



Guatemala has much room for improvement in the quality of its jobs

Low levels of female insertion in the labor market hinder Guatemala's score on the index

Despite obtaining the last position among 17 countries, the country has the smallest difference between adult and youth scores in the region

Guatemala's evolution has been positive in recent years, with an increase of 6.9 points between 2010 and 2015

Guatemala (with 44.9 points) ranks last on the Better Jobs Index, below the Latin American average of 57.1. The country obtains this position after being placed last in the quantity dimension (with 67.9) and second to last (22 points) in the quality one.

What is the Better Jobs Index?

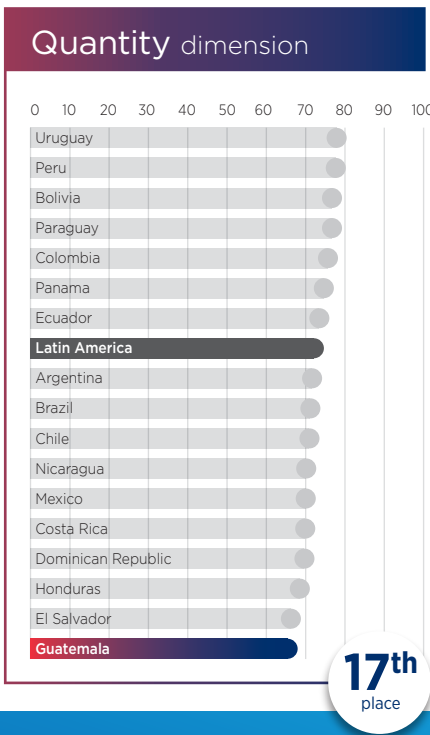
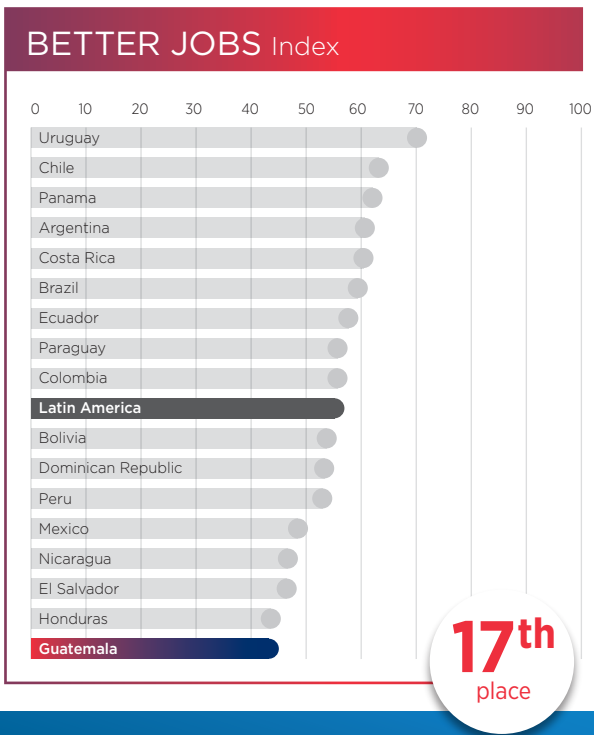
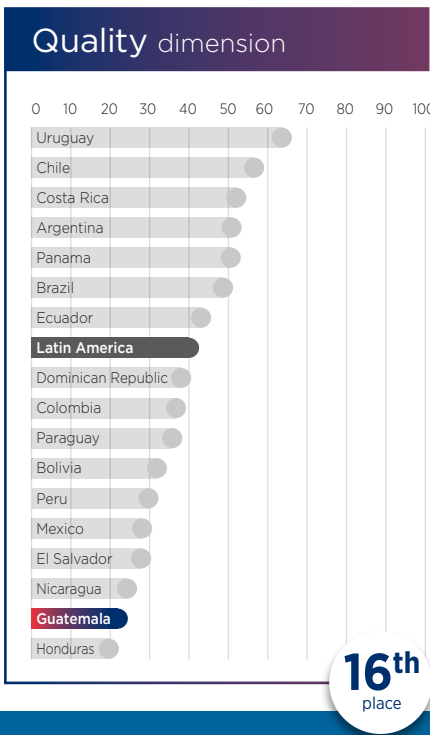
The Better Jobs Index measures jobs in countries based on two dimensions: quantity and quality. The quantity dimension is composed of two indicators: the **labor participation** rate and the **employment** rate. Quality, on the other hand, consists of the **formality** rate and **living wage sufficient to overcome poverty**. Thus, the index is the weighted average of these four indicators*, and their scores range from 0 to 100. For a country to get 100 points, all people who participate in the labor force must be employed with a formal job that provides them with a living wage.

* Indicators are calculated using the population aged 15-64, excluding those who are studying and who, therefore, are not working or looking for work. If you want to know more, consult the methodology document.

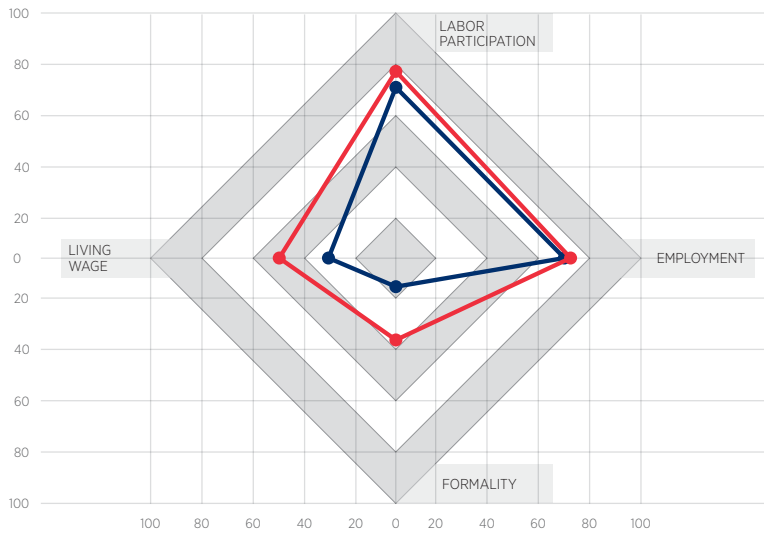
Better Jobs Index: 17 th out of 17	
Labor participation rate	17 th
Employment rate	17 th
Formality rate	16 th
Living wage rate	16 th

Country information ¹	
Working age population	9,817,000
Labor force	6,165,000
Employed population	6,032,000

¹Source: Labor Markets and Social Security Information System (SIMS), with data published by Instituto Nacional de Estadística (INE). Last year available: 2015.



At a glance - Guatemala and Latin America



Guatemala's scores on the Better Jobs Index is lower than the regional average in both dimensions, quantity and quality. In terms of quantity, the country obtains fewer points for both the participation rate (68.6 vs. 77.0) and the employment rate (67.2 vs. 71.3). In terms of quality, Guatemala obtains the second-to-last place both in the labor formality rate (13.9 vs 33.5) and in the indicator of living wages sufficient to overcome poverty (30.1 vs 46.7).

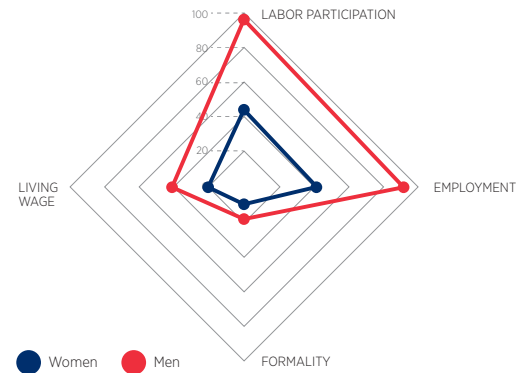
● Guatemala ● Latin America

Is there a gender gap?

Indicators by gender

Guatemala is the country with the widest gender gap on the Better Job Index. Specifically, the gender difference is 33 points: in the male index, the country gets 62.2 points (14th place, above Honduras, Nicaragua, and El Salvador) and in the female, it stays at 29.2 points (last position). This difference is greater in Guatemala compared to that in other Latin American countries, where it averages 22.5 points

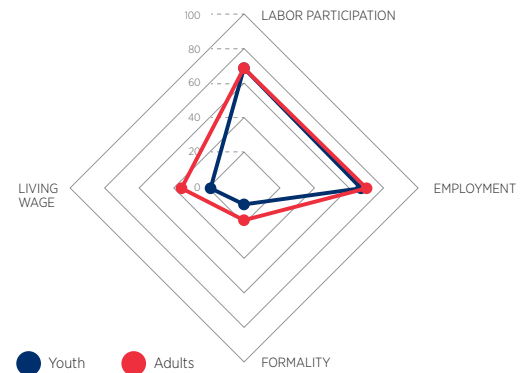
The gender gap is wider in the quantity dimension (the male score exceeds the female by 50.7 points, 94.4 vs. 43.7) than the quality (the male score is 15.3 points higher; 30 vs. 14.7).



Does age make a difference?

Indicators by age

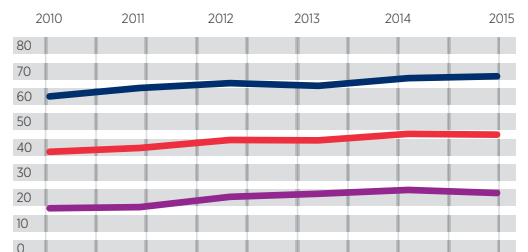
The gap between adults and youth in Guatemala on the Better Jobs Index is the narrowest in the region. Adults in Guatemala score 7.4 points more than young people (47.2 vs 39.8) whereas, on average, the regional gap is 10.2 points. This difference is smaller in the quantity dimension (68.5 vs. 66.5 points) than in quality, where it exceeds 10 points (25.9 vs. 13.1).



Performance over the years

The evolution of Guatemala's score on the Better Jobs Index has been positive in recent years, going from 38 points in 2010 to 44.9 points in 2015, the last available year. The largest increase occurred in the quantity dimension, where it improved by 7.7 points (from 60.2 to 67.9). The evolution in the quality dimension was equally positive, going from 15.8 to 22 points between 2010 and 2015.

● Quantity ● Quality ● Better Jobs Index



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