



Ulandssekretariatet
LO/FTF Council

Danish Trade Union
Council for International
Development Cooperation

Bolivia

Labour Market Profile

2014

This Labour Market Profile is a yearly updated report that provides a broad overview of the labour market's situation and development. The report is based on the latest data available and following trends. Each section has also accesses to the sources' links that can be used to go more in-depth on selected themes. This is a revised version.



Bolivia – Labour Market Profile 2014

Executive Summary

The Plurinational State of Bolivia (Bolivia) is one of the poorest countries in Latin America with a high income inequality. Two-thirds of the population is made up by indigenous people.

Reforms were launched 2006, which included major modification of the Constitution, strengthening the role of the state in the economy, and implement a variety of social programs. The country experienced a strong economic growth in the last decade and an increase in the industry sector, shifting Gross Domestic Product (GDP) away from services and slightly also from agriculture. A range of poverty reduction programs produced noteworthy results: there was a reduction in poverty from 63% in 2002 to 45% in 2011.

The minimum wage was raised by 20% in May 2014 from US\$141 per month to US\$215. The gender wage gap and the racial wage gap have been pronounced in the informal economy, which absorbs 75% of the total employment in the non-agricultural sector. In addition, the business environment obstacles are to some extent due to the practices in the informal economy.

The country has a current unemployment rate of 3.2%, while youth unemployment is higher on 5.4%. Both are rather low. Among others there have been improvements of creating employment in the economy.

It is estimated that the Bolivian Workers' Centre (COB) has an estimated 2 million members and a trade union density at 11% of the labour force. There is no widespread tradition for collective bargaining. Social dialogue is relatively new. There are several private employers who wield considerable political leverage. The International Labour Organization's (ILO)

Committee of Freedom of Association is processing two active confidential cases.

The Global Gender Gap Index places Bolivia as the fourth best performer within the Latin American and the Caribbean region, and ranking 27 out of 136 countries in 2013. Notwithstanding, women are still affected by a lack of being aware of rights and the boundaries of discrimination remains strong.

Bolivia has a high migration rate. Many of these are vulnerable to trafficking and labour exploitation. Bolivians are increasingly migrating to neighbouring countries. There has been a reduction of the negative net migration rate in recent years.

The share of economically active population contributing to a pension scheme is 28%, which is low in the South America region. In the health system the government decreed that all health workers need to work two hours more a day. Following strikes, the decree was retracted. There was also a general strike in May 2013, starting among the miners, demanding increases of old-age pensions to reform the pension law. The country's universal non-contributory old age pension was raised in May 2014 by 25%, reaching 250 Boliviano (US\$36). It has been interpreted a modest effort to keep benefits in line with price inflation.

Bolivia ratified the Domestic Workers Convention 189 in April 2013. So far there have not been registered changes in labour legislation since the adoption of the Convention.

The Child Labour Act was amended in July 2014, making it more flexible and allowing children as young as 10 years old to work legally. ILO is investigating the reform, amid fears it breached international rules.

Contents

Trade Unions	4
Trade Unions in Bolivia	5
Employers' Organisations	5
Central Tripartite Structures	6
National Labour Legislation	6
ILO Conventions	7
Trade Union Rights Violations	8
Working Conditions	9
Workforce	10
Unemployment and underemployment	11
Migration	13
Informal Economy	13
Gender	14
Youth	15
Characteristics of the Working Age Population	16
Vocational training	17
Social Protection	18
General Economic Performance	19
Trade	20
Trade agreements	20
Export Processing Zones (EPZ).....	20
References	21

Trade Unions

Trade unions in Bolivia (2014)	
Number of trade unions (2007) ¹	163
Dues (standard)	N/A
Members of trade unions (paying dues, COB)	560,000
Trade union members share of labour force	11 %
Trade union members to waged workers	28 %
Female member share of trade unions (CONMERB & CTEUB)	64 %
Members of affiliated trade unions from the informal economy	N/A
Number of CBAs	N/A
Workers covered by CBAs	N/A
Share of workers covered by CBA	N/A
Labour force (2013) ²	5,037,000

Workers may form a union in any private company of 20 or more employees, but the labour law requires that at least 50% of the workforce be in favor. Law also requires that members of union executive boards be Bolivian by birth. The labor code permits government employees in the education, health-care, and transportation sectors to organize.³ On the other hand, public sector workers not employed in the administration of the State and agricultural workers are amongst those who are still denied the right to bargain collectively.⁴ Freedom of association was limited by the government and under resourced labor courts. Moreover, the mentioned minimum requirement of 20 workers proved an onerous restriction, as an estimated 72% of enterprises had fewer than 20 employees. Labor inspectors may attend union meetings and monitor union activities.

Collective bargaining and voluntary direct negotiations between employers and workers without government participation was limited. Most collective bargaining agreements are restricted to addressing wages.

Bolivia ratified the Domestic Workers Convention 189 in April 2013. So far there have not been registered changes in labour legislation since the adoption of the Convention. Information on the rights and duties of domestic workers and their employers has been promoted during Sunday fairs. The events are increasing recognition of the National Federation of Domestic Workers of Bolivia (FENATRAHOB) and facilitated dialogue between the domestic workers' union and the Labour Ministry.⁵

It is estimated that the trade union density is 11% of the labour force.

(COB) Bolivian Workers' Centre

The Bolivian trade union movement is unitary. COB (*Central Obrera Boliviana*) is the historic trade union in Bolivia. It was founded on April 17, 1952, within the framework of the 1952 Revolution, based on the powerful mining unions. It is estimated that COB has around 2 million members, including affiliated members.⁶ COB has 64 organizations as affiliates and 48 of them with an active participation.

Historically, the most powerful COB federations have been mining and industry, but the public sector federations have lately gained importance, especially in education (CONMERB and CTEUB) and in health (CSTSPB).

Privatization in the 1980s of especially mining, industry, oil, and railroad industries, made affiliated unions drastically reduced. Close to 75,000 workers lost their jobs, thus depriving the Bolivian trade unions of trained leaders and shop stewards. The loss of human resources in the trade union organizations generated an organizational crisis within the trade union movement.

The National Confederation of Bolivian Urban Education Teachers (CTEUB) is a trade union organization created in 1991 (Legal Personality). It currently has an affiliation of 31 member Federations: nine provincial and 22 regional. The number of affiliates is approximately 95,000 members, and these include teachers and administrative staff from the Educational Units, e.g. secretaries and janitors.

The National Confederation of Bolivian Rural Teachers (CONMERB) is a trade union organization founded in 1953. It currently has 33 affiliated Federations: 9 provincial and 24 regional. It has approximately 60,000 members; these include teachers and administrative personnel from the Educational Units, such as secretaries and janitors, but also teachers from the teachers' colleges. CONMERB has national coverage and is organized in the nine provinces throughout the country.

The National Confederation of Bolivian Health Works (CSTSPB) has around 13,000 members, where the vast majority are women.

Trade Unions in Bolivia ⁷							
Members, Dues, Collective Bargaining Agreements (CBA) and Occupational Safety and Health committees							
Trade Union / Trade Union Centre	National affiliation	Total Members (2012)	Female Members	Dues	Number of CBAs	Workers covered by CBAs	Number of OSH committees at workplaces
COB Central Obrera Boliviana		2,000,000	-	-	-	-	-
CSTSPB Confederacion Sindical de Trabajadores en Salud Bolivia (health workers)	COB	13,000	-	-	-	-	-
CONMERB Confederacion Nacional de Maestros de Educación Rural en Bolivia (rural teachers)	COB	60,000	70 %	-	-	-	-
CTEUB Confederacion de Trabajadores de Educación Urbana de Bolivia (urban teachers)	COB	95,000	60 %	-	-	-	-
CSUTCB Confederación Sindical Única de Trabajadores Campesinos de Bolivia (highland peasants' union)	COB	-	-	-	-	-	-
FNMCB-BS Federación Nacional de Mujeres Campesinas de Bolivia – Bartolina Sisa (women peasants' union)	COB	-	-	-	-	-	-
CSCIB Confederación Sindical de Comunidades Interculturales de Bolivia (eastern lowlands indigenous people)	COB	-	-	-	-	-	-
MST Movimiento Sin Tierra (landless)	Not aff. to COB	-	-	-	-	-	-
FEJUVE Federacion de Juntas Vecinales (urban)	Not aff. to COB	-	-	-	-	-	-
FSTMB Federación Sindical de Trabajadores Mineros de Bolivia (miners)	COB	-	-	-	-	-	-
FNCMB Federación Nacional cooperativistas Mineros de Bolivia	COB	-	-	-	-	-	-
CGTFB Confederación de Trabajadores Fabriles (manufacturing)	COB	-	-	-	-	-	-
Gremiales (informal workers association)	COB	-	-	-	-	-	-
CUB Confederación Universitarios de Bolivia	COB	-	-	-	-	-	-

Employers' Organisations

Confederation of Private Employers in Bolivia (CEPB)

CEPB (*Confederación de Empresarios Privados de Bolivia*) has 27 affiliated member organizations such as chambers of commerce and employers federations. It is governed by an executive committee and is represented in various tripartite forums. It has committees within Customs and Food Safety, Legal, Trade, Economy, Health and Social Security, Tax and Housing and basic services.

The overall objective of CEPB is to promote and actively participate in the process of economic and social development of Bolivia, supporting the

philosophy of free enterprise and the market economy as essential foundations of such a process.⁸

Tripartite social dialogue is relatively new in Bolivia, and there is no widespread tradition of collective bargaining. There are several private employers who wield considerable political leverage. Several times, CEPB has not been invited for tripartite consultation during recent reforms.⁹

In November 2013 the regional *Federación de Empresarios Privados de La Paz* presented a manifesto with a list of demands to the Government.¹⁰

Central Tripartite Structures

Mediation and Arbitration¹¹

Labour disputes are first handled by a labour inspector, who sets up a conciliation board with representatives from both parties. If the board fails in settling the issue, the conflict is brought to the Arbitration Tribunal. The Tribunal consists of a one member each from the parties and is presided by the chief labour inspector. Decisions by the tribunal is only binding if the parties agree, it is an essential public service or by special resolution. If conciliation and arbitration fails the parties may initiate strike or lock-out.

Bi/tripartite organs

- Caja Nacional de Salud (*National Health Fund*)
- CNEPTI - Comisión Nacional de Erradicación Progresiva del Trabajo Infantil (*National Commission for the eradication of child labour*)
- Consejo Nacional Tripartito - Seguridad Industrial y Salud Ocupacional (*National Tripartite Commission – Occupational Safety and Health*)
- Comisión de Productividad y Competitividad (*Productivity and Competition Commission*)

National Labour Legislation

Constitution

The Constitution of 2009 initiated by Evo Morales, improved several trade union rights. It guarantees freedom of association and the right to strike. The Constitution also incorporates and recognised the rights of indigenous people guaranteed in the ILO Convention 169.¹² The ILO's Committee noted recently with satisfaction that there is a progress on the recognition of the universal nature of the right to organize and collective bargaining for all workers, including agricultural workers, in the new Constitution.¹³

General Labour Act of 1942 (*Ley General del Trabajo*)¹⁴

The labour law is from 1942, and regulates collective agreements, working conditions, wages, leave, work of women and children, occupational safety and health, health care, trade unions, employers' organisations, labour disputes and strikes. It prohibit public employers to unionise, allows only one union per industry. However, the labour code is outdated in terms of the relatively new Constitution.¹⁵

Protection of vulnerable indigenes Act¹⁶ (*Ley de protección a pueblos indígenas*)

The Act from 2013 establishes mechanisms, policies and inter-sectoral prevention, protection, and strengthening that self-guard the systems of indigenous origins, which are in very vulnerable situations of physically and culturally severe threats.

General Act of Old Adults of 2013 (*Ley General de las Personas Adultas Mayores*)

Regulate the rights, guaranties and duties of old age as well as the institutionalization of their protection. In addition, guarantee rights of decent old age in terms of benefits and in the framework of the Solidarity Pension of the *Sistema Integral de Pensiones* (SIP).

Child Labour Act¹⁷ (*Ley de la Juventud*)

The Act (Ley 342) from 2010 prohibits all paid work by children under the age of 14 as well as a range of dangerous, immoral, and unhealthy types of work for minors under 18. Labor law permits apprenticeship for 12- to 14-year-old children with various formal restrictions. The law was amended in July 2014, making it more flexible and allowing children as young as 10 years old to work legally.

Participation and Social Control Act¹⁸ (*Ley de participación y control social*)

The Act (Ley 341) from 2013 establishes and strengthens participation and control of social control on social sectors, including trade union organizations and indigenous people, in formulation and implementation of public policy.

*The General Labour Act is the most important and latest labour legislation. Several other legislations exists which regulates and sets standards and restrictions for the labour market.*¹⁹

ILO Conventions

Ratified ILO Conventions ²⁰		
Subject and/or right	Convention	Ratification date
Fundamental Conventions		
Freedom of association and collective bargaining	C087 - Freedom of Association and Protection of the Right to Organise, 1948	1965
	C098 - Right to Organise and Collective Bargaining Convention, 1949	1973
Elimination of all forms of forced labour	C029 - Forced Labour Convention, 1930	2005
	C105 - Abolition of Forced Labour Convention, 1957	1990
Effective abolition of child labour	C138 - Minimum Age Convention, 1973	1997
	C182 - Worst Forms of Child Labour Convention, 1999	2003
Elimination of discrimination in employment	C100 - Equal Remuneration Convention, 1951	1973
	C111 - Discrimination (Employment and Occupation) Convention, 1958	1977
Governance Conventions		
Labour inspection	C081 - Labour Inspection Convention, 1947	1973
	C129 - Labour Inspection (Agriculture) Convention, 1969	1977
Employment policy	C122 - Employment Policy Convention, 1964	1977
Tripartism	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	Not ratified
Up-to-date Conventions		
Working time	C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	1954
	C106 - Weekly Rest (Commerce and Offices) Convention, 1957	1973
Elimination of child labour and protection of children and young persons	C077 - Medical Examination of Young Persons (Industry) Convention, 1946	1973
	C078 - Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946	1973
	C124 - Medical Examination of Young Persons (Underground Work) Convention, 1965	1977
Wages	C095 - Protection of Wages Convention, 1949	1977
	C131 - Minimum Wage Fixing Convention, 1970	1977
Social security	C102 - Social Security (Minimum Standards) Convention, 1952	1977
	C118 - Equality of Treatment (Social Security) Convention, 1962	1977
	C121 - Employment Injury Benefits Convention, 1964	1977
	C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967	1977
	C130 - Medical Care and Sickness Benefits Convention, 1969	1977
Occupational Safety and Health	C120 - Hygiene (Commerce and Offices) Convention, 1964	1977
	C162 - Asbestos Convention, 1986	1990
Equality of opportunity	C156 - Workers with Family Responsibilities Convention, 1981	1998
Employment policy	C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	1996
Labour administration and inspection	C160 - Labour Statistics Convention, 1985	1990
Indigenous and tribal peoples	C169 - Indigenous and Tribal Peoples Convention, 1989	1991
Specific categories of workers	C189 - Domestic Workers Convention, 2011	2013
<p><i>Fundamental Conventions are the eight most important ILO conventions that cover four fundamental principles and rights at work. Equivalent to basic human rights at work.</i></p> <p><i>Governance Conventions are four conventions that the ILO has designated as important to building national institutions and capacities that serve to promote employment. In other words, conventions that promotes a well-regulated and well-functioning labour market.</i></p> <p><i>In addition, there are 71 conventions, which ILO considers "up-to-date" and actively promotes.</i></p>		

Trade Union Rights Violations

At least seven people were injured on May 2013, in a clash between groups of demonstrators and Bolivian police. The police arrested 37 people in the confrontation, but they were released a few hours later after being identified and processed. The *Central Obrera Boliviana* (COB) led the blockades and staged a hunger strike in state-run hospitals to demand that President Evo Morales implement changes in the pension law to improve the income of retirees.²¹

The National Labor Court handles complaints of antiunion discrimination. The rulings often take a year or more. It is observed that the court has ruled in favor of discharged workers in some cases and required their reinstatement. However, union leaders stated that problems often had been resolved or were no longer relevant by the time the court ruled. Government remedies and penalties were often ineffective for this reason. There was at least one decision in an antiunion discrimination case during 2013. The company was fined 16,000 bolivianos (US\$2,330) for allegedly retaliating against two employees who were trying to form a union.²²

It has also been registered that the authorities did not report progress in the investigation of the September 2012 death of Hector Choque, who died after a stick of dynamite exploded in his vicinity during a protest.

Regarding the prohibition of forced or compulsory labour, in some cases the government did not effectively enforce the law banning forced labor. Ministry of Labor officials argue that lack of resources prevented more thorough enforcement of the law.²³

ILO is processing two active confidential cases in the Committee of Freedom of Association: One filed in 2013 (COB) and one in 2012 by FESIMRAS:

ILO Complaints Procedure ²⁴	
Freedom of Association cases (2014 October)	
Active	2
Follow-up	1
Closed	32

A previous mission by the UN's Permanent Forum on Indigenous Issues reported that the existence of servitude, forced labour and abuses against indigenous peoples, particularly against members of the Guaraní people, is present. The report also found that the living conditions of the Guaraní people have deteriorated sharply, due to attacks and threats against leaders, the expulsion of leaders' families, and the division of Guaraní community organizations by using municipal and departmental resources.²⁵

Working Conditions

Wages and earnings			
Monthly average, median and legal minimum wages			
	Source	Current Bolivianos	Current US\$
Average wage (2009)	Global Wage Database ²⁶	939	140
Minimum wage (2014)	BBC News ²⁷	1,488	215
Minimum wage for a 19-year old worker or an apprentice (2013)	Doing Business ²⁸	917	133
Ratio minimum wage to value added per worker (2013)		0.43	
Wage Share Unadjusted (2010)	Global Wage Database ²⁹		26 %
Growth of real minimum wage (2000-2011)			27 %
Growth of real average wage (2000-2011)	ECLAC ³⁰		- 7.6 %
<i>Ratio of minimum wage to value added per worker denotes the minimum wage share of labour productivity. Reported as ratio of minimum wage to value added per worker in the Doing Business Report.³¹</i>			
<i>The Wage Share is the share of GDP that goes to wages and other forms of labour compensation. It is not adjusted for the self-employed, and can therefore underestimate the amount of GDP that goes to workers, if there are many self-employed in the economy.³²</i>			

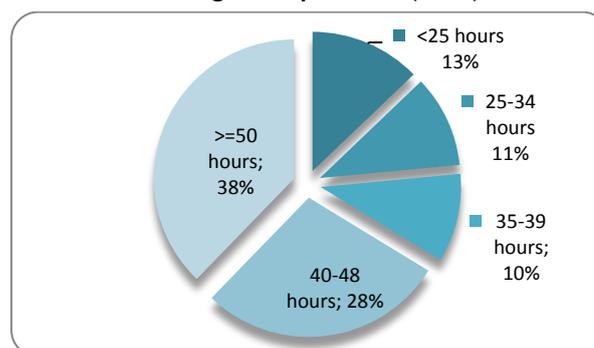
The minimum wage was raised by 20% in 2014 from 1,000 Boliviano (US\$141) to 1,488 Boliviano (US\$215) in 2014. The latest data on actual earnings indicate that the average wage was 939 Boliviano (US\$140) in 2009,³³ and that the real average wage has fallen of 7.8% over the last decade. The data, which is for the private sector in La Paz, indicate that the real average wage had been steadily increasing from the 1980s until 2004, when it started falling.³⁴ The government's official estimate of the poverty income level was 495 bolivianos (US\$72) per month.

In terms of the earning disparities recorded in Latin America registered Bolivia with the highest ratio at 11 in 2009, but it has decreased significantly to nine in 2013 and remains high.³⁵

Prior studies showed that wages are consistently higher in the formal sector than in the informal sector. This could be due to that seniority considerations are more important if wages are negotiated between unions and firms rather than being determined in an atomistic labor market.³⁶

In 2007 Bolivians worked an average of 44 hours per week, the most hours in the Transport, Storage and Communication sector at 57 hours per week, and the fewest in the Education sector at 31 hours per week. Health and Social workers worked 45 hours per week.³⁷

Working hours per week (2009)³⁸



As can be seen from the graph above 66% employed Bolivians work more than 40 hours per week, and over a third work more than 50 hours per week.

In terms of Occupational Safety and Health there are 78 inspectors in the entire country, four of whom are dedicated specifically to child labour. The law provides for penalties for noncompliance, but enforcement is not effective, and the penalties are insufficient to deter violations.³⁹ These 78 labour inspectors equal 1 per 62,000 workers in the labour force. The ILO recommends 1 inspector per 40,000 workers in less developed countries and 1 per 20,000 workers in transition economies.⁴⁰

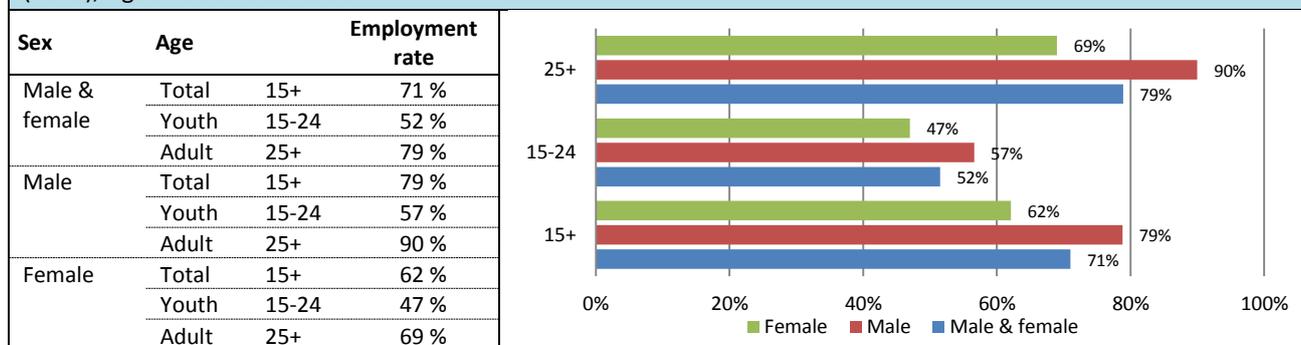
The Ministry of Labor maintained offices for worker inquiries, complaints, and reports of unfair labour practices and unsafe working conditions, but it is unclear whether the offices are effective in regulating working conditions. Although the government do not keep official statistics, there are reports that workers died due to unsafe conditions, particularly in the mining and construction sectors.

It was reported by the Construction Workers Union Confederation in August 2013 that 11 construction workers suffered fatal work-related injuries, four more than in 2012. The union also reported that of the 1,350 nationally registered construction companies, at least 60 percent reported some form of accident, resulting in injury to an employee.

Workforce

Employment rates⁴¹

(2013), Age and Sex distribution



The total population in Bolivia is 10.6 million and a labour force of 5 million workers. There is a gap between Spanish speakers, bilingual speakers of Spanish and indigenous speakers, and just the indigenous speakers. The employment rate in Bolivia is high for the region, mainly because more women are employed. Males have an employment rate of 79%, while women have 62%. In 2010, the country has one of the Latin America's lowest urban participation on average annual rates of 57%.

Bolivia is a relatively industrialised country, though with a large share of informal employment. An estimated 32% of the employed work in agriculture, 40% are in waged employment, and 75% of non-agricultural employment is informal.⁴² The business environment obstacles are mainly due to the practices in the informal economy as well as political instability and access to finance.⁴³

The latest data on working poverty is from 2008 and shows that working Bolivians living for US\$1.25 a day is close to four times higher than the Latin America and the Caribbean region's average.

Working Poor⁴⁴

Age 15+

	Share of workers in total employment	
	1.25 US\$ a day	2 US\$ a day
Bolivia (2000)	26 %	36 %
Bolivia (2008)	14 %	22 %
Latin America and the Caribbean (2008)	4.2 %	8.8 %
Latin America and the Caribbean (2013)	2.9 %	6.5 %

Working poor measures employed people living for less than US\$1.25 and US\$2 a day, as proportion of total employment in that group.

Bolivia's has a smaller middle class than the regional average, as 23% lived for US\$2-4 a day and 47% for US\$4-20 a day, compared the average for Latin America and the Caribbean where 19% lived for US\$2-4 a day and 57% for US\$4-20 a day.

Unemployment and underemployment

The latest unemployment data are from 2012 and the country has a rate at 3.2%, while youth unemployment is slightly higher at 5.4%. Both are rather low, since the unemployment and youth unemployment rate for Latin America and the Caribbean are estimated as 6.6% and 13.5%, respectively.

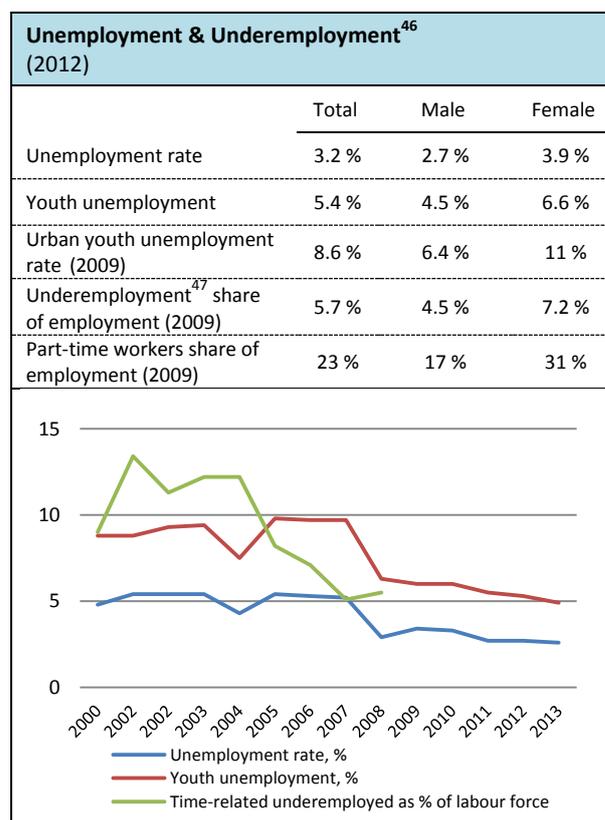
Partly this is because Bolivia is a poorer country where fewer have the option to be unemployed than for many in its neighbouring countries, work of some sort has to be found. But the unemployment trends have also demonstrated a decrease which shows improvements of getting workers in employment, especially in the private sector.

Indicators of hidden unemployment and underemployment are also relatively low: Underemployment is 5.7%, which indicate those who involuntary work less than they desire out of total employment. Around 23% are part-time workers, voluntary or not, which is close to be a double as high share for women in comparison with men.

The different indicators of underemployment and unemployment have also all fallen from 2001 to 2009, with the largest relative fall in underemployment from 14.2% to 5.7%.

Interpretation of the open unemployment and employment rates as indicators of a well-functioning labour market is problematic in developing countries. When unemployment is not an option where a person

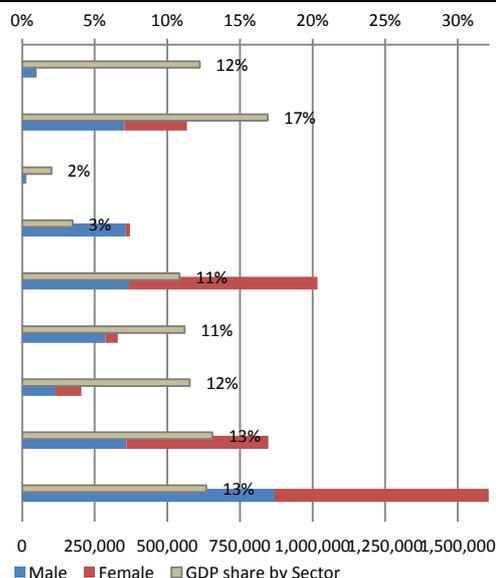
can survive, work of some sort has to be found, often casual and informal work. Unemployment should therefore be understood in relation to the strength of social safety nets, the prevalence of informal employment and how much of informal employment is underemployment due to few formal employment possibilities.⁴⁵



Sectoral employment

Employment (2009)⁴⁸ & GDP share (2012)⁴⁹ Sector & Gender distribution

Sector	Male employment	Female employment	GDP share per sector
Mining and quarrying	47,091	3,027	12 %
Manufacturing	352,257	215,356	17 %
Electricity, gas and water	12,411	1,970	2.0 %
Construction	357,519	13,333	3.5 %
Trade, hotels and restaurants	367,913	649,569	11 %
Transport, storage and communications	286,974	42,659	11 %
Financing, insurance, real estate and business services	115,514	88,408	11 %
Public administration, social/personal services	359,175	488,718	13 %
Agriculture	869,957	736,451	13 %
Others	N/A	N/A	6.2 %



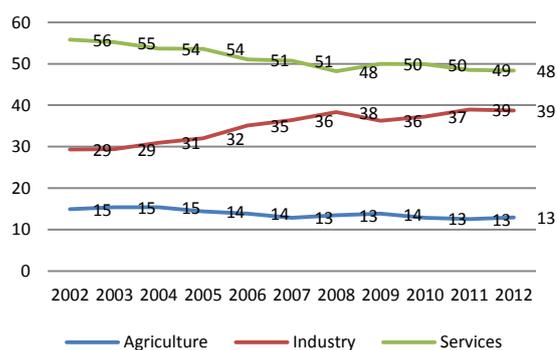
An estimated 32% of Bolivians are working in the agricultural sector, which is the highest share for a South American country. Several Central American countries have a similar share of agricultural employment, though. The agricultural sector contributes with about 13% to GDP, indicating a large share of subsistence farmers.

Bolivia has experienced a strong growth in the industry sector, shifting GDP away from services and slightly also from agriculture. The majority sectoral change has been in agricultural employment, which changed from 39% in 2000 to 32% in 2009 out of total employment. In comparison, industrial employment (manufacturing & wholesale and retail trade) was 30% and 31% in both years. The service sector has also experienced a limited change in employment rates, except social and personal services changed from 15% to 17%, and transport, storage and communication from 4.3% to 6.6%, in the above mentioned period.⁵⁰

Except traditional male sectors such as construction, mining and transport, women are well represented on the labour market and not confined to a few sectors.

Working conditions in cooperative-operated mines remain poor. Miners are self-employed and work with no scheduled rest for long periods in dangerous, unhealthy conditions.

Sectors share (% of GDP)⁵¹



Migration

Migration ⁵²		
Net migration (2008-2012)	Bolivia	- 125,000
Net migration to average population per year (2008-2012)	Bolivia	- 1 : 406 inhabitants
	Latin America & the Caribbean	- 1 : 956 inhabitants
Personal transfers i.e. remittances received, % of GDP (2012)	Bolivia	4.1 %
	Latin America & the Caribbean	1.1 %
<i>Net migration is the net total of migrants during the period, i.e. the total number of immigrants less the annual number of emigrants, including both citizens and noncitizens.</i>		

With a remittance rate of 4.1% to GDP, Bolivia receives 4 times as much remittance as the Latin American and Caribbean's average. More migrate out of Bolivia than enter, with a net migration rate from 2008-2012 as one out of every 406 inhabitant. It is higher than the Latin American and Caribbean region's average. It is noteworthy that both Bolivia and the region have experienced a decline in the negative net migration rate.

Informal Economy

Employment in the informal economy		
Total informal employed in non-agricultural employment	Bolivia (2006) ⁵⁸	75 %
	LAC (2010) ⁵⁹	50 %
Employment in the informal sector in non-agricultural employment	Bolivia (2006) ⁶⁰	52 %
	LAC (2010) ⁶¹	32 %

Bolivia's informal economy is the largest in Latin America. Informal employment made up 75% of total employment in the non-agricultural sector. The informal sector, that is informal businesses, employed 52% of total employment. The informal economy has a share of approximately 65% of GDP, experienced VAT tax evasion of about 45% of GDP.⁶²

Another indication is the type of employment: Two types of employment which are often informal are own-account workers who make up 33% of the employed and contributing family workers who make

Structural factors explain emigration from Bolivia, which include low levels of training, low salaries, lack of jobs, precarious employment conditions and incentives that attract young and relatively inexpensive workers to neighboring countries, mainly to work in the textile industry.⁵³

Bolivians migrate to considerably richer countries on different continents, with the top three destinations: Spain, Argentina, and the United States.⁵⁴ On the other hand, Bolivia has seen an increase in the number of Peruvian migrants, where many of them are involved in informal activities related to the sale and conversion of used and imported cars.

Between 700,000 and 1.6 million Bolivians live abroad. Due to the large gap between rich and poor, Bolivian migrants are vulnerable to human trafficking and labour exploitation. There are efforts underway to establish better migration laws.⁵⁵ The financial crisis in 2008-2009 and tightening of immigration policies in the European Union and the United States, have made many return to Bolivia, and also increased migration to Argentina and Brazil.⁵⁶ Clandestine textile factories with low labour standards in Argentina are infamous for employing Bolivian trafficked migrants.⁵⁷

up 22%. There are 40% waged workers.⁶³ The number of own account workers are in the higher end for South America.⁶⁴

Informal work tends to be in street vending, domestic work or manufacturing. These sectors require little start-up capital or skills. Most informal workers therefore also have little, if any, education. An estimated 23.4% of GDP in 2005 were generated by the informal sector, the sector which employs the majority of workers.⁶⁵

Bolivia's high informality rate is due to many factors, including the burden of regulation, the weakness of public institutions, and the lack of perceived benefits to being formal. According to a report, lack of information on normality is a major determinant of firms' decision to remain informal in Bolivia. Just as a lack of perceived benefits of formality is also an important reason for micro and small firms to remain informal.⁶⁶ There was no significant government effort to formalize or enforce labor laws in this portion of the economy.⁶⁷

Child Labour

Working children			
Proportion of all children in age group			
Region	Year	Type	Proportion
Bolivia (age 5-17) ⁶⁸	2008	Children in employment	28 %
		Hazardous work	25 %
Latin America and the Caribbean ⁶⁹ (age 5-17)	2008	Children in employment	13 %
		Child labourers	10 %
		Hazardous work	6.7 %
<i>Children in employment include all children who conduct some kind of work, whereas child labourers is a narrower term without mild forms of work. Hazardous work is the worst form of child labour as defined in ILO C182.</i>			

The Government's National Plan to Eradicate Child Labor expired in 2010 and has not been updated. The country has a very high incidence of child labour, as high as 28% of all children. The vast majority of the child labour is in hazardous types of work. Child labour is particular high in rural areas where 65% are in employment and 63% in hazardous work, whereas 17% of urban children are in employment and 13% in hazardous work.

Child labour is also much higher among the indigenous than the non-indigenous population: In urban areas, 26% of indigenous children are in employment and 23% in hazardous work, compared to 15% of non-indigenous children who are in employment and 11% in hazardous work. It is even worse in rural areas.

Gender

In terms of Global Gender Gap Index, which is constructed to rank countries on their gender gaps not on their development level, Bolivia is the fourth best performer within the Latin American and the Caribbean region, and ranking 27 out of 136 countries in 2013. The country was ranking 87 out of 115 in 2006.⁷⁵ The main gender gap challenges in Bolivia are related to economic performance and particularly insufficient political empowerment. The latter is affected by a lack of aware of rights and the boundaries of discrimination remains strong.

Gender politics in Bolivia are quite complicated due to cultural divergences. Among others, an analysis by the group of women, Adela Zamudio (AZ)-Today, observed a differences in power between men and women in Bolivia due to a disagreement among the *Chachawarmi's* and the *Aymara's* traditional customs.⁷⁶

Boys are slightly more likely to be engaged in child labour. Older children are also more likely to be both employed and in hazardous work. Children above age 14 are allowed to work. Under the age of 14 children are also allowed to work as apprentices with no minimum age, which violates ILO convention 138.⁷⁰ The Child Labour Act was amended in July 2014, making it more flexible and allowing children as young as 10 years old to work legally. ILO is investigating the reform, amid fears it breached international rules.⁷¹

Child labor inspections remain insufficient relative to the scope of the problem, and the Government does not make key information publicly available, such as statistics on child trafficking cases or penalties applied to employers for child labor violations.⁷²

Thousands of Bolivia's child workers below 18 years old have initiated to unite to end exploitation, establishing the Bolivian Union of Child and Adolescent Workers (UNATSBO), which is present in seven of the country's nine departments.⁷³

ILO's Committee of Experts on the Application of Conventions and Recommendations is following the adoption by Bolivia of educational measures provided to children working in mines, 20% of the children who participated in the program have stopped working.⁷⁴

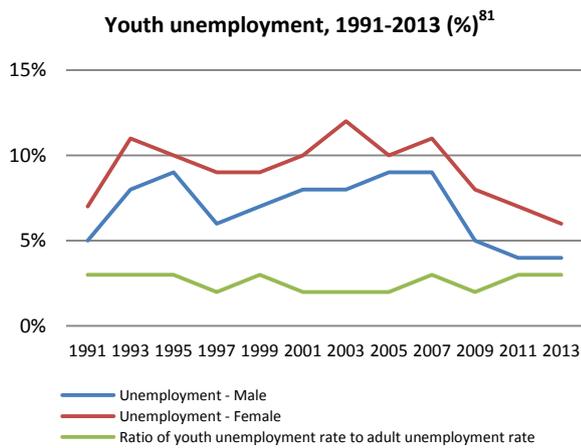
It has also been registered that women, who know only Spanish, earn 28% more than women who are bilingual in Spanish and an indigenous language. On the other hand, women who are bilingual earn 25% more than women who only speak an indigenous language. Thus, for women, the difference in earning money in the labor market is relevant to their language skills.⁷⁷

Much more women (33%) are employed as contributing family workers than men (13%).⁷⁸ The gender differences in education and enrolment into schools exist, but are fairly small.

An Enterprise Survey in 2010 reported that 41% of firms had female participation in ownership compared to 40% for the average in Latin America and the Caribbean, and that 13% of full time employees were women, similar to Latin America and the Caribbean where it was 14%.⁷⁹

Youth

Bolivia has a youth population of 2 million persons (15-24 years old) out of which 1 million are in employment. As previously mentioned, the youth unemployment rate is 5.4%, slightly higher among females, and the trends have experienced a decrease since 2003. The share of labour force aged 15-24, available and seeking employment is significantly higher for women.⁸⁰

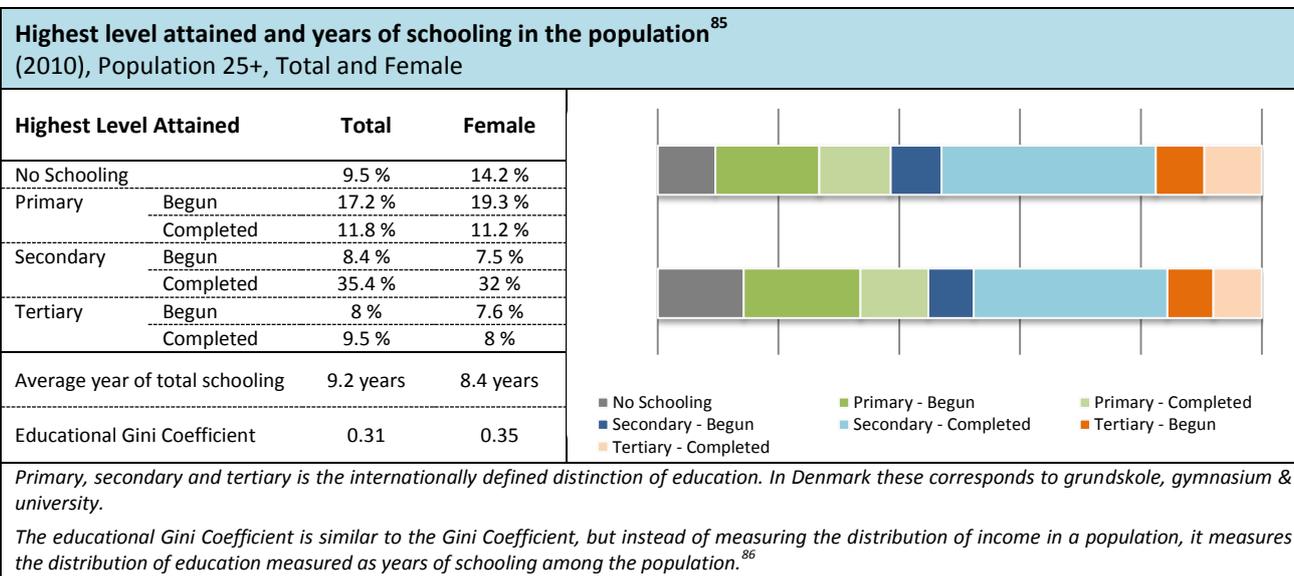


The youth find themselves often in an unstable or absent working culture. Some of the challenges are

due to unemployed youth with low schooling, inactive young people (they do not work nor study), poor women mainly adolescents and the young people that represent a social group most of the time excluded and without social networks. These effects are magnified when we refer to the rural youth and/or ethnic groups.

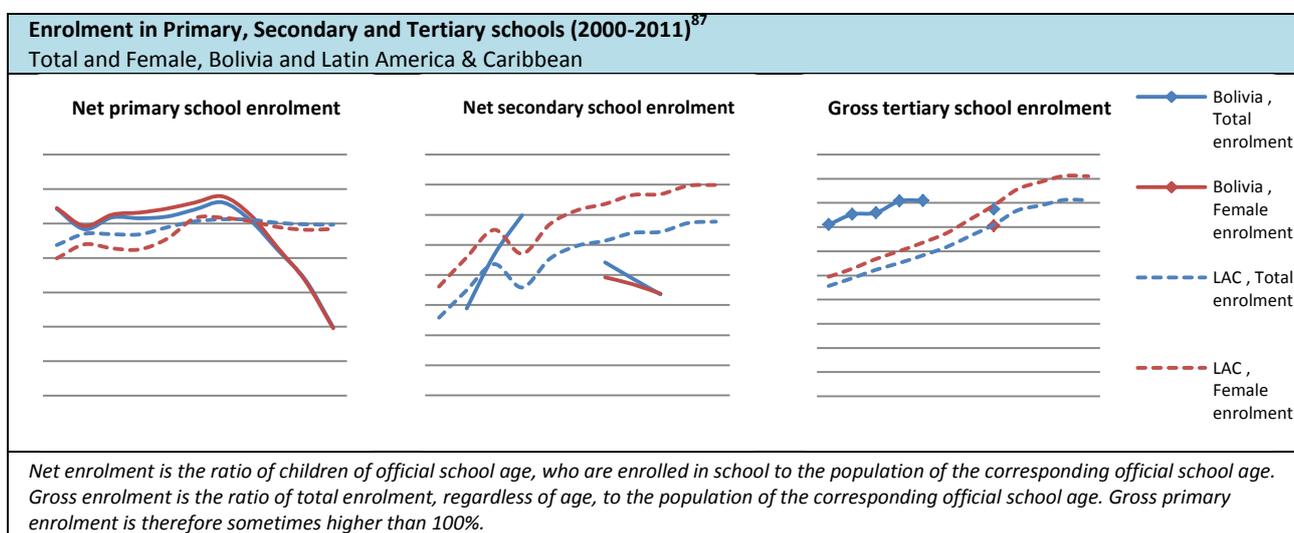
A National Youth Plan of Bolivia (2008-2012)⁸² appears to be relevant and in 2012 a new Youth Rights Act came into force.⁸³ Although a Ministry of Youth or department exists, the Vice-Ministry of Equal Opportunities at the Ministry of Justice is frequently the coordinating ministry for official youth documents. In addition, there are non-existent budget allocated to the governmental authority (ministry, department or office) that is primarily responsible for youth. Reflecting the low priority the government has assigned to youth issues, the coordination effort of the Office of Family and Generational Affairs remains severely underfunded and understaffed. Only one full-time person works on youth issues. The country does not have a national youth organization or association.⁸⁴

Characteristics of the Working Age Population



Considering that Bolivia is the poorest country in South America, the education level is high. Few have no education, over 50% of the population have completed secondary school and many have university education.

Women have lower levels of educations in all types of education, but the difference is rather small. The graph above shows the educational attainment of all Bolivians above 25 years, therefore gives a glance of the human capital of the labour force.



Bolivia has a well educated population, but the education levels are in risk of falling.

the languages taught in schools. With little bilingual education, many students drop out of school.

Bolivia has experienced a sharp drop in primary school enrolment rates since 2006. Enrolment has also fallen for secondary and tertiary school, though not as dramatically. Rural children face added challenges with language, due to Quechua and Aymara not being

A large reform of the school system was enacted in 2010. Key points were free primary education, harmonising rural and urban education, improving the teachers' education, recognising teachers' seniority

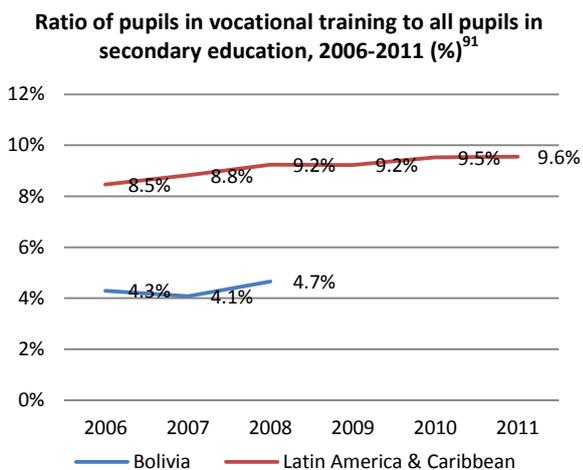
and right to organise etc. So far the implementation of the reform has been slow.⁸⁸

In a preceding ILO report of the Committee of Experts on the Application of Conventions and Recommendations, it was noted that Bolivia gave more priority to education for rural and indigenous peoples, including the creation of three inter-cultural community indigenous universities, one for the Aymar

people, another for the Quechua, and the other for the Guaraní. Public awareness-raising and educational programs addressing stereotypes and prejudices against indigenous peoples, as well as legal literacy campaigns regarding their rights in the national context, are also essential to promoting understanding and co-existence between different population groups.⁸⁹

Vocational training

Vocational Training ⁹⁰ (2008)		
Pupils in vocational training	Bolivia	49,297
Ratio of pupils in vocational training to all pupils in secondary education	Bolivia	4.3 %
	Latin America & the Caribbean	9.3 %
Ratio of pupils in vocational training out of 15-24 year olds	Bolivia	2.4 %
	Latin America & the Caribbean	5.0 %
<i>Bolivia's ratio of pupils in vocational training to all pupils in secondary education were calculated on average for the period 2006-2008, while the Latin America & the Caribbean region covers an average in the period 2007-2011.</i>		



Vocational training in Bolivia is largely uncoordinated and left in the hands of private colleges in urban areas. There are a number of ongoing international aid agencies' initiatives in place. For children of the rural

poor the opportunity to prove their value is usually a dream because there is simply nowhere to enroll.

There are around 307 public training centers offering technical education to over 10,000 youngsters. Overall this number is insufficient. The ratio of pupils in vocational training to all pupils in secondary education is 4.3%, while the Latin America and the Caribbean's average is 9.3%.

Overall, vocational training faces many challenges such as outdated learning methods and a lack of relevant training courses. The majority of these centers provide qualifications for basic level technicians given that they target school dropouts and excluded people who have not concluded junior high school and often not even primary education. These centers suffer from a lack of equipment in the workshops but above all their teachers and instructors are insufficiently trained and lack the technical skills they are supposed to teach.⁹²

It has been argued that many of the public training centers in Bolivia offer courses that have limited labour market perspectives. This can be partially explained by the difficulties to get new courses accredited by the government. And if they introduce a new career, this is mostly not based on market opportunities, but on the popularity among parents and students rather than being based on actual market demand.⁹³

Social Protection

Public spending on social protection schemes ⁹⁴ (2011)		
	Boliviano	14.1 billion
	US\$	2.0 billion
Public social protection expenditure, excl. health	% of GDP	8.5 %
	per capita	197 US\$
	% of government expenditure (2009)	14 %
Public health care	% of GDP	3.6 %
Health social protection coverage	% of population	N/A
Health expenditure not financed out of pocket by private households	% total health expenditure	74 %

Benefits, coverage and contributions to pension schemes ⁹⁵ (2009-2010)		
Social benefits for the active age	% of GDP	2.5 %
Sickness, maternity, employment injury, disability	% of GDP	2.5 %
Active contributors to a pension scheme	15-64 years	28 %
Proportion of elderly (above statutory pensionable age receiving an old age pension)	Age 60+	100 %

The National Health System (SNS) provides health insurance. There is a public implementation branch; a social insurance branch run by the National Health Insurance Institute (INASES), as well as a range of private providers run by NGOs, the Catholic Church, and private consultations. Around 28% of the population had health insurance in 2010, which is low in South America.⁹⁶

Pension and worker insurance are administered by private bodies known as pension fund administrators (AFPs).⁹⁷ These provide family benefits, old-age pension, disability pensions, survivor pensions, funeral grants and work injury benefits. For the same contribution rates, self-employed can choose to be part of these systems, except the family benefits. The public social protection expenditure of such schemes for persons in active age covers 2.5% of GDP. The country's universal non-contributory old age pension was raised in May 2014 by 25%, reaching 250 Boliviano (US\$36), which has been interpreted a modest effort to keep benefits in line with price inflation.⁹⁸

The insured participants have a mandatory individual account that includes 10% of covered earnings for old-age benefits, plus 1.7% of covered earnings for disability and survivor benefits, and 0.5% of covered earnings for administrative fees. Employers pay for 3% "Solidarity Pension" an addition to regular old-age pension, part of work injury compensation, the full cost of family benefits, and 10% for maternity leave insurance.⁹⁹

The pension system was reformed in 2010, where COB was involve in the process and social security contribution rates for employers were raised in 2012. New reforms were on the table in 2013. COB called for general strike to increase the old-age pension and that the pension should be calculated based on an average of the last 36 pay slips. Different organizations affiliated to COB claimed increase of pensions from 70% to 100% of the salary.¹⁰⁰ After three weeks the strikes were suspended as settlement was reached. It is noteworthy that granted pension benefits to all seniors regardless of their previous benefits will not be taken away.

Bolivia also runs some non-contributory programs: *Renta Dignidad*, a universal pension of 2,400 Bolivianos per year for citizens above age 60. It had about 676,000 beneficiaries in 2010. *Bono Madre Niño* has pregnancy benefits for women without health insurance. It was started in 2009 and provides a total of 1,820 Bolivianos of benefits during 33 months. *Bono Juancito Pinto* was started in 2006 and is a cash transfer of 200 Bolivianos per child per year, under the condition that the child attends school. It covered 660,000 children in 2008.¹⁰¹

Coverage of non-contributory schemes has increased sharply over the last decade. However, coverage of contributory schemes has remained between 10-15%, mainly because most workers are self-employed.¹⁰²

The ILO convention 183 on maternity leave protection has not been ratified. Following the General Labour Act and law, maternity leave is 90 days for all: 45 days before birth and 45 days after birth. There is a new provision that allows the father to take the 45 days after birth. Benefits are 100% of the national minimum wage, plus 70 % of the amount by which the basic wage exceeds the national minimum wage. The social insurance systems covers the whole cost, which in turn is financed by employers.¹⁰³

General Economic Performance

Key Facts ¹⁰⁴ (2013 est.)				
GDP (US\$)	GDP per capita (PPP) (US\$)	GDP real growth	HDI	Gini Coefficient (2011)
30 billion	5,500 156 of 229 countries	6.5 %	0.675 108 of 187 countries	47 29 of 141 countries
<p>The Human Development Index (HDI) measures the average of a long and healthy life, access to knowledge, and a decent standard of living.</p> <p>This Gini Index is measured if income were distributed with perfect 'equality', the index would be zero; if income were distributed with perfect 'inequality', the index would be 100. In terms of the ranking, the first country has the highest inequality, while the number 141 has the highest equality.</p>				

Doing business ¹⁰⁵	Control of corruption	Government effectiveness	Rule of Law
157 of 189 countries	-0.36 (2007) -0.70 (2012)	-0.55 (2007) -0.37 (2012)	-0.84 (2007) -1.04 (2012)
<p>A high ranking on the Ease of Doing Business Index means the regulatory environment is more conducive to the start-up and operation of a local firm.¹⁰⁶</p> <p>The selected Governance Indicators cover the years 2007 and 2012 and ranging from -2.5 to 2.5; i.e. negative tendencies below the zero mean and unit standard deviation, score negative measurements.¹⁰⁷</p>			

Bolivia has launched reforms in 2006, which included major modification of the Constitution, strengthening the role of the state in the economy and the application of a variety of social programs. It has not only improved the country's political stability, but also noteworthy results of citizens living in poverty were most benefitted from the economic bonanza. A wide variety of social programs were also initiated. For example, between 2002 and 2011, average income of the poorest 40% of the population grew three times more rapidly than average income. However, Bolivia still has one of the highest Gini Index in region, and high in the world.¹⁰⁸

The exports of cash crops and stable macroeconomic policies fostered an economic growth on an averaged 5% over the past decade. The inflation has been a little unstable, but below 10%. Investments in the form of capital formation did not fall much after the global financial crisis in 2008-2009, and is getting closer to the regional average.

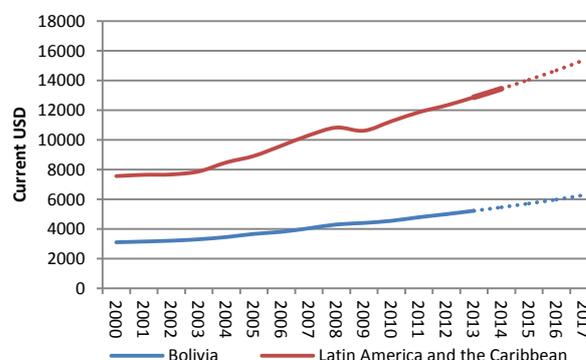
Bolivia is still the poorest country in South America, and GDP per Capita measured in Purchasing Power Parity (PPP) is well below the average for Latin American and Caribbean region.

The Doing Business indicator ranks Bolivia very low at 157 out of 189 countries. As previously mentioned, Bolivia especially scores low on Starting a Business and Paying Taxes.

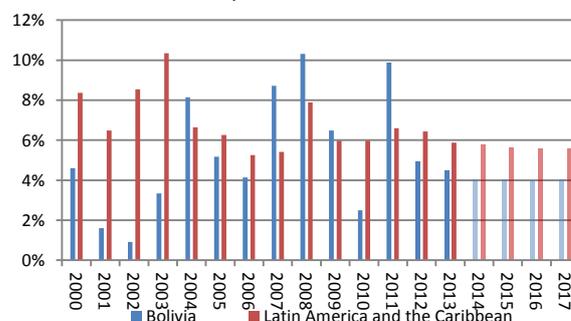
Bolivia is decreasing on the scores of Control of Corruption and Rule of Law, while Government Effectiveness is improving on a low medium score.

On the Human Development Index, the country's has been on a status quo ranking on 108 out of 187 countries in the period 2007-2012.

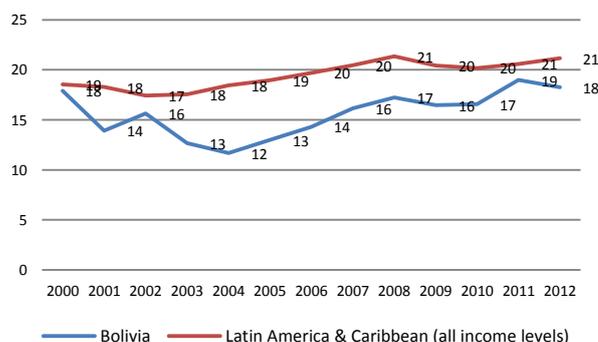
GDP per Capita (PPP), trend and forecast¹⁰⁹



Inflation, trend and forecast¹¹⁰



Gross fixed capital formation (% of GDP)¹¹¹



Trade

Trade and Foreign Direct Investment 2013 (est.) ¹¹²			
Exports	Imports	FDI flow ¹¹³ (average 2008-12)	FDI Stock
13 billion US\$	8 billion US\$	695 million US\$	8.8 billion US\$
42 % of GDP	28 % of GDP	2.3 % of GDP	30 % of GDP

Bolivia has a large exporting sector, and exports more than it imports. This is largely due to the dominant oil, natural gas, and metal production. The largest export market is Brazil and Argentine, which buy the bulk of Bolivia's petroleum gases.

In 2005, the government passed a controversial hydrocarbons law that imposed significantly higher royalties and required foreign firms then operating under risk-sharing contracts to surrender all production to the state energy company in exchange for a predetermined service fee.

Bolivian tariffs are low. Manufacturers complain, though, that the tax-rebate program that allows some companies to claim refunds of import taxes on capital equipment is inefficient, with many companies now owed millions of dollars by the Bolivian Government, which can take years to recover.

Trade agreements

Bolivia's trade with neighboring countries is growing, in part because of several regional preferential trade agreements it has negotiated:

Bolivia is part of the Andean Community, a custom union that also includes Colombia, Ecuador and Peru. The Andean Community establishes a Labour Advisory Council, and includes social cooperation in areas such as social security and recognition of education certificates.¹¹⁴

Bolivia benefits from the United States' Generalised System of Preferences (GSP). GSP is a unilateral trade benefit from the U.S. government, allowing duty and quota free access for some products. A country can be removed if it is violating or do not take steps to uphold the ILO Core Labour Standards. Each country is reviewed annually, by the U.S. government. Bolivia is one of the largest exporters under the U.S. GSP

arrangement, with around \$128 million exported within the scheme.¹¹⁵

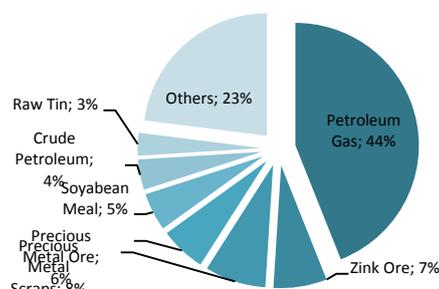
Bolivia also benefits from EU's unilateral GSP+ special incentive arrangement, which allows duty and quota free access for most products. To be granted and continue to be granted GSP+, a country must ratify and effectively implement conventions within human rights, environmental and the eight ILO Core Conventions. The European Parliament and European Council will examine each beneficiary every second year.¹¹⁶ Bolivia was scrutinised on its application of drug conventions.¹¹⁷

Canada, Japan, Norway and Switzerland have similar agreement with Bolivia. The country has also free trade agreements with Chile, Mexico, Cuba, and the Southern Common Market (MERCOSUR).

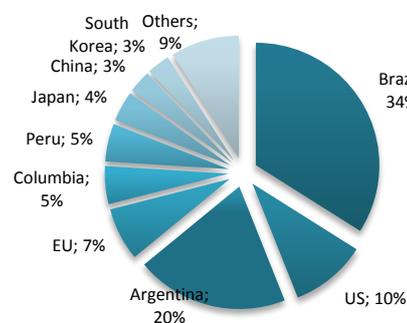
Export Processing Zones (EPZ)

According to an ILO survey from 2007,¹¹⁸ Bolivia has seven Export Processing Zones, employing 48,000 workers and exporting for US\$59 million. Leather and Textiles are the main sectors.

Bolivia's main products share of exports (2012)¹¹⁹



Bolivia's main export markets (2013)¹²⁰



References

- ¹ [ILO, LABORSTAT, UNIONS2011: Trade Union Membership Statistics 2011](#)
- ² [ILO, Key Indicators of the Labour Market Database](#)
- ³ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ⁴ [ITUC, Survey of violations of trade union rights, Bolivia](#)
- ⁵ [ILO, Snapshot ILO in Action, Domestic workers](#)
- ⁶ [Yunionize, Global Union Directory, Bolivia](#)
- ⁷ [LO/FTF Council & <http://www.boliviainfoforum.org.uk>](#)
- ⁸ <http://www.cepb.org.bo>
- ⁹ [LO/FTF Council](#)
- ¹⁰ [DECP, Central and South America, Bolivia](#)
- ¹¹ [ILO, NATLEX, Decreto Supremo de 24 de mayo de 1939 elevado a ley el 8 de diciembre de 1942 por el que se dicta la Ley General del Trabajo](#)
- ¹² [ILO, NATLEX, Nueva Constitución Política del Estado](#)
- ¹³ [ILO, International Labour Conference, 101st Session, 2012, ILC.101/III/1B](#)
- ¹⁴ [ILO, NATLEX, Decreto Supremo de 24 de mayo de 1939 elevado a ley el 8 de diciembre de 1942 por el que se dicta la Ley General del Trabajo](#)
- ¹⁵ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ¹⁶ [ILO, NATLEX, Ley núm. 450 de protección a naciones y pueblos indígenas originarios en situación de alta vulnerabilidad, 2013](#)
- ¹⁷ [ILO, NATLEX, Ley núm. 342 de la juventud, 2013](#)
- ¹⁸ [ILO, NATLEX, Ley núm. 341 de participación y control social, 2013](#)
- ¹⁹ [ILO, NATLEX, Country Profile Bolivia, Basic Laws](#)
- ²⁰ [ILO, NORMLEX, Country Profiles](#)
- ²¹ [ITUC, Survey of violations of trade union rights, Bolivia](#)
- ²² [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²³ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²⁴ [ILO, NORMLEX, International Labour Standards country profile, Bolivia](#)
- ²⁵ [UN's Permanent Forum on Indigenous Issues, Mission to Bolivia, Report and Recommendations, 2009](#)
- ²⁶ [ILO, Global Wage Database 2012/13](#)
- ²⁷ [BBC News, Bolivia raises minimum wage by 20%, April 22, 2014](#)
- ²⁸ [IFC, World Bank, Doing Business 2013, 10th ed.](#)
- ²⁹ [ILO, Global Wage Database 2012/13](#)
- ³⁰ [ECLAC, Statistics and Indicators, Annual real average wages](#)
- ³¹ [Doing business report](#)
- ³² [Global Wage Database 12/13](#)
- ³³ [ILO, Global Wage Database 2012/13](#)
- ³⁴ [ECLAC, Statistics and Indicators, Annual real average wages](#)
- ³⁵ [Buenos Aires Herald, ECLAC praises country's low inequality in wages, October 16, 2014](#)
- ³⁶ [SciELO, Research Paper, The Impact of Structural Reforms on Wages and Employment: The Case of Formal versus Informal Workers in Bolivia, 2004](#)
- ³⁷ [ILO, LABORSTAT, 4A Hours of work by economic activity \(Per week\)](#)
- ³⁸ [KILM](#)
- ³⁹ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ⁴⁰ [ILO, Press Release, ILO calls for strengthening labour inspection worldwide, 16 November 2006](#)
- ⁴¹ [KILM](#)
- ⁴² [KILM](#)
- ⁴³ [World Bank & IFC, Enterprises Surveys, Bolivia Country Profile 2010](#)
- ⁴⁴ [KILM](#)
- ⁴⁵ [Kucera D. & Roncolato L. \(2008\), Informal Employment: Two contested policy issues, International Labour Review, Vol. 147 \(2008\). No. 4](#)
- ⁴⁶ [KILM](#)
- ⁴⁷ [KILM](#)
- ⁴⁸ [KILM](#)
- ⁴⁹ [ECLAC, National Economic Profile, Bolivia](#)
- ⁵⁰ [KILM](#)
- ⁵¹ [World Bank, DataBank](#)
- ⁵² [World Databank](#)
- ⁵³ [IOM, Migration Profile of Bolivia Calls for Policy Debate, June 2012](#)
- ⁵⁴ [World Bank, Migration and Remittances Factbook 2011](#)
- ⁵⁵ [IOM, Where We Work, Bolivia](#)
- ⁵⁶ [IOM, Perfil Migratorio de Bolivia, 2012](#)
- ⁵⁷ [ITUC, Equal Times, Zara uses slave labour in Argentina, 15 May 2013](#)
- ⁵⁸ [KILM](#)
- ⁵⁹ [ILO, 2011 labour overview : Latin America and the Caribbean](#)
- ⁶⁰ [KILM](#)
- ⁶¹ [ILO, 2011 labour overview : Latin America and the Caribbean](#)
- ⁶² [IMF, Measuring the Informal Economy in Latin America and the Caribbean, 2008](#)

- 63 KILM
- 64 [ILO, 2011 labour overview : Latin America and the Caribbean](#)
- 65 [FES, Martínez & Chumacero, El sector informal urbano en bolivia 1995-2005: Empleo, ingreso, productividad y contribución al Producto Interno Bruto urbano, 2009](#)
- 66 [World Bank, Economic Policy in Latin America and the Caribbean, Bolivia: Policies for Increasing Firms' Formality and Productivity, 2008](#)
- 67 [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- 68 [ILO, Magnitud y características del trabajo infantil en Bolivia : informe nacional 2008, 2010](#)
- 69 [ILO, Accelerating action against child labour, International Labour Conference, 99th Session 2010](#)
- 70 [ILO, NORMLEX, Observation \(CEACR\) - adopted 2011, published 101st ILC session \(2012\), Minimum Age Convention, 1973 \(No. 138\) Bolivia, Plurinational State of \(Ratification: 1997\)](#)
- 71 [ILO, ILO's concerns regarding new law in Bolivia dealing with child labour, July 28, 2014](#)
- 72 [U.S. Department of Labor, 2012 Findings on the Worst Forms of Child Labor, Bolivia](#)
- 73 [The Guardian, Bolivia's child workers unite to end exploitation, November 27, 2012](#)
- 74 [ILO, International Labour Conference, 101st Session, 2012, ILC.101/III/1B](#)
- 75 [WEF, Insight Report, The Global Gender Gap Report 2013, Philippines](#)
- 76 Burman, Anders. "Journal of Latin American Studies." Chachawarmi: Silence and Rival Voices on Decolonisation and Gender Politics in Andean Bolivia. 43.1 (2011): 65-91
- 77 Hippert, Christine. "Women's Studies International Forum." Women's spaces, gender mainstreaming, and development priorities: Popular participation as gendered work in rural Bolivia. 34. (2011): 498-508
- 78 KILM
- 79 [World Bank, Bangladesh Enterprise Survey, 2007](#)
- 80 [Youthpolicy.org, Factsheets, Bolivia](#)
- 81 [ILO, Key Indicators of the Labour Market Database](#)
- 82 [Ministerio de Justicia et al., Plan Nacional de Juventudes: "Jóvenes unidos/as por el cambio" \(2008 -2012\)](#)
- 83 [Ministerio de Justicia, Anteproyecto de Ley General de Juventudes, 2012](#)
- 84 [Youthpolicy.org, Factsheets, Bolivia](#)
- 85 [Barro, Robert and Jong-Wha Lee, April 2010, "A New Data Set of Educational Attainment in the World, 1950-2010." NBER Working Paper No. 15902](#)
- 86 Calculation from based on [Thomas, Wang & Fan \(2001\)](#), with data sets from [Barro-Lee \(2010\)](#) and [Psacharopoulos and Arriagada \(1986\)](#).
- 87 World Databank
- 88 LO/FTF Council
- 89 [ILO, International Labour Conference, 101st Session, 2012, ILC.101/III/1B](#)
- 90 [INE, Encuesta de Hogares 2011](#)
- 91 [World Bank, World dataBank](#)
- 92 [Connecting Vocational Training Centers in Bolivia and boosting training Performance](#)
- 93 [NUFFIC, Lessons learned on improving the quality and relevance of vocational training through ICT, October 31, 2013](#)
- 94 [ILO, Social Protection, Statistics and indicators](#)
- 95 [ILO, Social Protection, Statistics and indicators](#)
- 96 [ILO, GESS, Country Profiles](#)
- 97 [ISSA, Country profiles](#)
- 98 [Pension Watch, Uprating social protection benefits: an example from Bolivia, May 13, 2013](#)
- 99 [SSPTW: The Americas, 2011, Bolivia](#)
- 100 [Nouveau Parti Anticapitaliste, Grève générale en Bolivie, 4 June 2013](#)
- 101 [Brooks World Poverty Institute, Barrientos et al., Social Assistance in Developing Countries Database, Version 5.0 July 2010](#)
- 102 [ILO, ESS Paper N°33 , Lessons learnt from developing countries, 2012](#)
- 103 [ILO, TRAVAIL, Legal Database](#)
- 104 [CIA, The World Factbook, Bolivia](#)
- 105 [World Bank & IFC, Doing Business, Ease of doing business in Bolivia](#)
- 106 [World Bank & IFC, Doing Business, Methodology](#)
- 107 [World Bank, Worldwide Governance Indicators](#)
- 108 [World Bank, Bolivia Overview, 2014](#)
- 109 [IMF, World Economic Outlook Databases](#)
- 110 [IMF, World Economic Outlook Databases](#)
- 111 [World Bank, World dataBank](#)
- 112 [CIA, The World Factbook, Bolivia](#)
- 113 [World Bank World dataBank](#)
- 114 [Andean Community, Cartagena Agreement](#)
- 115 [Office of the United States Trade Representative, Generalized System of Preferences \(GSP\)](#)
- 116 [EC, DG TRADE, Development, Generalized System of Preferences \(GSP\)](#)
- 117 [EC, DG TRADE, Memo on the termination of GSP+ Investigation on Bolivia, 19 March 2013](#)
- 118 [ILO database on export processing zones \(revised\), 2007](#)
- 119 [MIT, Alexander Simoes, The Observatory of Economic complexity, What does Bolivia export?](#)
- 120 [European Commission, DG TRADE, Bilateral Relations, Statistics](#)