities or possibly protections with respect to household composition, access to social protection and income (other than individual labour income and employment-related social protection).

Sources of data are yearly or quarterly labour force surveys or similar household-based surveys from 147 countries and territories, which allow the identification of workers in informal employment as available in ILOSTAT microdata sets. As for the parent publication — *Women and Men in the Informal Economy: A Statistical Picture* — and also to ensure comparability between countries, country estimates are based on a common set of standardized criteria for determining informal employment and employment in the informal

sector, in line with the ILO harmonized operational definition of informal employment (box 1). All indicators refer to the main job for persons aged 15 years and older. In addition, also to enhance comparability and irrespective of the situation in countries regarding the adoption of the new definition of the broad concept of work and the more restricted definition of employment, adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013, the estimates provided below follow the earlier definition of employment (13th ICLS). As a result, the estimates are comparable across developed and developing countries and regions, but the ILO’s country estimates may differ from national estimates, when these exist.

The informal economy refers to different components: informal jobs, informal economic units and informal productive activities. Based on the data available and the objective of providing a global and regional overview, this statistical update focuses on the labour market dimension of the informality of jobs. This leaves aside other important dimensions of the informal economy, namely the enterprise and production dimensions. However, the enterprise dimension is covered indirectly through different indicators that include references to the informal sector, differences in job-related informality based on features of economic units (size, place of work) and estimates of the incidence of informality among economic units.

► **Box 1. The concept of the informal economy and statistical definitions of informal employment and informal sector**

The informal economy refers to all economic activities, excluding illicit activities, by workers and economic units that are, in law or in practice, not covered or insufficiently covered by formal arrangements.¹

Informal employment refers to working arrangements that are de facto or de jure not subject to national labour legislation, income taxation or entitlement to social protection or certain other employment benefits (advance notice of dismissal, severance pay, paid annual or sick leave and so on). The definition of informal employment differentiates three groups of workers: (i) employees, (ii) employers and own-account workers, and (iii) contributing family members.

- **employees** are considered informally employed if their employer does not contribute to social security on their behalf or, in the case of a missing answer, if they do not benefit from paid annual leave or sick leave.
- **employers** (with hired workers) and **own-account workers** (without hired workers) are considered informally employed if they run an economic unit in the informal sector (a non-incorporated private enterprise without a formal bookkeeping system or not registered with relevant national authorities). In the case of the question not asked or a missing answer, the enterprise is considered part of the informal sector if there is no fixed place of work or it employs five employees or fewer. This threshold can vary, depending on the reporting structure of country questionnaires.
- **Contributing family workers** are informally employed by definition, regardless of whether they work in formal or informal sector enterprises.

For more details concerning the operational harmonized definition, see [Women and Men in the Informal Economy: A Statistical Picture](#), third edition, 2018, Appendix A.3.

Estimates of informal employment presented in this statistical update follow the Resolution concerning statistics of employment in the informal sector² and the Guidelines concerning a statistical definition of informal employment.³ Some adjustments to the definition of informal employment are currently being discussed for adoption at the next ICLS, to be held in October 2023. The revised definition will take into account the introduction of the broad concept of work and the more restricted definition of employment in the 19th ICLS resolution.⁴ It will also consider the different categories of status in employment, as defined by the International Classification of Status in Employment (ICSE-18)⁵ such as the new category of dependent contractors.

1 ILO, *Transition from the Informal to the Formal Economy Recommendation*, 2015 (No. 204).

2 ILO, *Resolution concerning the measurement of employment in the informal sector*, Fifteenth International Conference of Labour Statisticians, 1993.

3 ILO, *Guidelines concerning a statistical definition of informal employment*, Seventeenth International Conference of Labour Statisticians, 2003.

4 ILO, *Resolution concerning statistics of work, employment and labour underutilization*, Nineteenth International Conference of Labour Statisticians, 2013.

5 ILO, *Resolution concerning statistics on work relationships*, 20th International Conference of Labour Statisticians, 2018.



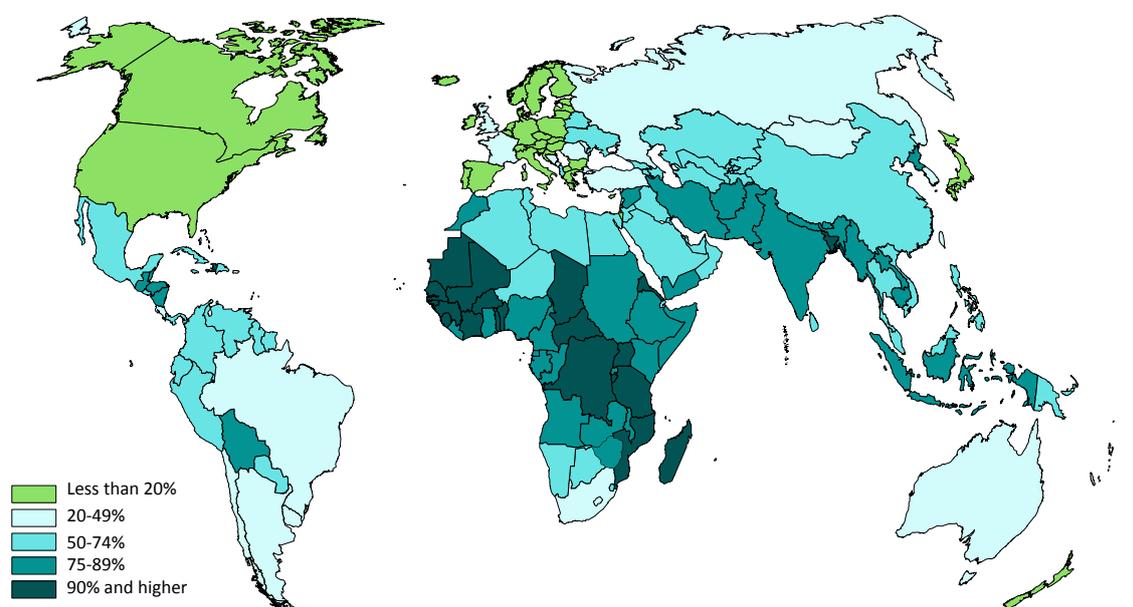
► Chapter 1 Informal employment: The global picture

1.1 Size and composition of the informal economy

Informal employment is everywhere but predominates in the Global South

- In 2019, prior to the COVID-19 pandemic, informal employment encompassed nearly 2 billion workers, representing 6 in 10 workers globally (figure 3, panel A) and 5 in 10 workers when excluding agriculture (figure 3, panel B).
- The informal economy is strongly linked to the degree of economic, social and institutional development, as well as the structure of the economy and the labour market. Thus, countries with higher informality also have a lower human development index (HDI) value (figure 2, panel A) and a lower level of gross domestic product (GDP) per capita (figure 2, panel B). While the informal economy exists everywhere, it is more prevalent in low-income countries, where it represents 89 per cent of total employment, compared to 82 per cent and 50 per cent, respectively, in lower-middle- and upper-middle-income countries and 16 per cent in high-income countries (figure 3, panel A). Informal employment accounts for more than 90 per cent of total employment in more than half of low-income countries.
- Informal employment is particularly prevalent in developing Africa and Asia and the Pacific (see Chapters 2 and 3).

Figure 1. Percentage of informal employment in total employment (%), 2019

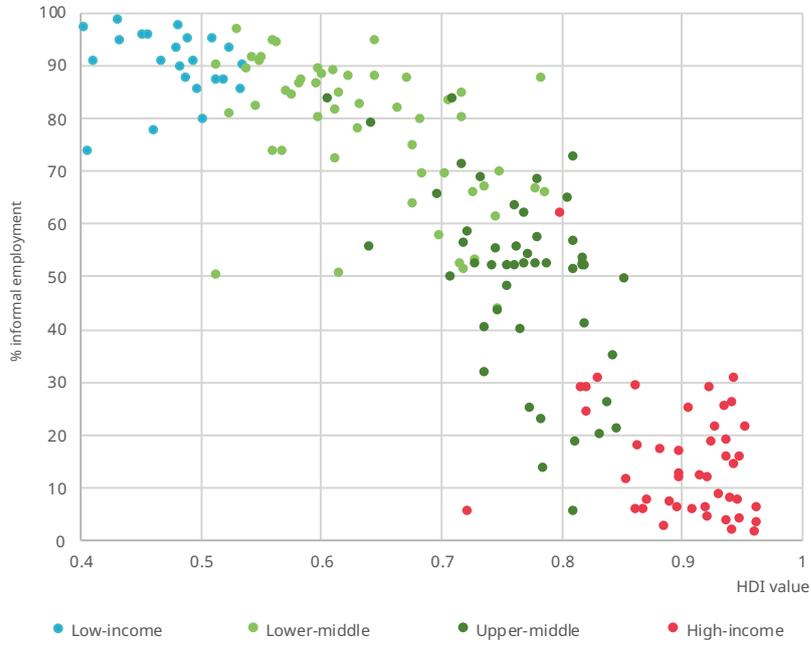


Note: A common set of operational criteria is systematically used to identify workers in informal employment and those employed in the informal sector (see box 1).

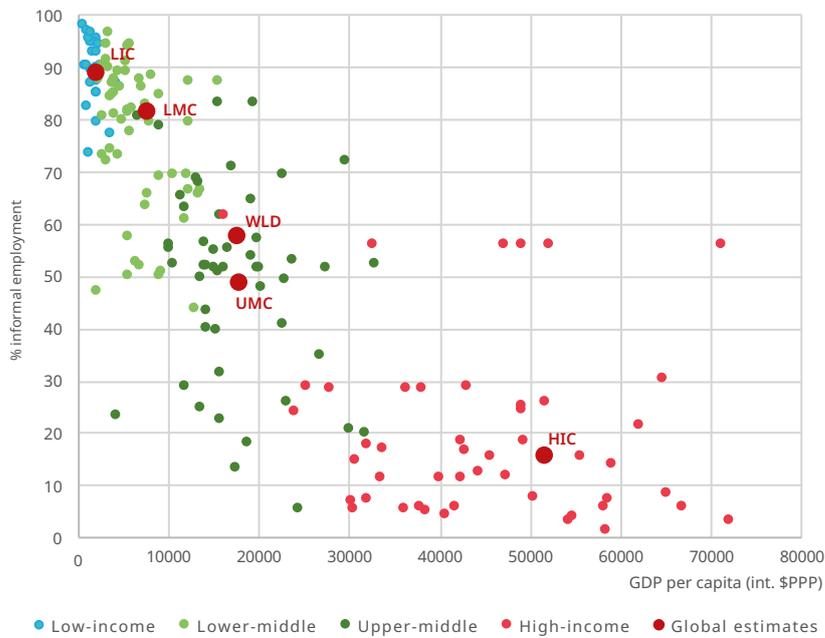
Source: ILO calculations, based on national household survey micro datasets from 147 countries representing 92.6 per cent of global employment; estimated values for countries with missing data for SDG indicator 8.3.1 (ILOSTAT model).

Figure 2. Informality and level of development

Panel A. Percentage of informal employment and Human Development Index values (%), 2019



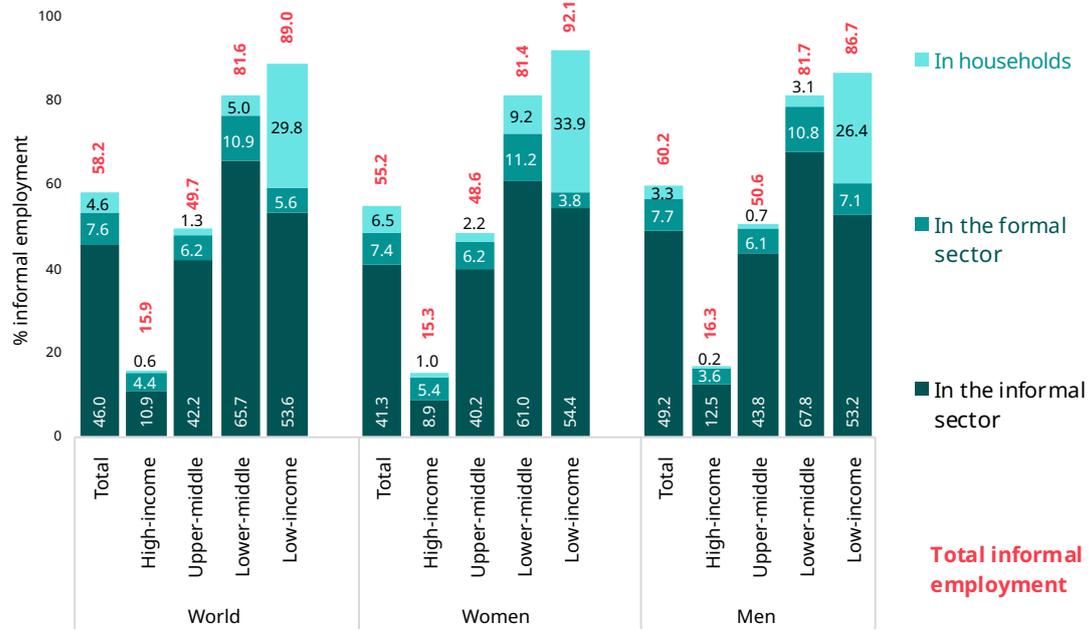
Panel B. Percentage of informal employment and GDP per capita (%), 2019



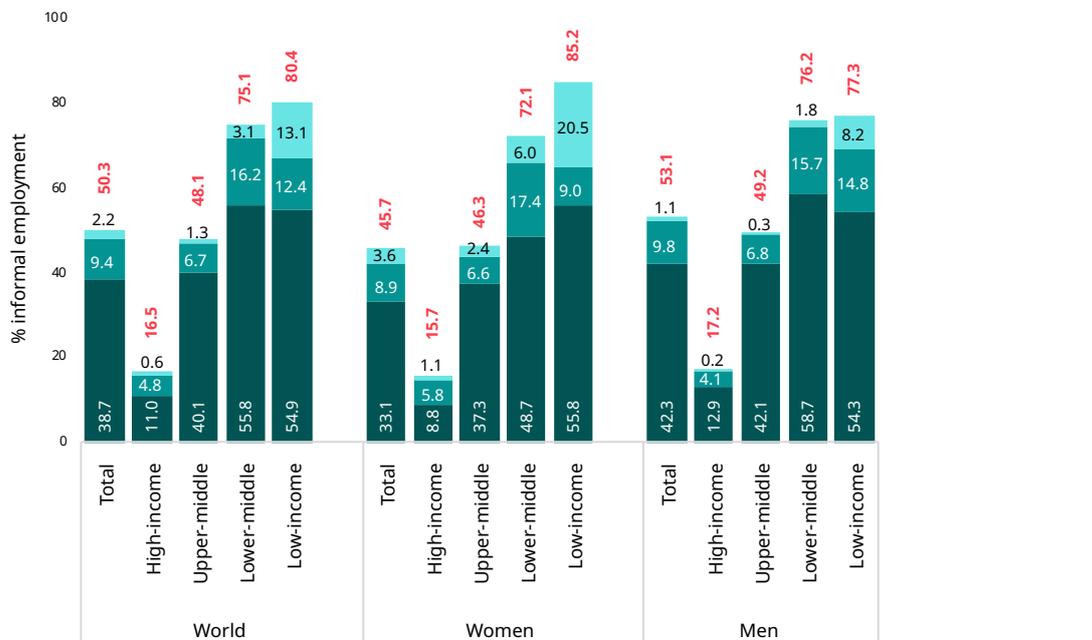
Source: ILO harmonized estimates of informal employment and HDI, based on UNDP (panel A) and World Bank, World Development Indicators 2022 for GDP per capita (panel B).

Figure 3. Percentage and composition of global informal employment, by sex and country income group (%), 2019

Panel A. Including agriculture



Panel B. Excluding agriculture



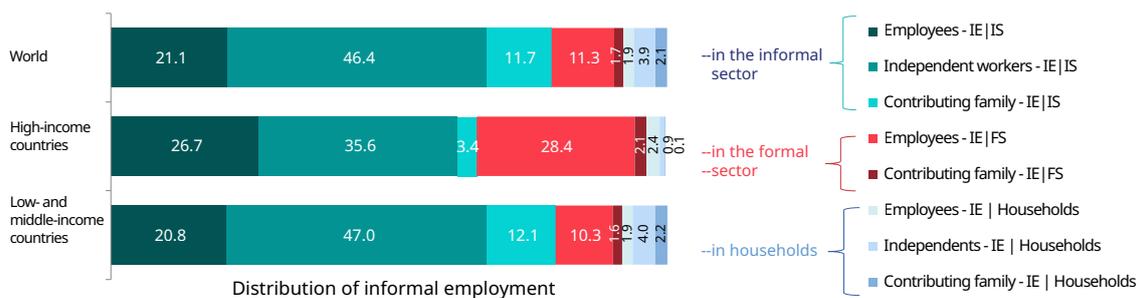
Source: As for figure 1; for panel A, global and regional estimates, based on ILOSTAT model for the proportion of informal employment in total employment by sex; decomposition of informal employment by type of production unit (panels A and B) and proportion of informal employment excluding agriculture (panel B), based on the method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

► Worldwide, informal employment is a greater source of employment for men (60 per cent) than for women (55 per cent). The global estimate however, reflects the influence of major countries, such as China and the Russian Federation, where men face greater exposure to informality. Nevertheless, this

global result does not reflect the situation in the majority of countries, because the share of women in informal employment exceeds that of men in 56 per cent of countries, especially in low- and lower-middle-income countries (figure 3, panel A).

While informal employment in the informal sector predominates in the Global South, informality in formal enterprises represents a sizable proportion of informal jobs in high-income countries

Figure 4. Composition of informal employment, by country-income group, status in employment and type of unit of production (%), 2019



Note: IE = informal employment; IS = informal sector. For example, the category “Employees — IE | IS” refers to employees in informal employment in the informal sector.

Source: Global and regional estimates, based on input data from 147 countries representing 92.6 per cent of global employment; estimated values for missing values for the decomposition of informal employment by type of production unit, based on the method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

► The majority (79 per cent) of informal workers are employed in the informal sector. Policies and interventions that support the formalization of enterprises represent the main pathway to formal jobs for independent workers owning or operating their own informal economic unit (46 per cent). Such policies are also a necessary condition for the formalization of the jobs of employees employed in the informal sector (21 per cent) and a means to improve the working conditions of contributing family workers also employed in the informal sector (12 per cent) (figure 4).

► Informal employment also includes informal employees who work in formal enterprises (11 per cent) and households (1 per cent: domestic workers).

► The proportion of informal jobs in formal enterprises (including undeclared work) is nearly three times higher in high-income countries (28 per cent) than in lower-income countries (10 per cent).

1.2 Who are the workers in the informal economy and which groups are the most at risk of informality?

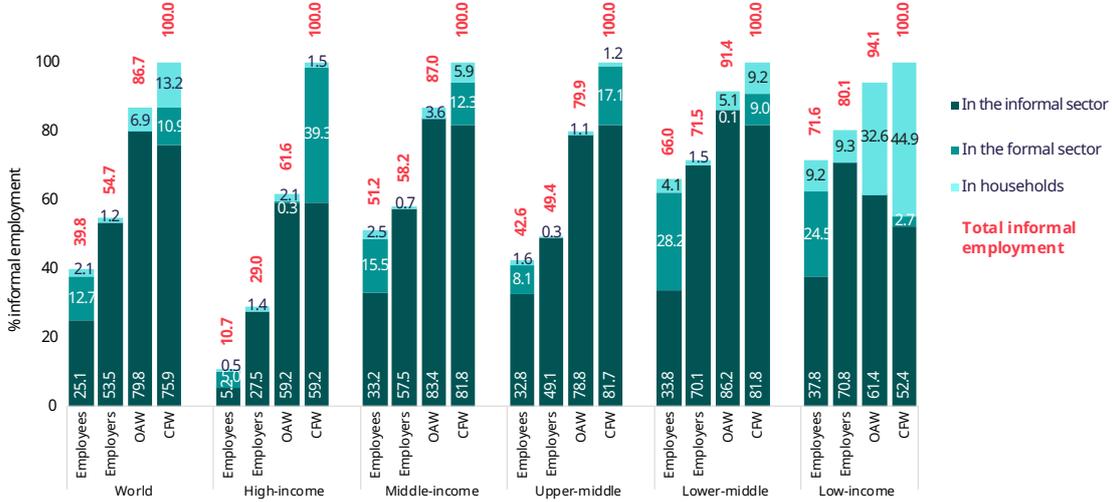
- ▶ The overall incidence of informality, as well as the characteristics of informality in a country, are partly determined by the level of development and the structural factors that define a country's labour market, in particular the prevalence of vulnerable employment statuses and the dominance of the specific sectors and enterprises that are most at risk of informality. In addition, a number of individual job characteristics, such as full or part-time and permanent or temporary employment arrangements, which are more likely to be found in certain sectors, also influence the likelihood that a job will be informal.

Informality and status in employment

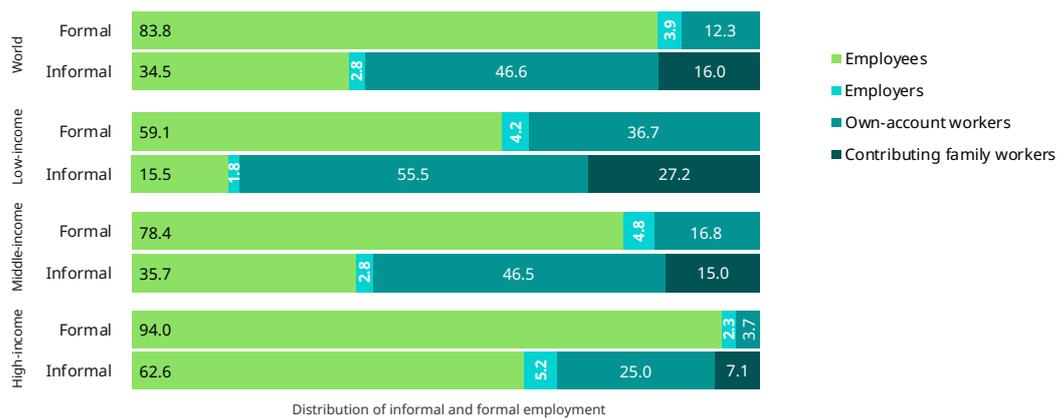
- ▶ Apart from contributing family workers, who all have informal jobs by definition (see box 1), own-account workers are the most at risk to have informal jobs. The majority (87 per cent of own-account workers, including disguised self-employed workers; and 55 per cent of employers) own and operate an informal economic unit.
- ▶ By contrast, only 4 in 10 employees are informally employed globally, with vast differences among country income groups. Employees are seven times more at risk of informality in low-income countries than in high-income countries. Workers employed by formal enterprises who do not benefit from adequate social and labour protections represent close to 1 in 3 informal employees; in high-income countries, they represent 1 in 2 informal employees (figure 5, panel A).
- ▶ Globally, own-account workers represent the largest share of informal workers (47 per cent), followed by employees (35 per cent), contributing family workers (16 per cent) and employers (less than 3 per cent). Taken together, own-account workers and contributing family workers, who both have vulnerable statuses, represent 63 per cent of informal employment – five times their representation among workers in formal employment (12 per cent) (figure 5, panel B).
- ▶ In low-income countries, workers with vulnerable employment statuses (own-account workers and contributing family workers) account for more than 8 in 10 informal workers. By contrast, in high-income countries employees represent the majority of those holding informal jobs (62 per cent) (figure 5, panel B).
- ▶ Women in informal employment are more likely to be contributing family workers than men. This particularly vulnerable status concerns more than 1 in 4 women informally employed in middle-income countries and as many as 2 in 5 women informally employed in low-income countries. Compared to men, the likelihood for women to be employees is higher in formal employment (87 per cent versus 81 per cent) and lower in informal employment (32 per cent versus 36 per cent) (figure 5, panel C).

Figure 5. Informal employment and status in employment, by country income group (%), 2019

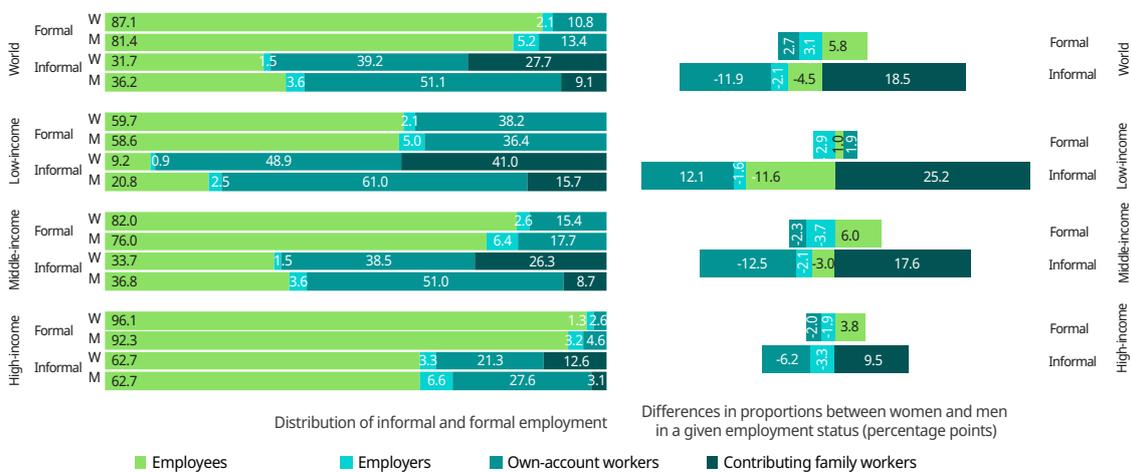
Panel A. Share and composition of informal employment, by status in employment



Panel B. Distribution of informal and formal employment, by status in employment



Panel C. Distribution of informal and formal employment by status in employment and sex



Note: In panel A, OAW=Own-account workers and CFW=Contributing family workers.
Source: As for figure 4.

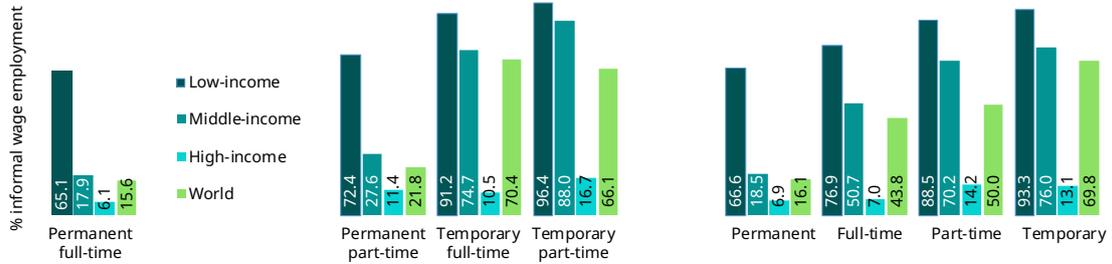
Exposure of workers in non-standard forms of employment to informality

- ▶ Temporary employees are almost as exposed to informality as own-account workers. Compared to workers in open-ended full-time employment, employees in non-standard forms of employment¹ are 1.5 to 4.5 times more likely to be in informal employment. Globally, only 16 per cent of employees in permanent full-time employment have an informal job. The risk of informality increases significantly for part-time workers (50 per cent) and reaches 70 per cent among workers in temporary employment (figure 6, panel A).
- ▶ The use of temporary employment is close to two times higher among workers in informal wage employment (83 per cent) than among formal wage workers (45 per cent). Among workers in informal wage employment, the use of temporary employment is more prevalent among men than women globally and is especially widespread in low- and middle-income countries (figure 6, panels B and C).
- ▶ Among formal wage workers, men are more likely than women to be in full-time permanent employment (70 per cent of men compared to 60 per cent of women). The difference is apparent mainly in the higher prevalence of part-time employment among women wage employees, as well as in the higher share of women formally employed on a temporary basis. Differences between men and women in this respect are the highest in high-income countries. Meanwhile, men in informal wage employment are twice as likely to be in part-time employment compared to their counterparts in the formal economy and are also more likely to be in temporary employment compared to women, at least at the global level (figure 6, Panel C).

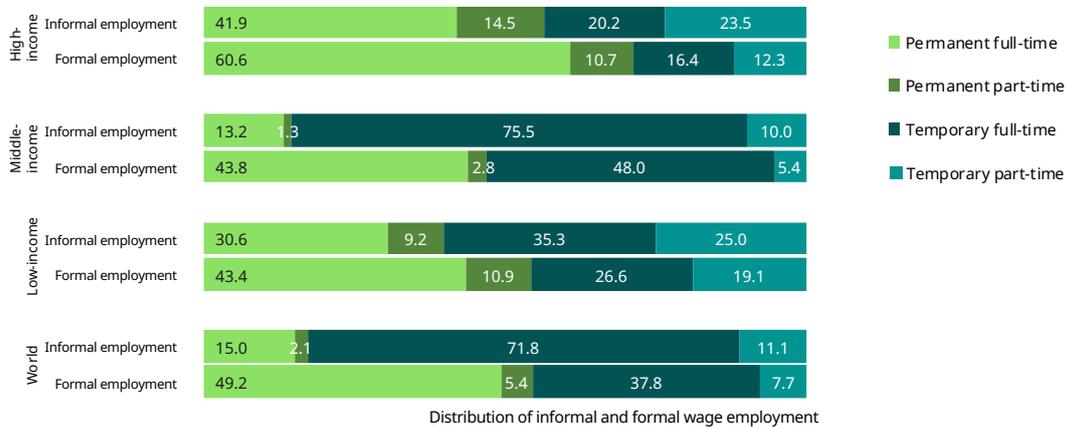
¹ Non-standard forms of employment comprise four employment arrangements that deviate from the “standard employment relationship” (that is, other than full-time, indefinite and part of a subordinate relationship between an employee and an employer); see ILO, *Non-Standard Employment around the World: Understanding Challenges, Shaping Prospects*, 2016.

Figure 6. Share and composition of informal wage employment, by type of work arrangement and country income group (%), 2019

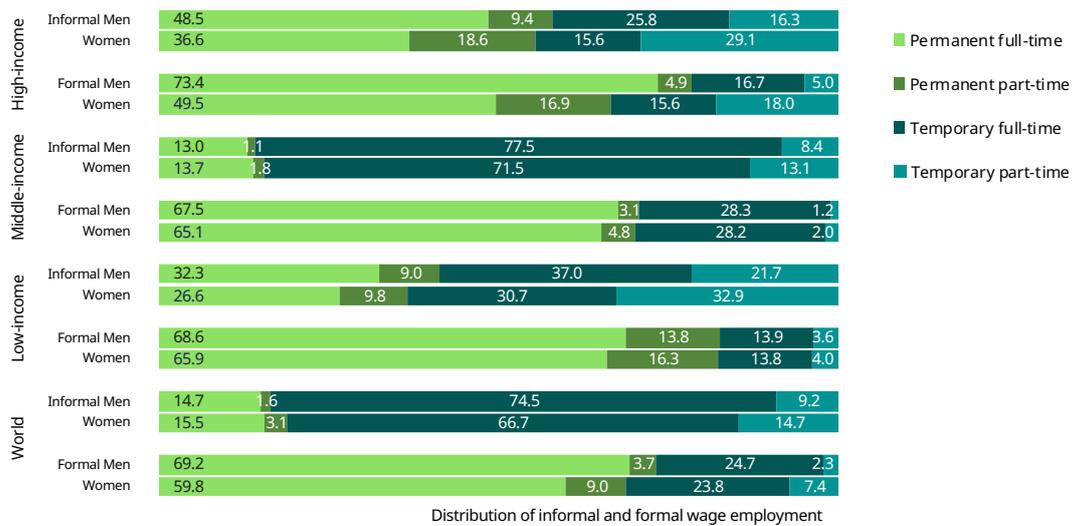
Panel A. Share of informal employment among employees, by type of employment arrangement



Panel B. Distribution of informal and formal wage employment, by type of employment arrangement



Panel C. Distribution of informal and formal wage employment, by type of employment arrangement and sex



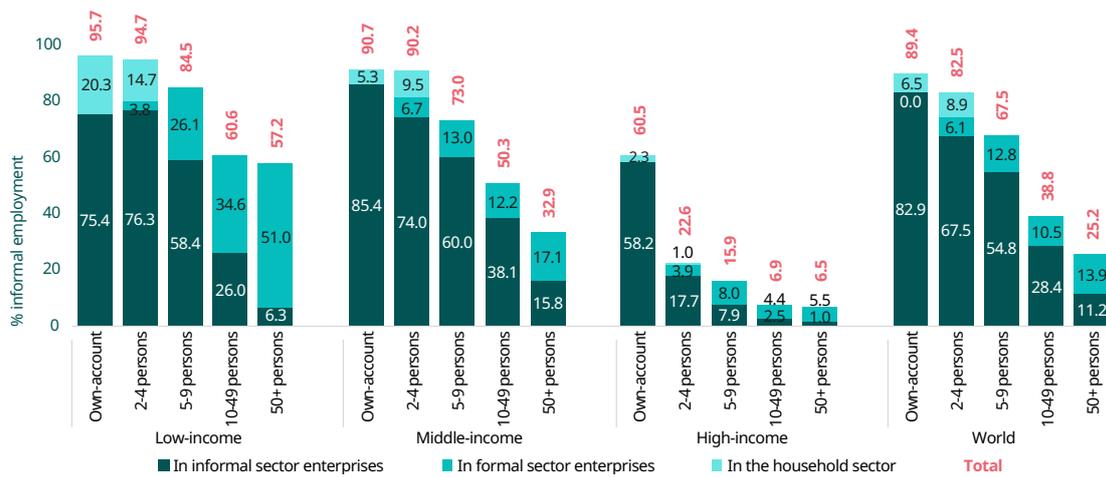
Source: ILO calculations, based on national household survey micro datasets from 113 countries, representing 70 per cent of global wage employment; no data are available for high-income countries in the Arab States.

Informality of enterprises and informality within enterprises

While informality is widespread in micro enterprises, workers in large formal enterprises are not exempted

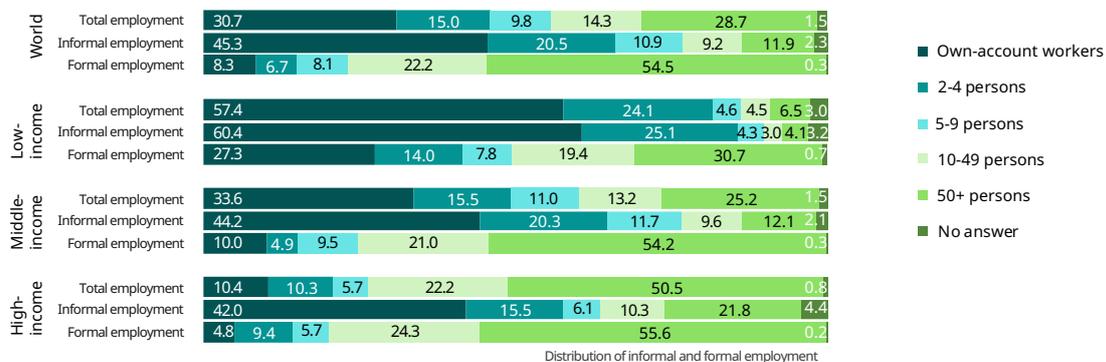
- ▶ Globally, the share of informal jobs decreases as the size of an economic unit increases. While almost 9 in 10 own-account workers are in informal employment globally, one quarter of those employed in large enterprises have informal jobs, the majority of whom are informally employed by formal enterprises (figure 7).
- ▶ Smaller enterprises constitute the bulk of total informal employment. Enterprises with fewer than 10 workers account for 77 per cent of informal employment globally (figure 8).
- ▶ Smaller enterprises account for a decreasing share of informal employment as the level of economic development increases. They represent 90 per cent of informal employment in low-income countries, 76 per cent in middle-income countries and 64 per cent in high-income countries (figure 8).

Figure 7. Share and composition of informal employment, by enterprise size and country income group (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 129 countries, representing 86 per cent of global employment. Missing values are not estimated for indicators other than the main indicators, which include the overall incidence of informal employment by major sector of activity, employment status and type of production unit (as presented in figures 1, 3, 5 and 6). As a result and in the absence of data for high-income countries in the Arab States, the total proportion of informal employment for own-account workers differs slightly from the results presented in figure 6, panel A.

Figure 8. Distribution of informal and formal employment, by enterprise size and country income group (%), 2019

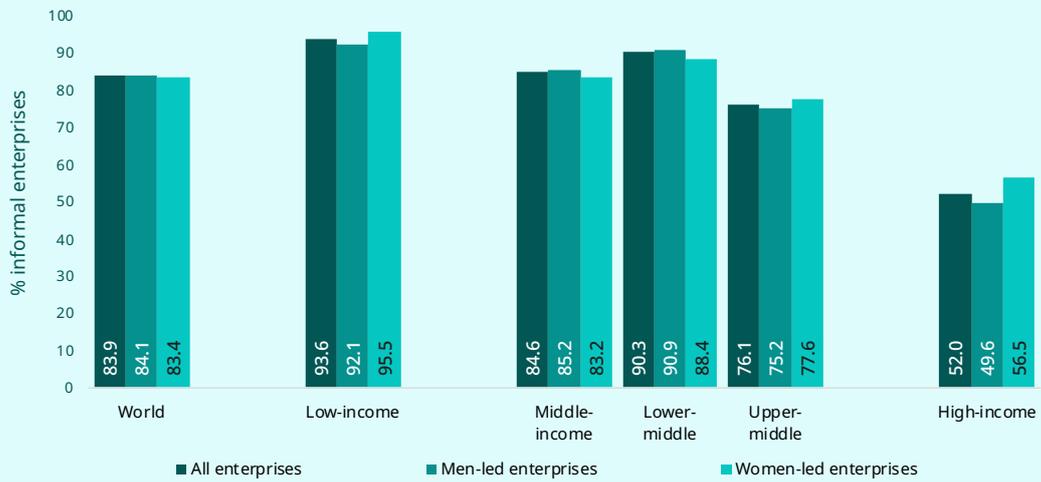


Source: As for figure 7.

► **Box 2. Informality of enterprises by income group of countries**

- Globally, more than 8 in 10 economic units¹ are informal. This proportion exceeds 9 in 10 economic units in low-income countries and 1 in 2 economic units in high-income countries (figure 9). Informal economic units employ 47 per cent of global employment and as many as 55 per cent of total employment in low- and middle-income countries. By contrast, informal economic units employ only 12 per cent of total employment in high-income countries.
- Women-led enterprises are more likely to be informal in low-, upper-middle- and high-income countries, while they are less likely to be informal in lower-middle-income countries.

Figure 9. Percentage of informal economic units and country income group (%), 2019



Source: As for figure 7.

¹ Estimated as the sum of employers and own-account workers.

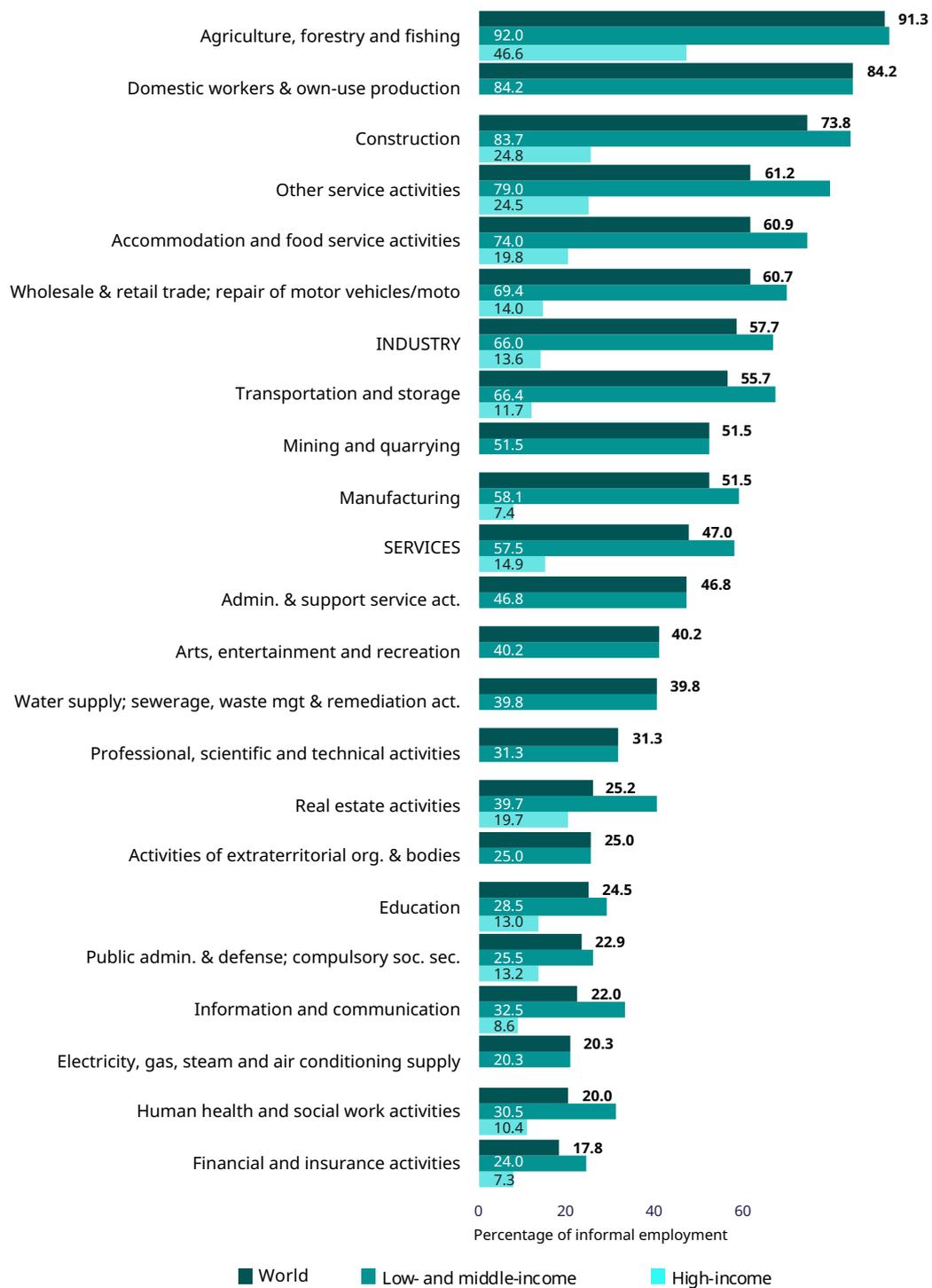
Sectoral dimension of informality

Workers in agriculture are not only the most exposed to informality but also make up the majority of workers in informal employment

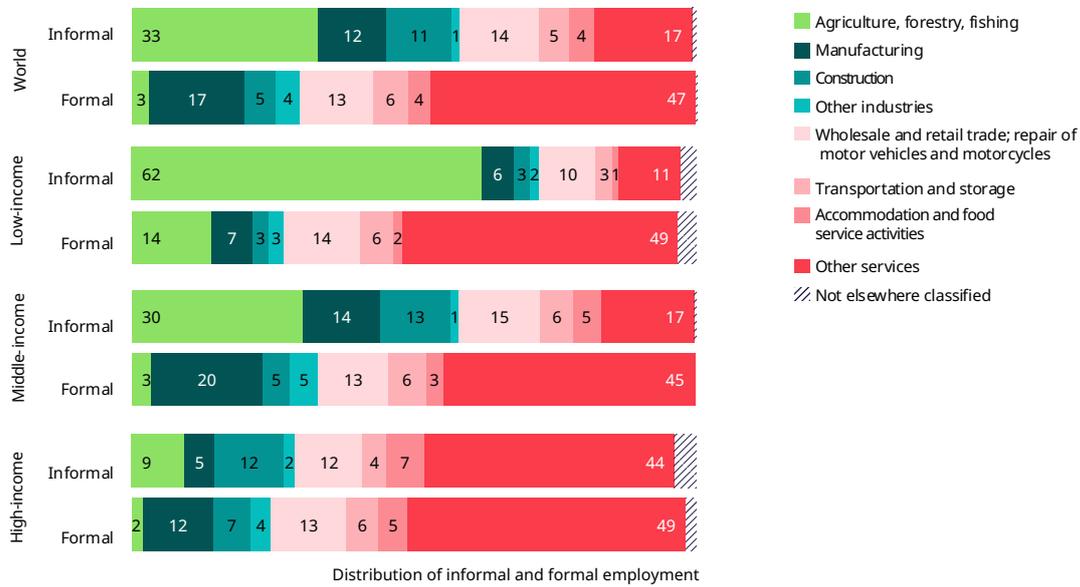
- ▶ Six sectors have informal employment rates that exceed the global average: agriculture (9 in 10 workers); domestic work (more than 8 in 10 workers); construction (close to 3 in 4 workers); and accommodation and food service activities, wholesale and retail trade and repair of motor vehicles and motorcycles, and other services activities (about 3 in 5 workers for those three last sectors) (figure 10, panel A).
- ▶ Globally, 1 in 3 workers in the informal economy work in agriculture. This proportion reaches 62 per cent in low-income countries but only 9 per cent in high-income countries. The wholesale and retail trade sector employs the second largest number of informal workers (14 per cent), followed by the manufacturing sector (12 per cent) and the construction sector (11 per cent). In aggregate terms, the contribution of agriculture to informal employment decreases and that of the services sector increases with a country's level of development (figure 10, panel B).
- ▶ There is clear evidence of gender segregation in informal employment across sectors. Globally, public administration, education and health, accommodation and food services, wholesale and retail trade, domestic work, manufacturing and agriculture are all sectors in which women in informal employment are over-represented compared to men. By contrast, men in informal employment are over-represented in the construction sector, transportation and storage, and other industries (figure 10, panel C). In contrast to the sectoral distribution of women and men in informal employment, their distribution in formal employment reveals an over-representation of men in the agricultural and manufacturing sectors (in addition to construction, transportation and storage, and other industries).
- ▶ This global picture conceals differences among country income groups. For instance, at the global level, the share of women informally employed is higher in agriculture and manufacturing (by 1.4 and 2.7 percentage points, respectively) than that of men informally employed in those sectors. In high-income countries, the opposite emerges; the share of men informally employed in those two sectors is higher (by about 2.3 percentage points) than that of women. The most significant sectoral gender segregation occurs in high-income countries across formal and informal employment.

Figure 10. The sectoral dimension of informality, by country income group (%), 2019

Panel A. Percentage of informal employment by sector



Panel B. Distribution of informal and formal employment by sector



Panel C. Sectoral distribution of employment through the gender lens

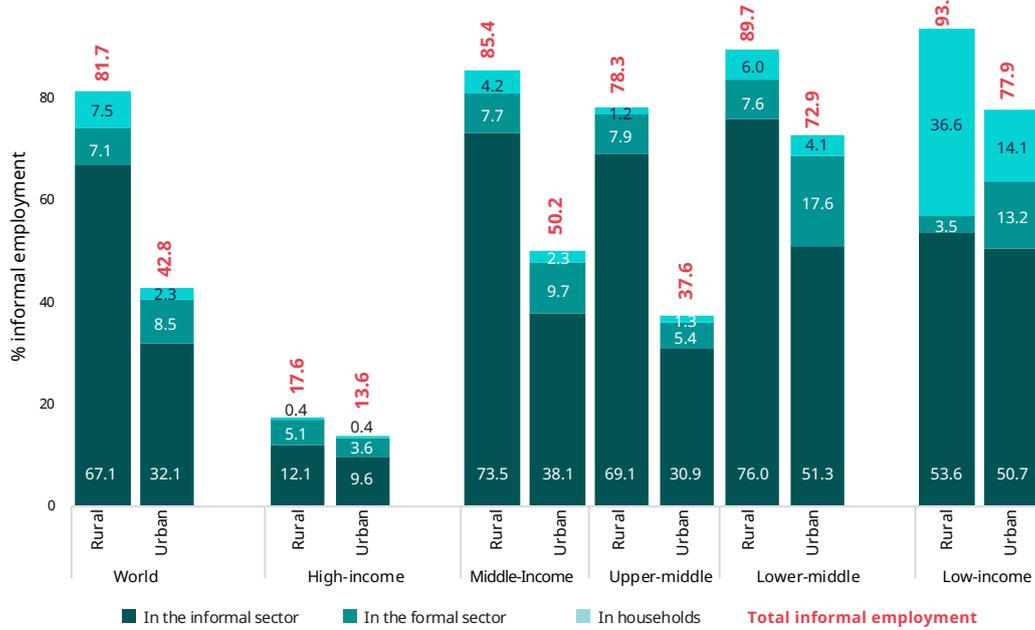


Source: ILO calculations based on national household survey micro datasets from 102 countries representing 77 per cent of global employment.

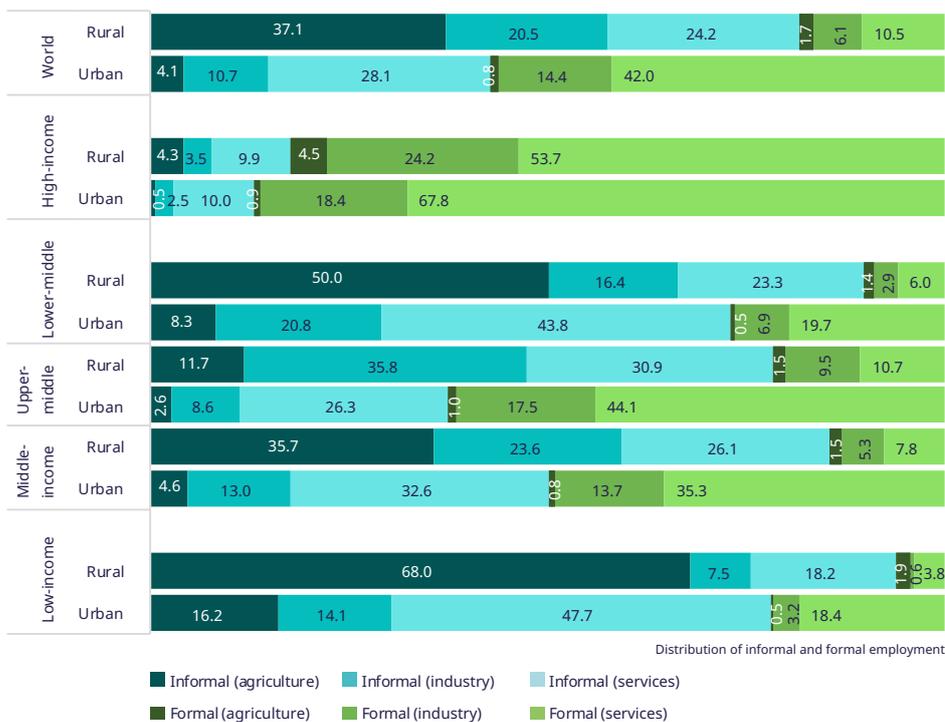
Informality and the urban-rural divide

Figure 11. The urban-rural divide and informality, by country income group (%), 2019

Panel A. Percentage of informal employment, by urban/rural residence and type of production unit



Panel B. Distribution of rural and urban employment, by sector and formal/informal nature of employment



Panel C. Distribution of informal and formal employment, by sector and rural/urban residence



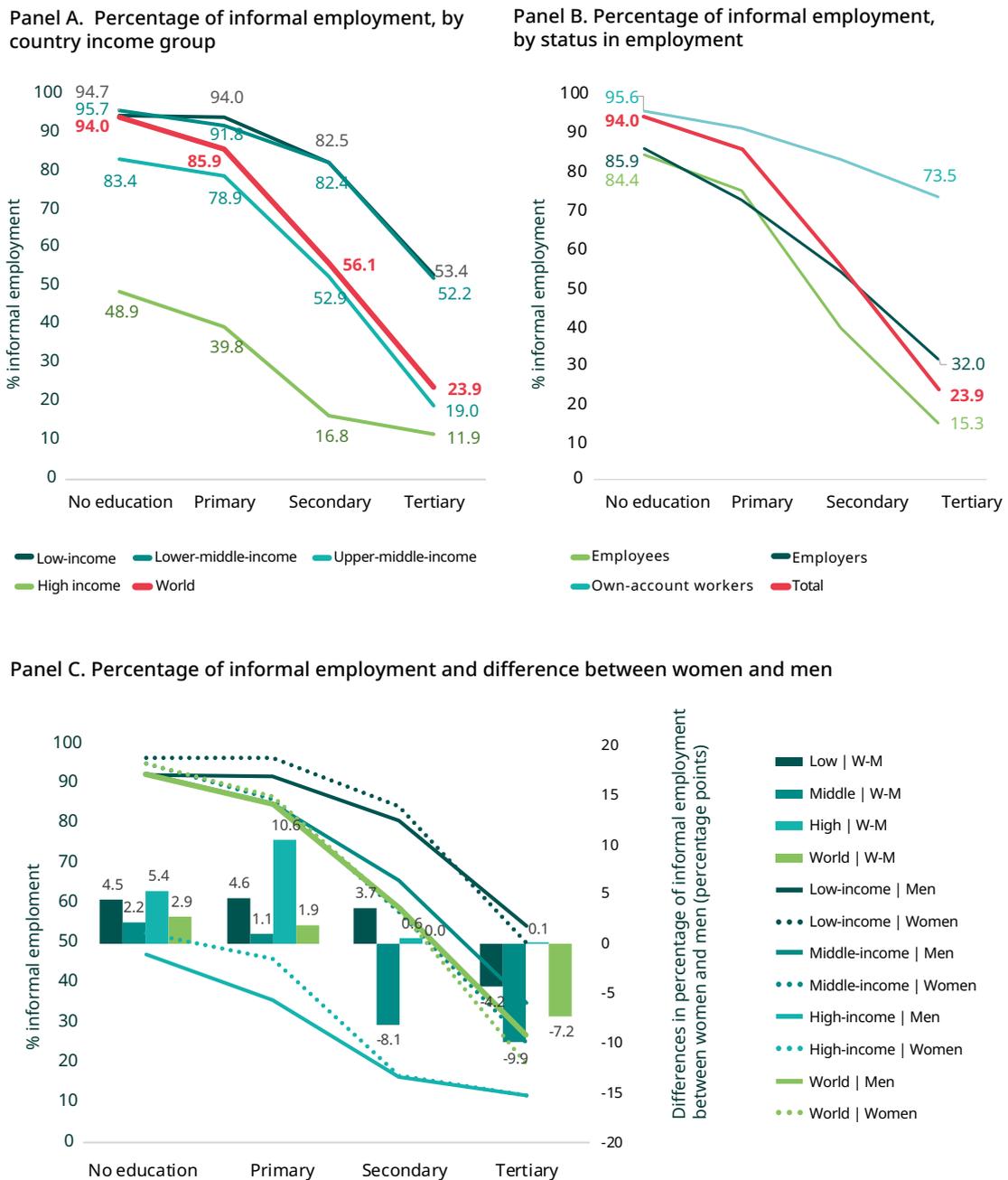
Source: ILO calculations, based on national household survey micro datasets from 122 countries representing 88 per cent of global employment; no data are available for high-income countries in the Arab States.

- ▶ People in rural areas are almost twice as likely as those in urban areas to be in informal employment worldwide: 82 per cent versus 43 per cent. Informal employment in households is three times as prevalent in rural areas (figure 11, panel A).
- ▶ Globally, workers in informal employment in agriculture represent more than one third of rural employment – a share that rises as high as 68 per cent in low-income countries (figure 11, panel B).
- ▶ Globally, 63 per cent of workers in informal employment live or work in rural areas, while 78 per cent of those in formal employment live or work in urban areas. In low-income countries, 77 per cent of informal workers live or work in rural areas, while the reverse is true in high-income countries, where 71 per cent of informal workers have an urban residence (figure 11, panel C).

Education and informality

Higher levels of education lead to lower levels of informality everywhere; yet the proportion of workers in informal employment with a tertiary level of education can be significant

Figure 12. Percentage of informal employment, by highest level of education and differences between women and men (%), 2019

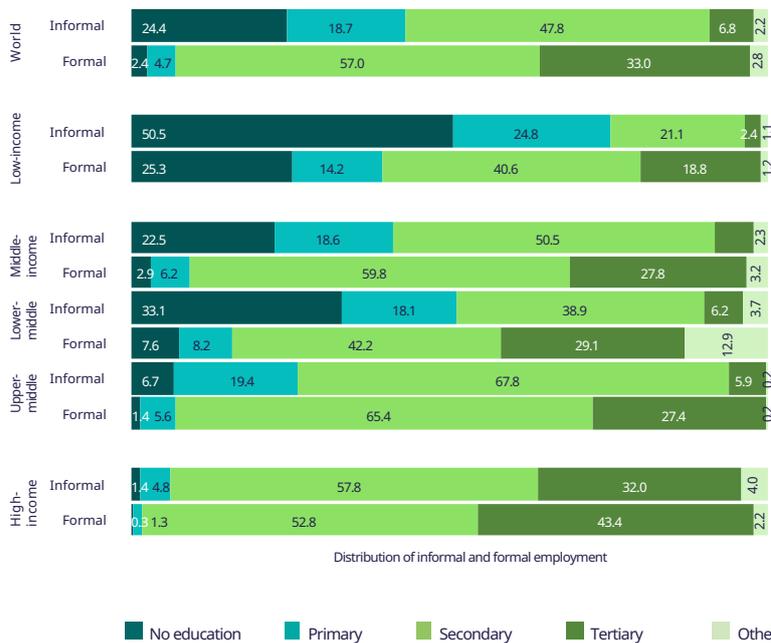


Source: ILO calculations, based on national household survey micro datasets from 144 countries representing 92 per cent of global employment; no data are available for high-income countries in the Arab States.

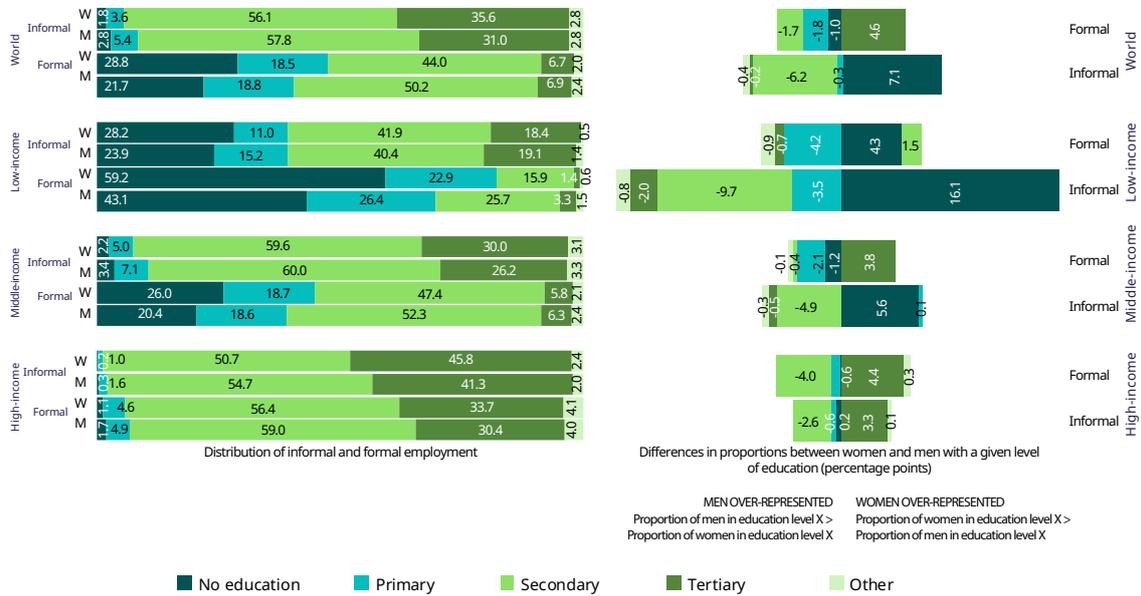
- ▶ Globally, increases in the level of education are related to decreases in the level of informality. The majority of workers with no education (94 per cent) are in informal employment, compared to 24 per cent for workers with tertiary education (figure 12, panel A). This pattern is largely influenced by low- and middle-income countries, where the largest share of workers in informal employment is concentrated.
- ▶ The positive effect of the increase in the level of education on access to formal employment is obvious for employees and employers but far less so for own-account workers, whose exposure to informal employment remains high (above 70 per cent) regardless of their level of education (figure 12, panel B).
- ▶ Whether in low-, middle- or high-income countries, women with a low level of education (primary education or less) are more exposed to informality than men with a similar level of education. When they reach secondary and tertiary levels of education, women are less exposed to the risk of informality than men with a similar level of education. This holds true in particular in middle-income countries, which influence the global situation (figure 12, panel C).

Figure 13. Educational profiles of workers in informal and formal employment, by country income group and sex (%), 2019

Panel A. Distribution of formal and informal employment, by highest level of education



Panel B. Distribution of informal and formal employment, by sex and differences in educational profiles between women and men



Source: As for figure 12.

- Workers in informal employment tend to be less educated than those in formal employment, a least in low- and middle-income countries. As many as 43 per cent of informal workers have at best a primary level of education, compared to 7 per cent of workers in formal employment. By contrast, just below 7 per cent of workers in informal employment reach a tertiary level, compared to one third of workers in formal employment (figure 13, panel A).
- As many as 75 per cent of workers in informal employment in low-income countries reach only a primary level of education, a share which is twice that of workers in formal employment. There are stronger similarities between the educational profiles of informally and formally employed workers in high-income countries (figure 13, panel A).
- Women in informal employment, both globally and in low- and middle-income countries, are over-represented at lower levels of education compared to men. By contrast, women in formal employment, both globally and in high-income countries, have a higher share than men of tertiary-level education (figure 13, panel B).

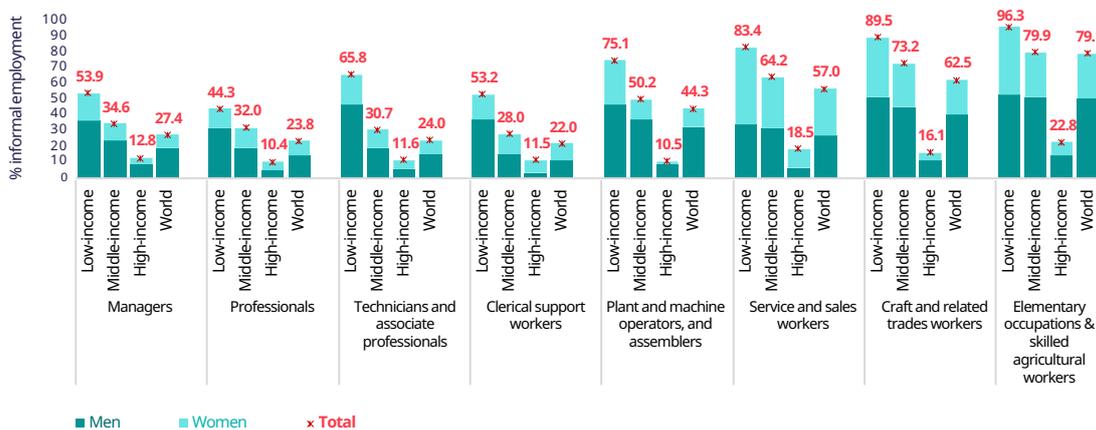
Informality and occupational profiles

The proportions of informal employment associated with different occupations and underlying skills reflect to some extent the negative correlation between informality and educational attainment

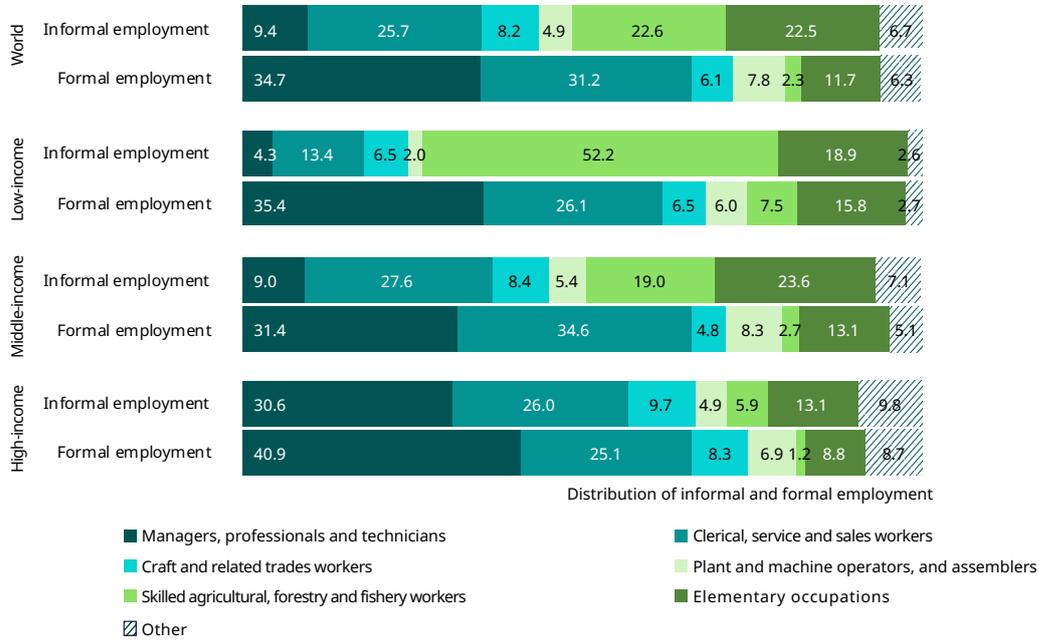
- ▶ Globally, the proportion of informal employment is the highest (50 to 80 per cent) for elementary occupations and skilled agricultural workers; craft and related trades workers; and services and sales workers. Usually associated with lower levels of skills, such occupations are more prone to informality, irrespective of the level of development (figure 14, panel A).
- ▶ Workers in informal employment have a higher share of workers in elementary occupations, craft and related trade workers, and skilled agricultural, forestry and fishery workers. By contrast, the majority of workers in formal employment are managers, professionals and technicians, as well as clerical, service and sales workers. These patterns are observed among countries at all stages of development but are especially pronounced in low-income countries (figure 14, panel B).
- ▶ Occupational gender segregation is stronger in formal employment than in informal employment, especially in low- and middle-income countries. Globally, whether in informal or formal employment, women are over-represented among professionals and technicians, clerical support workers, and service and sales workers. Women in informal employment are also over-represented among craft and related trade workers (figure 14, panel C).

Figure 14. Informality and occupations, by sex and country income group (%), 2019

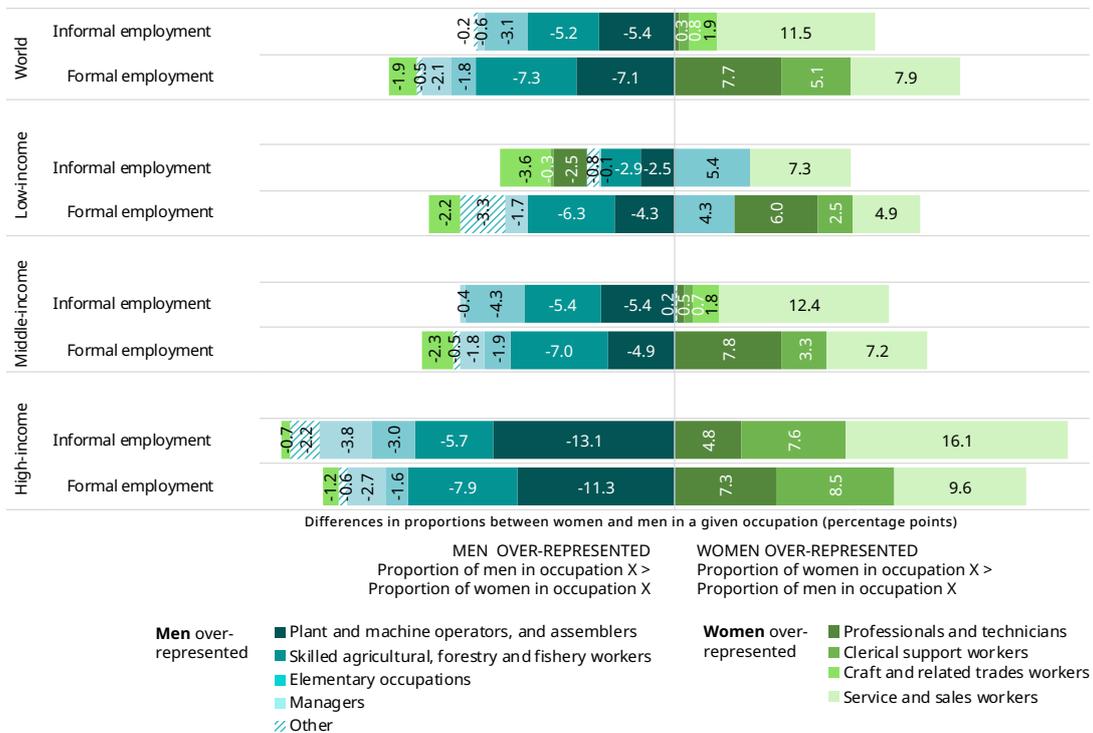
Panel A. Percentage of informal employment, by occupation and sex



Panel B. Distribution of informal and formal employment, by occupation



Panel C. Occupational gender segregation among workers in informal and formal employment

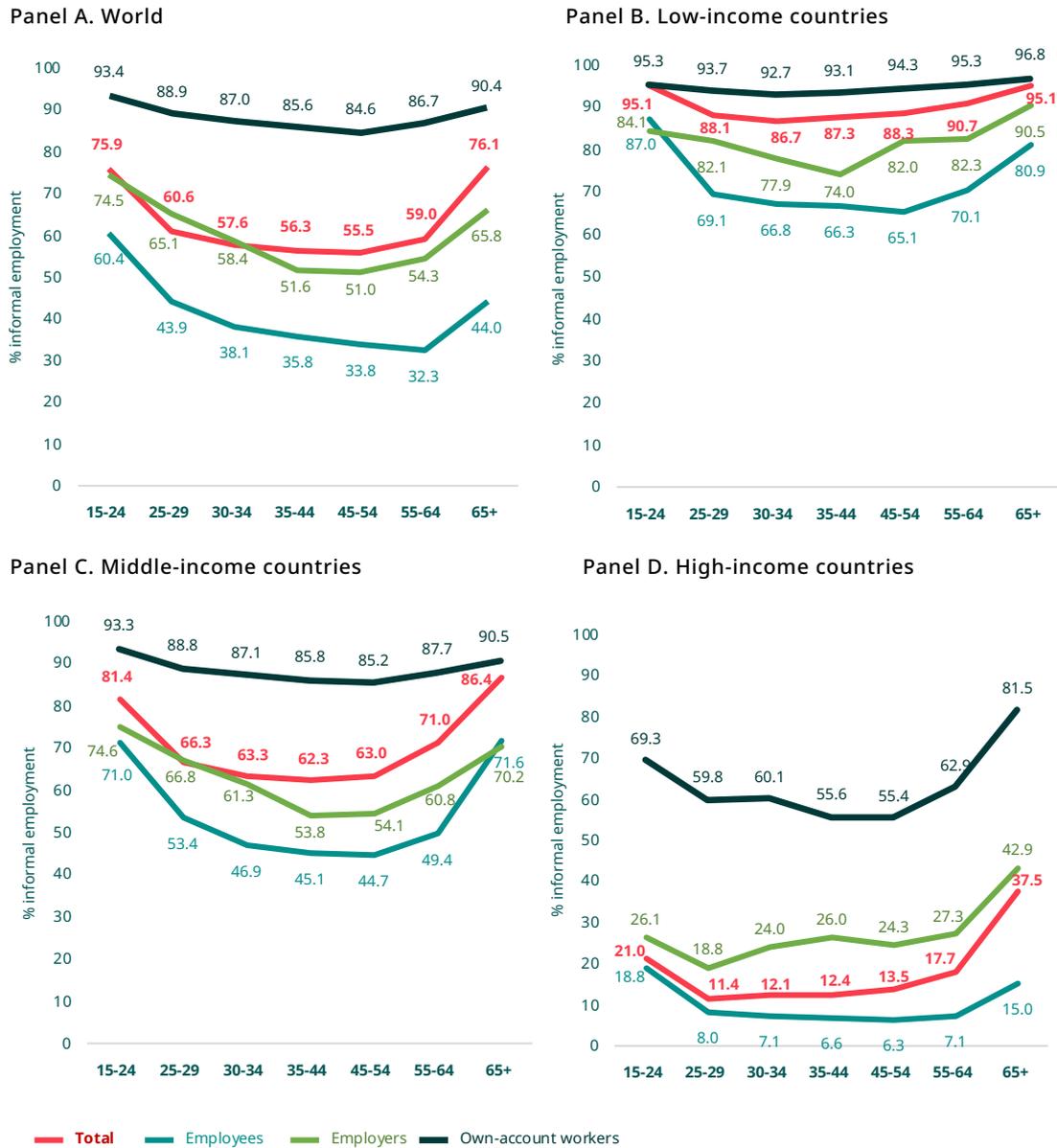


Source: ISCO-2008 classification of occupations; ILO calculations, based on national household survey micro datasets from 127 countries representing 73 per cent of global employment; no data are available for high-income countries in the Arab States.

Informality over the life course

Informality is the highest for young people and senior workers

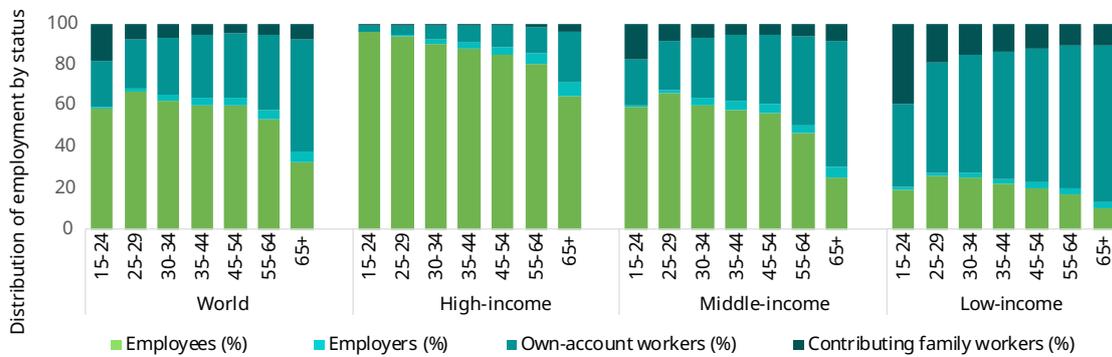
Figure 15. Informality age profiles by employment status: world and country income groups (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 146 countries representing 92.6 per cent of global employment; no data are available for high-income countries in the Arab States.

- The overall share of informal employment varies over the life cycle, showing a concave or U-shape. Globally, more than three quarters of young people and older workers are in informal employment, compared with 55 per cent of those aged 25–64 (figure 15, panel A).
- The share of informal employment held by a given age group decreases rapidly with age but then increases at older ages, especially after the statutory retirement age, with some variations depending on status in employment. Rates of informality reach their lowest levels for employees and to some extent employers, while they remain almost flat and above 80 per cent for own-account workers globally and for all country income groups except high-income countries. Recognising that being informally employed is not a deliberate choice for many but the only solution to earn a living, it is reasonable to assume that many informal workers would be willing to move into formal employment if the opportunity arises. Informality rates by age group seem to show that a significant proportion of employees and employers are able to move out of informality while this is not the case for own-account workers (figure 15, panels A to D).²
- The different levels of exposure to the risk of informality by employment status, combined with the overall structure of employment by status across ages, contribute to a more critical situation for younger and older workers (figure 15, panels A to D; and figure 16). Both young people and older workers are over-represented in the two employment statuses highly exposed to informality – own-account workers and contributing family workers.

Figure 16. Distribution of employment over the life cycle, by employment status and country income groups (%), 2019



Source: As for figure 15.

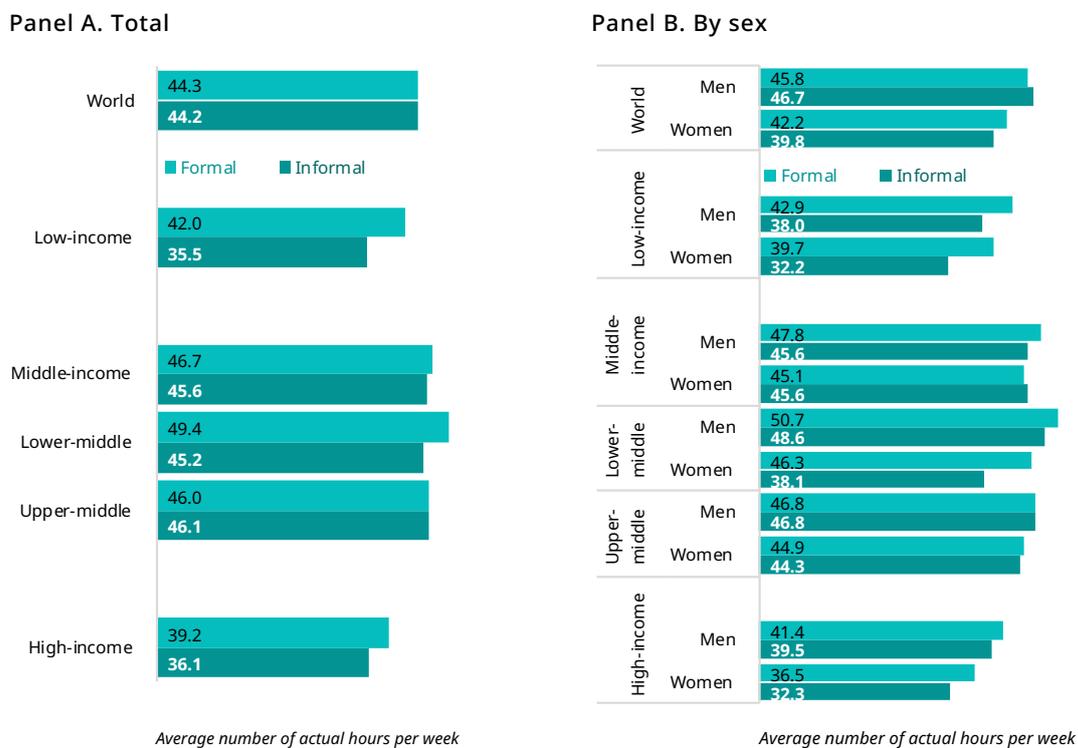
² This is confirmed by the analysis of transitions between formal employment, informal employment and out of employment based on panel data. See OECD, "In Search of a New Social Contract", forthcoming.

1.3 Working conditions and contextual vulnerabilities

Number of hours of work and informality

The average number of hours of work among formal and informal workers globally hides major differences when accounting for other factors

Figure 17. Average number of actual³ hours of work per week among workers in formal and informal employment, by sex and country income group (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 140 countries representing 92 per cent of global employment; no data are available for high-income countries in the Arab States.

- ▶ A comparison of the average number of hours of work per week in the main job for workers in informal and formal employment leads to the surprising conclusion that there is a convergence towards just over 44 hours per week for both groups at the global level (figure 17, panel A).
- ▶ This comparison does not take into account differences between regions, employment statuses or women and men. Importantly, the

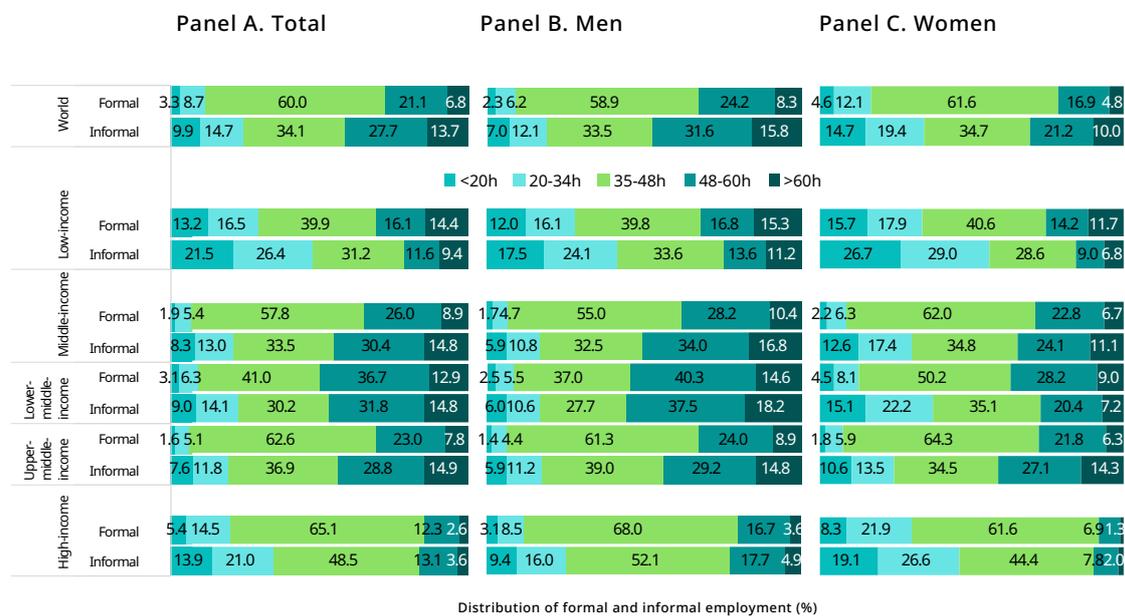
³ These global and regional estimates refer to the number of actual hours of work per week for pay or profit among persons in employment aged 15 and over. To ensure comparability across countries and to take into account the absence of information on hours spent on additional jobs in some countries, the estimates consider the hours worked on the main job only. For the concepts of actual hours of work and usual hours of work, see ILO, [Resolution concerning the measurement of working time](#), Eighteenth International Conference of Labour Statisticians, 2008. Usual hours of work were considered only when the information on actual hours of work was not available. For the methodology, see ILO, [“Working Time and Work–Life Balance around the World”](#), 2022, Annex 4.

average number of hours of work per week at the global level hides major differences in terms of working-time patterns between formal and informal workers.

- Women in informal employment have on average 2.4 hours of work fewer per week than women in formal employment and 7 hours of work per week less than men in informal

employment. Conversely, men in informal employment have 1 hour of work more per week than those in formal employment. Finally, the differences between women and men in terms of the number of hours of work per week are greater in the informal economy than in the formal economy (figure 17, panel B).

Figure 18. Distribution of workers in formal and informal employment, by range of hours of work per week, sex and country income group (%), 2019



Source: As for figure 17.

- Globally, nearly two thirds of workers in informal employment work outside the range of what might be considered “normal hours of work” (35 to 48 hours per week), compared with 40 per cent of workers in formal employment, with no major differences between women and men. The situation is the most extreme in low-income countries, in which close to 70 per cent of workers in informal employment work outside normal hours of work. Working-time regulations apply to less than 40 per cent of all workers worldwide: those in formal employment.

That proportion can be further reduced to workers whose employment relationship is recognized and declared – formal employees – who represent as little as one third of total global employment. Therefore, the issues of very short and long hours of work are both prominent in the informal economy that dominates much of the developing world.⁴

- The share of workers who have very short hours of work – *less than 20 hours per week in their main job* – is three times higher among workers in informal employment than among

4 ILO, *Working Time and Work-Life Balance around the World*, 2022.

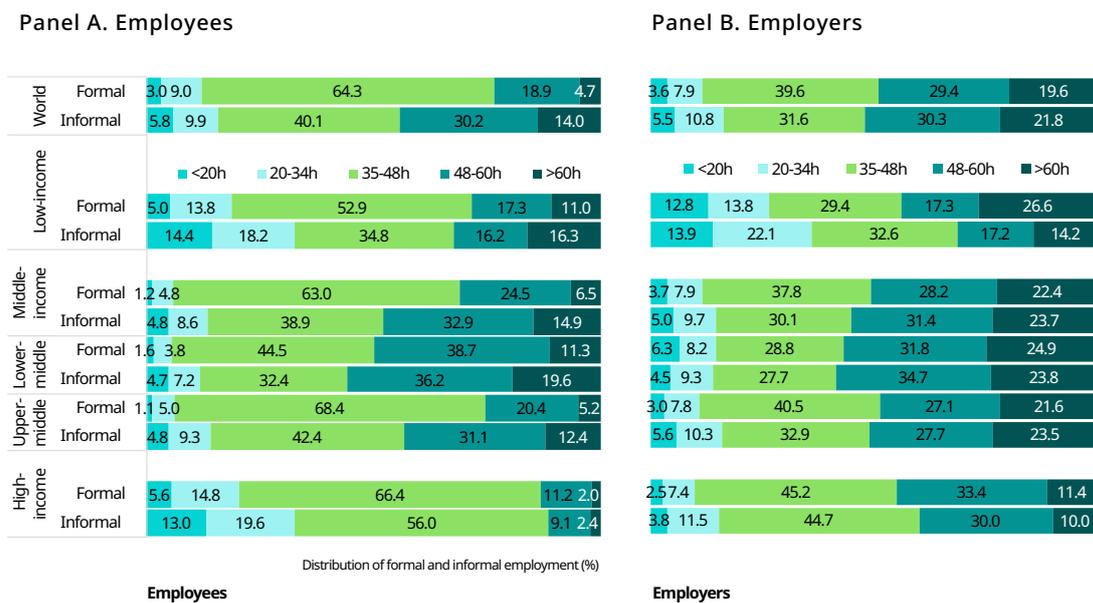
workers in formal employment. Very short hours of work – often undertaken as the sole available option rather than by choice – are often associated with time-related underemployment⁵ and a potentially higher risk of working poverty.⁶

- ▶ Very short hours of work among workers in informal employment is higher in low-income countries (21 per cent) which is to some extent associated with the difficulty of measuring the number of hours of work in agriculture and the limited capacity of these workers to develop this activity beyond subsistence levels.
- ▶ The situation of women is the most critical (figure 18, panel C). The proportion of women in informal employment who work less than

20 hours per week is more than twice the proportion of men in informal employment and more than three times the proportion of women in formal employment.

- ▶ At the same time, exposure to long hours of work is 1.5 times higher among workers in informal employment compared to their formal counterparts (figure 18). Workers in lower-middle-income countries are the most exposed to long hours of work.
- ▶ Independently of their status of employment and the informal or formal nature of employment, the proportion of men who work more than 48 hours of work per week is 1.5 times higher than that of women (figure 18, panels B and C).

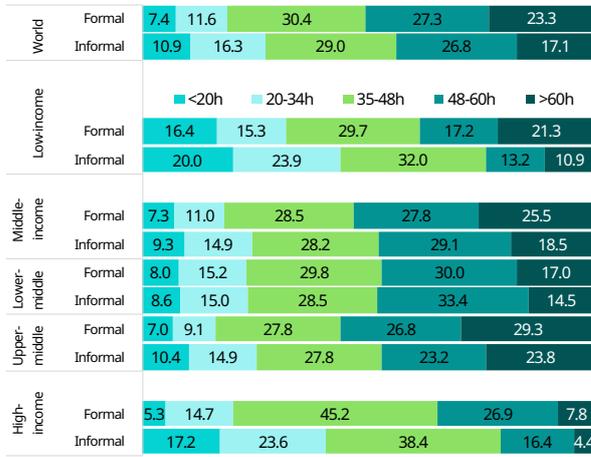
Figure 19. Distribution of workers in formal and informal employment, by range of hours of work, country income group and status in employment (%), 2019



5 ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018.

6 ILO, *World Employment and Social Outlook 2016: Transforming Jobs to End Poverty*, 2016.

Panel C. Own-account workers



Panel D. Contributing family workers



Distribution of formal and informal employment (%)

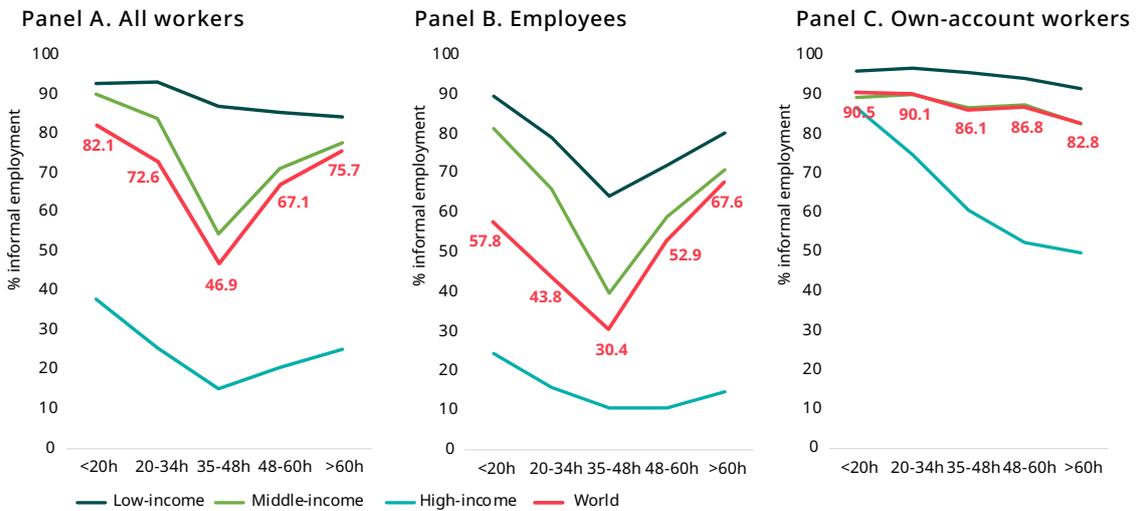
Own-account workers

Contributing family workers

Source: As for figure 17.

- Own-account workers in the informal economy and contributing family workers are the most likely groups to work short hours of paid work, at 27 per cent and 38 per cent, respectively (figure 19, panels C and D). These proportions reach 44 per cent and 57 per cent in low-income countries.
- Long hours of work are observed for 44 per cent of employees in informal jobs, which is double the proportion observed for employees in formal jobs.
- Turning to the incidence of informality based on the number of hours of work, informality is the highest among workers with very short hours of work and the lowest among workers, especially employees, who work in the range of “normal hours of work” (figure 19). For some employees whose number of hours of work does not allow them to meet minimum thresholds in terms of the number of hours of work or earnings to be eligible for social security benefits, this limited number of hours is the source of their informality (figure 20, panel B).

Figure 20. Share of informal employment by range of hours of work and country income group (%), 2019

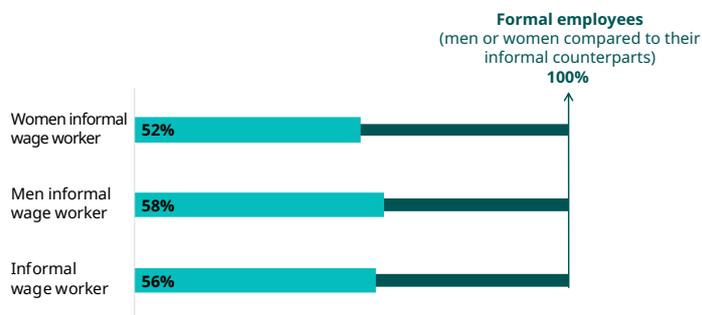


Source: As for figure 17.

Wages and informality

- ▶ Informal wage workers earn far less than formal wage workers. Globally, the earnings of workers in informal wage employment are 56 per cent of the earnings of wage workers in the formal economy.
- ▶ While men in informal wage employment earn on average 58 per cent of the monthly wages of men in formal employment, a woman in informal wage employment earns on average 52 per cent of the wages of women formally employed (figure 21).

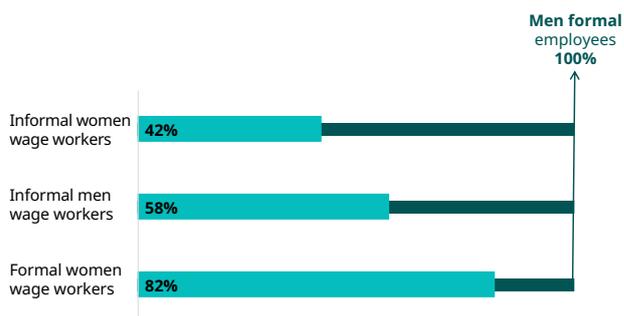
Figure 21. Comparison of average monthly wages: men and women in informal employment versus those in formal employment (%), 2019



Note: To produce the global and regional estimates, the average monthly wages of informal employees were compared with the monthly average wages of formal wage employees, or the average monthly wages of informal women and men employees or women formal employees were compared with the average monthly wage of men in formal wage employment. The comparison is expressed as a ratio and not as a pay gap. No comparisons were made with respect to hourly wages and the results were not controlled for specific features, such as the number of hours of work per month. Other parameters, such as education or whether the workers were employed in urban or rural areas, were also not considered in the estimates.

Source: ILO calculations, based on national household survey micro datasets from 112 countries representing 69 per cent of global wage employment.

Figure 22. Comparison of average monthly wages: women in formal and informal employment and men in informal employment versus men in formal employment (%), 2019

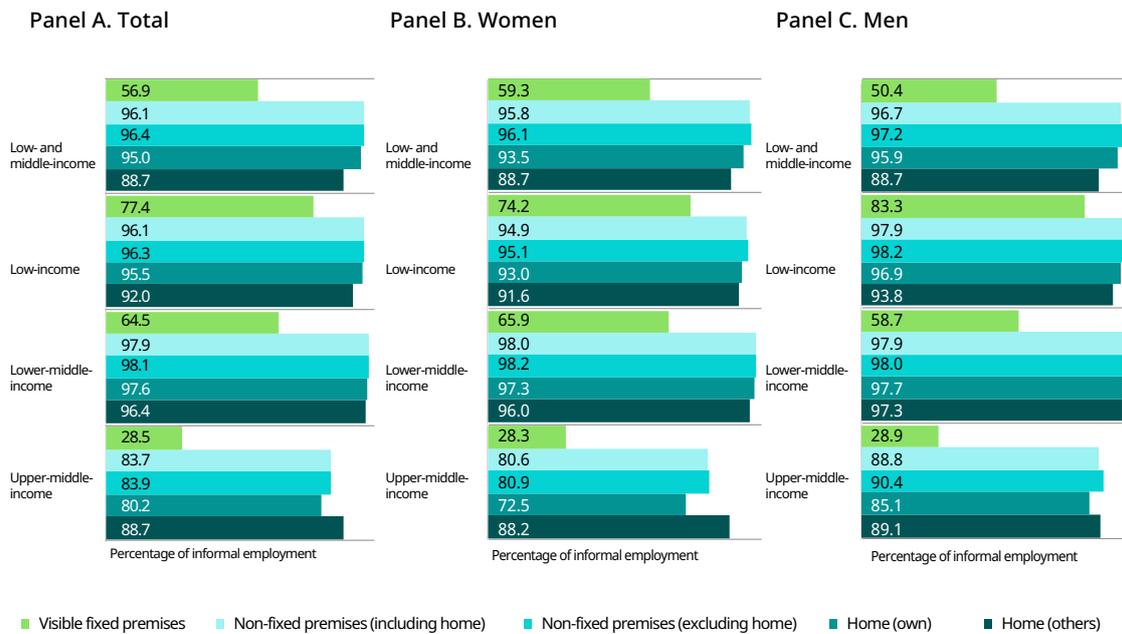


Source: As for figure 21.

- ▶ The impact of informality on wages is far more significant than the gender wage gap.
- ▶ Compared with the average monthly wage of a man in formal employment taken as a reference (100%), a woman in informal wage employment earns on average 42 per cent, a man in informal wage employment earns on average 58 per cent and a woman in formal wage employment earns on average 82 per cent (figure 22).

Place of work and informality in low- and middle-income countries

Figure 23. Percentage of informal employment, by place of work, sex and country income group (low- and middle-income countries, excluding China) (%), 2019



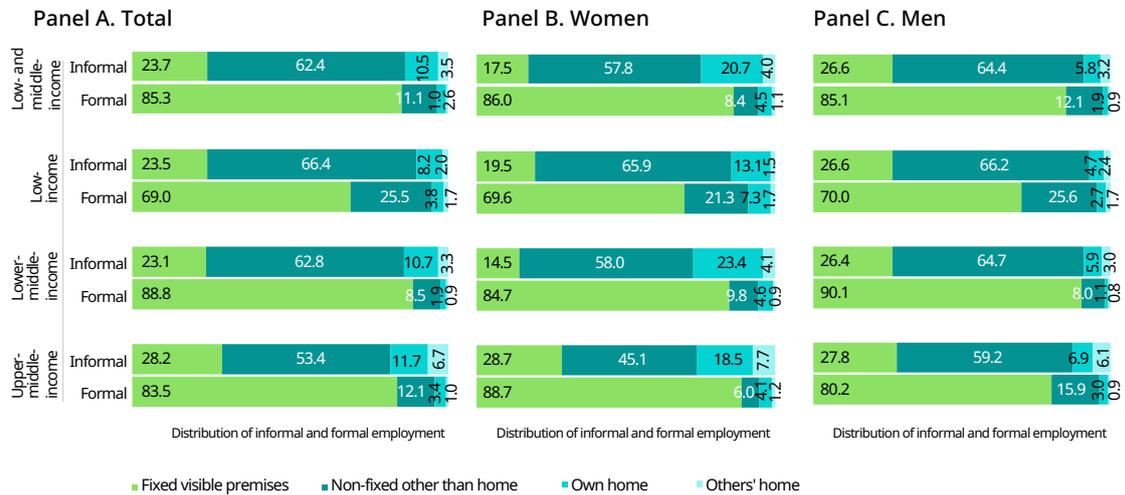
Source: ILO calculations, to be considered with caution; based on national survey microdata from 64 low- and middle-income countries (excluding China), accounting for 53 per cent of employment in low- and middle-income countries (excluding China).

► In low- and middle-income countries, informality is 1.7 times higher in non-fixed premises compared with fixed visible premises such as offices or factories. This ratio increases with the level of development from 1.2 in low-income countries to nearly 3 in upper-middle-income countries (figure 23). Non-fixed premises (other than the worker's or employer's home) include streets and markets, which are the main place of work for the large numbers of street and stall vendors or taxi drivers. They also include construction sites and, in particular in rural areas, they include fields and rivers. The type of place of work has obvious consequences, including (i) the visibility or invisibility of these enterprises and workers, whether in terms of the detection of informal practices or of identification for the provision of benefits, awareness-raising,

organization and representation; (ii) the hazardous working conditions associated with certain types of place of work; (iii) the capacity to invest and productivity; and (iv) in some cases, possible legal limitations, as is the case for domestic workers in households that are considered to be part of the private sphere, who are therefore sometimes excluded from the scope of intervention of labour authorities.

► Globally, women in informal employment are 1.5 times less likely than men to work in fixed visible premises but 2.7 times more likely to work from their own home or someone else's home (figure 24). The likelihood for women in informal employment to work from home is especially high in middle-income countries (as high as 28 per cent in lower-middle-income countries).

Figure 24. Distribution of informal and formal employment, by place of work, sex and country income group (low- and middle-income countries, excluding China) (%), 2019

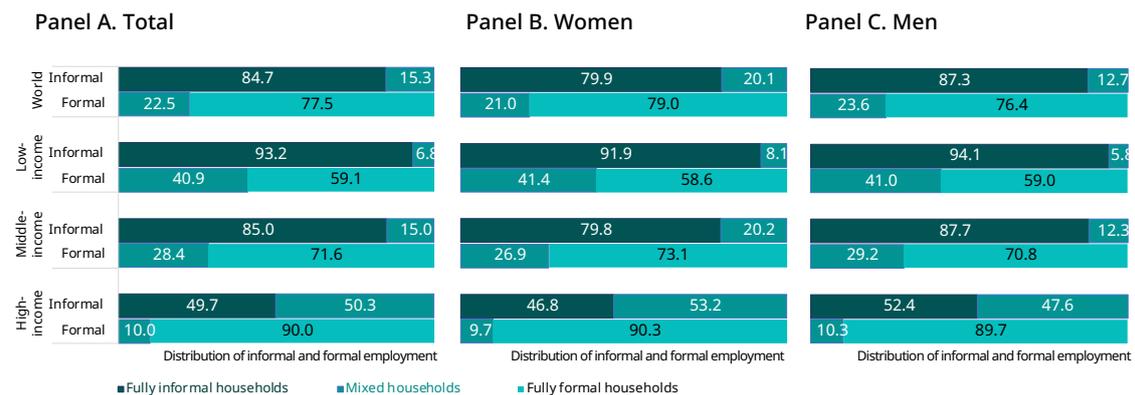


Source: As for figure 23.

Contextual vulnerabilities and opportunities: the household dimension

With the exception of high-income countries, there is a high likelihood that workers in informal employment live in households in which no other family members are in formal employment

Figure 25. Distribution of informal and formal employment, by type of household, sex and country income group (%), 2019



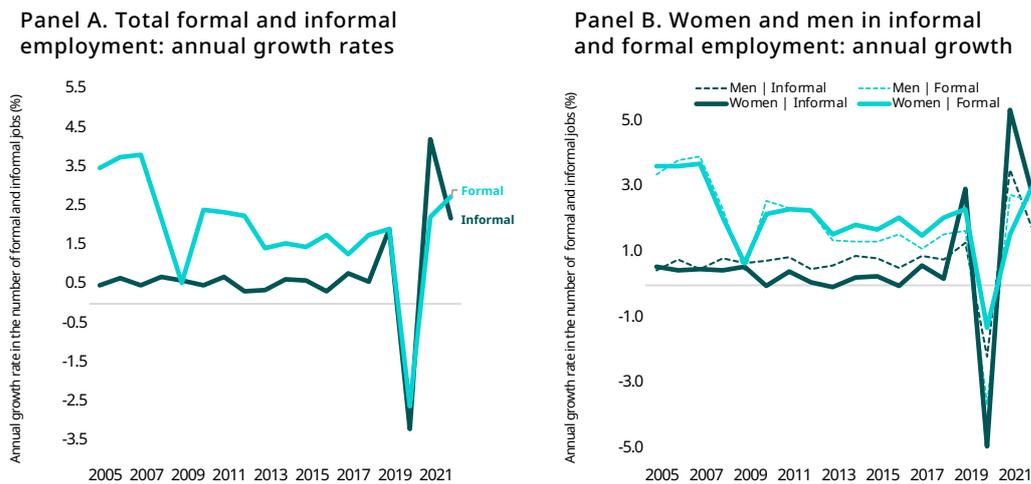
Source: ILO calculations, based on national household survey micro datasets from 128 countries representing 81 per cent of global employment; no data are available for high-income countries in the Arab States.

- Globally, 85 per cent of workers in the informal economy live in "totally informal households", that is, without any member of the household in formal employment (figure 25, panel A).
- Globally, less than 1 in 7 workers in informal employment benefit indirectly from some level of protection acquired by another household member in formal employment. In high-income countries, this proportion increases to more than 1 in 2 workers in informal employment.
- Women in informal employment are more likely to live with other household members in formal employment (figure 22, panel B).

1.4 Long-term trends and during the COVID-19 pandemic

Long-term trends in informal and formal employment

Figure 26. Annual growth rates of formal and informal employment, 2005–2022 (%)



Source: ILO modelled estimates.

- Based on ILO modelled data, formal employment grew faster than informal employment between 2005 and 2019, leading to a gradual reduction in the informal employment rate. Meanwhile, the available data for 2016 and 2019 on the share of informal employment for employees and non-employees respectively show no trend towards formalisation for employees and a trend towards informalisation for non-employees.⁷ This suggests that the slight decrease in the percentage of informal employment over this period is mainly due to a compositional effect. In 2020, contrary to what happened in 2008–2009 at the time of the global financial crisis, informal employment did not play its traditional countercyclical role of absorbing displaced workers from the formal economy. In the early stages of the pandemic, informal workers were more likely than formal workers to lose their jobs or to be forced into inactivity for several reasons: widespread informality was pervasive in the sectors that were heavily affected by

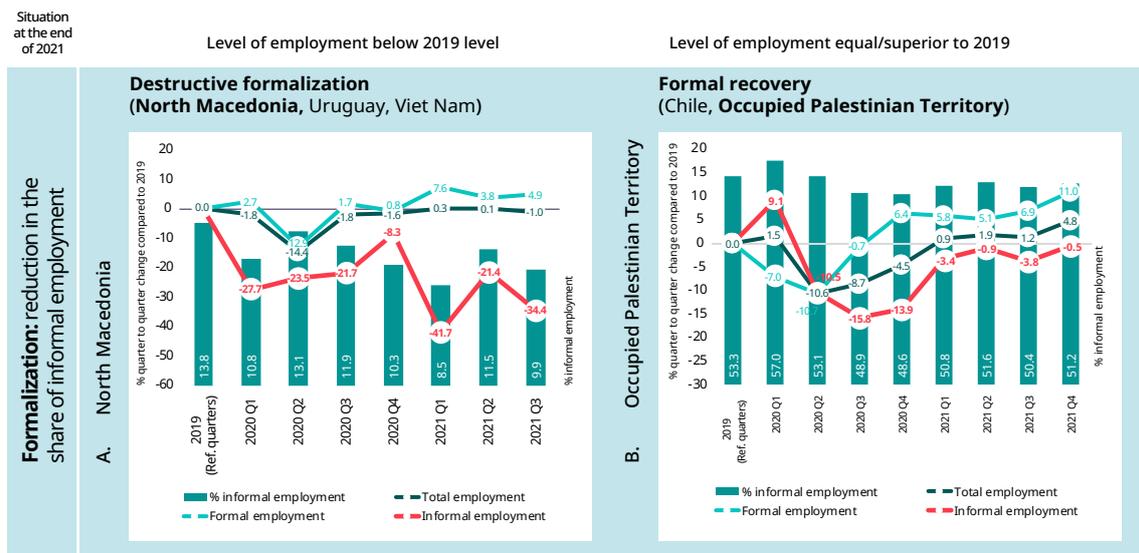
⁷ The share of informal wage employment remained stable: 39.7 per cent of employees were in informal employment in 2016 and 39.8 per cent in 2019 while the share of informal employment among non-employees increased from 83.1 per cent to 83.8 per cent over the same period. See ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018 for 2016 data and figure 5 above for 2019 data.

lockdown and containment measures; the possibility of telework was limited for informal workers; informal employment relationships can be relatively easily terminated; and there was a higher incidence of informal workers in smaller enterprises, which struggled to survive longer periods of inactivity and had less (or no) access to support measures, including worker retention schemes.⁸ This disproportionate impact on the informal

economy led, in the second quarter of 2020, to a one-off “formalization” of the labour market in many countries, which was in fact associated with the destruction of informal jobs rather than with their formalization. After the initial losses, this trend reversed in 2021 and informal job growth fully recovered from the losses experienced in 2020, whereas formal employment did not.

Trends during the COVID-19 pandemic

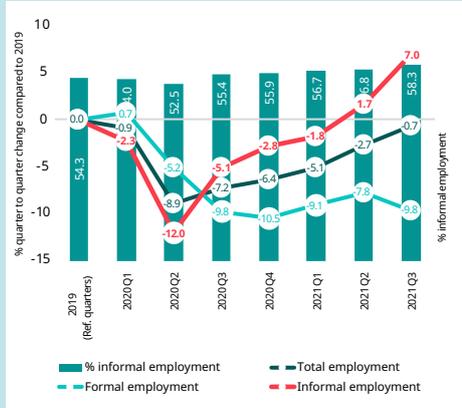
Figure 27. Formalization or informalization of the labour market during the COVID-19 pandemic (selected countries and territories)



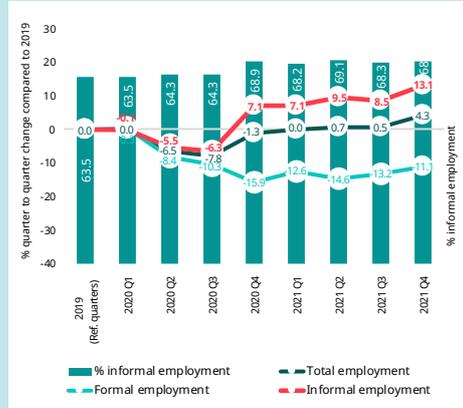
8 ILO, “Impact of Lockdown Measures on the Informal Economy”, April 2020; ILO, “ILO Monitor on the World of Work: Ninth Edition”, May 2022; ILO, *Impact of the COVID-19 Pandemic on Informality: Has Informal Employment Increased or Decreased? A Review of Country Data*, 2022; ILO, “ILO Monitor on the World of Work: Tenth Edition”, October 2022.

Informalization: increase in the proportion of informal employment

C. Dominican Republic

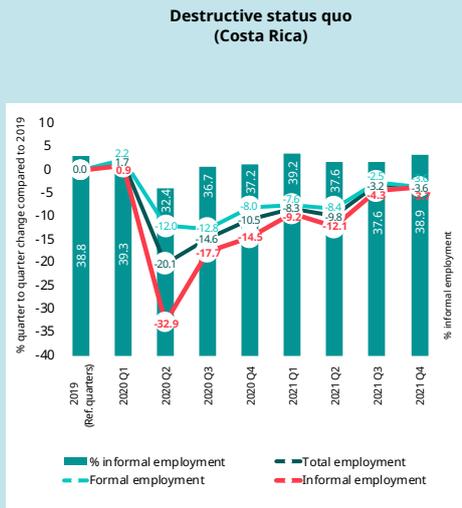


D. Ecuador



Status quo: proportion of informal employment equals to 2019

F. Costa Rica



G. Brazil



Source: ILO calculations, based on national household survey micro datasets as specified in Annex 2.

- ▶ It is still too early to observe a clear trend towards formalization or informalization of the labour market (represented by an overall decrease or increase in the share of informal employment) or of the informalization of previously formal jobs (indicated by the transition of formal jobs to informal jobs, as analysed from panel data). Nevertheless, based on the number of formal and informal jobs in 2021, relative to their levels in 2019, the following three phenomena are apparent.

1. Formalization of the labour market occurred through either a process of destructive formalization or a formal recovery. In the first case, illustrated by North Macedonia, Uruguay and Viet Nam, a significant decrease in informal employment was not fully compensated by the recovery in formal employment, resulting in a decline of total employment (destructive formalization). By contrast, in Chile and the Occupied Palestinian Territory, the labour market formalized as informal job losses were offset by growth in formal jobs (formal recovery), leading to employment in 2021 that exceeded 2019 levels.

- 2. Informalization of the labour market occurred.** Employment nearly recovered to 2019 levels in the Dominican Republic and exceeded 2019 levels in Ecuador and Peru. Informalization occurred as informal employment growth exceeded formal employment growth (informal recovery). However, in the Dominican Republic and Ecuador, by 2021 the level of informal employment had exceeded informal employment levels in 2019, while the level of formal employment remained well below 2019 levels, with no indication of any sign of recovery (destructive informalization). By contrast, in Peru, while the level of informal employment was slightly higher by the end of 2021 than it had been in 2019, the level of formal employment was also close to previous levels and indeed was increasing (informal recovery).
- 3. No change occurred in the share of informal employment in total employment in 2021 compared to 2019.** In Costa Rica, total employment declined but losses in formal and informal employment were similar (destructive status quo). By contrast, in Argentina, Brazil, Mexico and Paraguay, total employment recovered to 2019 levels, with a concomitant recovery in both informal and formal jobs (status quo).



► Chapter 2 Informal employment in regions

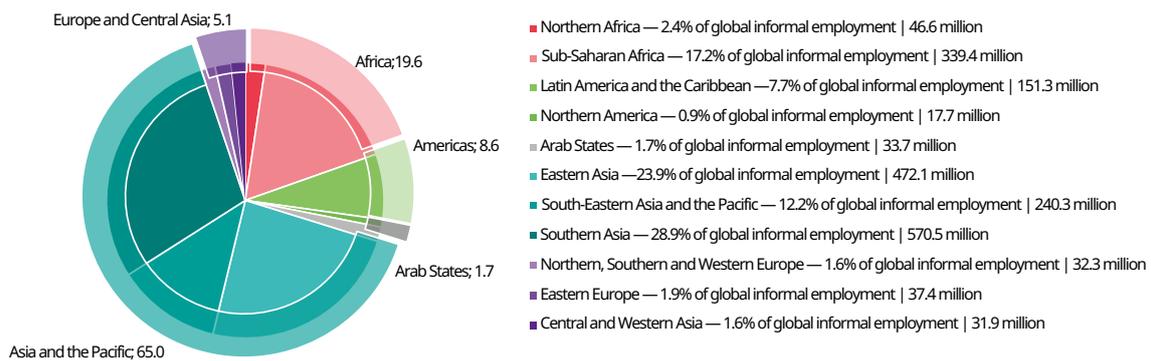
2.1 Size and composition of the informal economy

Size of informal employment in regions and across regions

► The vast majority (65 per cent) of workers in informal employment live and work in the Asia and the Pacific region, largely on account of China and India; 1 in 5 informal workers work in Africa, followed by the Americas (9 per cent, including 8 per cent in Latin America and the Caribbean), Europe and Central Asia (5 per cent)

and the Arab States (2 per cent). Sub-Saharan Africa, Southern Asia and South-Eastern Asia and the Pacific are the three subregions in which informal workers are over-represented compared to the distribution of global employment (figure 28).

Figure 28. Distribution of global informal employment, by region and subregion (%), 2019



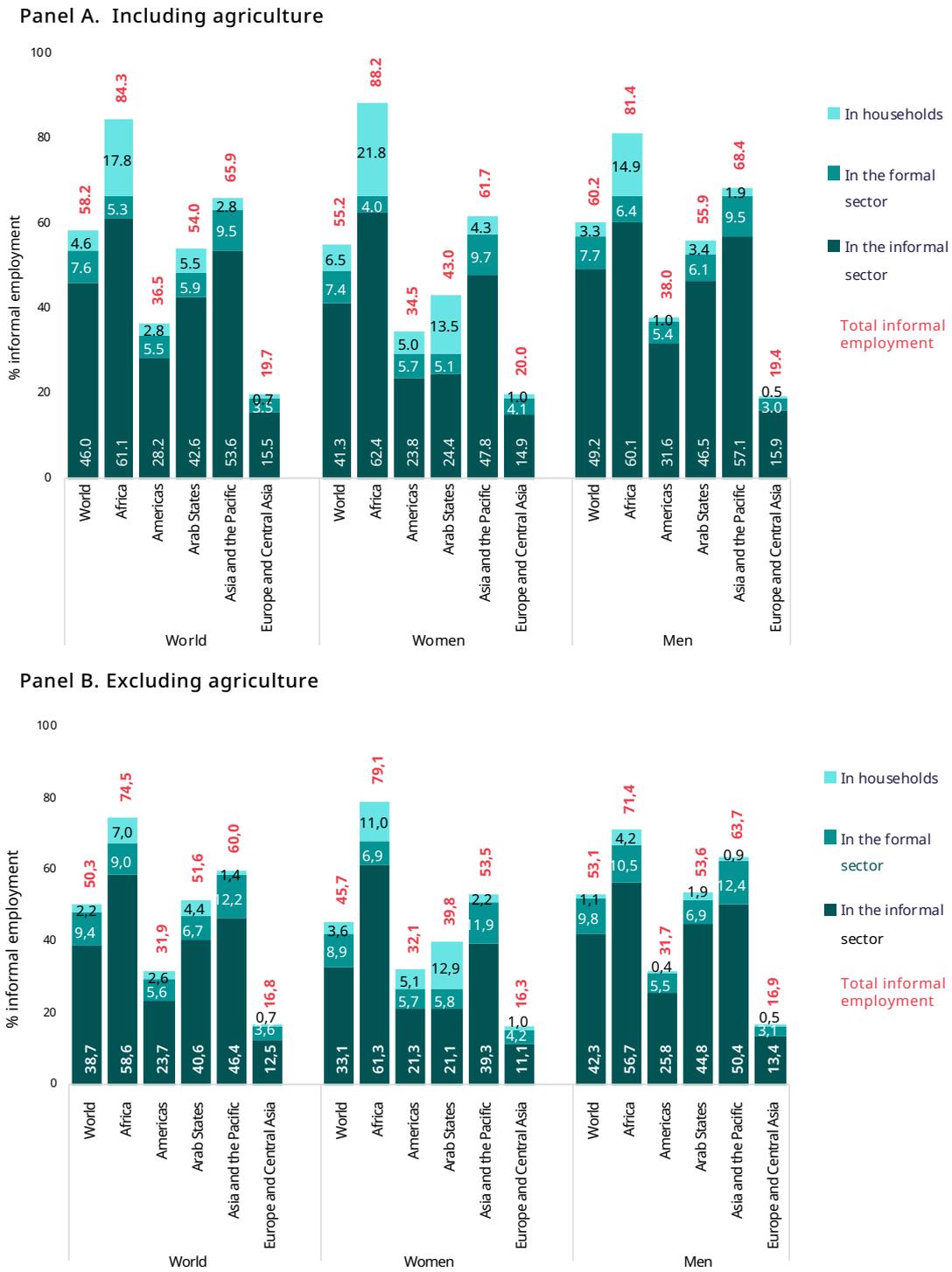
Source: ILO calculations, based on national household survey micro datasets from 147 countries representing 93 per cent of global employment; estimated values for countries with missing data for informal employment by sex (ILOSTAT model).

► The vast majority of employment in Africa (84 per cent) is informal. Asia and the Pacific (66 per cent) has a slightly higher level of informality than the Arab States (54 per cent). Informal employment accounts for 37 per cent of total employment in the Americas and 1 in 5 workers in Europe and Central Asia. These regional averages, however, hide important variations at the subregional level, as discussed in Chapter 3 (figure 29, panel A).

► If agriculture is excluded, the global level of informal employment falls from 58 per cent to 50 per cent, but non-agricultural informal employment remains high and above 50 per cent in Africa, the Arab States, and Asia and the Pacific (figure 29, panel B).

► Informal employment is a greater source of employment for women than for men in Africa, Central and Western Asia, Southern Asia, and Northern, Southern and Western Europe. By contrast, the share of informally employed men is substantially higher than the share of informally employed women in the Arab States and North Africa (see Chapter 3), where the female employment-to-population ratio is much lower than the male ratio. In those subregions, the minority of employed women are over-represented in the public sector, as well as in occupations and types of enterprises that are more likely to be formal. In most regions, women who work in informal employment are found among the most vulnerable groups in the informal economy, such as contributing family workers (figure 33, panel C), home-based workers or domestic workers (box 3).

Figure 29. Percentage of informal employment, by sex and region (%), 2019



Source: As for figure 28; for panel A, global and regional estimates, based on ILOSTAT model for the proportion of informal employment in total employment by sex; decomposition of informal employment by type of production unit (panels A and B) and proportion of informal employment excluding agriculture (panel B), based on the method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

►Box 3. Women are over-represented in occupations, sectors or places of work that are highly exposed to informality: Focus on domestic workers and home-based workers

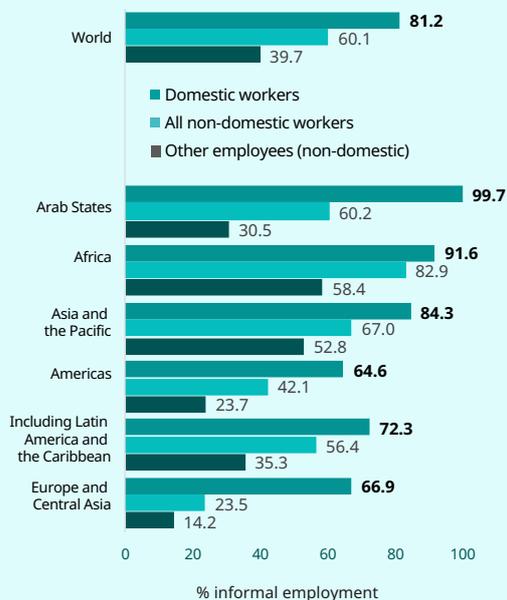
Domestic Workers

- Domestic work is female-dominated, with women accounting for 76 per cent of domestic workers.
- A total of 61 million (81 per cent) of all domestic workers (figure 30), including 46 million women, are in informal employment and therefore do not have access to social security.
- The share of informal employment among domestic workers is nearly twice the share of informal employment of other employees (40 per cent) (figure 30).

Home-based workers

- Most home-based workers are women: globally in 2019, 147 million women and 113 million men worked from home, while women represented 56 per cent of all home-based workers and as many as 65 per cent of home-based workers in low-income countries.
- In low- and middle-income countries in 2019, almost all home-based workers (90 per cent) worked informally (figure 31), while women home-based workers were more exposed to informality than men in all regions. Globally, 92 per cent of women working at home were in informal employment in 2019 versus 88 per cent of men.

Figure 30. Share of informal employment among domestic workers and non-domestic workers, in the world and by region (%), 2019



Source: ILO, *Making Decent Work a Reality for Domestic Workers: Progress and Prospects Ten Years after the Adoption of the Domestic Workers Convention*, 2011 (No. 189), 2021.

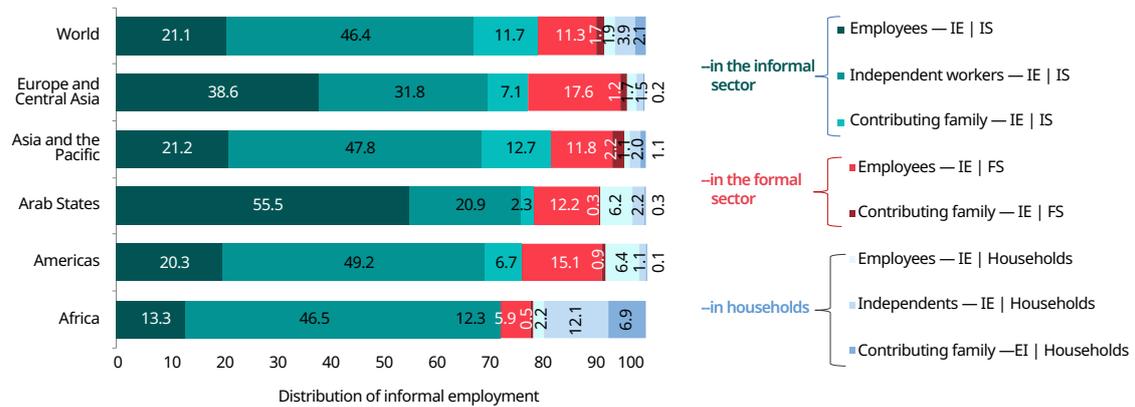
Figure 31. Share of home-based workers in informal employment in low- and middle-income countries (excluding China), by region (%), 2019



Source: ILO, *Working from Home: From Invisibility to Decent Work*, 2021.

Composition of informal employment in regions

Figure 32. Composition of informal employment, by region, status in employment and type of unit of production (%), 2019



Note: IE = informal employment; IS = informal sector. For example, the category “Employees — IE | IS” refers to employees in informal employment in the informal sector.

Source: As for figure 29.

- Independent workers (primarily own-account workers) who own and operate informal economic units represent by far the largest group of informally employed workers in Africa, the Americas, and the Asia and the Pacific region, accounting for nearly 1 in 2 informally employed workers.
- As discussed below, informal employment in the Arab States and in Europe and Central Asia is dominated by wage-earners, who

account for 75 per cent and 60 per cent of total informal employment, respectively, in those regions, with the large majority of them employed in informal enterprises. However, one quarter of all informal employees in the Arab States, one third in Europe and Central Asia, almost 40 per cent in Africa and Asia and the Pacific and more than half in the Americas are engaged under informal conditions of work by formal enterprises or households (as domestic workers) (figure 32).

2.2 Who are the workers in the informal economy and which groups are the most at risk of informality?

Informality and status in employment in regions

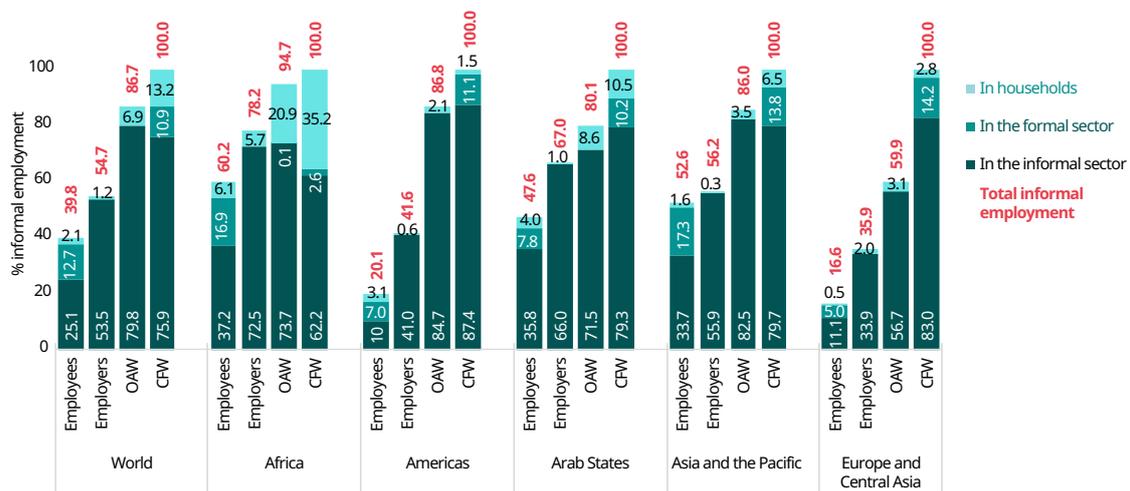
- Own-account workers are most likely to be in the informal sector in all regions. In Africa, the Americas, the Arab States and Asia and the Pacific, at least 8 in 10 own-account workers own or operate informal economic units, compared with 6 in 10 own-account workers in Europe and Central Asia. By contrast, the exposure of employees to informality varies significantly across regions. The share of informal wage employment is two to three times lower in Europe and Central Asia and the

Americas (17 to 20 per cent) compared to other regions (from 48 per cent in the Arab States and 53 per cent in Asia and the Pacific to 60 per cent in Africa). In the Americas, the majority of informal wage workers are employed outside the informal sector, either as undeclared workers in formal enterprises or as domestic workers in households. In Africa, informal employment in households is particularly high across all employment statuses compared to other regions, due not only to domestic work

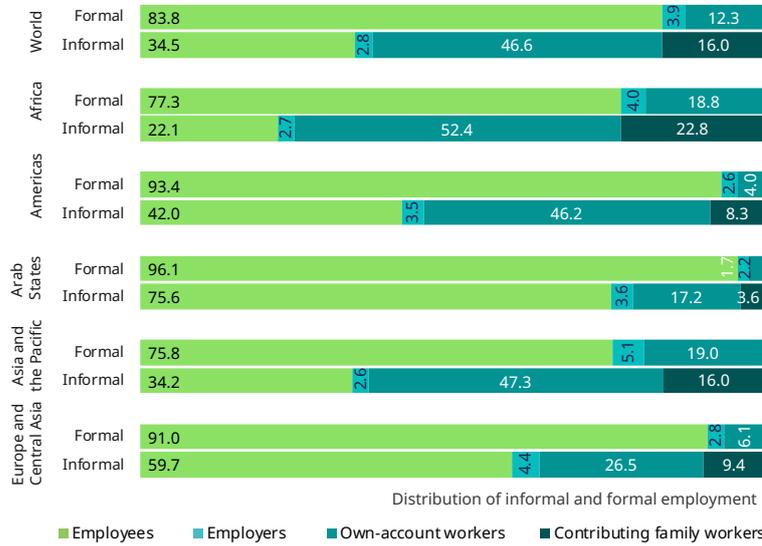
- but also to the importance of subsistence farming activities (figure 33, panel A).
- ▶ Africa and Asia and the Pacific share a similar composition of informal employment, in which own-account workers are the largest group (52 per cent and 47 per cent, respectively) and contributing family workers represent a significant proportion (16 to 23 per cent) compared to other regions. In the Arab States and in Europe and Central Asia, employees account for the majority of informal employment (76 per cent and 60 per cent, respectively) and they are the second largest group of informally employed workers in the Americas (42 per cent). In all regions, employees account for the majority of formal employment, from about three quarters in Africa and Asia and the Pacific to more than 90 per cent in the three other regions (figure 33, panel B).
 - ▶ In Africa, the Americas, and the Asia and the Pacific region, women are over-represented relative to men in the so-called "vulnerable" statuses of contributing family workers and own-account workers, which account for 85 per cent of informally employed women in Africa, 66 per cent in Asia and the Pacific, and 56 per cent in the Americas. The corresponding shares are lower among men in informal employment and, more importantly, the composition differs. Men are more likely to be own-account workers, while women are more likely to be contributing family workers. In Africa and Asia and the Pacific, about 1 in 3 informally employed women is a contributing family worker, a share 2.5 to 3.3 times greater than that of men (figure 33, panel C).
 - ▶ With the notable exception of Europe and Central Asia, men in the informal economy are more likely than women to be employees (figure 33, panel C).

Figure 33. Informal employment and status in employment, by region (%), 2019

Panel A. Share of informal employment, by status in employment and region



Panel B. Distribution of informal and formal employment, by status in employment



Panel C. Distribution of informal and formal employment, by status in employment, sex and region



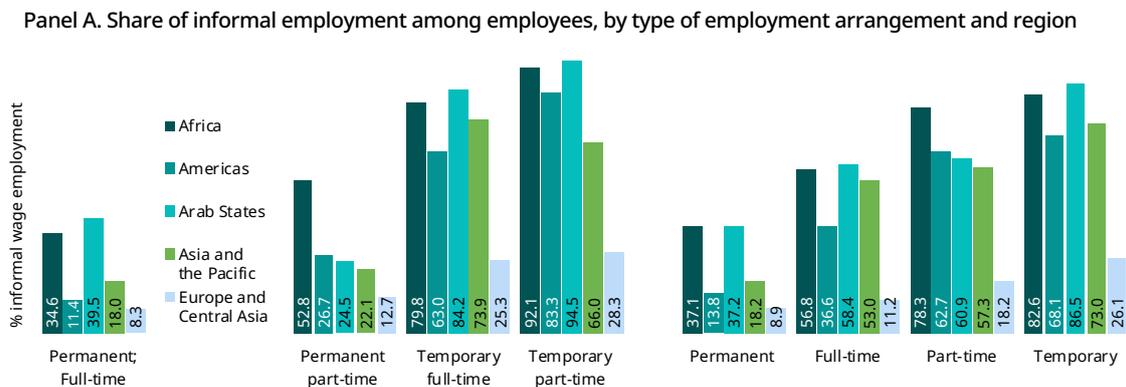
Note: In panel A, OAW=Own-account workers and CFW=Contributing family workers.

Source: Global and regional estimates, based on input data from 147 countries representing 93 per cent of global employment; estimated values for missing values, based on the method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

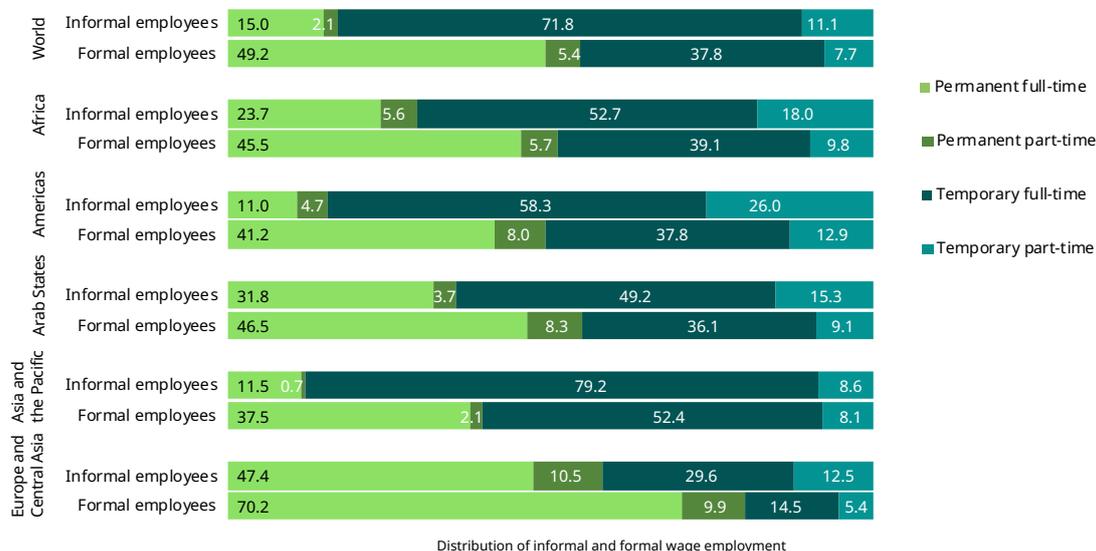
Exposure to informality of workers in non-standard forms of employment in regions

- ▶ Compared to workers in open-ended full-time employment, employees in non-standard forms of employment are more likely to be in informal employment. This is especially the case in the Americas, where temporary employees are 6 times more likely to have an informal job compared to workers in open-ended full-time employment – and 7.3 times more likely if they are part-time temporary employees. At the opposite end of the spectrum, temporary workers and part-time workers in the Arab States are 2.2 times and 1.5 times more likely, respectively, to have an informal job (figure 34, panel A).
- ▶ The use of non-standard forms of employment accounts for 53 per cent of informal wage workers in Europe and Central Asia, 68 per cent in the Arab States, 76 per cent in Africa, and 89 per cent in Asia and the Pacific. Nevertheless, the use, in particular, of temporary employment in the informal economy is less widespread in Europe and Central Asia than in other regions, where it accounts for 64 per cent (Arab States) to 88 per cent (Asia and the Pacific) of informal wage employment (figure 34, panel B).
- ▶ While men and women in informal employment are equally likely to be in non-standard forms of employment in most regions, women employees in the informal economy are more likely than men and their formal counterparts to be in temporary part-time work, especially in the Americas and in Africa, where such work accounts for between a quarter and one third of women's informal wage employment (figure 34, panel C).

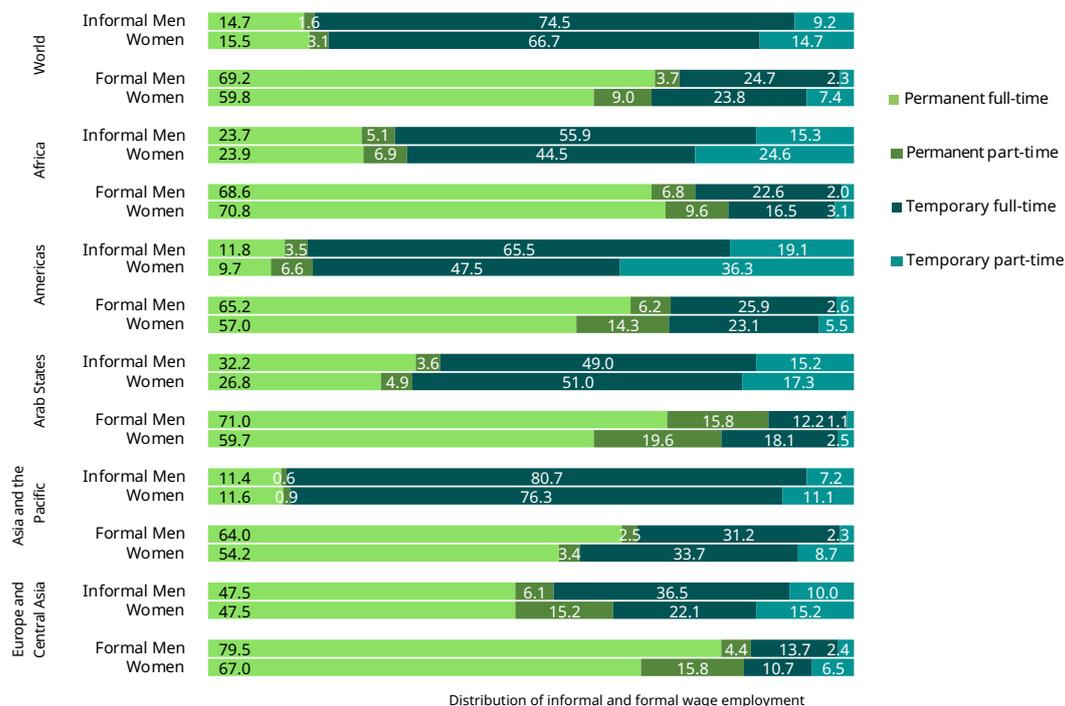
Figure 34. Share and composition of informal wage employment, by type of work arrangement and region (%), 2019



Panel B. Distribution of informal and formal wage employment, by type of employment arrangement



Panel C. Distribution of informal and formal wage employment, by type of employment arrangement and sex



Source: ILO calculations, based on national household survey micro datasets from 113 countries representing 70 per cent of global wage employment; data are not available for high-income countries in the Arab States.

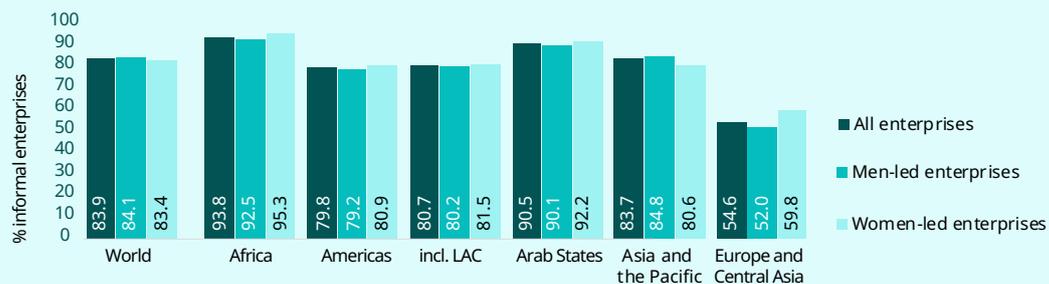
Informality of enterprises and informality within enterprises in regions

► Box 4. Informality of enterprises in regions

- Globally, about 8 in 10 economic units are informal. This number reaches more than 9 in 10 in Africa and the Arab States¹ and about 8 in 10 in Asia and the Pacific and the Americas. Europe and Central Asia is the outlier, with a relatively lower but still high proportion of 1 in 2 economic units being informal.
- When comparing the share of men-led informal enterprises with the share of women-led informal enterprises, little

difference is apparent at the global level. At the regional level, women-led enterprises are less likely to be informal in Asia and the Pacific but more likely to be informal in Africa, the Americas, the Arab States, and Europe and Central Asia. The latter is the region with the starkest difference between women- and men-led enterprises – almost 8 percentage points (figure 35).

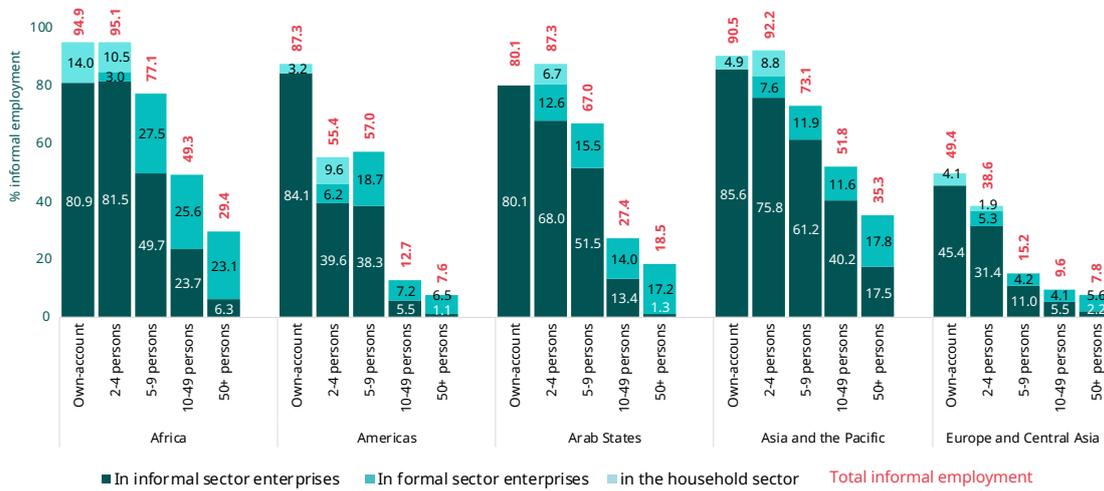
Figure 35. Percentage of informal economic units, by region (%), 2019



Source: As for figure 33.

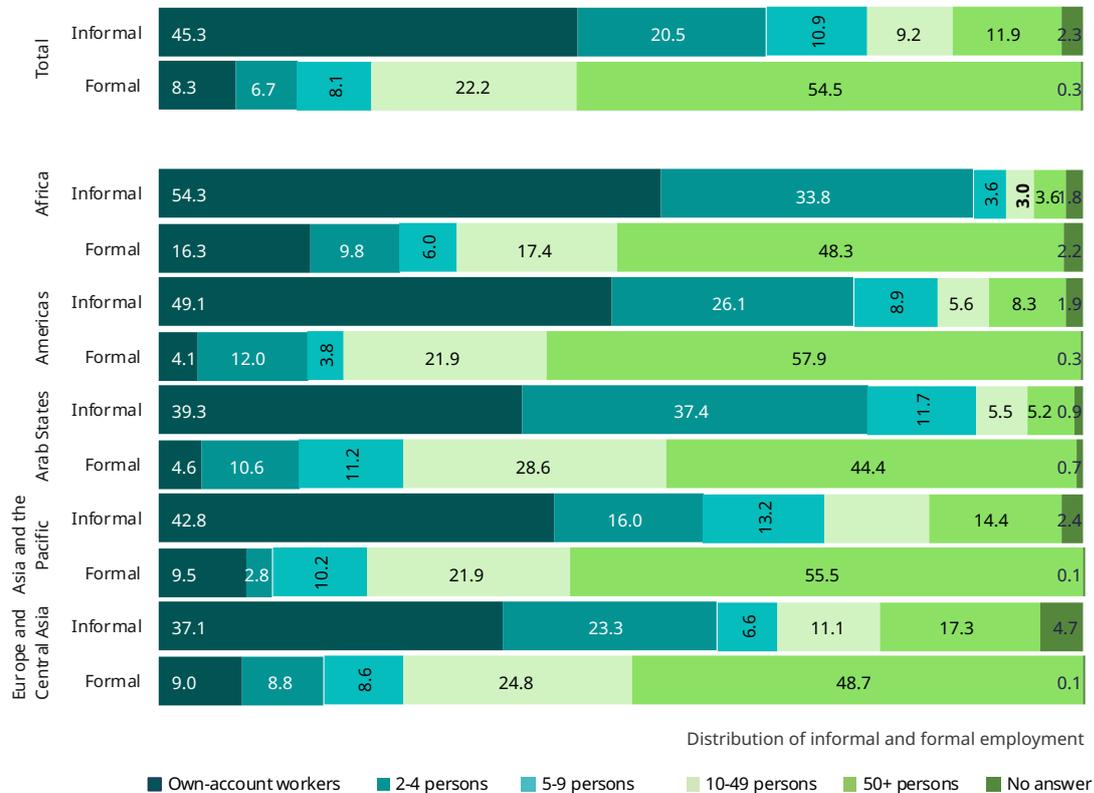
¹ Available data by size of enterprise for the Arab States does not include high-income countries.

Figure 36. Share and composition of informal employment, by enterprise size and region (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 129 countries representing 86 per cent of global employment; data are not available for high-income countries in the Arab States.

Figure 37. Distribution of informal and formal employment, by enterprise size and region (%), 2019



Source: As for figure 36.

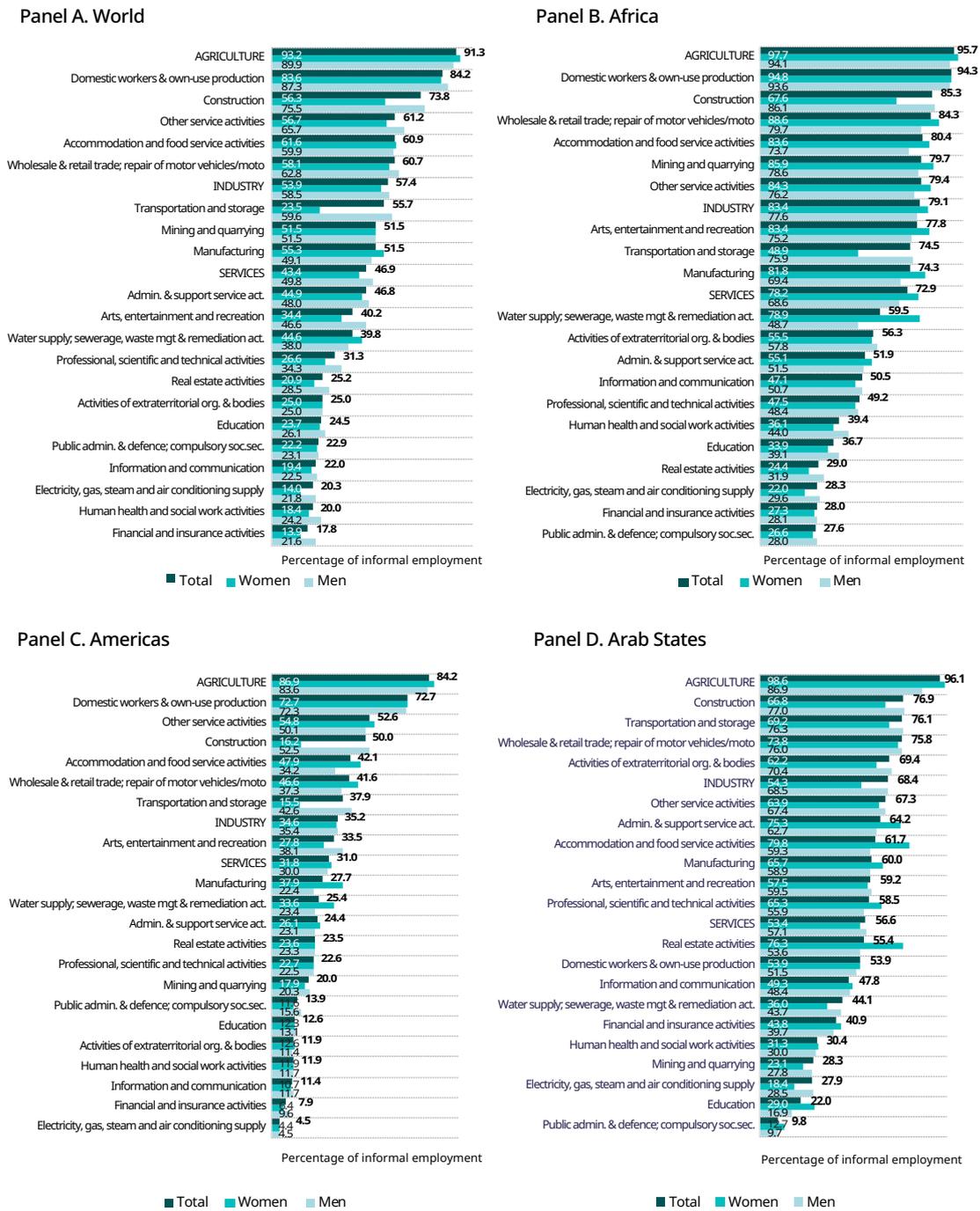
- ▶ Smaller enterprises, including own-account workers, constitute the bulk of total employment globally, especially in Africa where units with fewer than 5 workers account for close to 80 per cent of total employment and nearly 90 per cent of informal employment (figure 37).
- ▶ Europe and Central Asia shows a different picture. There, enterprises with fewer than 5 workers account for a quarter of total employment but are still the main source of informal employment, accounting for 60 per cent of all informal jobs in the region (figure 37).
- ▶ These results imply that a significant number of informal jobs are also in larger enterprises, including in formal enterprises, despite their greater ability to interact with government administration, productivity and administrative capacities (figure 36). This is notably the case in Europe and Central Asia and in Asia and the Pacific, where enterprises of 10 persons or more account for more than a quarter of informal employment (figure 37).
- ▶ In Asia and the Pacific, 35 per cent of people employed in large enterprises have informal jobs, the majority of them employed by formal enterprises).⁹ In Africa, almost 30 per cent of people employed in large enterprises have informal jobs, 79 per cent of which are in formal enterprises (figure 36).

Sectoral dimension of informality in regions

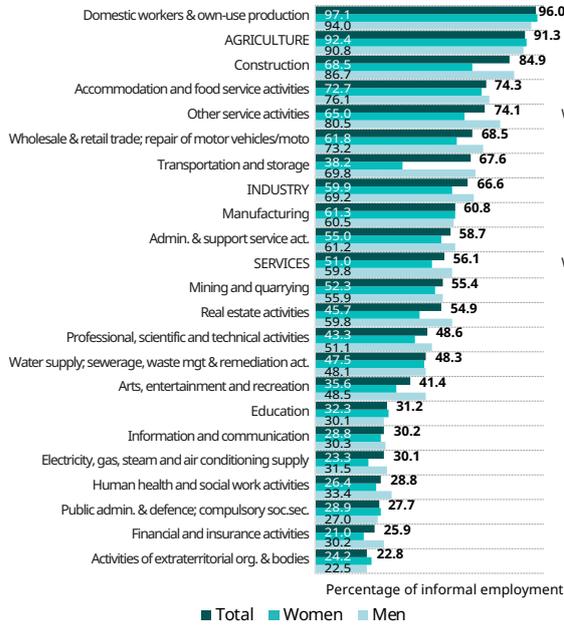
- ▶ Of the three sectors with the largest shares of informal employment globally, agriculture has the largest share of informal employment in all regions except Asia and the Pacific and Europe and Central Asia, where its share is second-largest after the domestic work and own-use production sector. Construction is among the four sectors most exposed to informality in all five regions. However, given the generally lower incidence of informality in Europe and Central Asia and in the Americas, jobs in construction, while they are among the most exposed to informality compared with other sectors, are less likely to be informal in these two regions (50 per cent in the Americas and 25 per cent in Europe and Central Asia) compared with other regions (figure 38).
- ▶ Whether in agriculture or as domestic workers, the proportion of women in informal employment in these two sectors is higher than that of men in most regions. The minority of male domestic workers who are highly exposed to informality in Europe and Central Asia is the exception. The opposite is true for the construction sector, where the proportion of men in informal employment is everywhere higher than that of women (figure 38).

⁹ The numbers in this paragraph are expressed as percentages of informal employment in large enterprises (and not as percentages of total employment in large enterprises, as expressed in figure 36).

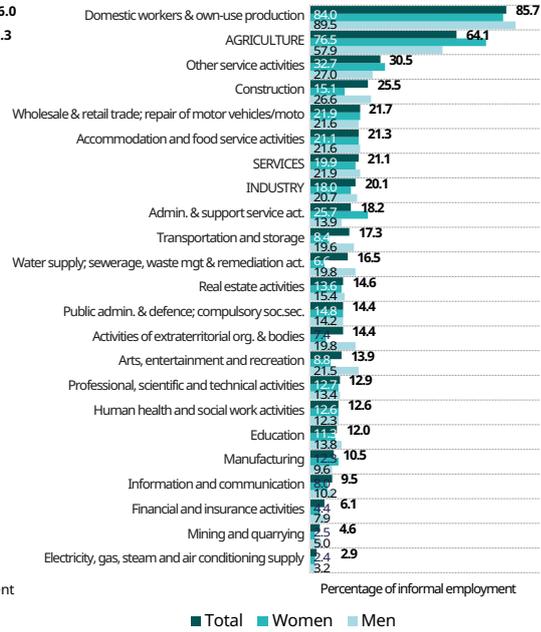
Figure 38. Percentage of informal employment by detailed sector and sex, in the world and by region (%), 2019



Panel E. Asia and the Pacific

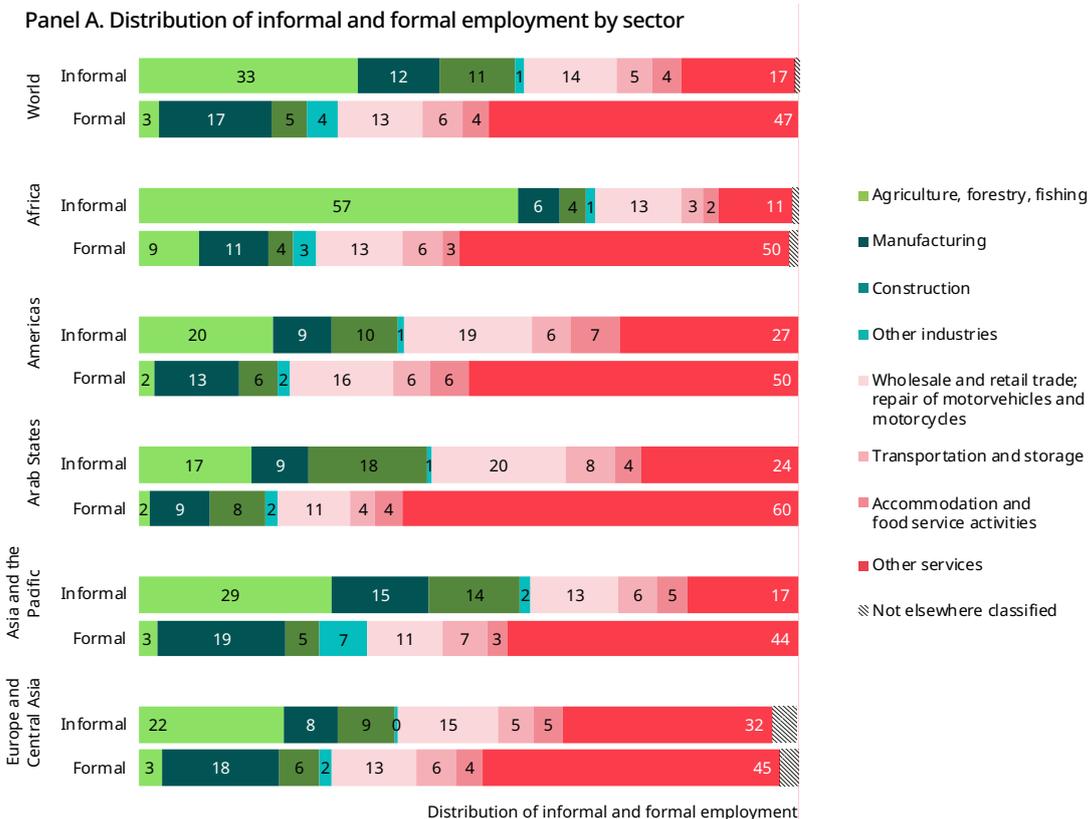


Panel F. Europe and Central Asia

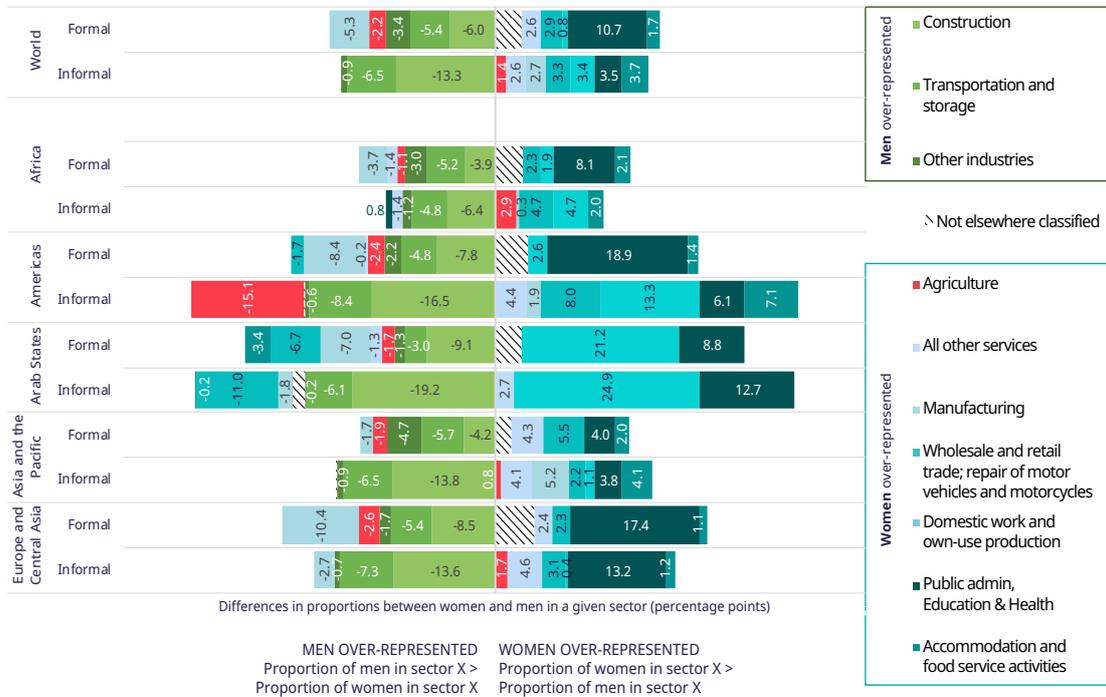


Source: ILO calculations, based on national household survey micro datasets from 102 countries representing 77 per cent of global employment; no data available for high-income countries in the Arab States.

Figure 39. Distribution of informal and formal employment, by region, detailed sector and sectoral gender segregation (%), 2019



Panel B. Sectoral distribution of employment through the gender lens



Source: As for figure 38.

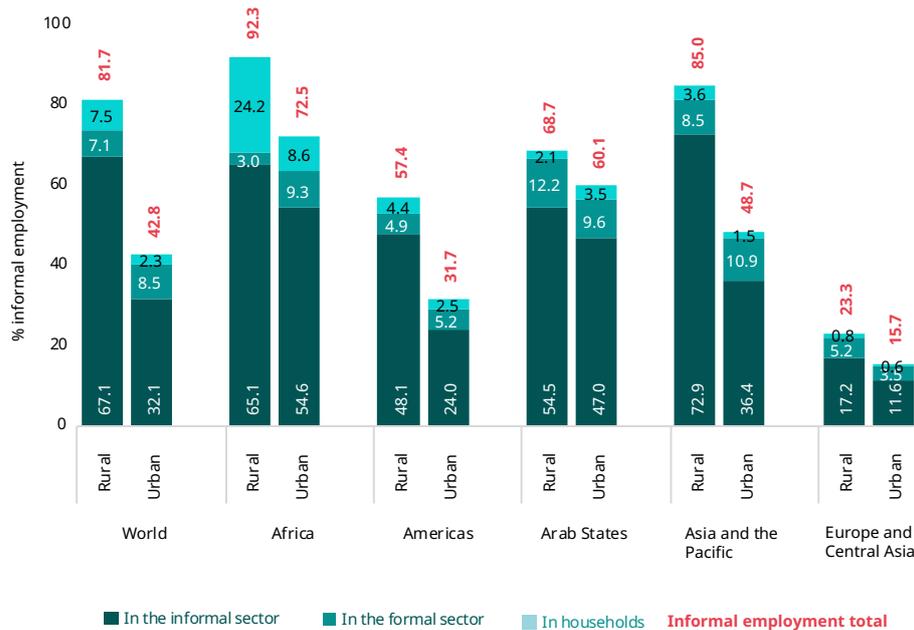
- Globally, 33 per cent of all informal workers work in agriculture, with important regional variations that range from 57 per cent in Africa to only 17 per cent in the Arab States. At 14 per cent, the wholesale and retail trade sector employs the second largest number of informal workers globally and as many as 1 in 5 informal workers in the Arab States and the Americas. Compared to other regions, the share of informal workers engaged in the manufacturing sector is the highest in Asia and the Pacific (15 per cent), while their share in the construction sector is the lowest in Africa (4 per cent compared to 11 per cent at the global level) (figure 39, panel A).
- The sex-specific nature of some sectors observed globally (see Chapter 1) is common to all regions. Thus, regardless of regions and the formal or informal nature of employment, women are over-represented in domestic work and own-use production, public administration, education and health (with the exception of women in informal employment in Africa). Similarly, men are over-represented in the construction and transportation and storage sectors (figure 39, panel B).
- In other sectors, however, the overall picture of informal employment hides regional differences. While women tend to be over-represented in the wholesale and retail trade sector in most regions, the Arab States stand out as an exception. In that region, the share of men engaged in this sector is 11 percentage points higher than the share of women. In the Americas, the share of men in agriculture is 15 percentage points higher than the corresponding share of women.
- The highest level of gender segregation in the sectoral distribution of informal employment is apparent in the Americas and the Arab States, where women are significantly over-represented in domestic work and production for personal use and men are significantly over-represented in construction (figure 39, panel B).

Informality and the urban–rural divide in regions

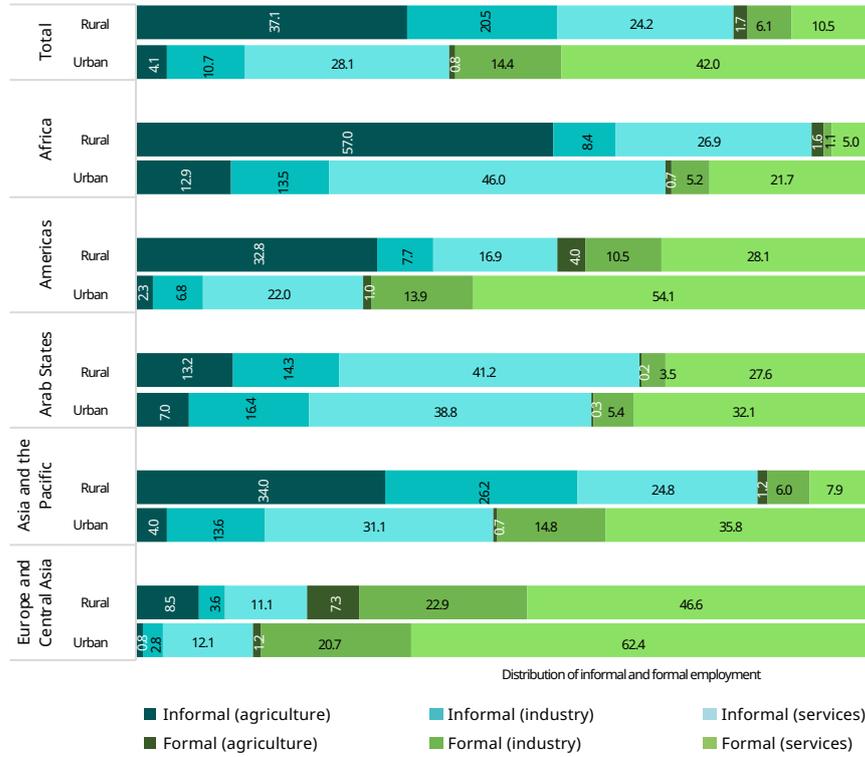
- ▶ Globally, people in rural areas are almost twice as likely as those in urban areas to be in informal employment: 82 per cent in rural areas compared to 43 per cent in urban areas (see Chapter 1). The smallest urban–rural divide is in the Arab States, followed by Africa where informality prevails nearly everywhere and notably in all sectors. The largest urban–rural divide is in the Americas and Asia and the Pacific (figure 40, panel A).
- ▶ Regarding the forms of informality, informal employment within households is particularly prevalent in Africa, where it accounts for 24 per cent of rural employment (mostly subsistence farming) and 9 per cent of urban employment (mainly domestic workers). In relative terms, informal employment in the formal sector is more prevalent in urban areas than in rural areas. The spatial distribution of activities, the concentration of large enterprises and the over-representation of employees in urban areas partly explain this situation (figure 40, panel A).

Figure 40. The urban–rural divide and informality in regions (%), 2019

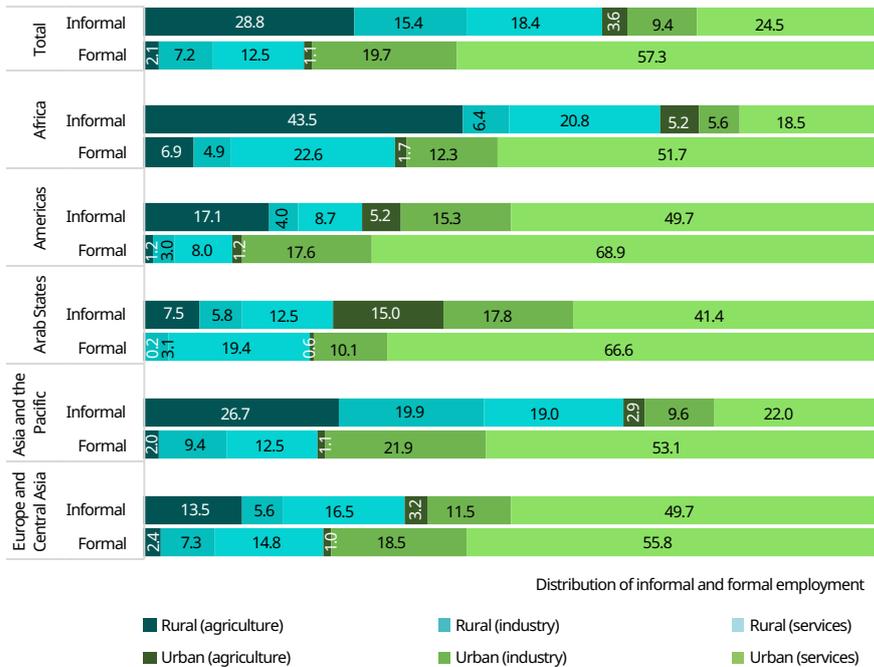
Panel A. Percentage of informal employment, by urban/rural residence and type of production unit



Panel B. Distribution of rural and urban employment, by sector and formal/informal nature of employment



Panel C. Distribution of informal and formal employment, by sector and rural/urban residence

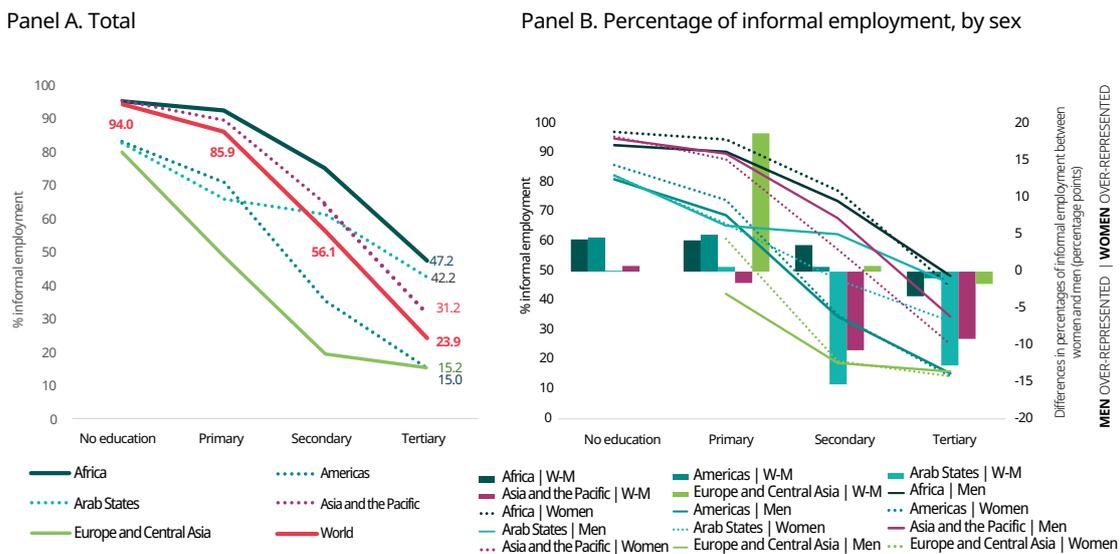


Source: ILO calculations, based on national household survey micro datasets from 122 countries representing 88 per cent of global employment; no data are available for high-income countries in the Arab States.

- ▶ At the global level, about 37 per cent of rural workers are informally employed in agriculture. Informal workers in agriculture account for 57 per cent of rural employment in Africa and 1 in 3 workers in rural areas in Asia and the Pacific and in the Americas. By contrast, workers in informal employment in industry and services account for more than half of total rural employment in the Arab States and in Asia and the Pacific. Europe and Central Asia is the only region in which formal employment accounts for the majority of rural employment, mainly in services (figure 40, panel B).
- ▶ Workers in urban areas make up the majority of informal employment in the Americas, the Arab States, and Europe and Central Asia (70 per cent, 74 per cent and 64 per cent, respectively), while workers in rural areas in Africa and Asia and the Pacific account for 71 per cent and 66 per cent of informal employment, respectively. Without exception, the majority of formal jobs, in particular in the services sector, are concentrated in urban areas (figure 40, panel B).

Education and informality in regions

Figure 41. Percentage of informal employment, by highest level of education in regions (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 144 countries representing 92 per cent of global employment; no data are available for high-income countries in the Arab States.

- ▶ For all levels of education, Africa has the highest percentage of workers in informal employment, while Europe and Central Asia is on the opposite side of the spectrum, with the lowest percentage of informal workers for each level of education. As described in Chapter 1, at the global level, decreases in the level of informality are strongly related to increases in the level of education. This is also true at the regional level. For all regions, an overwhelming majority of workers with no education are in informal employment compared to workers with tertiary education. Compared to the global average, informality among workers with a secondary or tertiary education remains the highest in Africa, the Arab States, and Asia and the Pacific. In these regions, between a quarter and a half

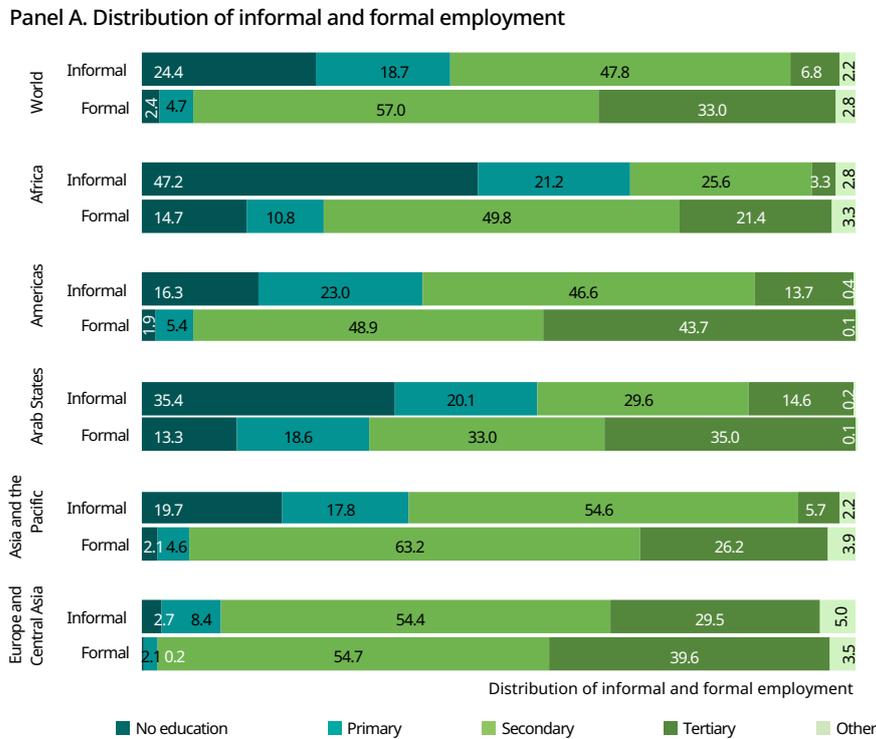
of workers with tertiary education are in informal employment. In the Americas and Europe and Central Asia, their share is only 15 per cent (figure 41, panel A).

- Regardless of the region, women with secondary or tertiary education are less exposed to informality than their male counterparts with an equivalent level of education (figure 41, panel B).
- Workers in informal employment tend to be less educated than those in formal employment in all regions. The proportion of informal workers who have at best a primary level of education exceeds the global average of 43 per cent in Africa (68 per cent) and the Arab States (56 per cent). By contrast, just 3 per cent of informal workers in Africa and 6 per cent in Asia and the Pacific reached a

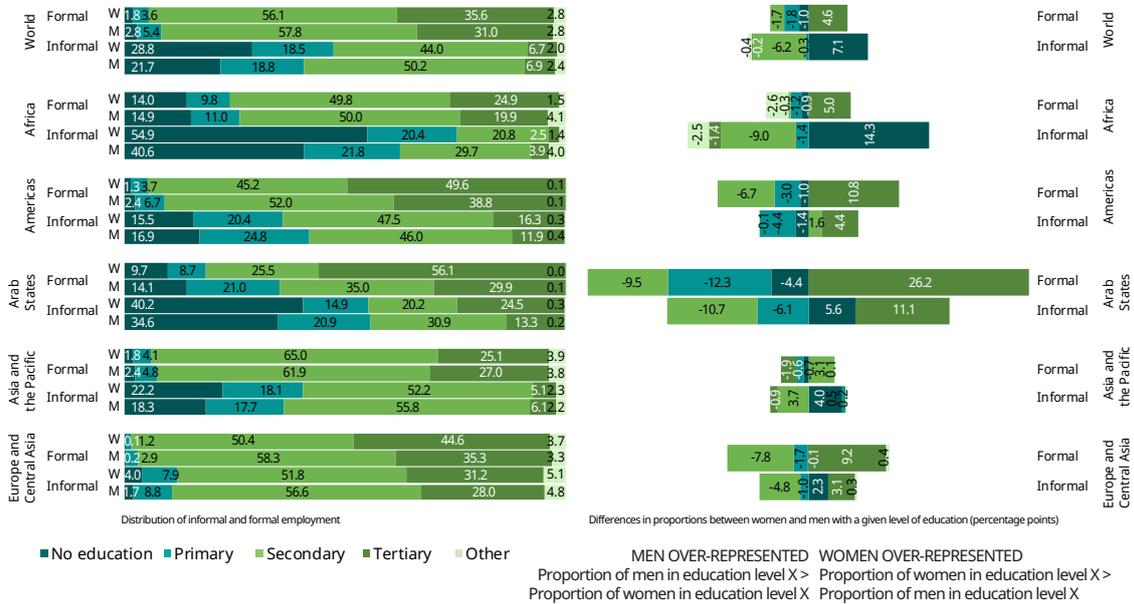
tertiary level of education, compared with 29 per cent in Europe and Central Asia (figure 42, panel A).

- In Africa, the Americas, the Arab States, and Asia and the Pacific, the proportion of formal workers who reached a secondary level of education account for 1.3 to 2.5 times the proportion of informal workers with the same level of education. Africa is the region in which the educational profiles of workers in informal and formal employment differ the most: more than 70 per cent of formal workers have at least a secondary level of education, which is 2.5 times the proportion for informal workers. Relative to other regions, there are stronger similarities in Europe and Central Asia between the educational profiles of informally and formally employed workers (figure 42, panel A).

Figure 42. Educational profiles of workers in informal and formal employment, by region (%), 2019



Panel B. Distribution of informal and formal employment, by sex and gender differences in educational profiles



Source: As for figure 41.

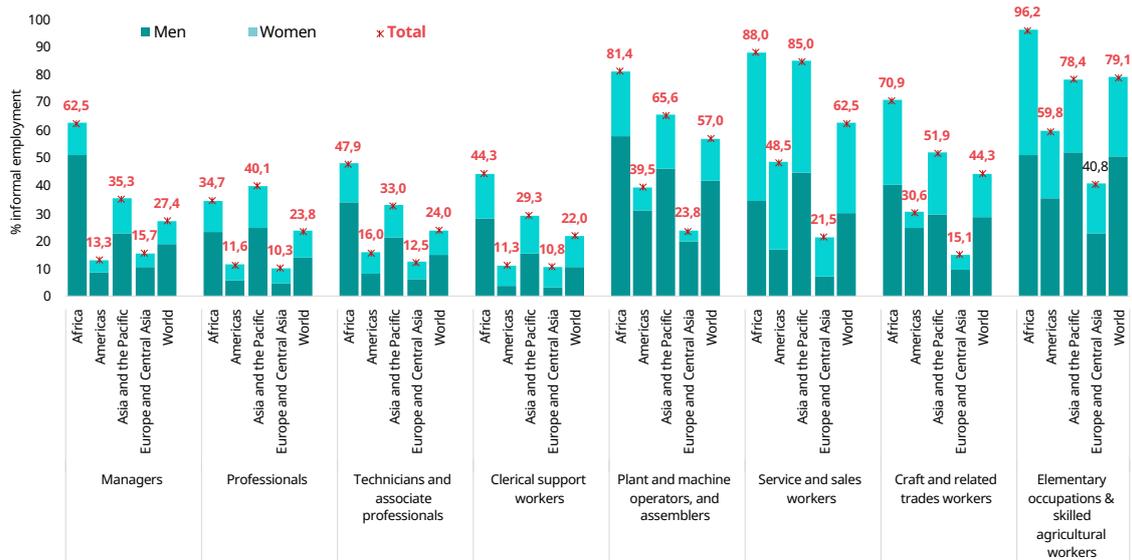
- ▶ Except for the Americas and the Arab States, women in informal employment in the different regions tend to have a lower level of education (primary level or less) than men.
- ▶ The proportion of women in informal employment with no formal education is higher than the corresponding proportion among men in most regions, except Asia and the Pacific and the Americas. Africa shows the largest difference (14.3 percentage points) between the shares of male and female informal workers with no formal education,

with obvious implications for mobility into other jobs. The over-representation of women in informal employment with primary education in Asia and the Pacific influences the situation at the global level. Finally, although women in informal employment are overall less likely than men to have a tertiary education, there are significant regional variations. For instance, they are between 1.3 and 1.8 times more likely than men to have a tertiary education in the Americas and the Arab States (figure 42, panel B).

Informality and occupational profiles in regions

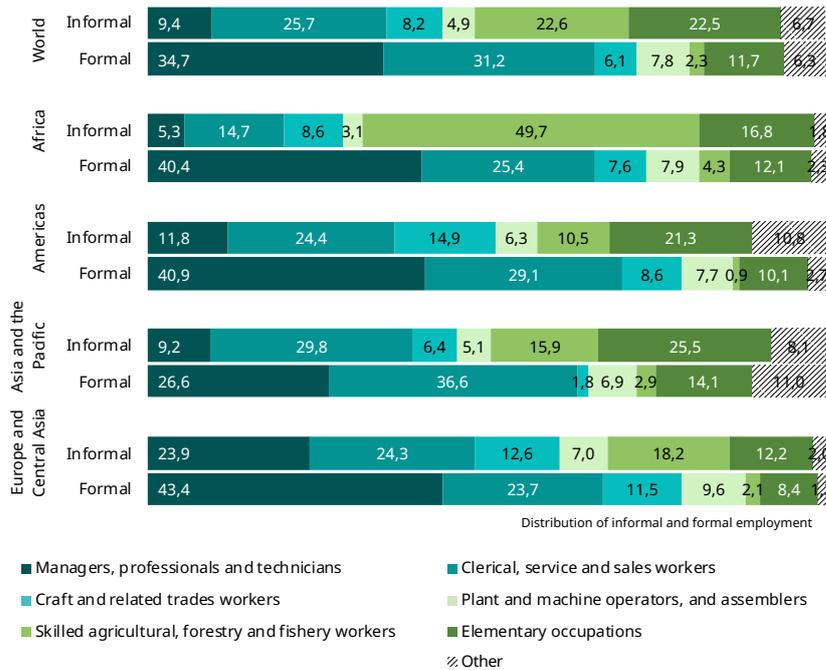
Figure 43. Informality and occupations, by sex and region (%), 2019

Panel A. Percentage of informal employment, by occupation and sex

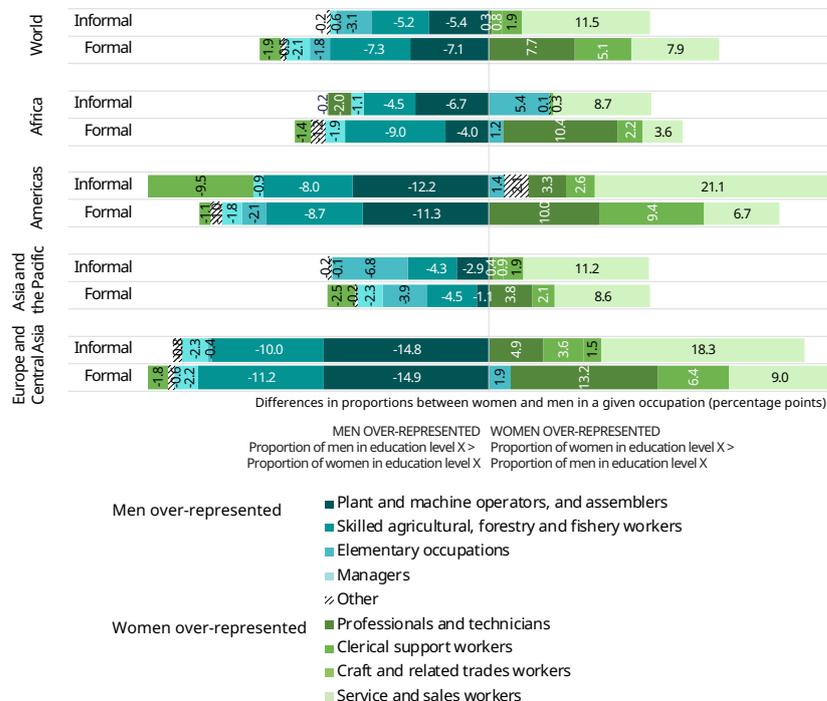


Note: The Arab States are not included due to insufficient data.

Panel B. Distribution of informal and formal employment, by occupation



Panel C. Occupational gender segregation among workers in informal and formal employment



Source: ISCO-2008 classification of occupations; ILO calculations, based on national household survey micro datasets from 127 countries representing 73 per cent of global employment; the Arab States are not included due to insufficient data.

- ▶ Similar to the global picture (see Chapter 1), informal employment accounts for the overwhelming majority of workers in elementary occupations and skilled agricultural work across most regions, except Europe and Central Asia, where the share of informal employment in this category is about 41 per cent, which is not a majority but nevertheless represents the highest incidence of informality across occupations. Also similar to the global trend, in addition to elementary occupations and skilled agriculture, the other three occupational profiles with the highest proportions of informal employment include (i) clerical, services and sales, (ii) craft and related trades and (iii) plant and machine operators and assemblers (in Africa, the Americas and Asia and the Pacific) (figure 43, panel A).
- ▶ Despite lower employment-to-population ratios, women represent a majority (more than half) of the informally employed workers in a number of occupations, possibly as a result of the combination of occupational segregation and the higher exposure of women to informality in some occupations. For example, women account for just over half of the informally employed professionals in the Americas and in Europe and Central Asia. Globally and in most regions, with the exception of Africa, 50 per cent or more of all informally employed clerical support workers are women. Similarly, women account for 52 per cent of informal service and sales workers worldwide, as many as 61 per cent in Africa and 67 per cent in Europe and Central Asia. By contrast, more than 7 in 10 informal workers employed as plant and machine operators and almost 70 per cent of managers who own or manage informal economic units are men (figure 43, panel A).
- ▶ Among workers in informal employment, workers in elementary occupations, craft and related trade or skilled agricultural activities are over-represented compared to the formal economy. By contrast, the majority of workers in formal employment are managers, professionals and technicians, as well as clerical, service and sales workers. These patterns are especially pronounced in Africa,

the Americas and Asia and the Pacific (figure 43, panel B).

- Occupational gender segregation is higher among workers in formal employment than those in informal employment in most regions, with the exception of the Americas. Consistent with the global trend in occupational gender segregation in informal employment, the share of women is higher than that of men in a number of occupations, including professionals and technicians and clerical workers in all regions except Africa and in service and sales workers everywhere except

in the Arab States. The shares of men working as plant and machine operators, assemblers and skilled agricultural, forestry and fishery workers in informal employment are consistently higher than the corresponding shares of women in these occupations in all regions. Men also tend to be over-represented as managers, both globally and by region, with the exception of the Arab States. While in formal employment, women are more likely than men to be employed as professionals and technicians and clerical support workers. This is true globally and in all regions (figure 43, panel C).

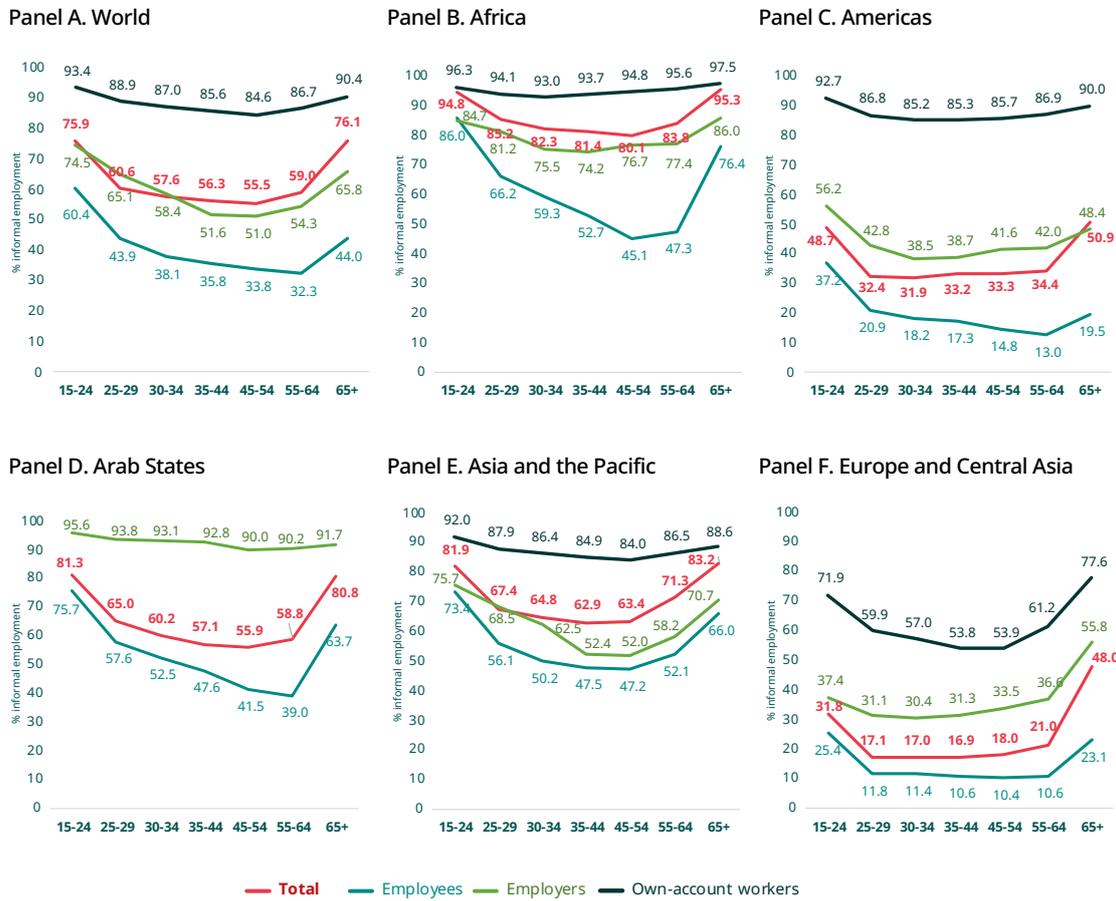
Informality over the life course in regions

- The overall share of informal employment varies over the life course, showing a U-shape for all regions. Close to 95 per cent of younger and older workers in Africa operate in the informal economy. Informality is also the reality for 8 in 10 younger and older workers in Asia and the Pacific (figure 44, panels A, B and E).
- The share of informal employment held by a given age group decreases rapidly with age but then increases at older ages, notably after the statutory retirement age, with variations depending on status in employment. Rates of informality reach their lowest levels for employees in all regions and to some extent for employers as well — although in Africa,

informality still accounts for at least three quarters of employers. Rates of informality remain almost flat and account for more than 8 in 10 workers for own-account workers in all regions, with the exception of Europe and Central Asia (figure 44, panels A, B, C, D, E and F).

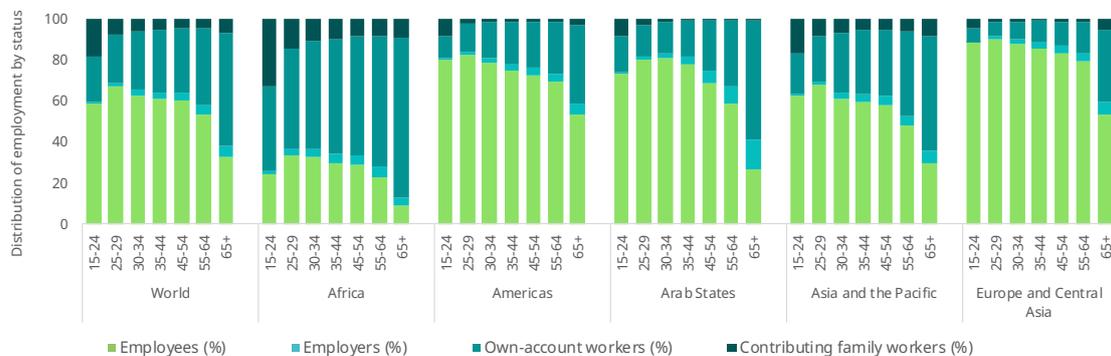
- The different levels of exposure to the risk of informality by employment status (figure 33, panel A), combined with the overall structure of employment by status across ages and regions (figure 45), contribute to the more critical situation for younger and older workers, in all regions but especially in Africa, Asia and the Pacific and the Arab States (figure 44).

Figure 44. Informality age profiles by employment status, in the world and by region (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 146 countries representing 93 per cent of global employment; no data are available for high-income countries in the Arab States

Figure 45. Distribution of employment over the life cycle, by employment status and region (%), 2019

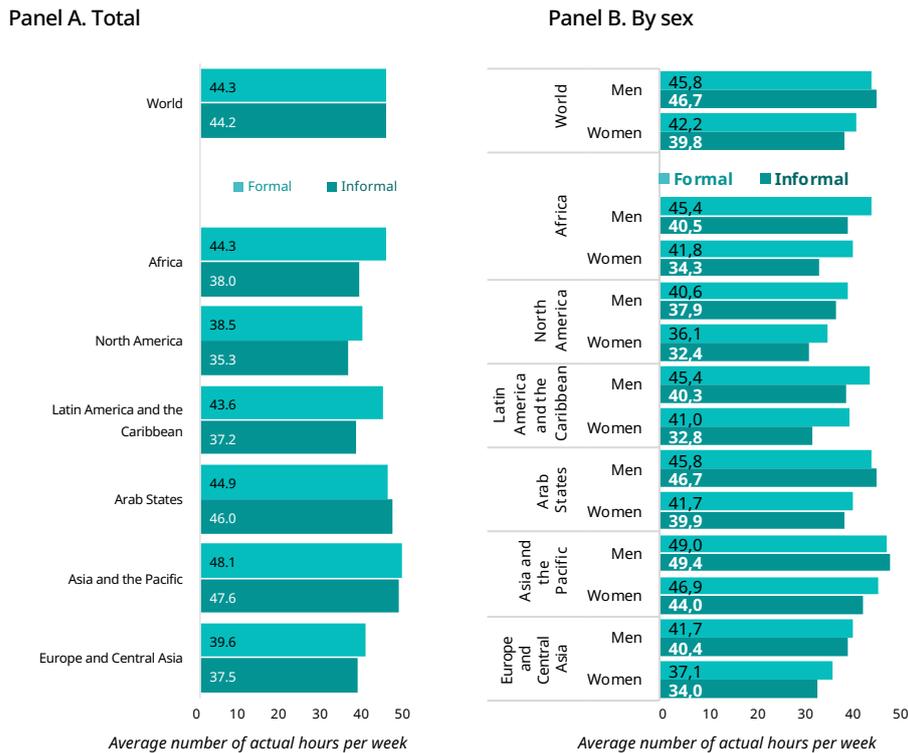


Source: As for figure 44.

2.3 Working conditions

Number of hours of work and informality in regions

Figure 46. Average number of actual hours of work per week among workers in formal and informal employment, by sex and region (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 140 countries representing 92 per cent of global employment.

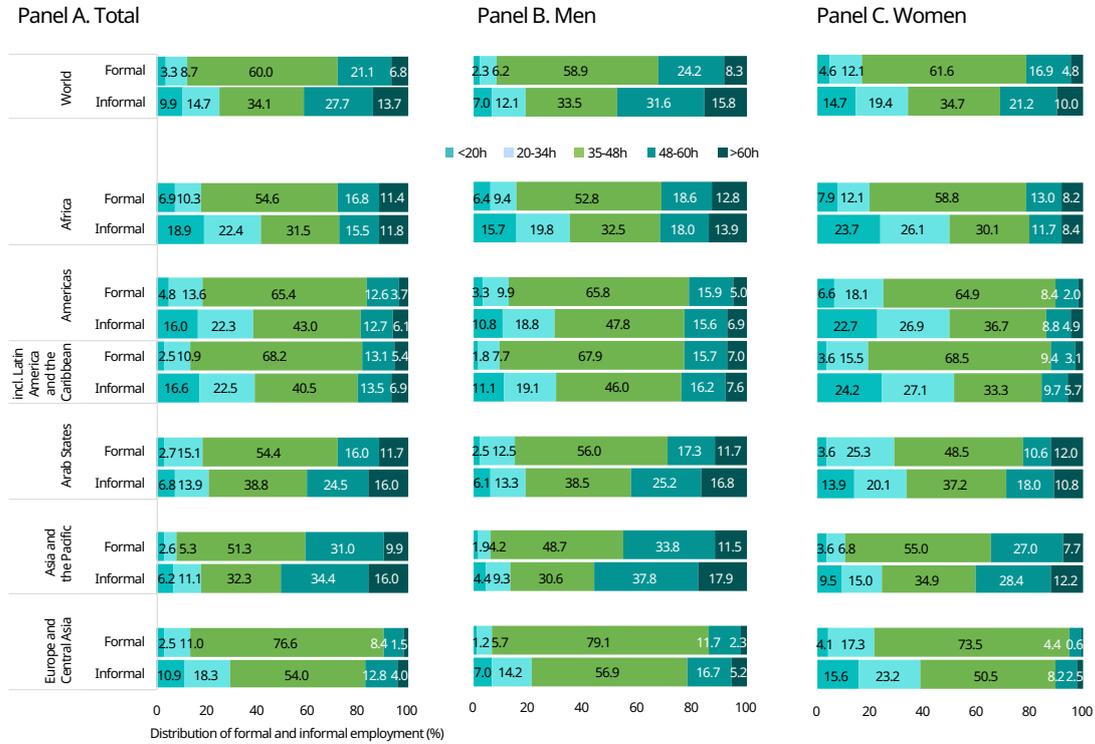
- In most regions, with the exception of the Arab States, workers in informal employment work fewer hours of work on average than their counterparts in formal employment (figure 46, panel A).
- The lowest average number of hours of work per week in the informal economy is found in North America (35 hours), followed by Europe and Central Asia, Latin America and the Caribbean and Africa (37–38 hours). It is likely that some of these employees, in particular in Europe and Central Asia or in Latin America and the Caribbean, are in informal employment precisely because insufficient working hours do not allow them to reach the eligibility conditions to benefit from social security (see figure 49, panel B). In other contexts, notably in Africa, this may also be the result of the combination of irregular or hard-to-count hours among the large number of workers in agriculture and insufficient demand or means for own-account workers to further develop their activity.
- Women in informal employment work on average 2.4 fewer hours of work per week than women in formal employment and 7 fewer hours per week than men in informal employment (see Chapter 1). The gap between the number of hours worked by informally and formally employed women is largest in Latin America and the Caribbean and in Africa. In both regions, women in the informal economy spend on average 7.5 to 8.2 fewer hours per week in paid activities, often due to lack of

time or resources. By contrast, women in the informal economy in Asia and the Pacific and in the Arab States tend to work longer hours on average than their counterparts in formal employment (figure 46, panel B).

- ▶ Considering the distribution of workers in informal employment according to the number of hours of work, in particular the extent to which they deviate from “normal hours of work” (35 to 48 hours per week), the situation is the most extreme in sub-Saharan Africa and Southern Asia, where 80 per cent or more of workers in informal employment work outside the range of what may be considered normal hours of work (figure 47).
- ▶ Africa shows the largest proportion of workers in informal employment with very short hours of work (19 per cent), followed by Latin America and the Caribbean (17 per cent), while Europe and Central Asia is just above the global average (11 per cent) (figure 47, panel A).¹⁰ Among informal workers in Africa and the Americas (driven by the situation in Latin America and the Caribbean), almost 1 in 5 own-account workers and as many as 30 per cent of contributing family workers are concerned (figure 48, panels C and D).
- ▶ Nearly one fourth of women in informal employment in sub-Saharan Africa and Latin America work less than 20 hours a week, a proportion 4 times higher than the one observed in Asia and the Pacific (figure 47, panel C).
- ▶ The proportion of employees in informal jobs with long hours of work is the highest in Asia and the Pacific (53 per cent), compared with the still high but relatively much lower proportion of 38 per cent among formal employees. In Latin America and the Caribbean and in Europe and Central Asia, long hours of work are observed for less than one fifth of informal wage workers – a share that nonetheless exceeds that of workers in the formal economy (figure 48, panel A). Employers, whether informal or formal, are the most likely to work long hours in all regions. The extreme case is again employers operating informal economic units in Asia and the Pacific (figure 48, panel B).

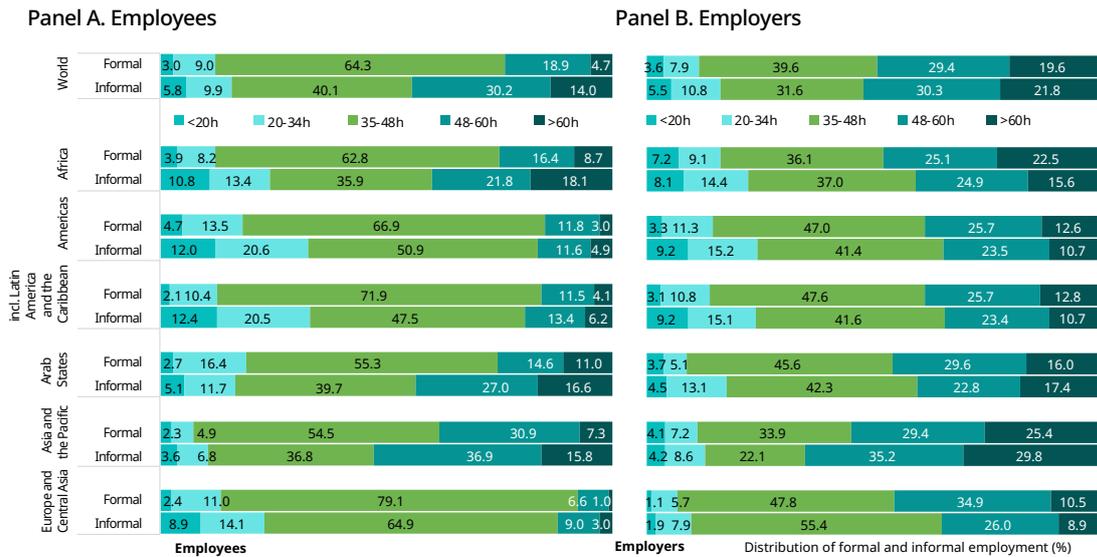
¹⁰ ILO, *Working Time and Work-Life Balance around the World*, 2022.

Figure 47. Distribution of workers in formal and informal employment, by range of hours of work

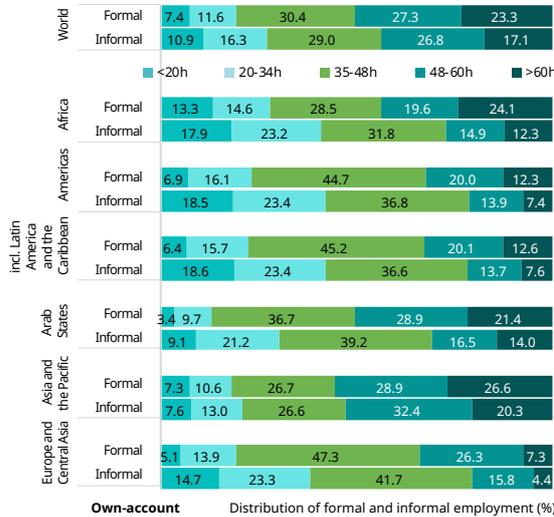


Source: As for figure 46.

Figure 48. Distribution of workers in formal and informal employment, by range of hours of work, status in employment and region (%), 2019



Panel C. Own-account workers

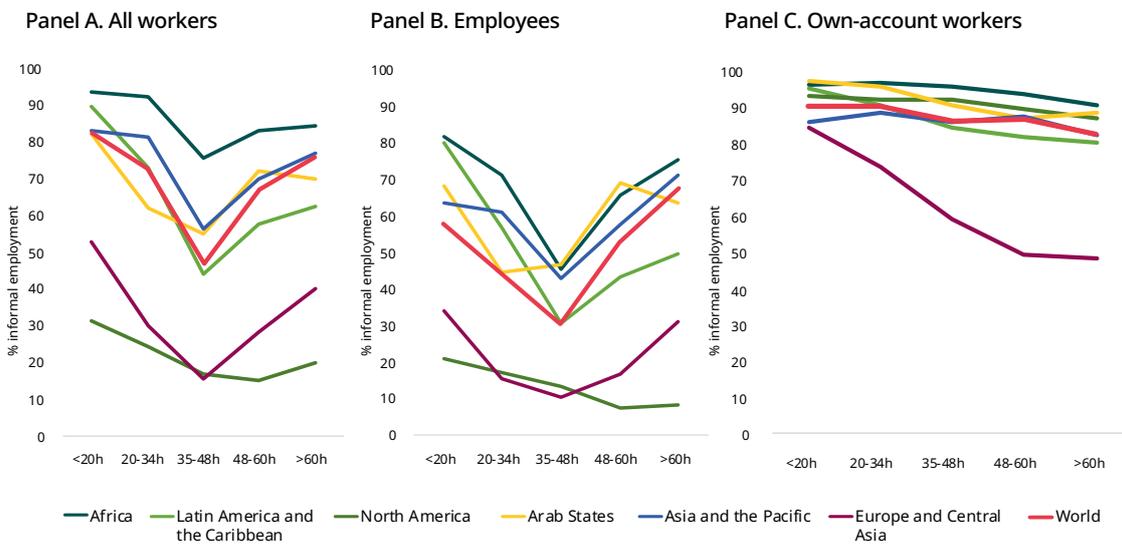


Panel D. contributing family workers



Source: As for figure 46.

Figure 49. Share of informal employment by range of hours of work and region (%), 2019



Source: As for figure 46.

► In all regions, informality is the highest among workers with very short or long hours of work and is the lowest among workers, especially employees, with “normal hours of work” (figure 49, panels A and B). The effect of very short hours of work on the risk of being informal

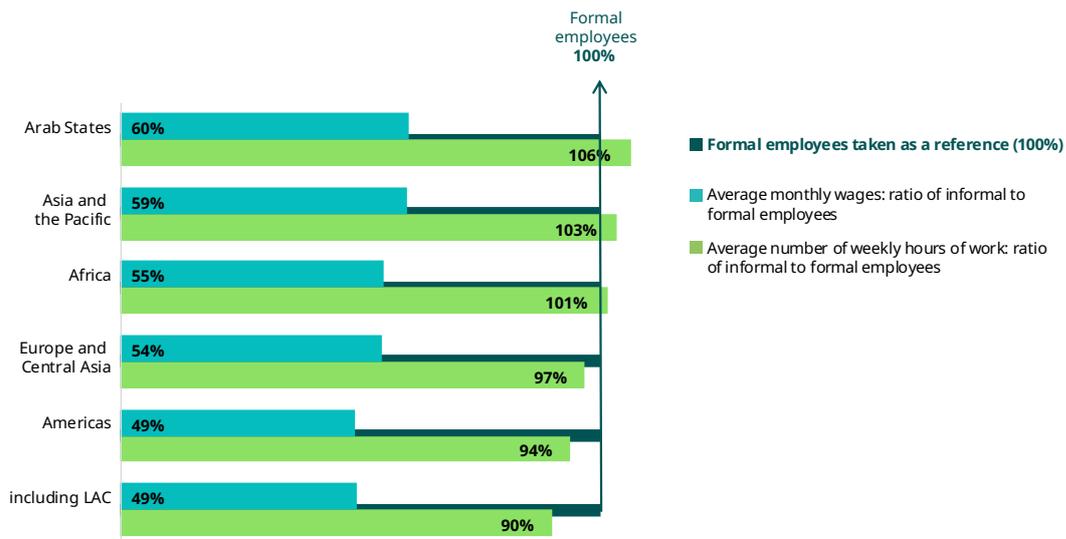
for employees is particularly high in Europe and Central Asia and Latin America and the Caribbean, where some employees most probably fail to meet minimum thresholds in terms of hours of work or earnings to be eligible for social security benefits (figure 49, panel B).

Wages and informality in regions

► The average monthly wages of informal employees are significantly lower than those of formal employees in all regions. An informal employee earns on average less than 50 per cent of the average wage of a formal employee in the Americas and Europe and Central Asia. This ratio is the highest, at about 60 per cent, in the Arab States. However, the direct comparison by region of the monthly wage ratios of informal and formal wage workers can be misleading if differences in the number of hours of work are not taken into account at the same time. Wage ratios are lowest in

regions where informal wage workers work fewer hours than formal wage workers, such as the Americas or Europe and Central Asia. The low average wages of informal wage workers in these two regions are more likely to be a function of the low average number of hours they work. Conversely, while the wages of informal employees appear to be, at least in relative terms, highest in the Arab States and Asia and the Pacific, these figures should again be read in light of the longer hours of work performed among those in informal wage employment (figure 50).

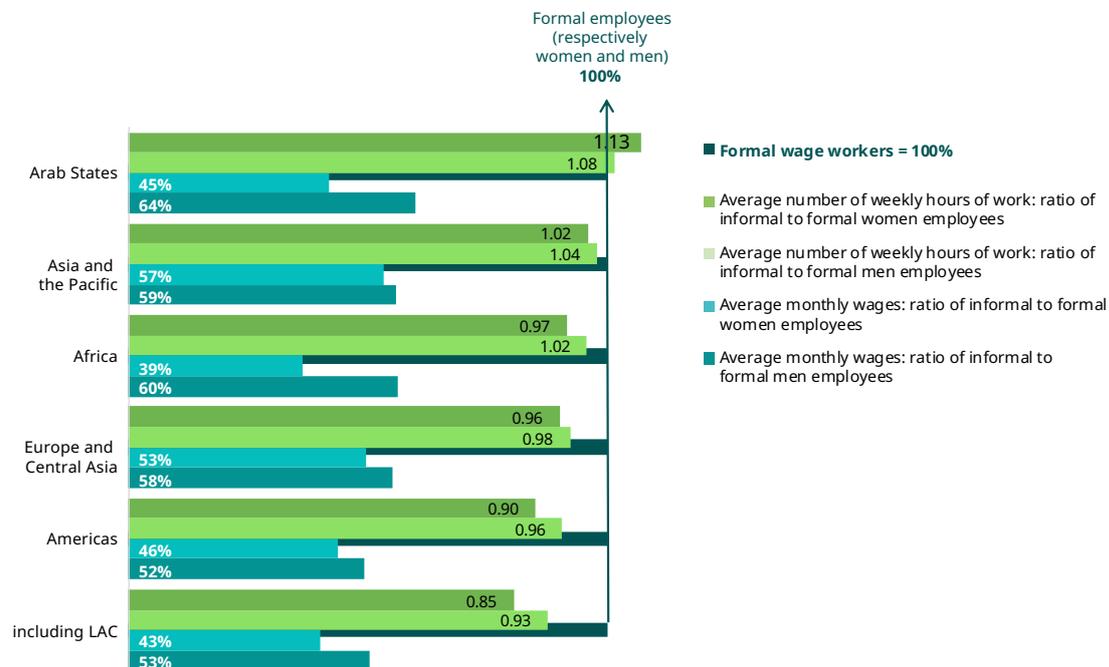
Figure 50. Average monthly wages and average number of hours of work: ratio of informal to formal employees, by region (%), 2019



Note: To produce the global and regional estimates, the average monthly wages of informal employees were compared with the average monthly wages of formal employees; the comparison is expressed as a ratio and not as a pay gap; no comparisons were made with respect to hourly wages and the results were not controlled for specific features, such as the number of hours of work by month; other parameters, such as education or whether the workers were employed in urban or rural areas, were also not considered in the estimates; data are not available for high-income countries in the Arab States.

Source: ILO calculations, based on national household survey micro datasets from 112 countries representing 69 per cent of global wage employment.

Figure 51. Average monthly wages and average number of hours of work: ratio of informal to formal employees, by sex and region (%), 2019



Source: As for figure 50.

► The wage differential between women in informal and formal wage employment is higher than the wage differential observed between men in informal and formal employment in all regions. The situation is the most critical for women in informal employment in Africa and the Arab States. In Africa, a woman in informal employment earns the equivalent of 39 per cent of the average monthly wage of a woman in formal employment. This ratio is the lowest

of all the regions and cannot be explained by the relatively small hours-of-work differential of about 1 hour per week between informal and formal female employees. In the Arab States, the average monthly wage of a woman in informal employment is 45 per cent of the average wage of a woman in formal employment, despite the additional 5 to 6 hours of work per week performed by the informal employee (figure 51).

Place of work and informality in regions

► With a focus on low- and middle-income countries, workers in non-fixed visible places of work are most exposed to informality everywhere, but the highest incidence of informality associated with non-fixed places of work is in Europe and Central Asia, where the share of informal employment is 4.4 times higher among workers in non-fixed premises compared with others and 5.5 times higher for women workers. The penalty associated with “non-fixed premises” is higher for women

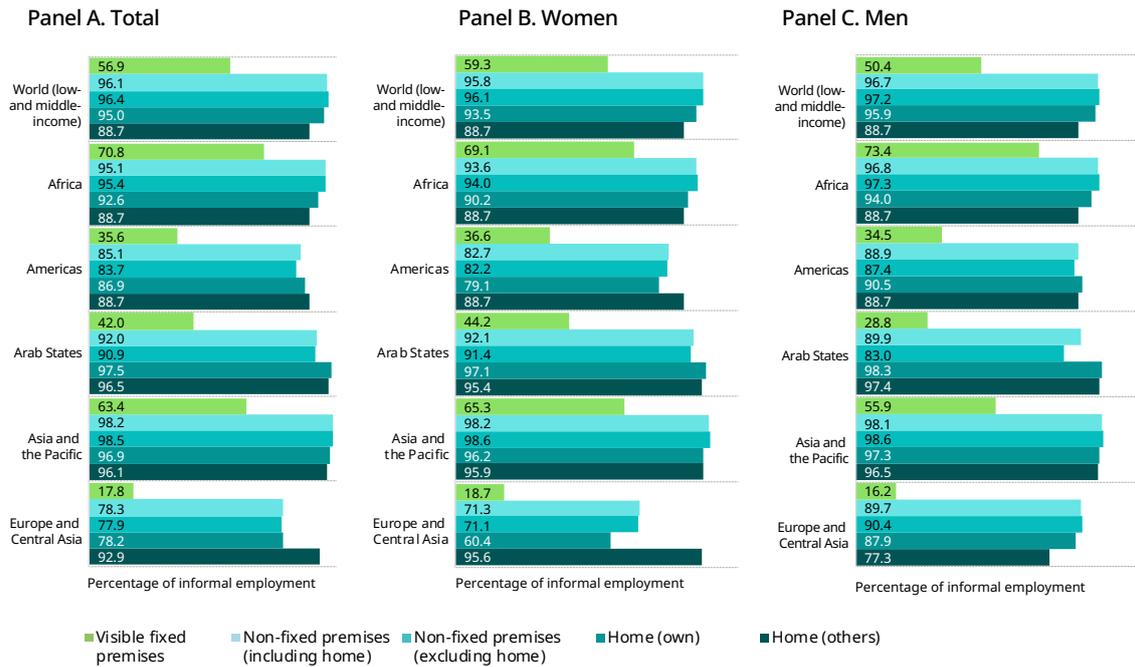
in most regions, except in the Arab States (figure 52).

► Workers in non-fixed places of work (other than home) account for at least half of informal workers in all regions and for 62 per cent on average in low- and middle-income countries. This proportion is the highest in Africa (71 per cent). Among informal workers, the proportion of men working in non-fixed places of work (other than home) is higher than that of women

in most regions except Europe and Central Asia, while a much higher proportion of women than of men work from a home (own-home or others' home) across all regions. Women in informal employment are less likely than men to perform

their work activity in fixed visible premises in all regions, with the notable exception of Latin America and the Caribbean (figure 53, panels A, B and C).

Figure 52. Percentage of informal employment, by place of work, sex and region (in low- and middle-income countries, excluding China) (%), 2019



Source: ILO calculations, to be considered with caution; based on national survey microdata from 64 low- and middle-income countries, excluding China, accounting for 53 per cent of employment in low- and middle-income countries, excluding China.

Figure 53. Distribution of informal and formal employment, by place of work, sex and region (in low- and middle-income countries, excluding China) (%), 2019



Source: As for figure 52.

Contextual vulnerabilities and opportunities: the household dimension in regions

Figure 54. Distribution of informal and formal employment, by type of households and sex in the world and by region (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 128 countries representing 81 per cent of global employment; no data available for high-income countries in the Arab States.

- ▶ Europe and Central Asia, followed by the Americas, are two regions in which a significant proportion of workers in informal employment may have the opportunity to benefit indirectly from some level of protection acquired by another household member in formal employment (45 per cent and 32 per cent, respectively).
- ▶ In all regions, women in informal employment are more likely than men to live with other household members in formal employment (figure 54, panels A, B and C).

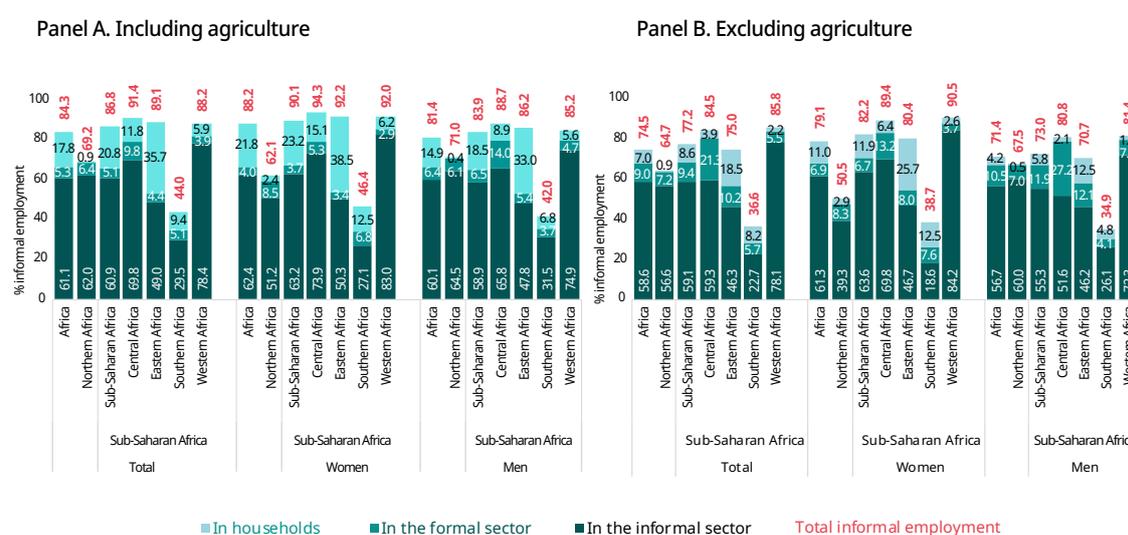


► Chapter 3 Profiles of informality in subregions

3.1 Africa

Size and composition of informal employment in Africa

Figure 55. Percentage of informal employment in Africa, by sex and subregion (%), 2019



Source: Global and regional estimates, based on ILOSTAT model for the proportion of informal employment in total employment, by sex; initial country estimates, based on national household survey data from 45 African countries representing 94 per cent of total employment in Africa; decomposition of informal employment by type of production unit (panels A and B) and proportion of informal employment excluding agriculture (panel B), based on estimation method for missing values presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

- While informal employment is the main source of employment in Africa (84 per cent), the subregions of sub-Saharan Africa and Northern Africa have different levels of socio-economic development and informal employment. The share of informal employment in total employment is about 69 per cent in Northern Africa and reaches 87 per cent in sub-Saharan Africa (65 per cent and 77 per cent, respectively, when agriculture is excluded) (figure 55, panels A and B).
- As is the case at the regional level (see Chapter 2), informal employment is a greater source of employment for women than for men in sub-Saharan Africa (90 per cent versus 84 per cent). North Africa shows the reverse situation: the minority of women in employment tend to be employed in sectors, occupations or institutions that are more likely to provide formal jobs (figure 55, panel A).
- In sub-Saharan Africa, informal employment is the main source of employment in all subregions except Southern Africa, where less than half of the employed population is in informal employment (44 per cent; 37 per cent excluding agriculture) (figure 55, panels A and B).
- In Africa, informal sector enterprises provide more than 70 per cent of total informal employment while 1 in 5 workers in informal employment are in households, subsistence farming or employed as domestic workers by another household.¹¹ Compared to the regional average, the share of informal employment in

¹¹ The numbers in this paragraph are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 55).

households is particularly high in Eastern Africa (36 per cent of total informal employment). A little more than 6 per cent of all informal workers (figure 55, panel A) and 28 per cent of informal wage workers (figure 56, panel A) are employed by formal enterprises. If agriculture is excluded, the average share of informal employment

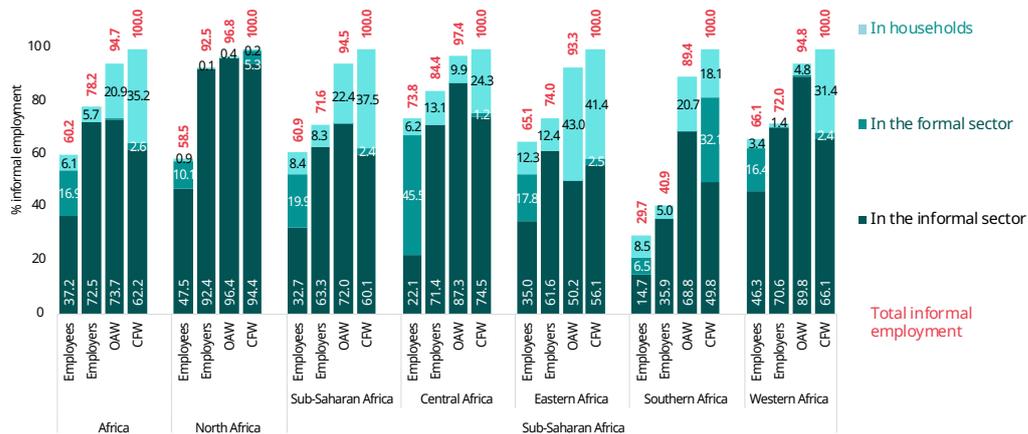
diminishes slightly in all subregions, whereas the share of informal employment in the formal sector increases markedly, from 6 per cent to 12 per cent. Informality in formal enterprises reaches a quarter of non-agricultural informal employment in Central Africa and 14 per cent in Eastern Africa (figure 55, panels A and B).

Who are the workers in the informal economy in Africa and which groups are the most at risk of informality?

Informality and status in employment across Africa's subregions

Figure 56. Informal employment and status in employment in Africa, by subregion (%), 2019

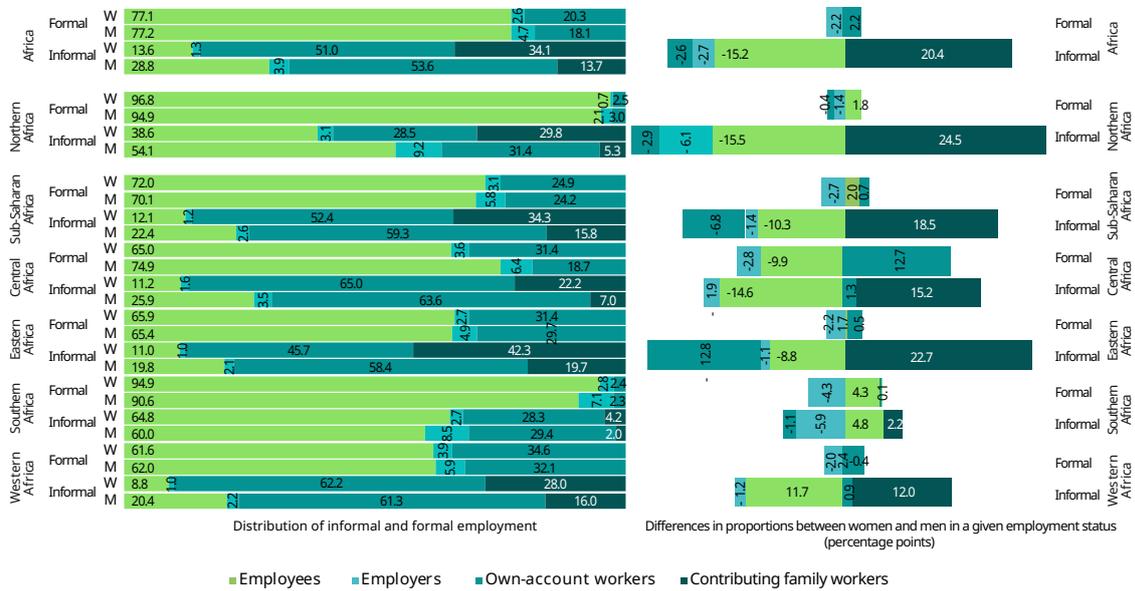
Panel A. Share of informal employment, by status in employment



Panel B. Distribution of informal and formal employment, by status in employment



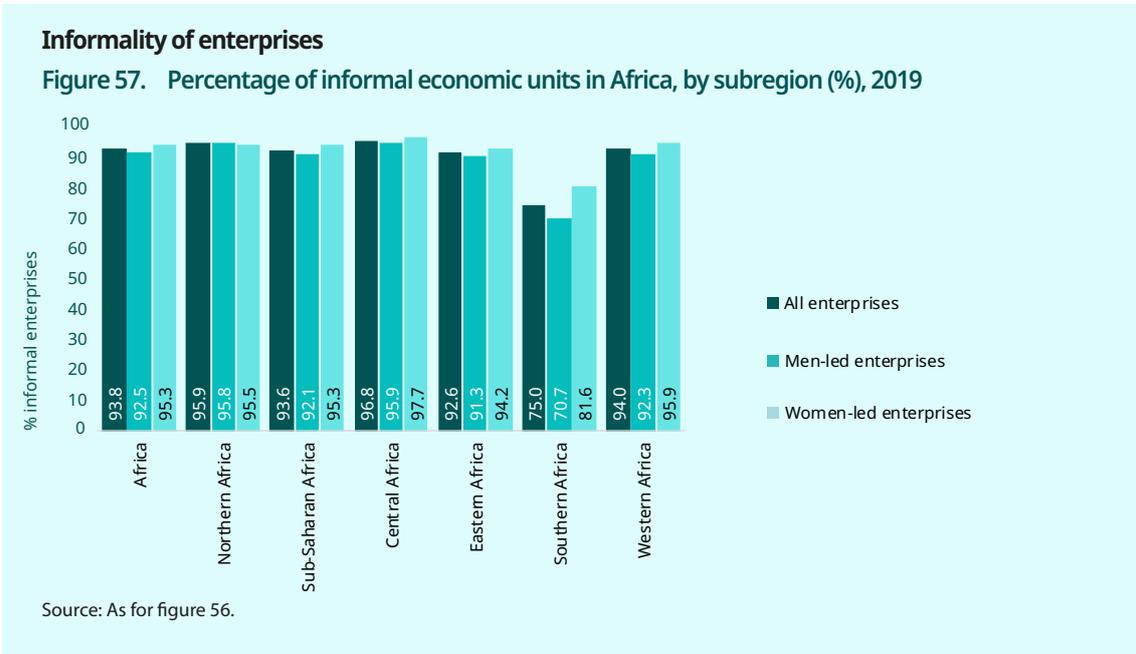
Panel C. Distribution of informal and formal employment, by status in employment and sex



Source: Global and regional estimates, based on input data from 45 African countries representing 94 per cent of total employment in Africa; estimated values for missing values, based on estimation method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

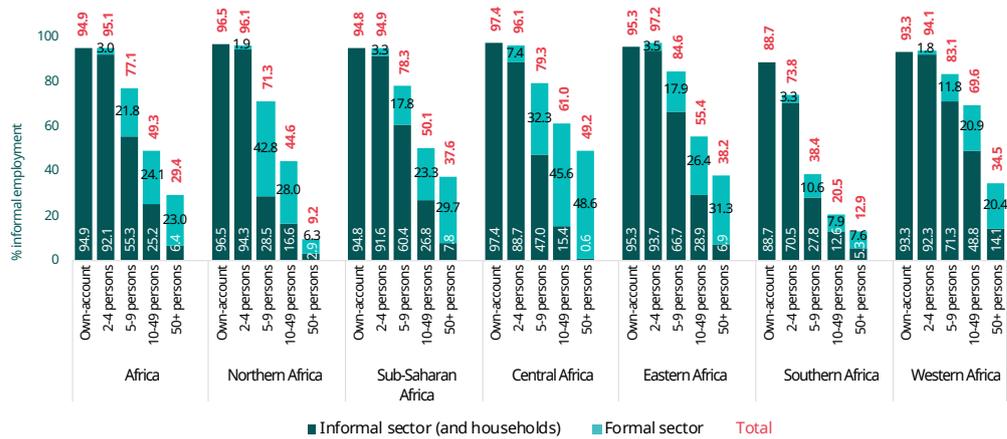
- ▶ Across Africa, between 89 per cent (Southern Africa) and 97 per cent (Central Africa) of own-account workers operate in the informal sector. About two thirds of employees are informally employed in Africa, North Africa and sub-Saharan Africa. The only exception is Southern Africa, where informality concerns one third of employees (figure 56, panel A). Yet employees in this subregion, unlike the others in sub-Saharan Africa, represent the largest group in the informal economy (figure 56, panel B).
- ▶ Own-account workers account for more than half of informal employment in the region and in most subregions, with the exception of North Africa and Southern Africa. While own-account workers account for more than 3 in 5 workers in Central and Western Africa, employees represent the largest group of informal workers in Northern and Southern Africa (51 per cent and 63 per cent, respectively), followed by own-account workers (figure 56, panel B).
- ▶ At the regional level, women in informal employment are 2.5 times more likely than men to be contributing family workers; this ratio increases to 5 times more likely in North Africa and in Central Africa, where as many as 42 per cent of women in the informal economy are contributing family workers. Women are also over-represented as informal own-account workers in Western Africa and Central Africa and as informal employees in Southern Africa (figure 56, panel C).

Informality of enterprises and informality within enterprises across Africa's subregions



Informality of employment within enterprises

Figure 58. Share and composition of informal employment in Africa, by enterprise size and subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 38 African countries representing 78 per cent of total employment in the region.

Figure 59. Distribution of informal and formal employment in Africa, by enterprise size and subregion (%), 2019



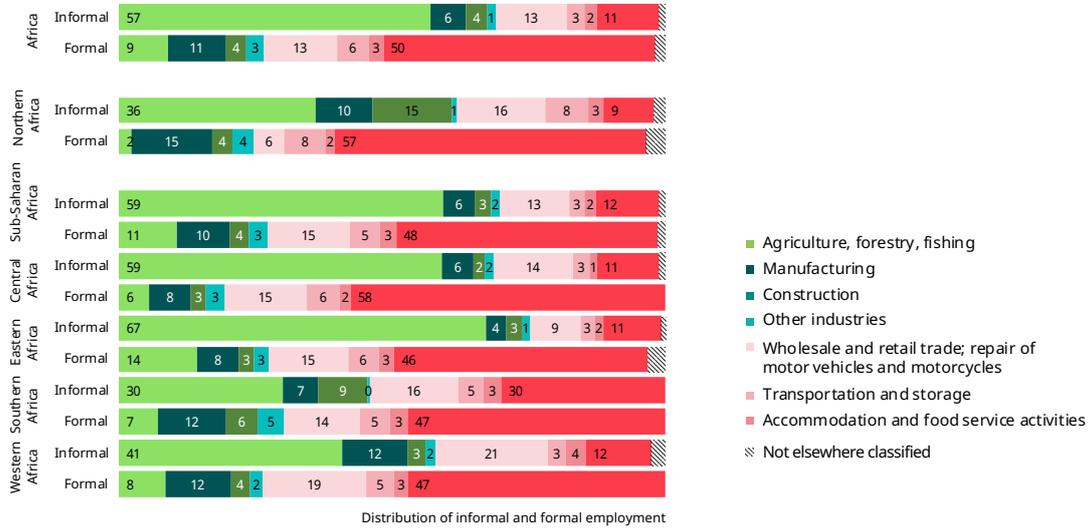
Source: As for figure 58.

- ▶ In all subregions except Southern Africa, more than 9 in 10 economic units are informal. Women-led enterprises are even more likely to be informal in Africa and all its subregions except for Northern Africa (figure 57).
- ▶ As with the global trend, the share of informal jobs in Africa decreases as the size of economic units increases. While more than 9 in 10 own-account workers are informal, informality concerns one third of people employed in large enterprises. One of the characteristics of sub-Saharan Africa is the significance of informal employment in large enterprises, including formal enterprises. In the subregion, as many as 38 per cent of workers in enterprises of 50 persons and more have informal jobs, of whom 80 per cent are employed in formal enterprises.¹² With the exception of Southern Africa, between one third and one half of employees in large formal enterprises do not have access to adequate social and labour protection through formal employment (figure 58).
- ▶ Economic units with fewer than 5 workers account for nearly 90 per cent of informal employment across the region, except in Southern Africa, where they account for slightly more than 70 per cent of informal employment.
- ▶ Meanwhile, enterprises of 50 or more persons concentrate 40 per cent of all formal jobs in sub-Saharan Africa and more than 70 per cent in Northern Africa (figure 59).

¹² The numbers in this paragraph are expressed in percentages of informal employment in large enterprises (and not as percentages of total employment, as expressed in figure 58).

Sectoral dimension of informality across Africa’s subregions

Figure 60. Distribution of informal and formal employment in Africa, by sector and subregion (%), 2019



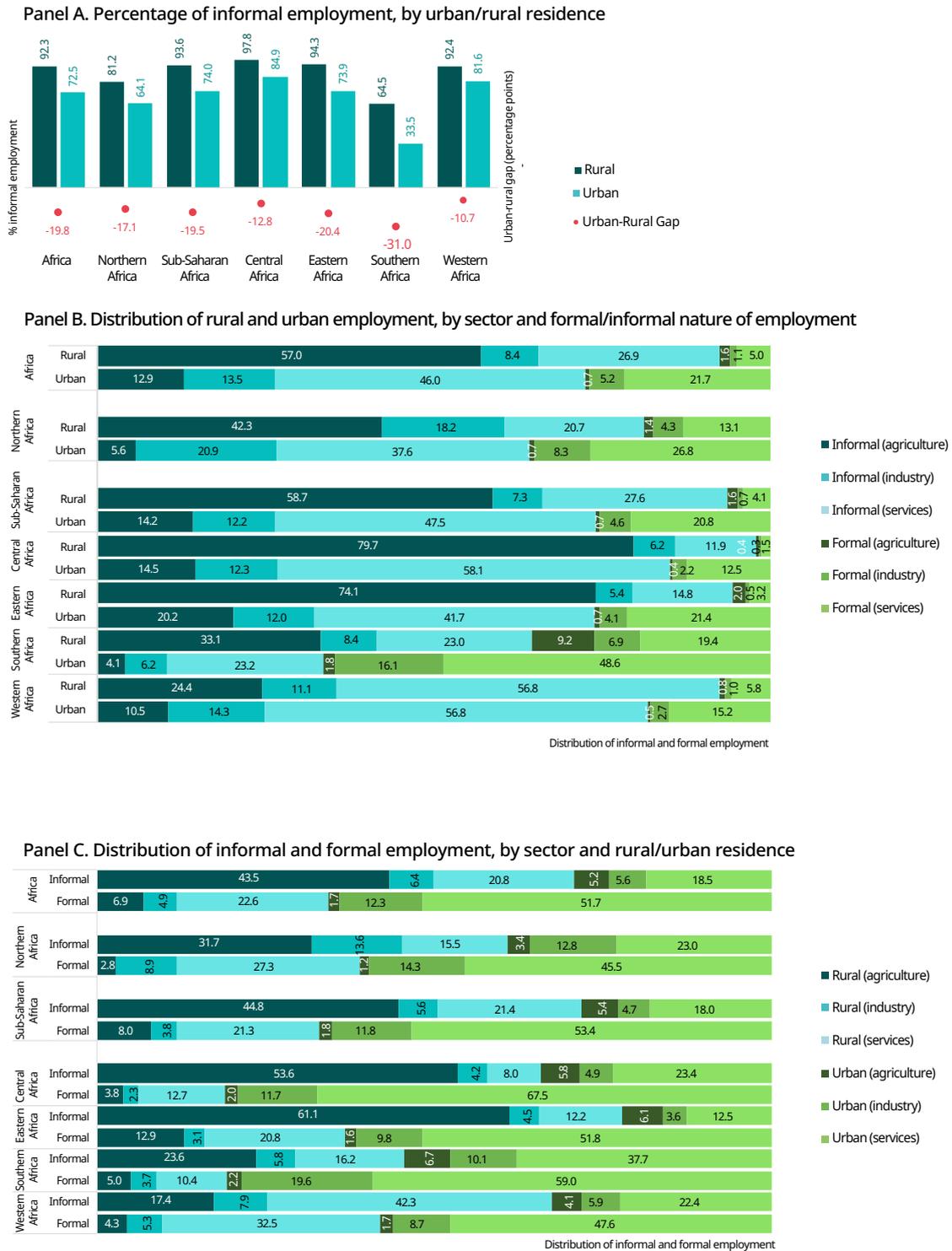
Source: ILO calculations, based on national household survey micro datasets from 40 African countries representing 76 per cent of total employment in the region.

- In the region, agriculture accounts for the majority of informal employment (57 per cent), followed by wholesale and retail trade (13 per cent) and “other services”, including domestic workers (11 per cent). Meanwhile, “other services” — mainly public administrations, education and health — account for half of formal employment in the region, followed by wholesale and retail trade (13 per cent) and manufacturing (11 per cent) (figure 60).
- When comparing the sectoral distribution of informal employment between subregions, Southern Africa stands out as the region with the lowest percentage of informal employment

in agriculture and the highest in “other services”, each representing 30 per cent of informal jobs. Northern Africa has the second lowest proportion of informal employment in agriculture (36 per cent), followed by Western Africa (41 per cent). The proportion of informal workers in wholesale and retail trade is the highest in Western Africa (21 per cent including agriculture and 35 per cent of non-agricultural informal employment). This sector also accounts for a large share of informal employment in Southern and Northern Africa (16 per cent in both cases, figure 60).

Informality and the urban-rural divide across Africa's subregions

Figure 61. Informality and the urban-rural divide in Africa, by subregion (%), 2019

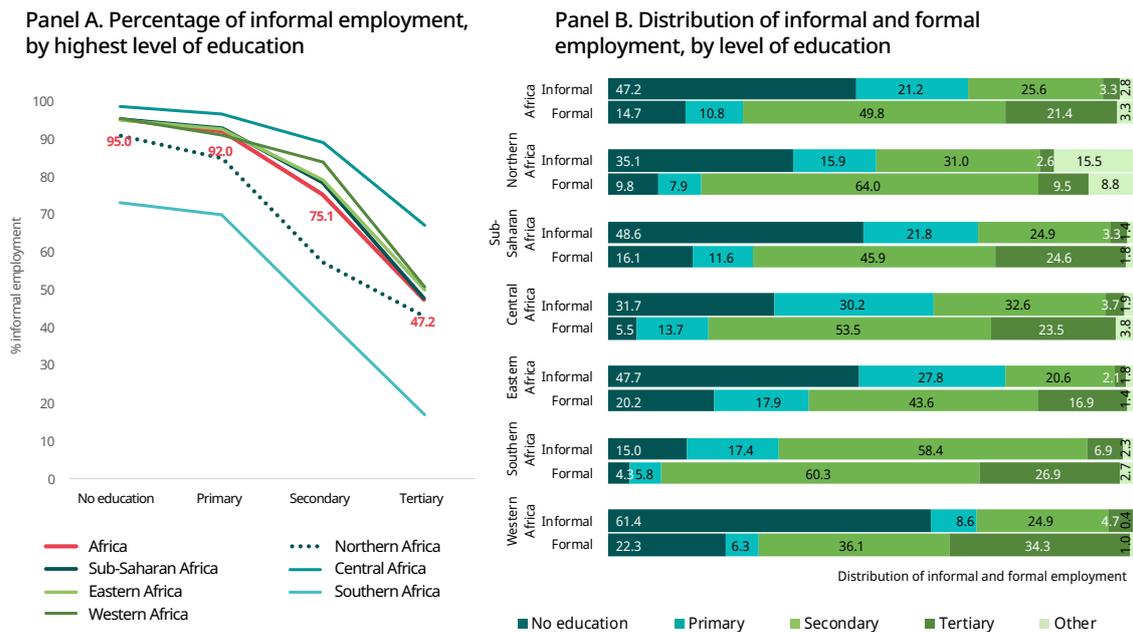


Source: ILO calculations, based on national household survey micro datasets from 40 African countries representing 92 per cent of total employment in the region.

- Informal employment dominates the labour market in both rural (92 per cent) and urban areas (72 per cent), although informality is higher in rural areas in all subregions. Informal employment is highest in Central Africa for both urban and rural residence, while the largest urban-rural gap in informal employment is in Southern Africa (figure 61, panel A).
- Informal agriculture accounts for the majority of rural employment in Africa (57 per cent), while informal services and industry account for 35 per cent. In urban areas, informal employment in services concentrates the largest group of workers (46 per cent at the regional level and as many as 57–58 per cent in Central and Western Africa) (figure 61, panel B).
- In Africa, the majority of workers in the informal economy (71 per cent) live in rural areas and rural agriculture accounts for 43 per cent of informal employment. Southern Africa is the only subregion in Africa where rural informal employment does not constitute the majority of informal employment, while Eastern Africa is the subregion where it is most prevalent (figure 61, panel C).

Education and informality across Africa’s subregions

Figure 62. Informality and education in Africa, by subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 45 African countries representing 94 per cent of total employment in the region.

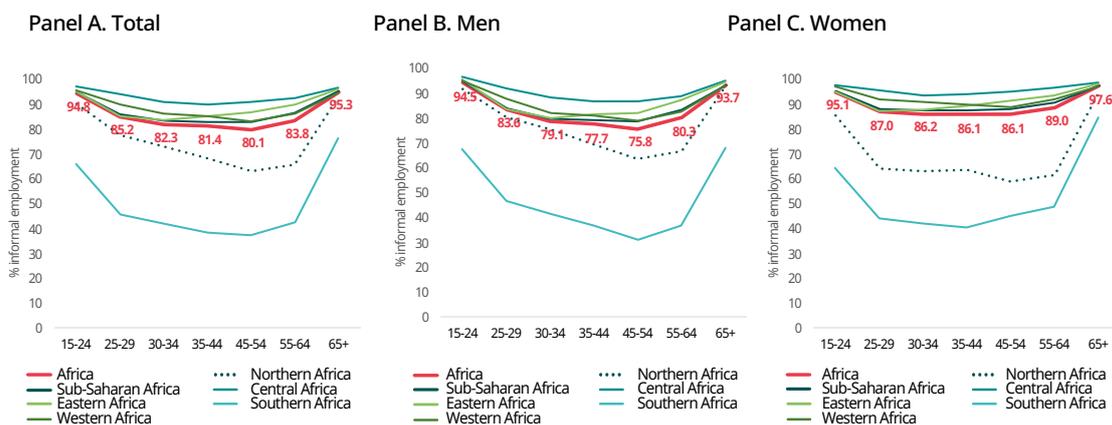
- As in other regions, rising levels of education are reflected in falling rates of informality. However, with the exception of Southern Africa, what characterizes Africa is the persistence of informality, including among workers with higher levels of education. Indeed, from 43 per cent of workers with tertiary education in North Africa to as many as 67 per cent in Central Africa are in informal employment. The underlying reasons include the inability of the economy to create sufficient formal skilled jobs and certainly the mismatch between the qualifications acquired in higher education and the real needs of the labour market (figure 62, panel A).
- Nearly 7 in 10 workers in informal employment in Africa have no formal education or at best a primary education and 3 per cent have a tertiary

education. With the exception of Southern Africa and Northern Africa, from 62 per cent of informal workers in Central Africa to 76 per cent in Eastern Africa have a primary or lower level of education, while from one fifth to just over 30 per cent have secondary education. By contrast, almost 2 in 3 informal workers in Southern Africa and almost 1 in 2 informal workers in Northern Africa have at least a secondary education.

► The majority of workers in formal employment in all subregions have at least a secondary education (figure 62, panel B). At the regional level, more than 1 in 5 formal workers have a tertiary education, including more than 1 in 3 in Western Africa (figure 62, panel B).

Informality over the life course across Africa's subregions

Figure 63. Percentage of informal employment in Africa, by age range and subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 45 African countries representing 94 per cent of total employment in the region.

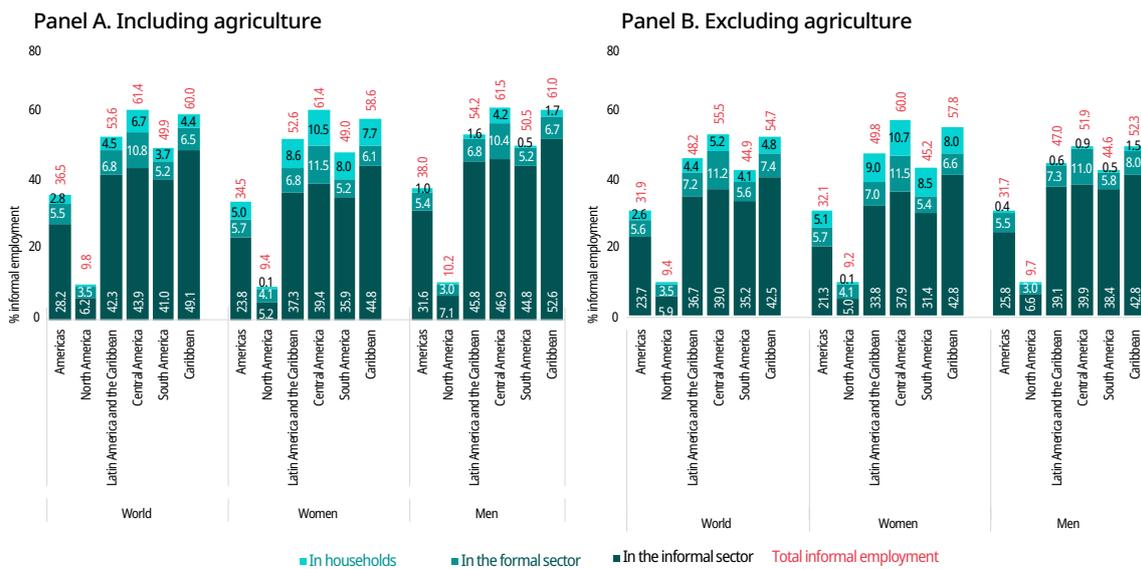
- In Africa, younger and older workers have especially high rates of informal employment: about 95 per cent of persons in employment aged 15–24 and 65 and older earn their living in the informal economy. As high as 98 per cent of women aged 65 and older are in informal employment.
- The pattern remains more or less stable in most subregions for the 25–64 age range.

However, informal employment rates fall more significantly in Northern and Southern Africa, where the overall incidence of informality is lower and the proportions of employees and levels of education are higher, including among informal workers, and therefore the opportunities for transition to formal employment during working life are likely to be greater (figure 63).

3.2 Americas

Size and composition of informal employment in the Americas

Figure 64. Percentage of informal employment in the Americas, by sex and subregion (%), 2019



Source: Global and regional estimates, based on ILOSTAT model for the proportion of informal employment in total employment, by sex; initial country estimates, based on national household survey data from 26 countries from the Americas representing 98 per cent of total employment in the region; decomposition of informal employment by type of production unit (panels A and B) and proportion of informal employment excluding agriculture (panel B), based on estimation method for missing values presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

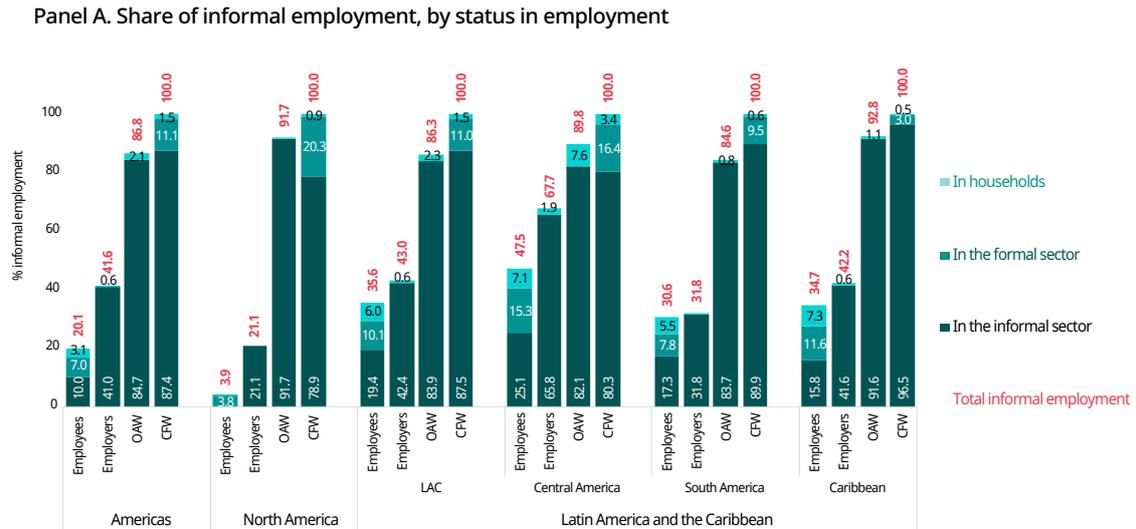
- In the Americas, 37 per cent of employment is informal, a proportion that rises to 54 per cent in Latin America and the Caribbean (LAC) (48 per cent excluding agriculture). Within LAC, informality accounts for about 60 per cent of employment in Central America and the Caribbean and 1 in 2 workers in South America (figure 64).
- Informal employment is a greater source of employment for men than for women at both regional and subregional levels if agriculture is included. The opposite is true if agriculture is excluded, as a result of the situation in Latin America and the Caribbean, where 50 per cent of women and 47 per cent of men are in non-agricultural informal employment (figure 64).
- The Americas is one of the regions in which the incidence of informal employment in formal enterprises and in households is among the highest. In Latin America and the Caribbean, 76 per cent of workers in informal employment outside agriculture work in informal sector enterprises, 15 per cent in the formal sector and 9 per cent in households.¹³ In the subregion, women are almost 10 times more represented in the household sector (as domestic workers) than men if agriculture is included and almost 13 times more represented if it is excluded (figure 64).

¹³ The numbers in this paragraph are expressed as percentages of informal employment (and not as percentages of total employment, as expressed in figure 64).

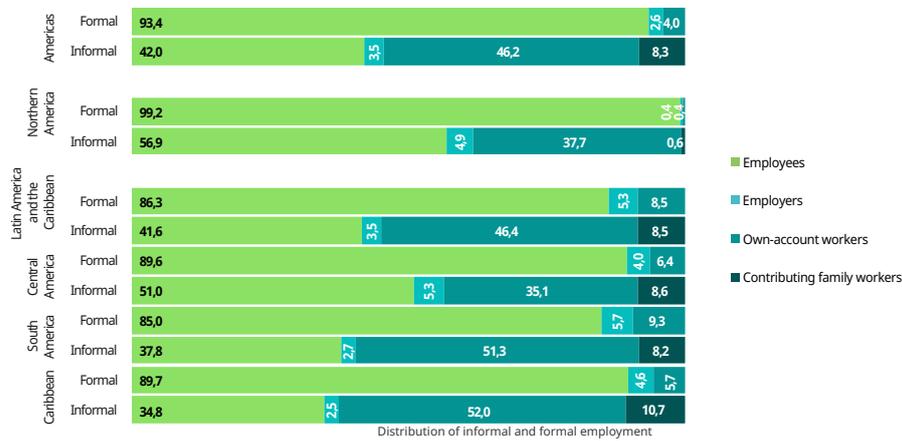
Who are the workers in the informal economy in the Americas and which groups are the most at risk of informality?

Informality and status in employment across subregions in the Americas

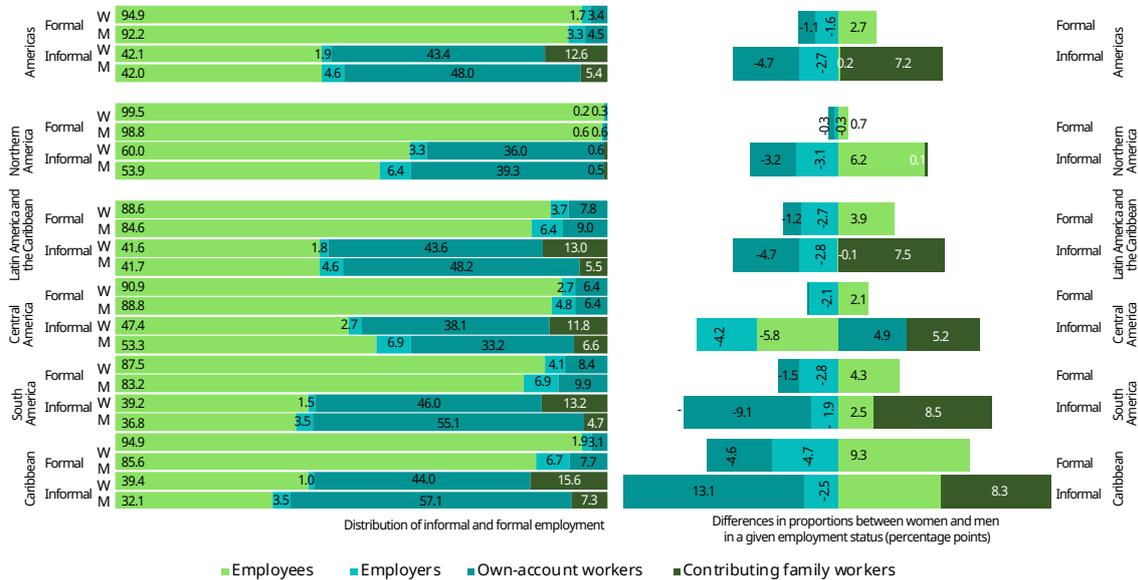
Figure 65. Informal employment and status in employment in the Americas, by subregion (%), 2019



Panel B. Distribution of informal and formal employment, by status in employment



Panel C. Distribution of informal and formal employment, by status in employment and sex



Source: Global and regional estimates, based on input data from 26 countries from the Americas representing 98 per cent of total employment in the region; estimated values for missing values, based on estimation method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

- Across the region, from 85 per cent (South America) to 93 per cent (Caribbean) of own-account workers are in informal employment. Informality among employers stands at 42 per cent at the regional level and 43 per cent in Latin America and the Caribbean. Finally, less than 1 in 5 employees in the region hold an informal job, a proportion that reaches 37 per cent in Latin America and the Caribbean (figure 65, panel A). A significant proportion of those employees are informally employed outside the informal sector: 35 per cent of workers at the regional level and 28 per cent of workers in Latin America and the Caribbean work in formal enterprises, while 16 to 17 per cent of workers (at the regional and subregional levels) are employed by households as domestic workers¹⁴ (figure 65, panel A). In Latin America and the Caribbean, as many as 2 in 5 women employees in informal employment are domestic workers.¹⁵
- While 1 in 2 informally employed workers are independent workers at both the regional level and in Latin America and the Caribbean, employees also account for a significant proportion of informal employment. They represent from 35 to 38 per cent of workers in informal employment in the Caribbean and South America and more than 50 per cent of workers in informal employment in Central America and North America. Meanwhile, employees account for the majority of formal employment (93 per cent at the regional level and 86 per cent in Latin America and the Caribbean) (figure 65, panel B).
- Women in informal employment are over-represented as contributing family workers. In Latin America and the Caribbean, 13 per cent of women in informal employment are contributing family workers compared to 5 per cent of men. In all subregions, the proportion of women who are contributing

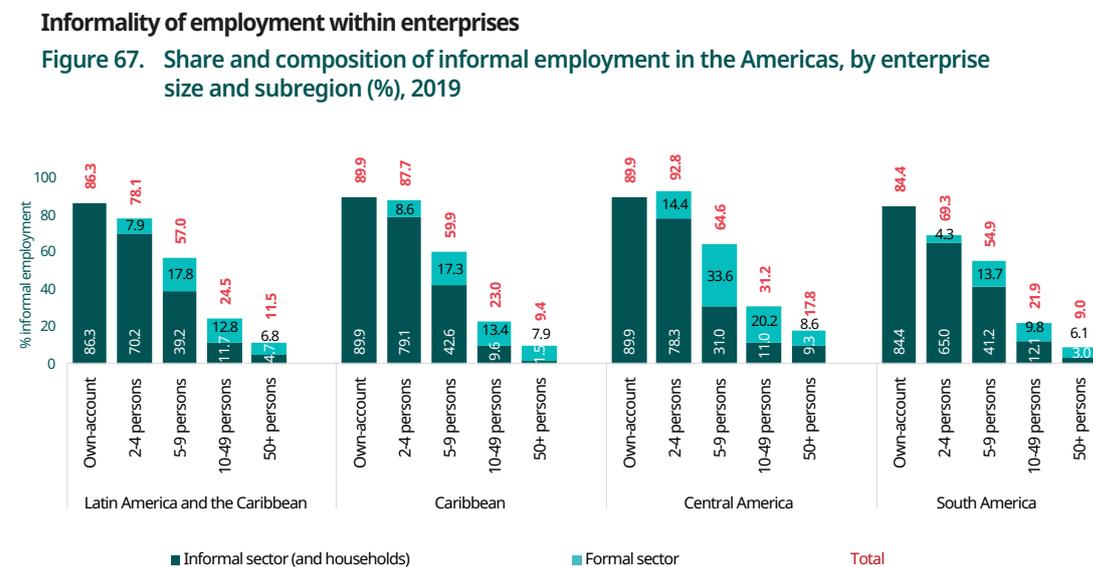
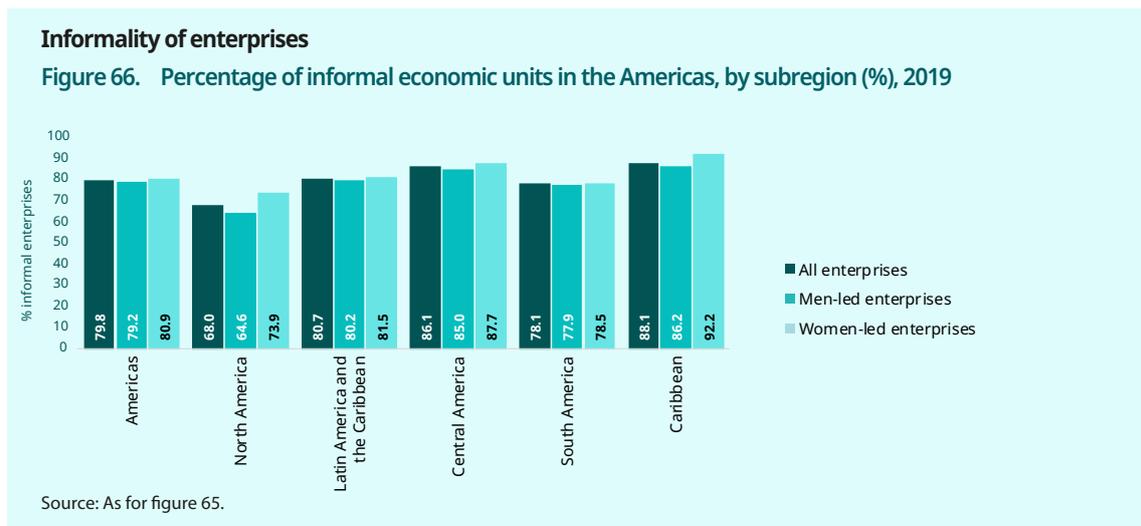
14 The numbers in this sentence are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 65).

15 For a complete analysis of the global and regional situation of domestic workers, see ILO, *Making Decent Work A Reality for Domestic Workers*, 2021 and ILO, *Making the Right to Social Security A Reality for Domestic Workers: A Global Review of Policy Trends, Statistics and Extension Strategies*, 2022.

family workers is at least twice as high than that of men. Women are also over-represented as employees in most subregions, with the

exception of Central America (figure 65, panel C).

Informality of enterprises and informality within enterprises across subregions in the Americas



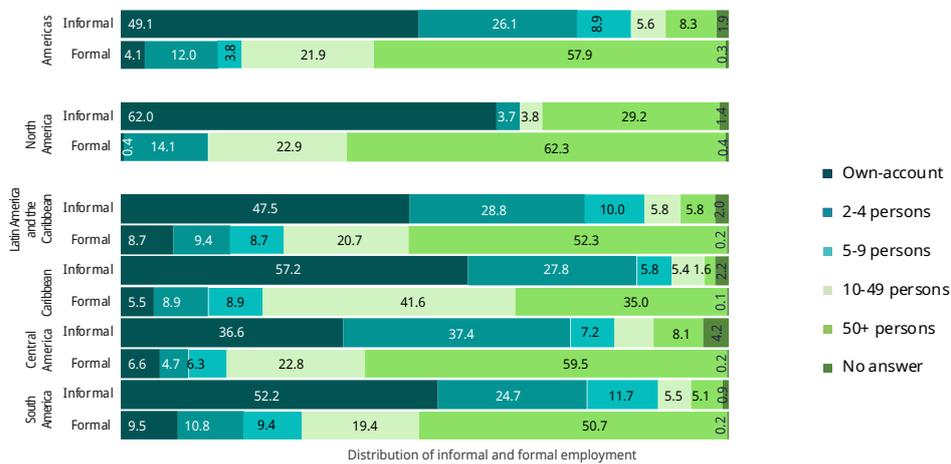
Note: in the absence of sufficient data for North America, data for the subregion is not indicated.

Source: ILO calculations, based on national household survey micro datasets from 24 countries from Latin America and the Caribbean representing 97 per cent of total employment in the subregion.

- Almost 8 in 10 enterprises are informal at the regional level and more than 8 in 10 enterprises in Latin America and the Caribbean – as many as 88 per cent in the Caribbean. Women-led enterprises are more likely to be informal, especially in the Caribbean and Central America (figure 66).
- In the region and subregions, the share of workers with informal jobs decreases as the size of the enterprise increases. The rate of

informality is especially high (88 per cent at least) for enterprises of less than 5 persons in both Central America and the Caribbean. The share of informal workers employed in formal enterprises tends to increase with the size of enterprises. In Latin America and the Caribbean, 59 per cent of workers informally employed in enterprises of 50 persons and more work in formal enterprises. This proportion reaches 84 per cent in the Caribbean (figure 67).

Figure 68 Distribution of informal and formal employment in the Americas, by enterprise size and subregion (%), 2019

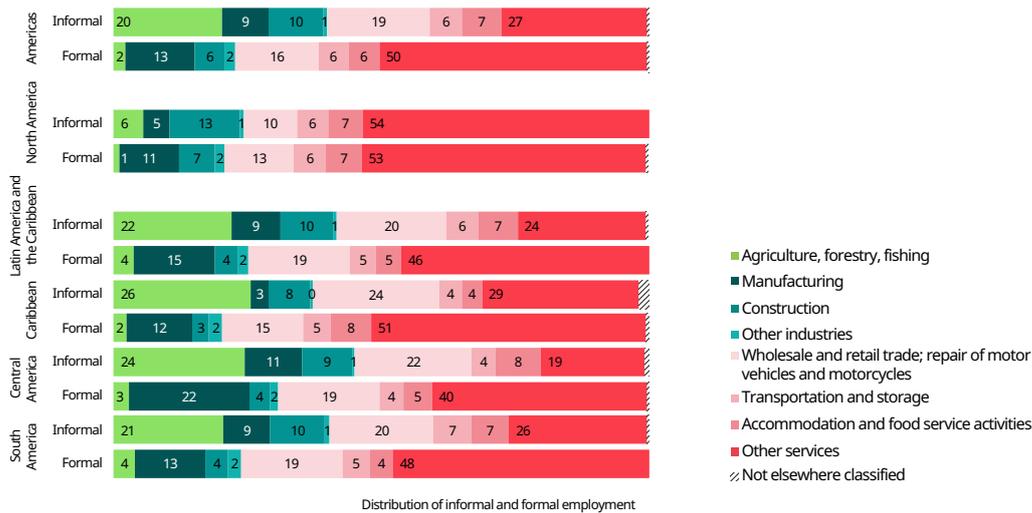


Source: As for figure 67.

- In the Americas, 3 in 4 workers in the informal economy are employed in enterprises with fewer than 5 workers, while 84 per cent are employed in enterprises with fewer than 10 workers. The corresponding proportions are 76 per cent and 86 per cent, respectively, in Latin America and the Caribbean. Own-account workers make up the majority in all subregions except Central America, as they already account for almost half of informal employment at the regional level.
- At the subregional level, enterprises with fewer than 10 workers range from 81 per cent of total informal employment in Central America to 91 per cent in the Caribbean, with a relatively lower share (66 per cent) in North America (figure 68).

Sectoral dimension of informality across subregions in the Americas

Figure 69. Distribution of informal and formal employment in the Americas, by sector and subregion (%), 2019

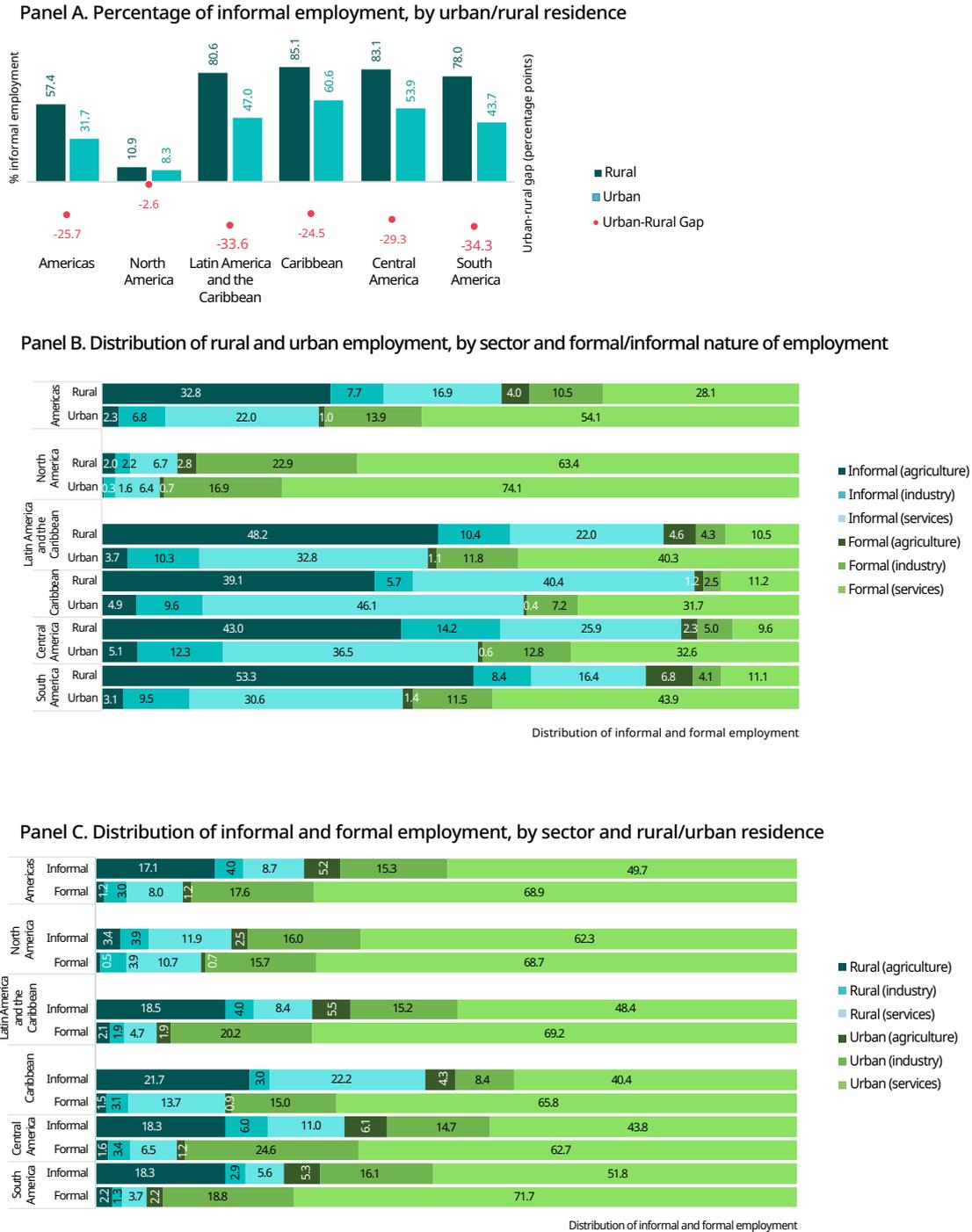


Source: ILO calculations, based on national household survey micro datasets from 23 countries from the Americas representing 93 per cent of total employment in the region.

- ▶ In the Americas, the service sector accounts for 3 in 5 informally employed workers, 1 in 5 informal workers are employed in agriculture and an equal proportion in industry. Services account for more than three quarters of informal employment in North America and 58 per cent in Latin America and the Caribbean. The "other services" category, which includes jobs in public administration, information and communication, health and education, as well as activities that are highly exposed to informality such as domestic work, accounts for more than one quarter of informal employment at the regional level (27 per cent) and just under one quarter in Latin America and the Caribbean. Wholesale and retail trade account for one fifth of informal employment at the regional level and in Latin America and the Caribbean.
- ▶ In Latin America and the Caribbean, three main sectors dominate informal employment in almost equal shares (about 20 per cent) in all subregions: other services; agriculture; and wholesale and retail trade.
- ▶ In North America, services in general account for 76 per cent of total informal employment, of which "other services" represent 53 per cent of informal employment, in the same proportions as formal employment. The construction sector is the next largest provider of informal jobs (figure 69).

Informality and the urban-rural divide across subregions in the Americas

Figure 70. Informality and the urban-rural divide in the Americas, by subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 21 countries from the Americas representing 88 per cent of total employment in the region.

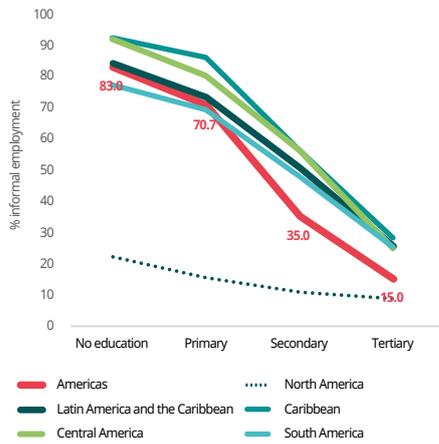
- ▶ The share of informal employment in rural areas in the Americas is almost double that of urban areas. These numbers are driven by the Latin America and the Caribbean subregion, in which rural informality reaches 81 per cent compared to 47 per cent for urban areas (figure 70, panel A).
 - ▶ In the Latin American and the Caribbean subregions, South America shows the largest urban–rural divide in terms of informality: the proportion of informal employment is 34 percentage points higher in rural compared to urban areas (figure 71, panel A).
 - ▶ In Latin America and the Caribbean, informal workers in agriculture account for almost half of rural employment, while informal services and industry account for about one third.
- Informal employment in agriculture accounts for the majority of rural employment in South America and for 39 to 43 per cent of informal employment in Central America and the Caribbean. In the Caribbean, informal services account for the largest proportion of rural employment (40 per cent) (figure 70, panel B).
- ▶ Close to 7 in 10 workers in the informal economy in Latin America and the Caribbean live or work in urban areas. This proportion ranges from 53 per cent in the Caribbean to 73 per cent in South America, with services providing the majority of informal jobs. By contrast, agriculture represents 60 per cent on average of informal jobs in rural areas, accounting for almost one fifth of informal employment in the subregion (figure 71, panel C).

Education and informality across subregions in the Americas

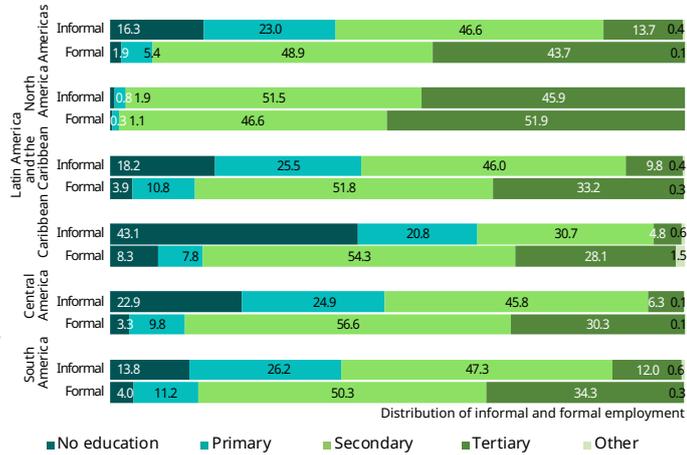
- ▶ In the Americas, mainly due to the situation in Latin America and the Caribbean, informality falls sharply as the level of education increases. The share of informal employment falls from 83 per cent among those with no education to 15 per cent among workers with tertiary education (figure 71, panel A).
- ▶ While in North America the educational profile of workers in the informal economy differs relatively little from that of formally employed workers, the differences in educational attainment are clearly marked in Latin America and the Caribbean, where about 44 per cent of informal workers have at most a primary education, while 85 per cent of formal workers have a secondary level of education or higher. This pattern is particularly noticeable in the Caribbean, where 64 per cent of informal workers have at most a primary education, while 87 of formal workers have a secondary level of education or higher (figure 71, panel B).

Figure 71. Informality and education in the Americas, by subregion (%), 2019

Panel A. Percentage of informal employment, by highest level of education



Panel B. Distribution of informal and formal employment, by level of education

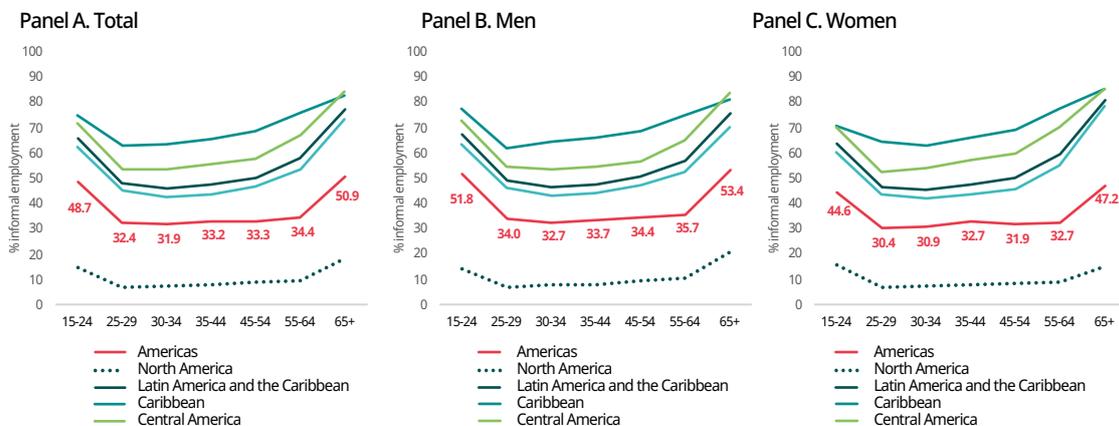


Source: ILO calculations, based on national household survey micro datasets from 25 countries from the Americas representing 98 per cent of total employment in the region.

Informality over the life course across subregions in the Americas

- In the Americas, half of the younger and senior workers are in informal employment, compared to about one third of the 25–54 age group. Although there are much lower rates of informal workers in North America than in the other subregions, the U-shape trend is very similar across subregions (figure 72, panel A).
- For the respective situations of women and men, the U-shape is also largely similar. However, whereas men up to the age of 55 are more likely to be in informal employment than women at both the regional and subregional levels, women in Latin America and the Caribbean are more likely to be in informal employment once they reach the age of 55 (figure 72, panels B and C).

Figure 72. Percentage of informal employment in the Americas, by age range and subregion (%), 2019

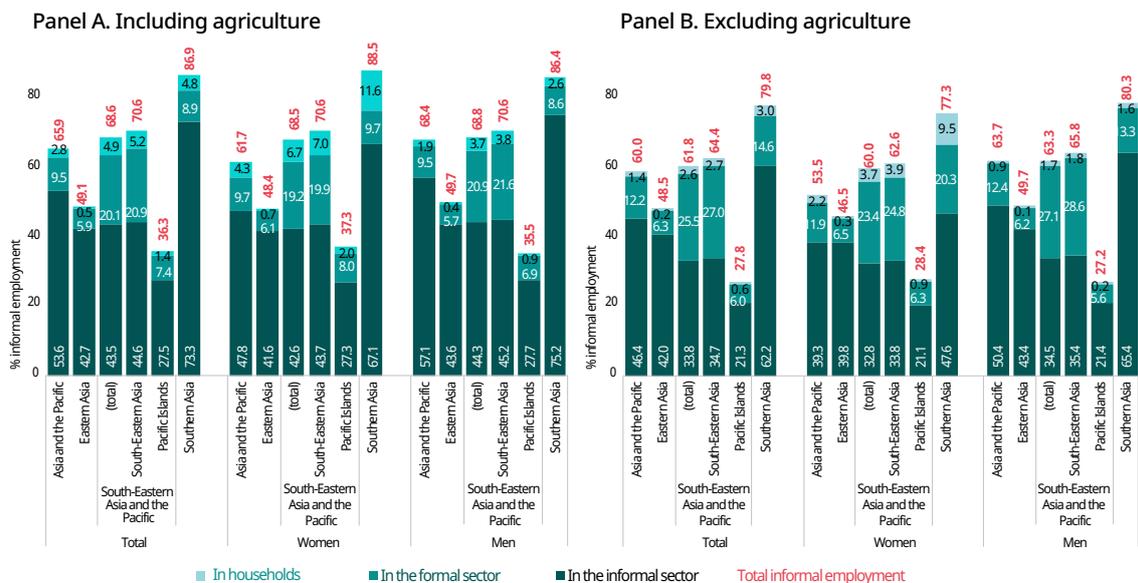


Source: ILO calculations, based on national household survey micro datasets from 26 countries from the Americas representing 98 per cent of total employment in the region.

3.3 Asia and the Pacific

Size and composition of informal employment in Asia and the Pacific

Figure 73. Percentage of informal employment in Asia and the Pacific, by sex and subregion (%), 2019



Source: Global and regional estimates, based on ILOSTAT model for the proportion of informal employment in total employment, by sex; initial country estimates, based on national household survey data from 28 countries in Asia and the Pacific representing 96 per cent of total employment in the region; decomposition of informal employment by type of production unit (panels A and B) and proportion of informal employment, excluding agriculture (panel B), based on estimation method of missing values presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

- ▶ In Asia and the Pacific, 66 per cent of all workers make their living from the informal economy (60 per cent if agriculture is excluded). Within the region, informality is the highest in South-Eastern Asia and Southern Asia, both excluding and including agriculture (figure 73).
- ▶ At the regional level, more than 8 in 10 informal workers work in the informal sector, while 14 per cent are informally employed in formal enterprises and 4 per cent are informally employed in households. If agriculture is excluded, one fifth of informal workers in the region are employed in the formal sector, a number that rises to 41 per cent in South-Eastern Asia¹⁶ (figure 73).
- ▶ Men are more likely to be engaged in informal employment than women, especially if agriculture is excluded (64 per cent for men and 53 per cent for women), with the exception of the Pacific Islands (figure 73).

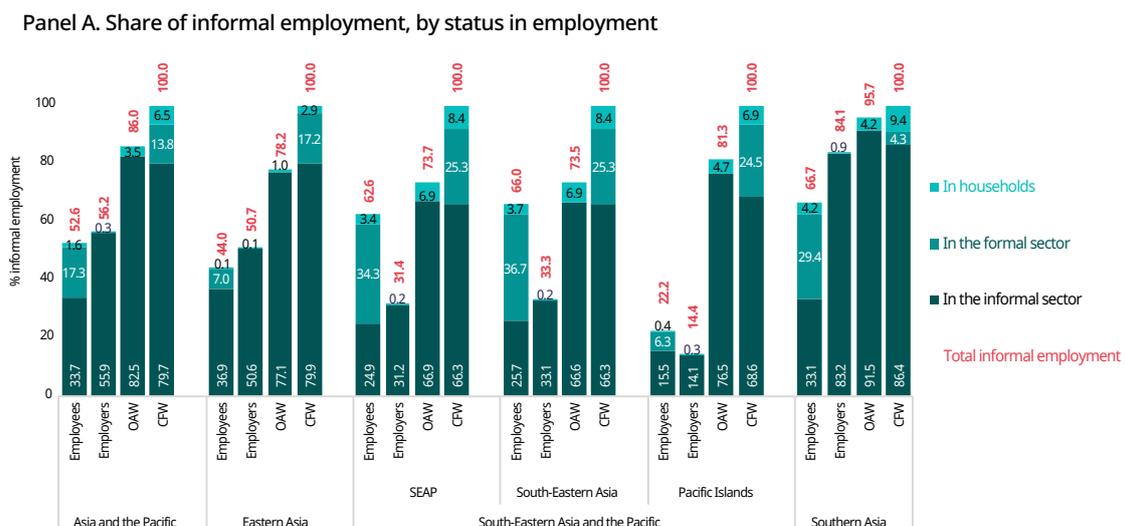
¹⁶ The numbers in this paragraph are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 73).

Who are the workers in the informal economy in Asia and the Pacific and which groups are the most at risk of informality?

Informality and status in employment across subregions in Asia and Pacific

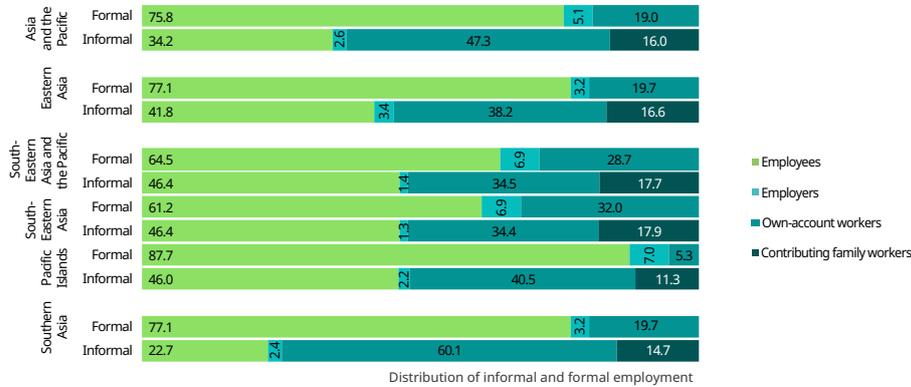
- In Asia and the Pacific, the vast majority of own-account workers are informal (86 per cent). This proportion reaches 96 per cent in Southern Asia. Exposure to informality is lower among employers (56 per cent) and lowest among employees. Still, 1 in 2 employees in the region do not enjoy labour and social protection through formal employment. A little more than one quarter of employees are in the informal economy in the Pacific, 44 per cent in Eastern Asia and 2 in 3 in Southern Asia (figure 74, panel A).
- Informality in formal enterprises accounts for a significant share of informal employees in the region: informal wage workers in the formal sector, including undeclared workers, account for one third of all informally employed workers.¹⁷ This proportion reaches 56 per cent in South-Eastern Asia. In addition, 14 per cent of contributing family workers are also employed in formal enterprises (one quarter in South-Eastern Asia). Finally, domestic workers informally employed by households account for 3 per cent of informal wage workers at the regional level and 6 per cent in South-Eastern Asia and Southern Asia (figure 74, panel A).
- Employees form the majority of formal employment across all subregions, while own-account workers and contributing family workers make up 63 per cent of total informal employment in the region. This proportion varies from 52 to 55 per cent in most subregions and is particularly high in Southern Asia, where these two statuses account for three quarters of informal employment (figure 74, panel B).
- Women are over-represented as contributing family workers in all subregions but particularly in Southern Asia, where contributing family workers account for more than one third of female informal employment. Men in informal employment tend to be over-represented as employees, employers and own-account workers. In formal employment, women are over-represented as employees in all regions except Southern Asia (figure 74, panel C).

Figure 74. Informal employment and status in employment in Asia and the Pacific, by subregion (%), 2019



17 The numbers in this and the following sentence are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 74).

Panel B. Distribution of informal and formal employment, by status in employment

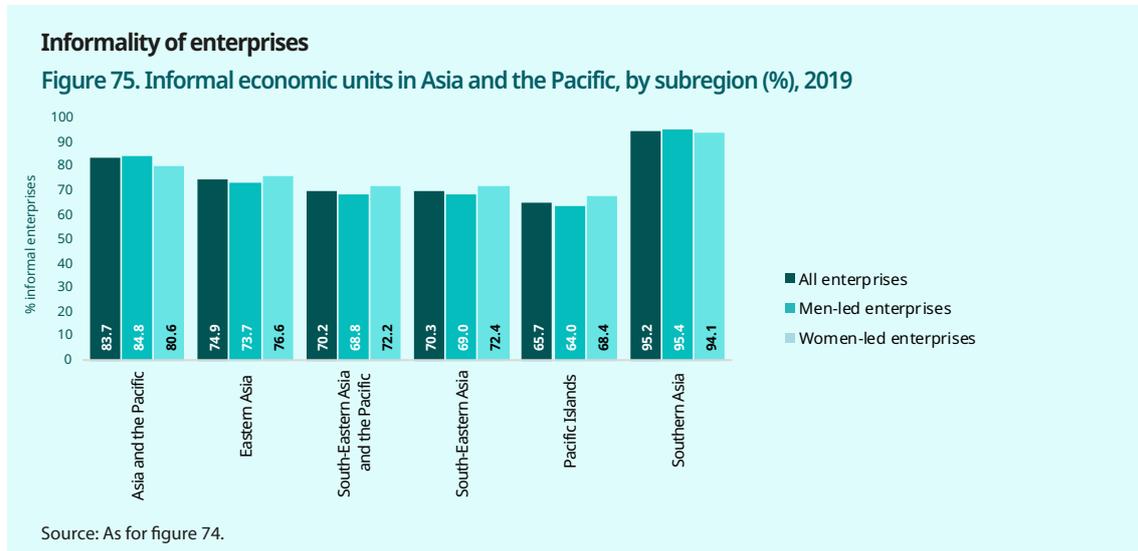


Panel C. Distribution of informal and formal employment, by status in employment and sex



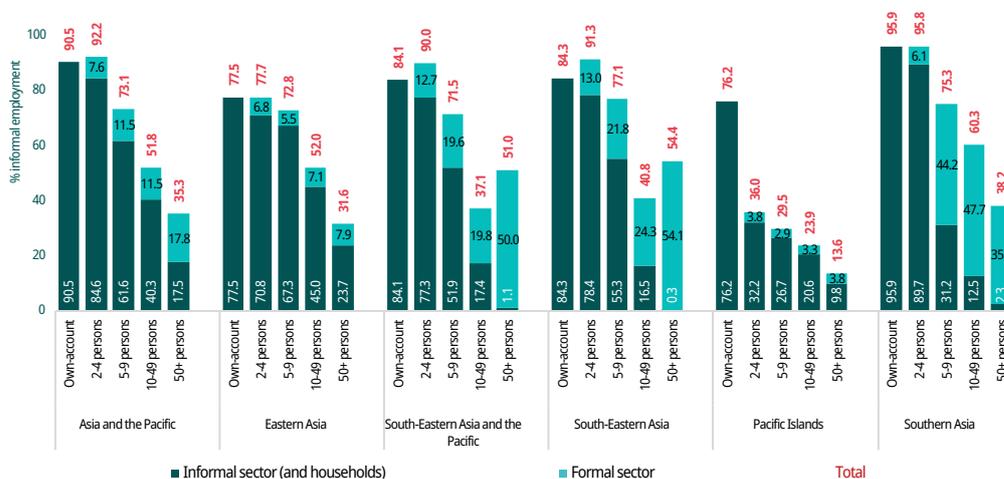
Source: Global and regional estimates, based on input data from 28 countries from Asia and the Pacific representing 96 per cent of total employment in the region; estimated values for missing values, based on estimation method as presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix

Informality of enterprises and informality within enterprises across subregions in Asia and Pacific



Informality of employment within enterprises

Figure 76. Share and composition of informal employment in Asia and the Pacific, by enterprise size and subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 20 countries from Asia and the Pacific representing 92 per cent of total employment in the subregion.

- In Asia and the Pacific, 84 per cent of economic units are informal, a number which reaches as high as 95 per cent in Southern Asia. Women-led enterprises are slightly more likely to be informal in all subregions except Southern Asia (figure 75).
- In Asia and the Pacific, the share of employment in informal sector enterprises

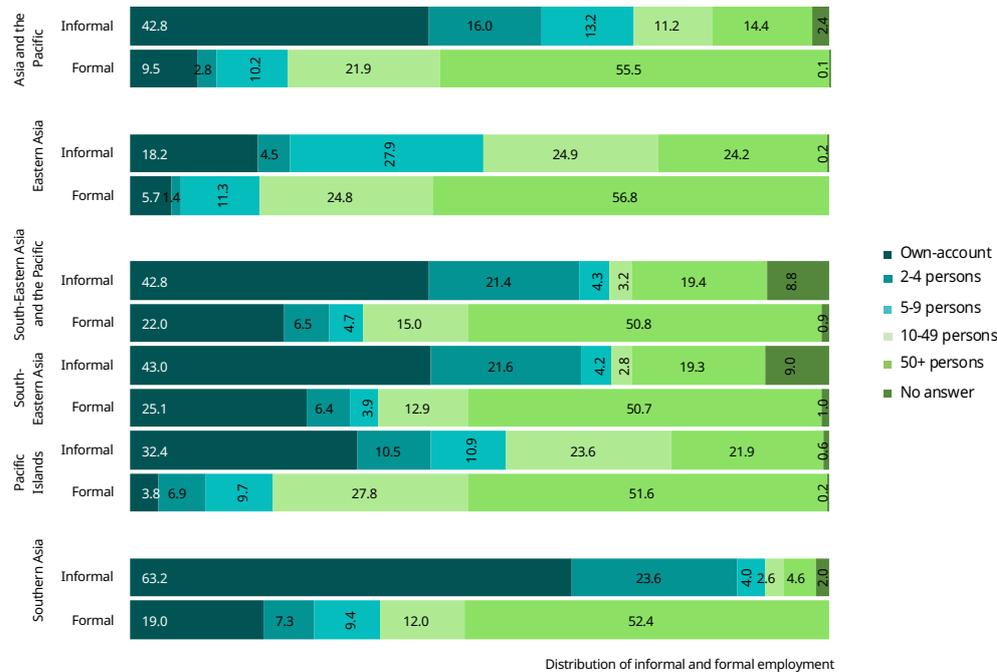
declines rapidly as enterprise size increases. Employment in the informal sector falls from 90 per cent of own-account workers to 18 per cent in informal enterprises with 50 or more persons (including the owner). At the same time, the share of informal employment in formal registered and legally recognized enterprises increases with enterprise size, despite their greater visibility and certainly their greater

capacity to formalize jobs within the enterprise. As a result, the overall share of informal employment remains relatively high, including in enterprises with 50 or more persons. At the regional level, 35 per cent of employees in large enterprises are informally employed, half of them in the formal sector. What characterizes the Asia and Pacific region, even more than in other regions, is this high incidence of informality among wage workers in large formal enterprises. In Southern Asia and South-Eastern Asia, informal employment in formal enterprises

with more than 10 employees accounts for 60 to 99 per cent of informal employment (figure 76).

- ▶ At the regional level, 6 in 10 workers in informal employment may be found in enterprises of less than 5 workers and 72 per cent in enterprises of less than 10 workers. In Southern Asia, small enterprises account for 91 per cent of informal employment. In contrast, in Eastern and South-Eastern Asia and the Pacific islands, informal employment in large enterprises accounts for a substantial proportion (19 to 24 per cent) of total informal employment (figure 77).

Figure 77. Distribution of informal and formal employment in Asia and the Pacific, by enterprise size and subregion (%), 2019



Source: As for figure 76.

The sectoral dimension of informality across subregions in Asia and Pacific

- ▶ At the regional level, 29 per cent of informally employed workers are in agriculture, forestry and fishing. Services account for 41 per cent of informal employment and industry for 30 per cent. Looking at more detailed sectors, apart from agriculture, the second and third most represented sectors in terms of the number of informal jobs are "other services" (17 per cent) and manufacturing (15 cent). In terms of

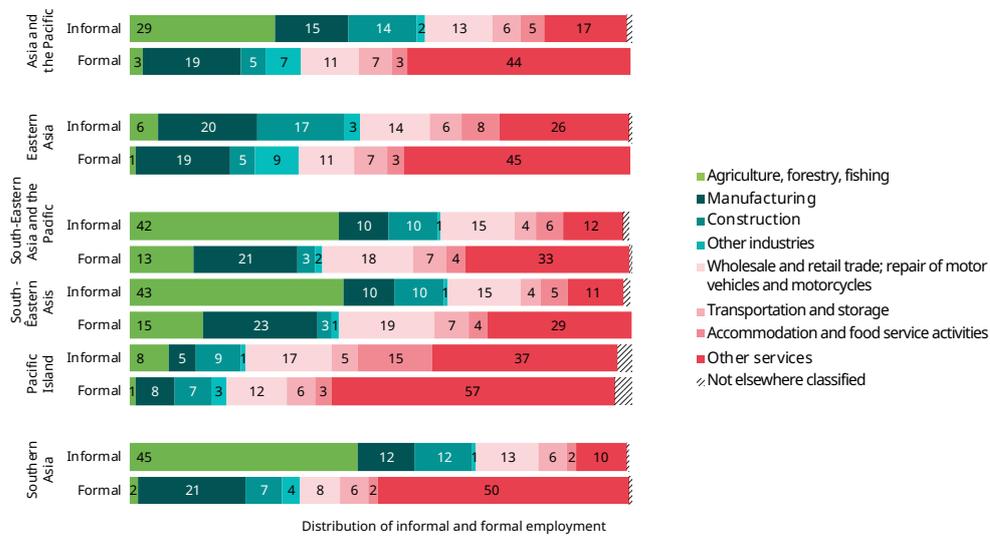
formal employment, "other services" occupy the largest number of formal workers, particularly in administrative and business support services, public administration, education and health, followed by manufacturing and wholesale and retail trade.

- ▶ The sectoral distribution of informal employment differs significantly within the

subregions. In Eastern Asia, "other services" (26 per cent), manufacturing (20 per cent) and construction (17 per cent) are the three main providers of informal employment. This contrasts with South-Eastern Asia and the

Pacific and South Asia, where agriculture, forestry and fishing account for the lion's share of informal employment (42 per cent and 45 per cent, respectively) (figure 78).

Figure 78. Distribution of informal and formal employment in Asia and the Pacific, by sector and subregion (%), 2019

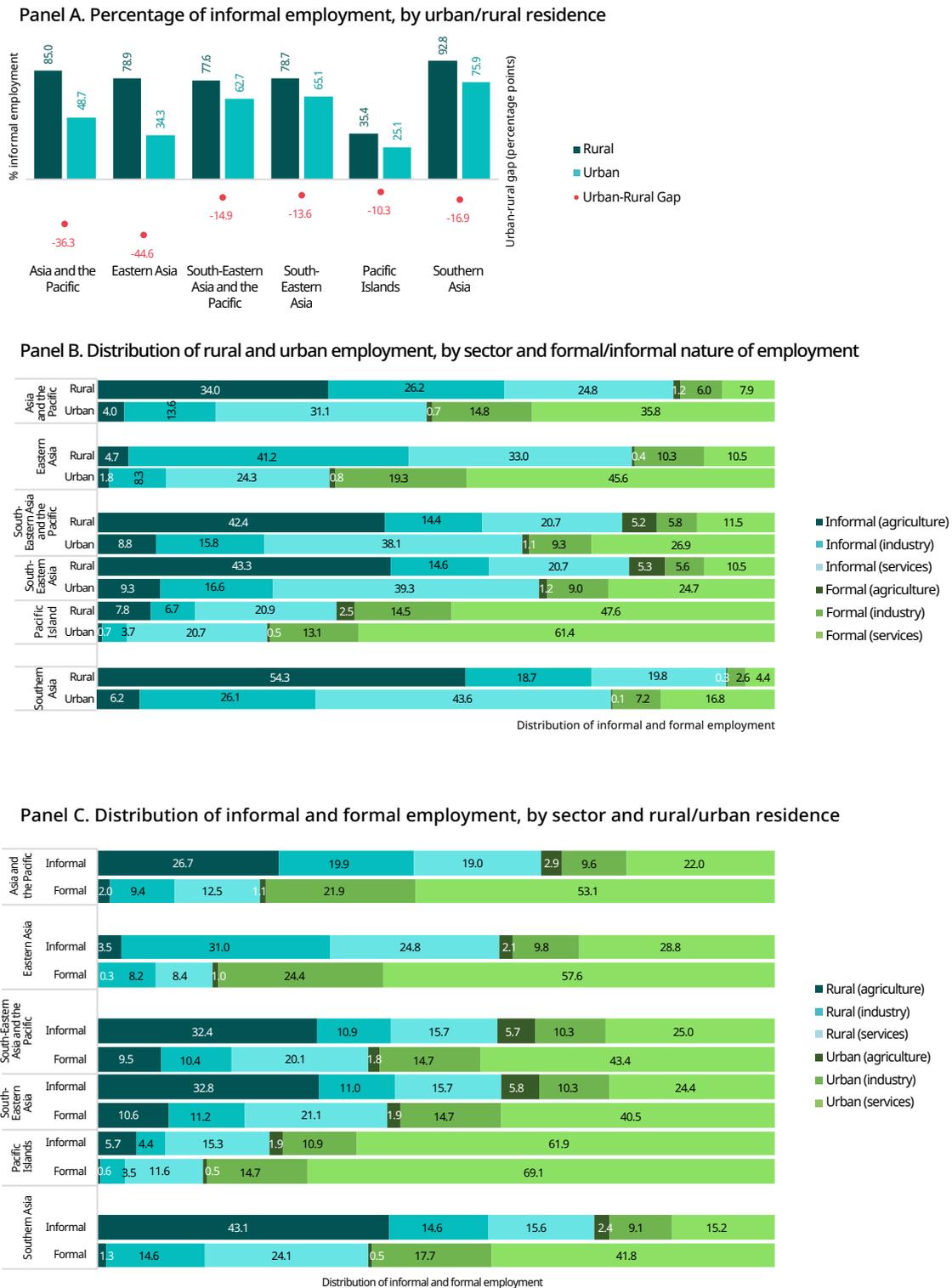


Source: ILO calculations, based on national household survey micro datasets from 20 countries from Asia and the Pacific representing 92 per cent of total employment in the region.

Informality and the urban–rural divide across subregions in Asia and Pacific

- In Asia and the Pacific, 85 per cent of rural employment is informal, compared to 49 per cent of urban employment. The largest urban–rural divide is found in Eastern Asia, where workers in rural areas are 2.3 times more likely to be informal workers than their urban counterparts (figure 79, panel A).
- At the regional level, rural workers in informal employment in agriculture account for one third of rural employment, while informal employment in services and industry contributes to 50 per cent (almost equally between industry and services). Formal rural employment is concentrated in services and industry. Services prevail in urban areas, whether provided by workers in informal (31 per cent) or formal employment (36 per cent), followed by workers in industry. In Southern Asia, employment in informal agriculture accounts for the majority of rural employment, while informal industry (26 per cent) and services (44 per cent) account for most of urban employment. Finally, Eastern Asia differs from other regions in that rural employment is dominated by informal employment in industry (41 per cent) (figure 79, panel B).
- In Asia and the Pacific, 66 per cent of workers in informal employment are in rural areas, including 40 per cent of those working in agriculture. This pattern is reflected throughout the subregions, except in the Pacific Islands, where informal employment is mostly urban (75 per cent). Turning to formal employment, urban employment in the region accounts for 76 per cent of formal employment, of which 53 per cent is in services and 22 per cent is in industry (figure 79, panel C).

Figure 79. Informality and the urban-rural divide in Asia and the Pacific, by subregion (%), 2019



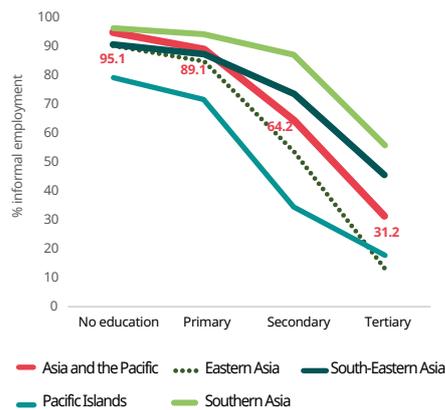
Source: ILO calculations, based on national household survey micro datasets from 23 countries from Asia and the Pacific representing 94 per cent of total employment in the region.

Education and informality across subregions in Asia and the Pacific

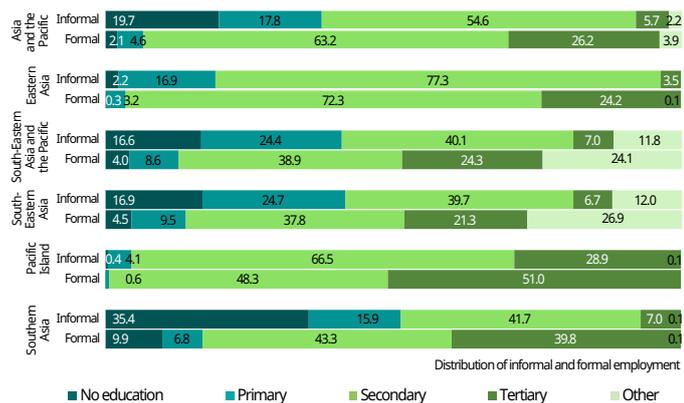
- While there is only a slight difference in informal employment rates between those with no education (95 per cent) and those with primary-level education (89 per cent), informal employment rates drop significantly to 64 per cent for those with secondary education and to 31 per cent for those with tertiary education. The effect of higher levels of education on the fall in informal employment is the greatest in Eastern Asia (figure 80, panel A).
- In the region, about 37 per cent of informal workers have at most a primary education, while 89 per cent of formal workers have a secondary level of education or higher. Compared to the regional average, the education levels of informal workers in Eastern Asia and the Pacific are higher, as at least 8 in 10 informal workers have either a secondary or tertiary level of education (figure 80, panel B).

Figure 80. Informality and education in Asia and the Pacific, by subregion (%), 2019

Panel A. Percentage of informal employment, by highest level of education



Panel B. Distribution of informal and formal employment, by level of education

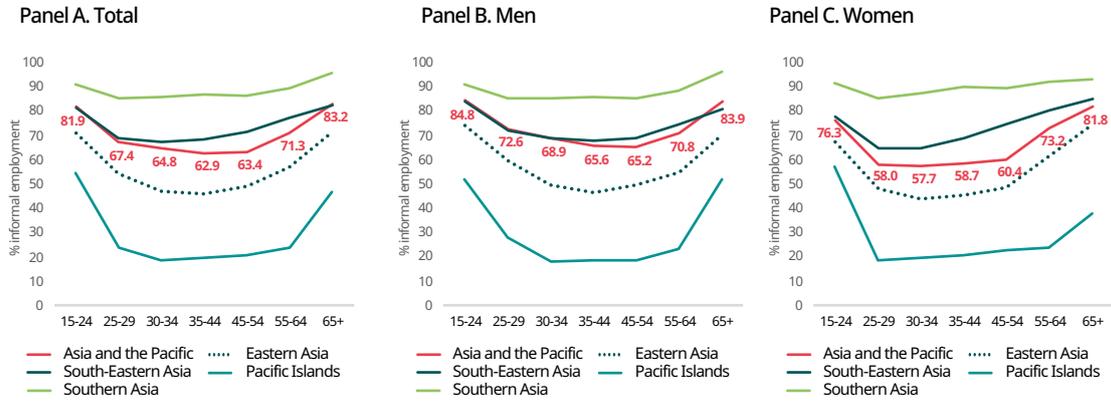


Source: ILO calculations, based on national household survey micro datasets from 27 countries from Asia and the Pacific representing 96 per cent of total employment in the region.

Informality over the life course across subregions in Asia and the Pacific

- Informal employment is prevalent among younger and older workers in Asia and the Pacific, at 82 and 83 per cent, respectively. By contrast, it accounts for a little more than two thirds of employment for the 25–64 age group. The difference between younger and older groups and the 25–64 age group is particularly notable in the Pacific islands (figure 81, panel A).
- Across all age groups, women are consistently less likely to be in informal employment than men. However, this gap closes as age increases (from 8 percentage points for the 15–24 age group to 2 percentage points for those 65 and older) (figure 81, panel B and C).

Figure 81. Percentage of informal employment in Asia and the Pacific, by age range and subregion (%), 2019

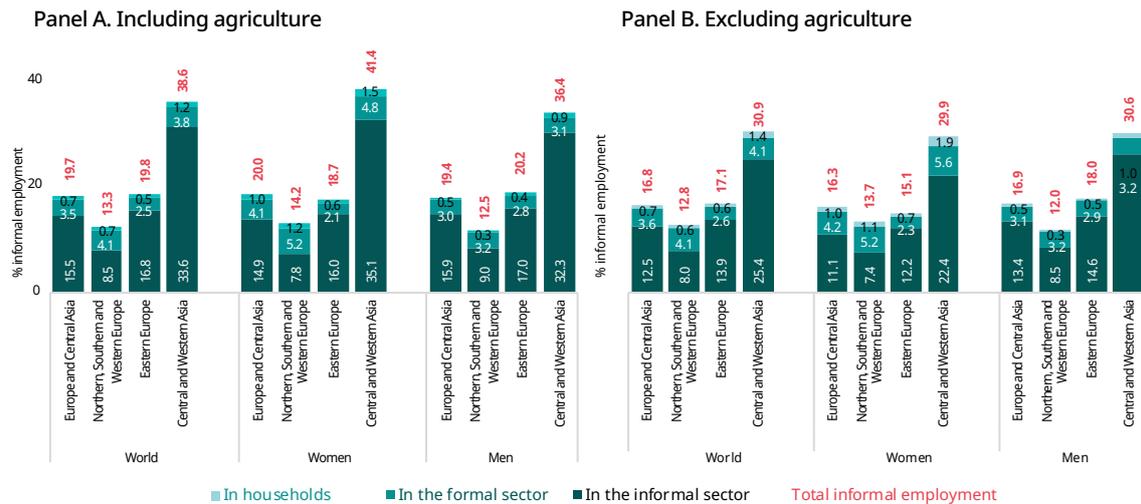


Source: ILO calculations, based on national household survey micro datasets from 27 countries from Asia and the Pacific representing 96 per cent of total employment in the region.

3.4 Europe and Central Asia

Size and composition of informal employment in Europe and Central Asia

Figure 82. Percentage of informal employment in Europe and Central Asia, by sex and subregion (%), 2019



Source: Global and regional estimates, based on ILOSTAT model for the proportion of informal employment in total employment, by sex; initial country estimates, based on national household survey data from 42 countries from Europe and Central Asia representing 76 per cent of total employment in the region; decomposition of informal employment by type of production unit (panels A and B) and proportion of informal employment, excluding agriculture (panel B), based on estimation method for missing values presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

- In Europe and Central Asia, one fifth of the employed population engages in informal employment, a share that decreases to 17 per cent if agriculture is excluded. The picture is quite different in the three subregions. The share of informal employment is below the regional average (13 per cent) in Northern, Southern and Western Europe, about average (20 per cent) in Eastern Europe, and double the regional average in Central and Western Asia. The share of informal non-agricultural employment in these three subregions is 13 per cent, 17 per cent and 31 per cent, respectively (figure 82, panel A and B).
- Up to 80 per cent of informal jobs are in the informal sector, while 18 per cent are in the formal sector and less than 4 per cent are in households.¹⁸ If agriculture is excluded, the proportion of informal employment in the formal sector increases to 21 per cent and the proportion in households remains the same (figure 82, panel A).

¹⁸ The numbers in this and the following sentence are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 82).

- ▶ At the regional level, the rates of men and women in informal employment are close, but the picture changes in subregions. Women are more likely to be employed informally than men in Northern, Southern and Western Europe and in Western Asia. For non-agricultural employment, this is only the case in Northern, Southern and Western Europe. Women are also more likely than men to be employed informally in the formal sector: 1 in 5 informally employed women work in a formal enterprise (1 in 4 if agriculture is excluded) (figure 82, panels A and B).¹⁹ The fact that women are more likely than men to be informally employed as employees or contributing family workers contributes to this situation (figure 83, panel C).

Who are the workers in the informal economy in Europe and Central Asia and which groups are the most at risk of informality?

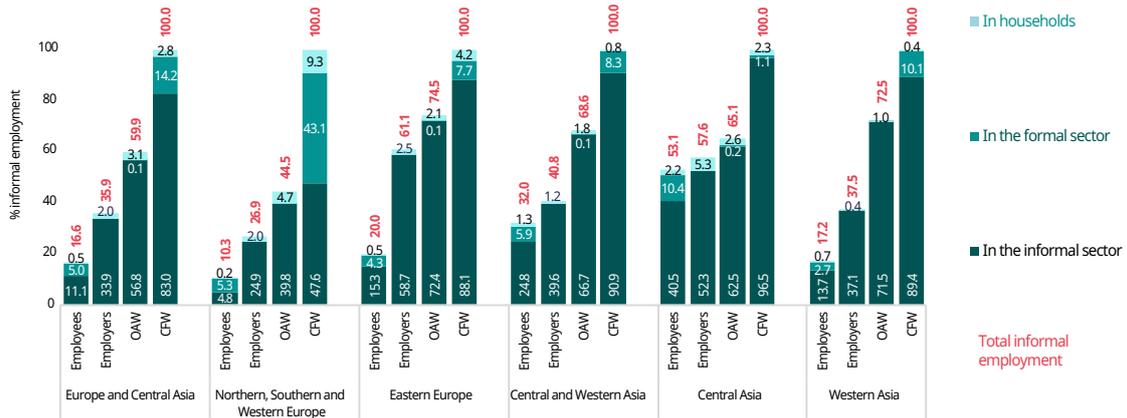
Informality and status in employment across subregions in Europe and Central Asia

- ▶ At the regional level, 60 per cent of own-account workers are informal. As in other regions, they are the next most exposed to informality after contributing family workers (all in informal employment by definition) and before employers (36 per cent) and employees (17 per cent). Northern, Southern and Western Europe presents the lowest share of informal employment among employees (10 per cent) (figure 83, panel A).
- ▶ Despite their lower exposure to informality but given their massive representation in total employment, employees represent the majority of informally employed people in the region, followed by own-account workers and contributing family workers. In Eastern Europe and Northern, Southern and Western Europe, employees account for two thirds of informal employment. Central and Eastern Europe is one of the subregions where informal wage employment in the formal sector is relatively high. At the regional level, 30 per cent of informal employees work in formal enterprises, often as undeclared workers. This proportion reaches more than half of all informal employees in Northern, Southern and Western Europe, as well as 43 per cent of contributing family workers in this subregion. The situation is very different in Central and Western Asia, where own-account workers and contributing family workers account for the majority of informal employment (33 per cent and 18 per cent of informal employment, respectively) (figure 83, panel B).
- ▶ Across subregions, women are over-represented as contributing family workers, especially in Central and Western Asia, where their share of women's informal employment is three times that of their male counterparts. In both formal and informal employment, women are over-represented as employees for most regions and men are over-represented as employers and own-account workers across the subregions (figure 83, panel C).

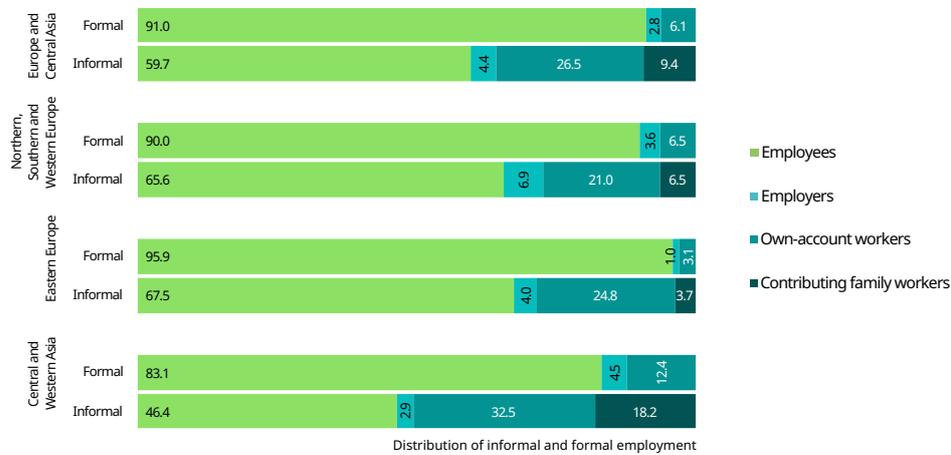
¹⁹ The numbers in this and the following sentence are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 82).

Figure 83. Informal employment and status in employment in Europe and Central Asia, by subregion (%), 2019

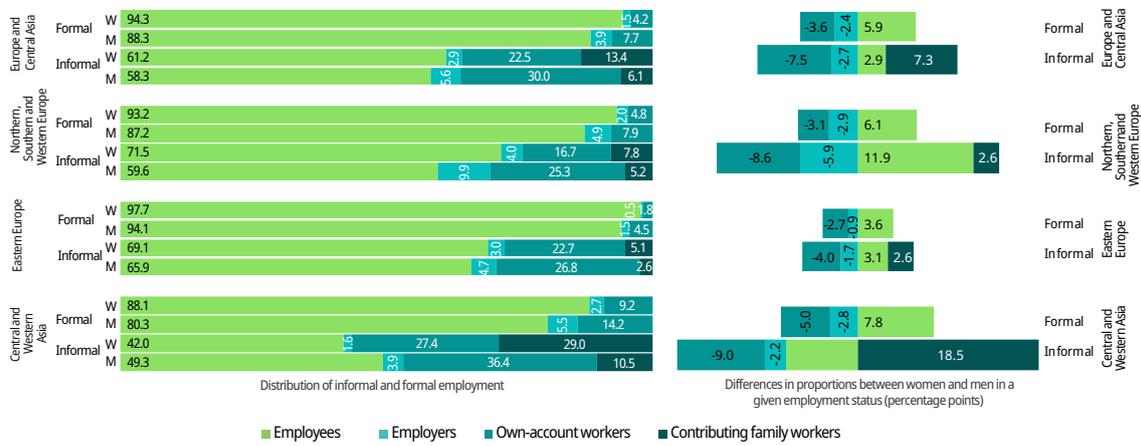
Panel A. Share of informal employment, by status in employment



Panel B. Distribution of informal and formal employment, by status in employment

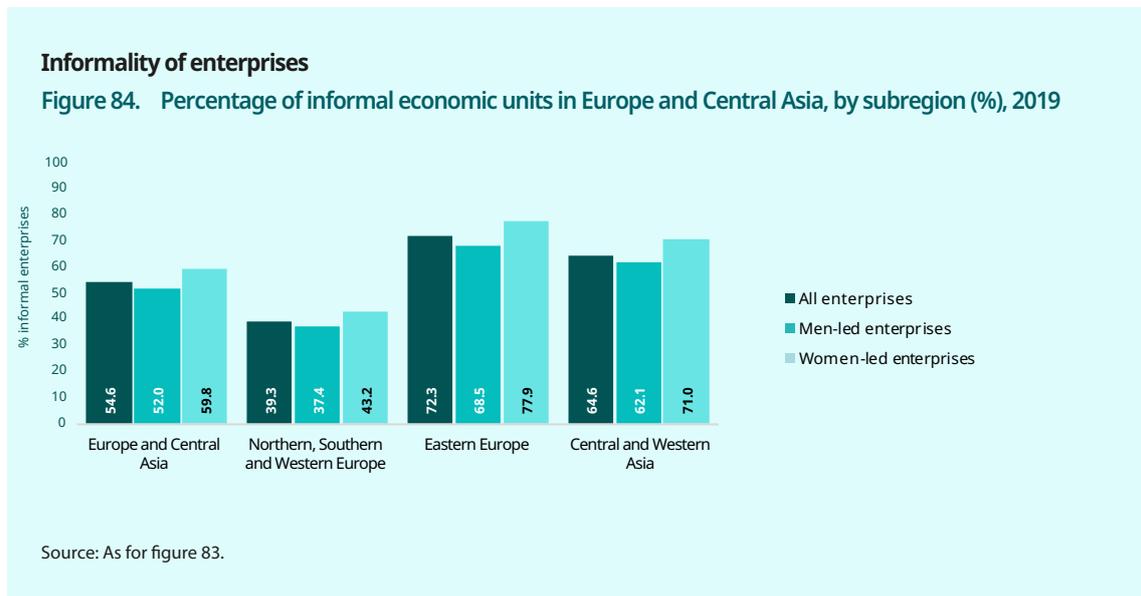


Panel C. Distribution of informal and formal employment by status in employment and sex



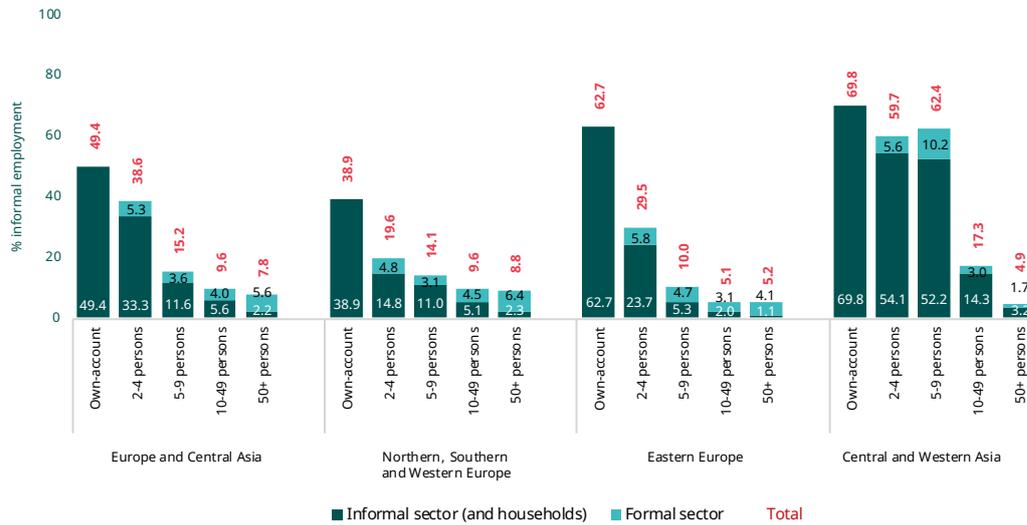
Source: Global and regional estimates, based on input data from 42 countries from Europe and Central Asia representing 76 per cent of total employment in the region; estimated values for missing values, based on estimation method presented in ILO, *Women and Men in the Informal Economy: A Statistical Picture*, third edition, 2018, Appendix A.3.

Formality of enterprises and informality within enterprises across subregions in Europe and Central Asia



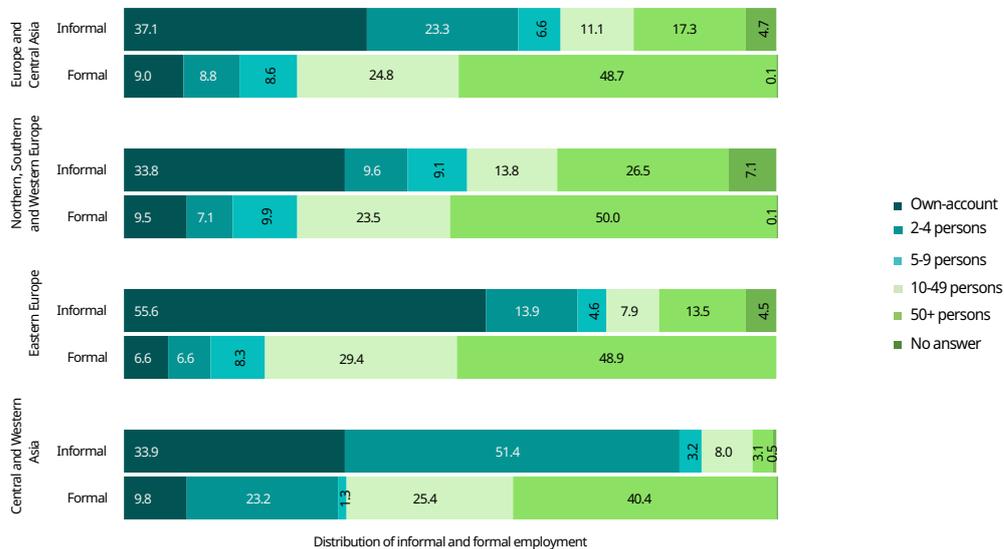
Informality of employment within enterprises

Figure 85. Share and composition of informal employment in Europe and Central Asia, by enterprise size and subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 40 countries from Europe and Central Asia representing 59 per cent of total employment in the subregion.

Figure 86. Distribution of informal and formal employment in Europe and Central Asia, by enterprise size and subregion (%), 2019

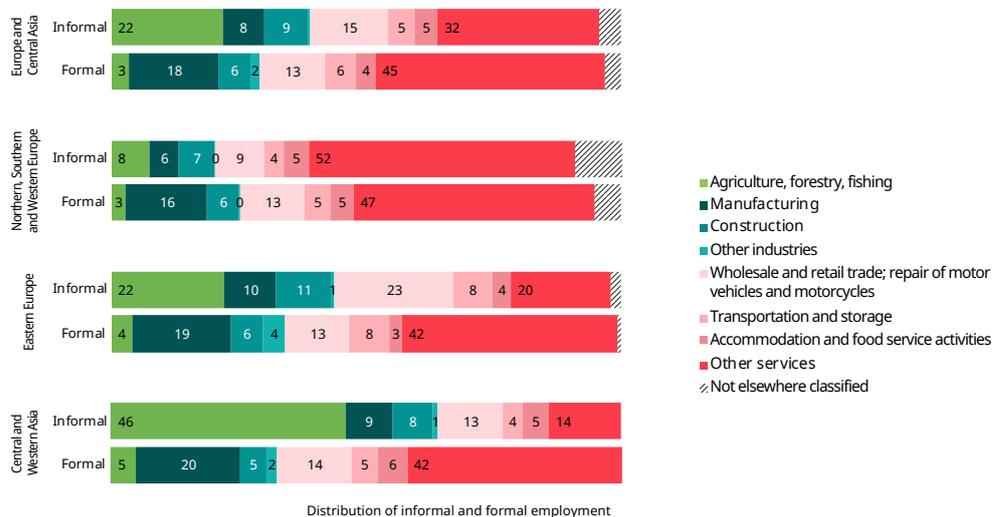


Source: As for figure 85.

- ▶ More than half of informal economic units in the region are informal, with wide variations among subregions, at 39 per cent in Northern, Southern and Western Europe, 72 per cent in Eastern Europe and 65 per cent in Central and Western Asia. Women-led enterprises are more likely to be informal than men-led enterprises across all subregions (figure 84).
- ▶ In Europe and Central Asia as in other regions, the risk of informality decreases as enterprise size increases and the share of informal employment in the formal sector increases (figure 85). While the share of informal jobs is the highest for own-account workers, it is less than 10 per cent of all jobs in enterprises of 10 persons and more at the regional level (figure 85). Meanwhile, informal employment in formal enterprises increases from 14 per cent in enterprises of 2 to 4 persons to 72 per cent in enterprises of 50 persons and more.²⁰ The same pattern may be observed in Eastern Europe and in Northern, Southern and Western Europe, where informal employment in formal large enterprises reaches 73 per cent and 79 per cent, respectively – although this does not include workers in disguised employment relationships who are counted as own-account workers (figure 85).
- ▶ In Europe and Central Asia, 60 per cent of informal employment is in enterprises of less than 5 persons, ranging from 43 per cent in Northern, Southern and Western Europe to 85 per cent in Central and Western Asia. In Northern, Southern and Western Europe, a quarter of informal employment may be found in enterprises of 50 persons and more (figure 86).

Sectoral dimension of informality across subregions in Europe and Central Asia

Figure 87. Distribution of informal and formal employment in Europe and Central Asia, by sector and subregion (%), 2019



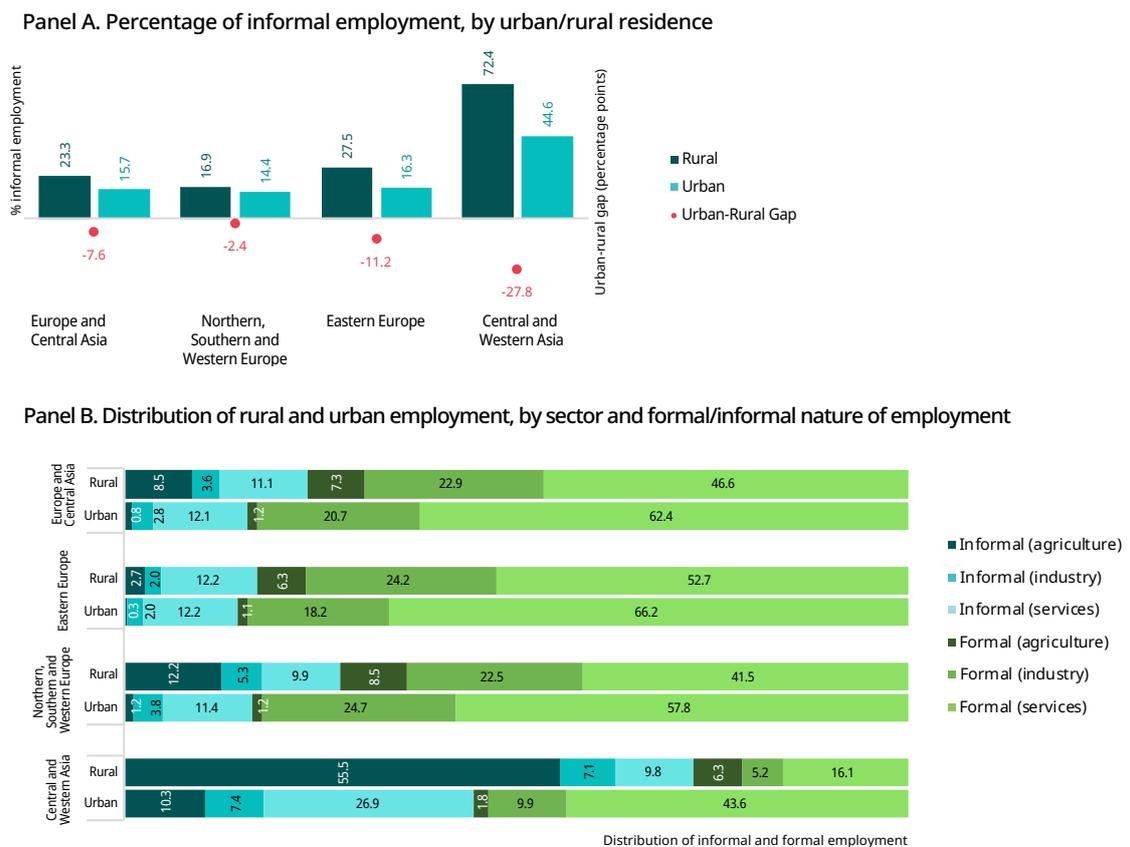
Source: ILO calculations, based on national household survey micro datasets from 40 countries from Europe and Central Asia representing 59 per cent of total employment in the region.

²⁰ The numbers in this and the following sentence are expressed in percentages of informal employment in relevant size of enterprises (and not as percentages of total employment, as expressed in figure 85).

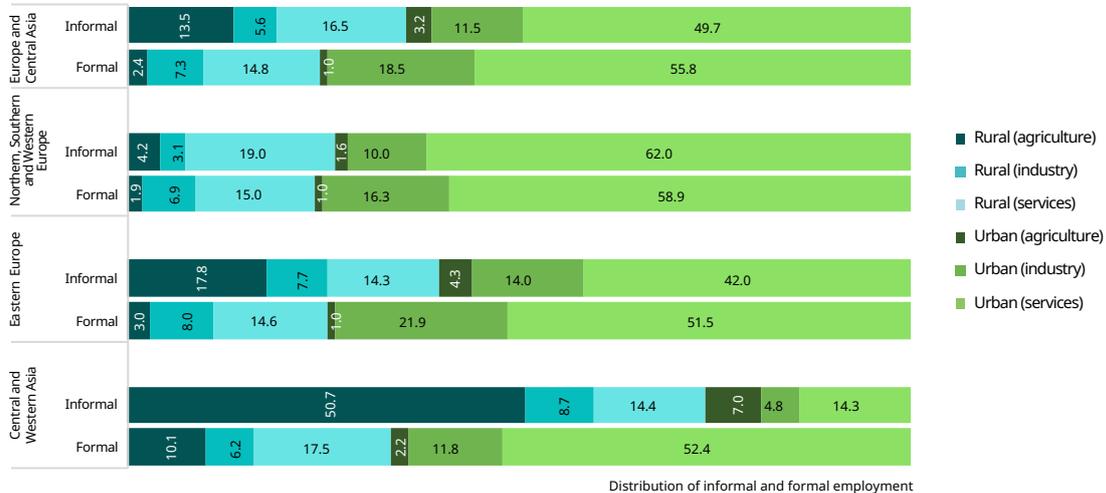
- In Europe and Central Asia, services account for 61 per cent of informal employment, agriculture for 22 per cent and industry for 17 per cent. Within services, 32 per cent of informal employment occurs in “other services”, including notably in real estate activities, public administration, education and human health and social work activities, at about 5 per cent for each of those four sectors; followed by wholesale and retail trade and repair of motor vehicles and motorcycles (15 per cent). In the formal economy, “other services” accounts for 45 per cent of employment, followed by manufacturing (18 per cent) and wholesale and retail trade; repair of motor vehicles and motorcycles (13 per cent) (figure 87).
- In Northern, Southern and Western Europe, “other services” accounts for the majority (52 per cent) of informal employment, a percentage that drops to 20 per cent in Eastern Europe and 14 per cent in Central and Western Asia. The largest share of informal employment in Central and Western Asia is found in agriculture, forestry and fishing (46 per cent), while the largest share is found in wholesale and retail trade in Eastern Europe (23 per cent) (figure 87).

Informality and the urban–rural divide across subregions in Europe and Central Asia

Figure 88. Informality and the urban–rural divide in Europe and Central Asia, by subregion (%), 2019



Panel C. Distribution of informal and formal employment, by sector and rural/urban residence



Distribution of informal and formal employment

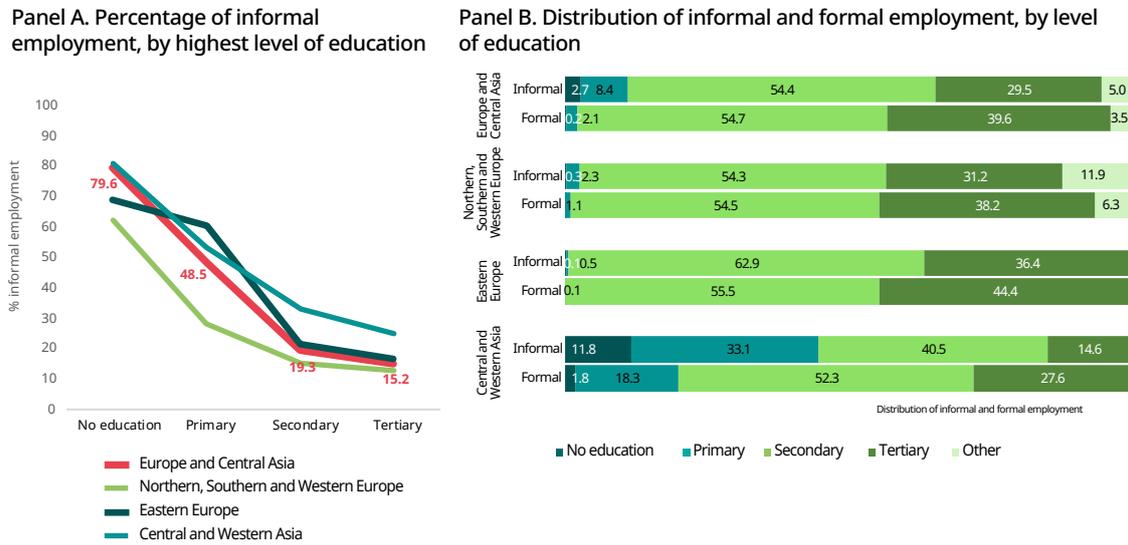
Source: ILO calculations, based on national household survey micro datasets from 34 countries from Europe and Central Asia representing 66 per cent of total employment in the region.

- ▶ In Europe and Central Asia, informality is more prevalent in rural (23 per cent) than urban (16 per cent) areas. The largest share of informality in employment is in Central and Eastern Asia, where almost three quarters of the employed population in rural areas (72 per cent) are in informal employment compared to 45 per cent in urban areas. The subregion also has the largest urban–rural formality gap (figure 88, panel A).
 - ▶ Industry and services account for a majority of informal jobs in rural areas (65 per cent) and for 9 in 10 informal jobs in urban areas.²¹
- However, those sectors only account for less than a quarter of informal employment in rural areas in Central and Western Asia (figure 88, panel B).
- ▶ Urban services account for half of informal employment in Europe and Central Asia and the majority of formal employment across subregions. Central and Western Asia stands out, with just 14 per cent of informal employment in urban services and more than half of informal employment in rural agriculture (figure 88, panel C).

²¹ The numbers in this and the following sentence are expressed in percentages of informal employment (and not as percentages of total employment, as expressed in figure 88).

Education and informality across subregions in Europe and Central Asia

Figure 89. Informality and education in Europe and Central Asia, by subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 41 countries from Europe and Central Asia representing 75 per cent of total employment in the region.

- Informality falls as the level of education rises. The highest share of informal employment is found among those with no education, at 80 per cent, with the share decreasing to 48 per cent for those with primary education, 23 per cent for those with secondary education and 15 per cent for those with tertiary education (figure 89, panel A).
- The percentage of workers in informal employment with primary or lower education is low compared to other regions: only 11 per cent. Therefore, the majority of informally

employed workers in the region have at least a secondary level of education and the distribution by level of education does not differ radically between informally employed workers and their formal counterparts. Indeed, almost 30 per cent of informal workers have a tertiary education. The corresponding proportion among formal workers is about 40 per cent. Central and Western Asia stands out from the other subregions, with 45 per cent of informal workers and 20 per cent of formal workers having at most a primary education (figure 89, panel B).

Informality over the life course across subregions in Europe and Central Asia

- In Europe and Central Asia as in other regions, younger workers (15–24) and senior workers (65 and older) face a higher risk of informality than other workers. However, a notable difference in this region, particularly in Northern, Southern and Western Europe, is that informality among younger workers, although relatively high, is much lower than informality among older workers. In this region, informality of employment concerns almost 1 in 3 young people compared to 1

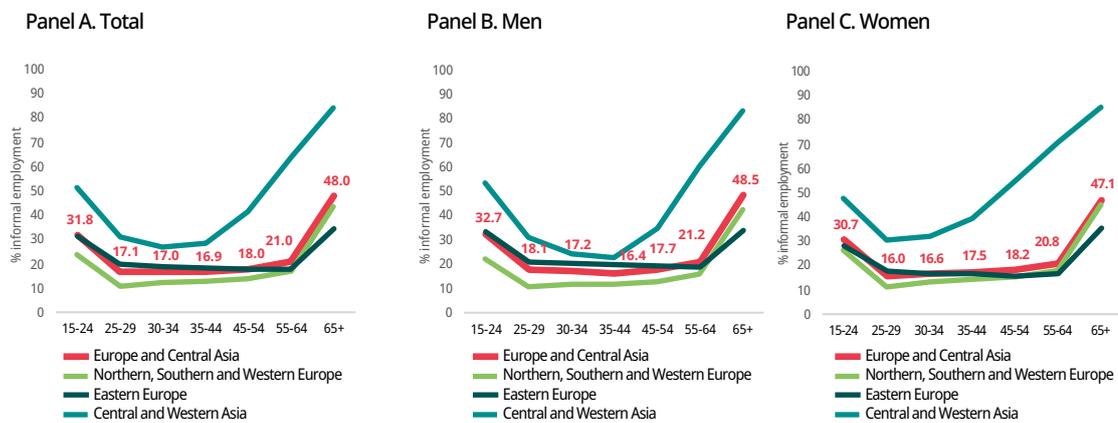
in 2 senior workers. The probability of being in informal employment more than doubles between the 55–64 age group and those aged 65 and older (that is, above the legal retirement age). Similarly, the informality rate increases exponentially after age 44 in Central and Western Asia (figure 90, Panel A). In this region, the vast majority of young people start as employees, an employment status that is usually less likely to be informal than others. Conversely, the high level of informality

among adults 65 and older could be related to informal work practices after legal retirement age, either in combination with or in replacement of a retirement pension.

- ▶ At the regional level and in the majority of subregions, young men entering employment

are more likely to start in informal employment. Northern, Southern and Western Europe stands as an exception, with the rate of informal employment significantly higher among young women (figure 90, panel B and C).

Figure 90. Percentage of informal employment in Europe and Central Asia, by age range and subregion (%), 2019



Source: ILO calculations, based on national household survey micro datasets from 41 countries from Europe and Central Asia representing 76 per cent of total employment in the region.



► Annexes

Annex 1. Classification of countries/territories by income group (per capita gross national income)

Low-income economies	Lower-middle-income economies	Upper-middle-income economies	High-income economies
Afghanistan	Algeria	Albania	Australia
Burkina Faso	Angola	Argentina	Austria
Burundi	Bangladesh	Armenia	Bahamas
Central African Republic	Belize	Azerbaijan	Bahrain
Chad	Benin	Belarus	Barbados
Democratic People's Republic of Korea	Bhutan	Bosnia and Herzegovina	Belgium
Democratic Republic of the Congo	Bolivia (Plurinational State of)	Botswana	Brunei Darussalam
Eritrea	Cabo Verde	Brazil	Canada
Ethiopia	Cambodia	Bulgaria	Chile
Gambia	Cameroon	China	Cook Islands
Guinea	Comoros	Colombia	Croatia
Guinea-Bissau	Congo	Costa Rica	Cyprus
Liberia	Côte d'Ivoire	Cuba	Czechia
Madagascar	Djibouti	Dominican Republic	Denmark
Malawi	Egypt	Ecuador	Estonia
Mali	El Salvador	Equatorial Guinea	Finland
Mozambique	Eswatini	Fiji	France
Niger	Ghana	Gabon	French Polynesia
Rwanda	Haiti	Georgia	Germany
Sierra Leone	Honduras	Guatemala	Greece
Somalia	India	Guyana	Guam
South Sudan	Indonesia	Iraq	Hong Kong (China)
Sudan	Iran (Islamic Republic of)	Jamaica	Hungary
Syrian Arab Republic	Kenya	Jordan	Iceland
Togo	Kiribati	Kazakhstan	Ireland
Uganda	Kyrgyzstan	Kosovo	Israel
Yemen	Lao People's Democratic Republic	Lebanon	Italy
	Lesotho	Libya	Japan
	Mauritania	Malaysia	Kuwait

Low-income economies	Lower-middle-income economies	Upper-middle-income economies	High-income economies
	Micronesia	Maldives	Latvia
	Mongolia	Mauritius	Lithuania
	Morocco	Mexico	Luxembourg
	Myanmar	Montenegro	Macao (China)
	Nepal	Namibia	Malta
	Nicaragua	North Macedonia	Netherlands
	Nigeria	Panama	New Caledonia
	Occupied Palestinian Territory	Paraguay	New Zealand
	Pakistan	Peru	Norway
	Papua New Guinea	Republic of Moldova	Oman
	Philippines	Romania	Poland
	Samoa	Russian Federation	Portugal
	Sao Tome and Principe	Saint Lucia	Puerto Rico
	Senegal	Saint Vincent and the Grenadines	Qatar
	Solomon Islands	Serbia	Republic of Korea
	Sri Lanka	South Africa	Saudi Arabia
	Tajikistan	Suriname	Singapore
	Tanzania (United Republic of)	Thailand	Slovakia
	Timor-Leste	Tonga	Slovenia
	Tunisia	Türkiye	Spain
	Ukraine	Turkmenistan	Sweden
	Uzbekistan	Venezuela (Bolivarian Republic of)	Switzerland
	Vanuatu		Taiwan (China)
	Viet Nam		Trinidad and Tobago
	Western Sahara		United Arab Emirates
	Zambia		United Kingdom
	Zimbabwe		United States
			United States Virgin Islands
			Uruguay

Annex 2. Classification of countries/territories by region

Africa	Zambia	Saint Vincent and the Grenadines	Occupied Palestinian Territory
Northern Africa	Zimbabwe	Trinidad and Tobago	Oman
Algeria	Southern Africa	United States Virgin Islands	Qatar
Egypt	Botswana	Central America	Saudi Arabia
Libya	Eswatini	Belize	Syrian Arab Republic
Morocco	Lesotho	Costa Rica	United Arab Emirates
Sudan	Namibia	El Salvador	Yemen
Tunisia	South Africa	Guatemala	Asia and the Pacific
Western Sahara	Western Africa	Honduras	Eastern Asia
Sub-Saharan Africa	Benin	Mexico	China
Central Africa	Burkina Faso	Nicaragua	Democratic People's Republic of Korea
Angola	Cabo Verde	Panama	Hong Kong (China)
Cameroon	Côte d'Ivoire	South America	Japan
Central African Republic	Gambia	Argentina	Macao (China)
Chad	Ghana	Bolivia (Plurinational State of)	Mongolia
Congo	Guinea	Brazil	Republic of Korea
Democratic Republic of the Congo	Guinea-Bissau	Chile	Taiwan (China)
Equatorial Guinea	Liberia	Colombia	South-Eastern Asia and the Pacific
Gabon	Mali	Ecuador	Pacific Islands
Sao Tome and Principe	Mauritania	Guyana	Australia
Eastern Africa	Niger	Paraguay	Fiji
Burundi	Nigeria	Peru	French Polynesia
Comoros	Senegal	Suriname	Guam
Djibouti	Sierra Leone	Uruguay	New Caledonia
Eritrea	Togo	Venezuela (Bolivarian Republic of)	New Zealand
Ethiopia	Americas	Northern America	Papua New Guinea
Kenya	Latin America and the Caribbean	Canada	Samoa
Madagascar	The Caribbean	United States	Solomon Islands
Malawi	Bahamas	Arab States	Tonga
Mauritius	Barbados	Bahrain	Vanuatu
Mozambique	Cuba	Iraq	South-Eastern Asia
Rwanda	Dominican Republic	Jordan	Brunei Darussalam
Somalia	Haiti	Kuwait	Cambodia
Tanzania (United Republic of)	Jamaica	Lebanon	Indonesia
Uganda	Puerto Rico		
	Saint Lucia		

South-Eastern Asia and the Pacific (cont'd)	Europe and Central Asia	Poland	Southern Europe
Lao People's Democratic Republic	Central and Western Asia	Republic of Moldova	Albania
Malaysia	Central Asia	Romania	Bosnia and Herzegovina
Myanmar	Kazakhstan	Russian Federation	Croatia
Philippines	Kyrgyzstan	Slovakia	Greece
Singapore	Tajikistan	Ukraine	Italy
Thailand	Turkmenistan	Northern, Southern and Western Europe	Malta
Timor-Leste	Uzbekistan	Northern Europe	Montenegro
Viet Nam	Western Asia	Channel Islands	North Macedonia
Southern Asia	Armenia	Denmark	Portugal
Afghanistan	Azerbaijan	Estonia	Serbia
Bangladesh	Cyprus	Finland	Slovenia
Bhutan	Georgia	Iceland	Spain
India	Israel	Ireland	Western Europe
Iran (Islamic Republic of)	Türkiye	Latvia	Austria
Maldives	Eastern Europe	Lithuania	Belgium
Nepal	Belarus	Norway	France
Pakistan	Bulgaria	Sweden	Germany
Sri Lanka	Czechia	United Kingdom	Luxembourg
	Hungary		Netherlands
			Switzerland

Annex 3. National sources: List of household surveys

Country/territory	Year	Survey name
Afghanistan	2021	Labour Force Survey
Albania	2019	Labour Force Survey
Angola	2019	Inquérito ao Emprego em Angola
Argentina	2019	Encuesta Permanente de Hogares
Armenia	2019	Labour Force Survey
Australia	2019	The Household, Income and Labour Dynamics in Australia (HILDA)
Austria	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Bangladesh	2017	Labour Force Survey
Barbados	2016	Barbados Survey of Living Conditions
Belgium	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Benin	2018	Enquête Modulaire Intégrée sur les Conditions de Vie des Ménages
Bolivia (Plurinational State of)	2019	Encuesta de Hogares
Bosnia and Herzegovina	2019	Labour Force Survey
Botswana	2019	Continuous Multi-Topic Household Survey
Brazil	2019	Pesquisa Nacional por Amostra de Domicílios Contínua
Brunei Darussalam	2019	Labour Force Survey
Bulgaria	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Burkina Faso	2018	Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel
Burundi	2014	Enquête sur les conditions de vie des ménages
Cabo Verde	2015	International Maritime Organization
Cambodia	2019	Labour Force Survey
Cameroon	2014	Quatrième Enquête Camerounaise auprès des Ménages (ECAM4)
Canada	2019	Labour Force Survey
Chad	2018	Enquête Harmonisée sur les Conditions de Vie des Ménages
Chile	2019	Encuesta Nacional del Empleo
China	2013	China Household Income Project
Colombia	2019	Gran Encuesta Integrada de Hogares
Comoros	2014	Enquête sur l'emploi et le secteur informel aux Comores
Congo	2009	Enquête sur l'emploi et le secteur informel
Congo, Democratic Republic of	2012	Enquête sur l'emploi, le secteur informel et sur la consommation des ménages (Enquête 1–2–3)
Cook Islands	2019	Labour Force Survey
Costa Rica	2019	Encuesta Continua de Empleo
Côte d'Ivoire	2019	Enquête Nationale sur l'Emploi
Croatia	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Cyprus	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)

Country/territory	Year	Survey name
Czechia	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Denmark	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Djibouti	2017	Quatrième Enquête Djiboutienne auprès des Ménages pour les Indicateurs Sociaux
Dominican Republic	2019	Encuesta Nacional Continua de Fuerza de Trabajo
Ecuador	2019	Encuesta Nacional de Empleo, Desempleo y Subempleo
Egypt	2019	Labour Force Survey
El Salvador	2019	Encuesta de Hogares de Propósitos Múltiples
Estonia	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Eswatini	2016	Labour Force Survey
Ethiopia	2021	Labour Force Survey
Fiji	2016	Employment and Unemployment Survey
Finland	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
France	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Gambia	2018	Labour Force Survey
Georgia	2019	Labour Force Survey
Ghana	2015	Labour Force Survey
Greece	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Guatemala	2019	Encuesta Nacional de Empleo e Ingresos
Guinea-Bissau	2018	Inquérito Harmonizado sobre as Condições de Vida dos Agregados Familiares
Guyana	2019	Labour Force Survey
Haiti	2012	Enquête sur les conditions de vie des ménages
Honduras	2019	Encuesta de Hogares de Propósitos Múltiples
Hungary	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Iceland	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
India	2019	Periodic Labour Force Survey
Indonesia	2019	National Labour Force Survey
Iran (Islamic Republic of)	2019	Labour Force Survey
Iraq	2012	Household Socio Economic Survey
Ireland	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Italy	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Jamaica	2019	Labour Force Survey
Japan	2010	Japanese General Social Survey (JGSS)
Jordan	2019	Labour Force Survey
Kenya	2019	Kenya Integrated Household Budget Survey
Kiribati	2019	Household Income and Expenditure Survey
Kosovo	2019	Labour Force Survey
Kyrgyzstan	2019	Labour Force Survey

Country/territory	Year	Survey name
Lao People's Democratic Republic	2017	Labour Force Survey
Latvia	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Lebanon	2019	Labour Force Survey
Lesotho	2019	Labour Force Survey
Liberia	2017	Labour Force Survey
Lithuania	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Luxembourg	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Madagascar	2015	Enquête Nationale sur l'Emploi et le secteur Informel
Malawi	2012	Labour Force Survey
Maldives	2019	Household Income and Expenditure Survey
Mali	2018	Enquête Modulaire et Permanente auprès des Ménages
Malta	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Marshall Islands	2019	Household Income and Expenditure Survey
Mauritania	2017	Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel
Mauritius	2019	Continuous Multi-Purpose Household Survey
Mexico	2019	Encuesta Nacional de Ocupación y Empleo
Mongolia	2019	Labour Force Survey
Morocco	2010	Morocco Household and Youth Survey
Mozambique	2015	Inquérito aos Orçamentos Familiares
Myanmar	2019	Labour Force Survey
Namibia	2018	Labour Force Survey
Nepal	2017	Labour Force Survey
Netherlands	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Nicaragua	2012	Encuesta Continua de Hogares
Niger	2017	Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel
Nigeria	2019	General Household Survey Panel
North Macedonia	2019	Labour Force Survey
Norway	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Occupied Palestinian Territory	2019	Labour Force Survey
Pakistan	2019	Labour Force Survey
Panama	2019	Encuesta de Mercado Laboral
Paraguay	2019	Encuesta Permanente de Hogares
Peru	2019	Encuesta Nacional de Hogares
Philippines	2019	Labour Force Survey
Poland	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Portugal	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Republic of Korea	2019	Korea Labour and income panel study

Country/territory	Year	Survey name
Republic of Moldova	2018	Labour Force Survey
Romania	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Russian Federation	2019	Labour Force Survey
Rwanda	2019	Labour Force Survey
Saint Lucia	2019	Labour Force Survey
Samoa	2017	Labour Force Survey
Senegal	2019	Enquête Nationale sur l'Emploi au Sénégal
Serbia	2019	Labour Force Survey
Seychelles	2019	Labour Force Survey
Sierra Leone	2018	Labour Force Survey
Slovakia	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Slovenia	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Somalia	2019	Labour Force Survey
South Africa	2019	Quarterly Labour Force Survey (QLFS)
Spain	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Sri Lanka	2019	Labour Force Survey
Suriname	2016	Suriname Survey of Living Conditions
Sweden	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Switzerland	2019	The European Union Statistics on Income and Living Conditions (EU-SILC)
Tajikistan	2009	Living Standards Measurement Study
Tanzania	2020	Labour Force Survey
Thailand	2018	Informal employment survey
Timor Leste	2013	Labour Force Survey
Togo	2017	Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel
Tonga	2018	Labour Force Survey
Tunisia	2014	Labour Market Panel Survey
Türkiye	2019	Labour Force Survey
Uganda	2017	Labour Force Survey
United Arab Emirates	2018	Labour Force Survey
United Kingdom	2018	The European Union Statistics on Income and Living Conditions (EU-SILC)
United States	2019	Current Population Survey and Annual Social and Economic (ASEC) Supplement
Uruguay	2019	Encuesta Continua de Hogares
Vanuatu	2019	Household Income and Expenditure Survey
Venezuela (Bolivarian Republic of)	2017	Encuesta de Hogares por Muestreo
Viet Nam	2019	Labour Force Survey
Yemen	2014	Labour Force Survey
Zambia	2019	Labour Force Survey
Zimbabwe	2019	Labour Force Survey

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