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Global Great Jobs Briefing

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**JON CLIFTON**

Global Managing Partner, Gallup

It's time to retire the global unemployment metric and replace it with a different one: the percentage of people with great jobs.

Why? The current metric fails to capture the millions of truly unemployed people who aren't working jobs that drive economic productivity.

"Unemployment" has been the world's scorecard for a healthy jobs market for a long time. If unemployment is low, the job market is strong, and so is the economy. If it is high, leaders get thrown out of office. But in truth, unemployment doesn't tell us much about a country's prosperity or economic growth. At best, the current metric gives us an incomplete picture.

According to the International Labour Organization, global unemployment is 5% — the lowest level in decades. That translates to about 172 million people who aren't working. That figure feels low when you consider other numbers: Hunger affects more than 800 million people, extreme poverty affects 740 million, and illiteracy affects 775 million people.

Of the more than 7 billion people on Earth, about 5 billion are adults. Remove students, homemakers, retired people, and those who aren't working but aren't looking for work — then you have the "global workforce." That's over 3 billion people. The "unemployed" are the people who are not working but are looking for work. That is how the ILO arrives at 5%.

The problem lies in how the self-employed are counted. Imagine a person in El Salvador who sells souvenirs on the street and doesn't make enough money to afford food or shelter. If this person works, they are considered employed.

Half of the self-employed — or nearly 378 million people — live on less than \$2 a day. When you add them to the technically unemployed, and the part-time workers who want full-time jobs (about 430 million), "real" unemployment affects 32% of the global workforce — not 5%. If that were the world's statistic, almost 1.7 billion people would be "unemployed."

But simply reclassifying people won't help policymakers. We need a metric that incorporates the quality of people's jobs — not just if they work 30 hours and get a paycheck.

This metric is what Gallup is releasing today in its third snapshot of global employment.

The report looks at the percentage of people who have 1) "good jobs" — the 1.5 billion people who work 30 hours a week for an employer — and 2) "great jobs," those who are engaged at work.

Great jobs are identified by employees' responses to the 12 questions Gallup uses to measure engagement. These include ratings for statements like, "At work, someone encourages my development," and, "I have the opportunity to do what I do best each day." Tested in over 160 countries, these items have also been validated against traditional economic indicators, such as productivity and profit.

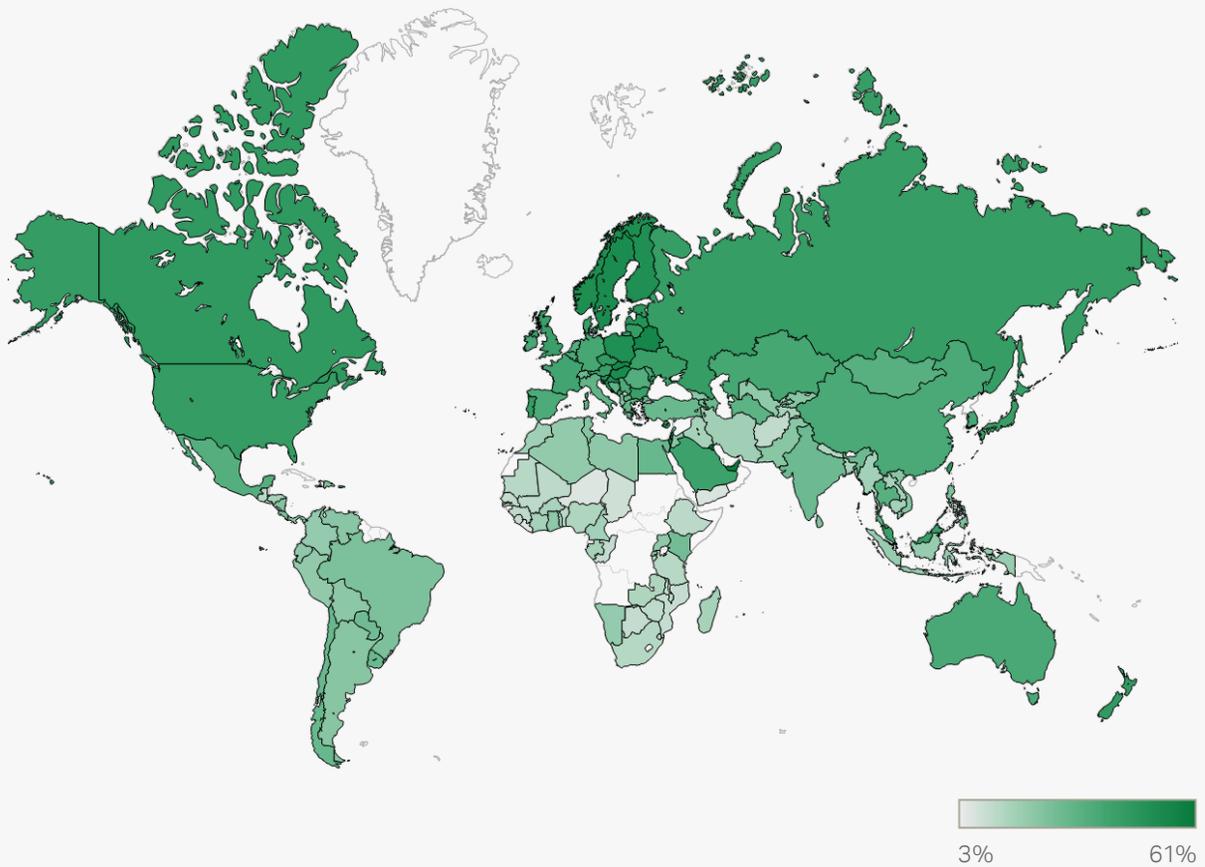
Using this metric, Gallup finds that only 5% of the world has a great job.

The global unemployment metric holds leaders accountable at the lowest common denominator for jobs. The message is, "Let's get the number of people with no work to the lowest percentage possible." Instead, we should say, "Let's get the number of people with great jobs to the highest percentage possible."

Now that we know the score, let's do just that — get the number of people with great jobs to the highest percentage possible.

Where the *Good* Jobs Are

GOOD JOBS: PERCENTAGE OF THE TOTAL POPULATION EMPLOYED FULL TIME FOR AN EMPLOYER



Countries With Highest Percentage of Adult Population in Good Jobs*

COUNTRY	GOOD JOBS
Kuwait	61%
United Arab Emirates	58%
Singapore	53%
Belarus	52%
Slovakia	52%
Israel	51%
Hungary	50%
Sweden	50%
Norway	49%
Finland	48%
Poland	48%
Croatia	48%

Countries With Lowest Percentage of Adult Population in Good Jobs*

COUNTRY	GOOD JOBS
Malawi	9%
Botswana	9%
Congo Brazzaville	9%
Sierra Leone	9%
Mozambique	9%
Chad	8%
Gambia	8%
Yemen	6%
Niger	5%
Liberia	4%
Haiti	3%

BASED ON GALLUP WORLD POLL, 2018

*Gallup defines having a good job as working full time for an employer.



In 2018,

29%

of adults, or about

1.5 billion
people worldwide

reported working full time for an employer, which is an important measure of the availability of what Gallup defines as "good jobs."

This is up just one percentage point since the last report, which was based on global data from 2015 and 2016, but this relatively small increase is noteworthy. It means that roughly 100 million more people around the world have the type of jobs that give them a measure of security to plan for the future, rather than simply living hand-to-mouth every day, working subsistence jobs.

Because this metric is such a useful barometer of social and economic conditions, even more important is *where* these people are working. Most of the increase in good jobs is in China, where nearly 80 million more people have good jobs as of last year, compared with a few years ago.

Good-Job Estimates Range From 3% to 61%

The percentage of adults with good jobs continues to vary widely from country to country, and largely in line with their level of economic development, which is usually a good indicator of the availability of formal, diversified employment opportunities.

At the country level, the percentages range from as low as 3% in poor countries, such as Haiti — which was also the lowest in the world in the last report — to as high as 61% in wealthier countries, such as Kuwait, where the majority of the population is made up of expatriates, many of whom are in the country just to work.

Small and medium-sized enterprises (SMEs) account for most of the good jobs in more economically developed countries, while less developed countries are home to few large employers and few SMEs. Because of the lack of good jobs in less developed countries, many residents resort to subsistence activities that do little to raise per-person productivity.

Consequently, countries with higher levels of gross domestic product per capita — or productivity — also have more residents who are employed full time for employers.

Good Jobs Still in Short Supply in Sub-Saharan Africa

Good jobs remain the most scarce in the world's least economically developed region, sub-Saharan Africa, where just one in seven adults (14%) are working full time for an employer — up two percentage points from the previous 2015-2016 analysis.

The good jobs rate reaches 20% or higher in just four countries out of the 35 that Gallup surveyed in sub-Saharan Africa in 2018: Mauritius (32%), Kenya (25%), Uganda (20%) and Ghana (20%).

Jobs that offer full-time employment for an employer are still the most readily available in Northern America, one of the most economically developed regions of the world. The good jobs rate for both the U.S. and Canada is 42%.

Individually, 43% of Canadians are employed full time for an employer and 42% of Americans have the same employment status. Even as jobless rates in both countries have continued to fall, the percentages with good jobs essentially haven't budged from the 44% in each country in the 2015-2016 analysis.

Europe and the former Soviet states are not far behind Northern America in good jobs, approximately four in 10 adults in each region employed full time for an employer. However, while the 2018 figures represent improvement in Europe (from 34% in 2015-2016), they reveal the opposite in former Soviet states, where the good jobs rate has dropped from 41% to the current level.

Good Jobs, by Major Region

% OF THE POPULATION WORKING FULL TIME FOR AN EMPLOYER

REGION	
Northern America	42%
Europe	38%
Former Soviet States	37%
Asia	29%
Latin America and the Caribbean	24%
Middle East and North Africa	24%
Sub-Saharan Africa	14%

BASED ON GALLUP WORLD POLL, 2018

Full results for all countries are available at the back of the report.

Gender Gaps Persist in Every Region of the World

Worldwide, the gender gap between men and women in good jobs remains about as wide in 2018 as it was a few years ago, with 36% of men working full time for an employer, versus 21% of women. At the global level, the percentage of women in good jobs is holding steady since first crossing the 20% threshold in 2015-2016.

Regardless of economic development level, men in every region are still more likely than women to be working full time for an employer. The widest gender gap is evident in the Middle East and North Africa, where 28 points separate men and women.

Worked full time for an employer in 2018:

36%
MEN

21%
WOMEN

Good Jobs by Major Region, by Gender

% OF THE POPULATION WORKING FULL TIME FOR AN EMPLOYER

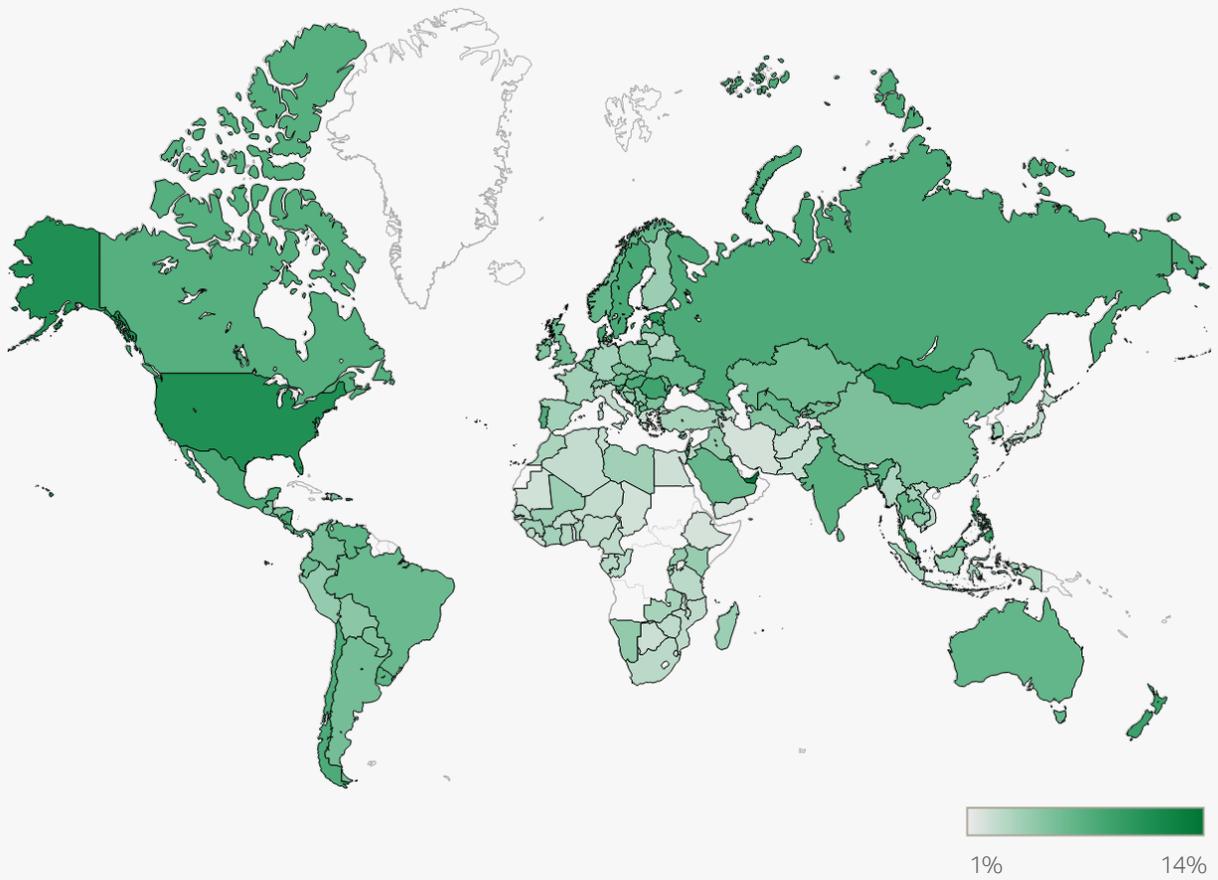
REGION	MEN	WOMEN	GAP
Northern America	46%	37%	-9
Former Soviet States	45%	32%	-13
Europe	42%	33%	-9
Asia	38%	21%	-17
Middle East and North Africa	38%	10%	-28
Latin America and the Caribbean	30%	18%	-12
Sub-Saharan Africa	18%	9%	-9

BASED ON GALLUP WORLD POLL, 2018

The gender gap in good jobs largely reflects women's lower rate of participation in the workforce worldwide — particularly in the Middle East and North Africa, where 71% of women were not in the workforce in 2018. But the good jobs gap remains even among women who are participating in the workforce and those with higher levels of education.

Where the *Great Jobs* Are

GREAT JOBS: PERCENTAGE OF THE TOTAL POPULATION EMPLOYED FULL TIME FOR AN EMPLOYER AND ENGAGED AT WORK



Countries With Highest Percentage of Adult Population in Great Jobs*

COUNTRY	GREAT JOBS
United Arab Emirates	14%
United States	11%
Mongolia	11%
Kuwait	10%
Estonia	10%
Malta	9%
New Zealand	9%
Philippines	9%
Romania	8%
Nicaragua	8%
Denmark	8%
Mexico	8%
Sweden	8%
Slovenia	8%

Countries With Lowest Percentage of Population in Great Jobs*

COUNTRY	GREAT JOBS
Afghanistan	1%
Azerbaijan	1%
Botswana	1%
Eswatini	1%
Egypt	1%
Chad	1%
Mauritania	1%
Ethiopia	1%
Iran	1%
Liberia	1%
Yemen	1%
Togo	1%
Haiti	1%

BASED ON GALLUP WORLD POLL, 2018

*Gallup defines having a great job as working full time for an employer and being engaged at work.

Good jobs are an engine of economic productivity — without them, many countries around the world will find it nearly impossible to move forward.

But if *all* countries, societies and employers want to fully develop their human capital and maximize their productivity, they can't stop at creating good jobs — they need to keep fueling the engine. They need to create great jobs that allow individuals to make the most of their time and talents.

People working at good jobs only have great jobs if they are also engaged in what they feel is meaningful and fulfilling work and that they feel they are experiencing personal growth and development in the workplace.

The rewards of a great job are big and extend beyond the workplace and even the individual. Those with great jobs are not only more productive at work and have fewer accidents on the job, they also are more likely to give back to their communities and have far better health and wellbeing.

The problem is that every country in the world has an engagement deficit. In all countries, there are significantly more adults with good jobs who are not engaged at work than there are adults with good jobs who are engaged at work — the individuals Gallup defines as having great jobs.

Worldwide, 24% of adults have good — but not great — jobs, and just 5%, or about 265 million people, have great jobs. More discouraging still is that the percentage of adults with great jobs rarely tops 10% in any country. The percentage of adults with great jobs ranges from 14% in the United Arab Emirates to 1% in 14 countries.

Even in China, where the good jobs numbers have risen from 29% to 36% in the past several years, the percentage with great jobs is just 5%.

Adults surveyed worldwide:

24%

HAVE GOOD JOBS

5%

HAVE GREAT JOBS



Great Jobs Are Hard to Find

In the **U.S. and Canada**, adults are twice as likely as the global average to work full time for an employer and be engaged at work. However, even in Northern America, adults with good but not great jobs outnumber those with great jobs 3-to-1 — and this ratio hasn't changed at all in the past few years. Slightly more than three in 10 adults (31%) in the region have good jobs, but just 10% are employed full time for an employer and engaged at work (have a great job).

Still, this ratio is more favorable compared with other regions. In Europe, for example, adults with good, but not great, jobs outnumber those with great jobs by more than 8-to-1.

Great Jobs by Major Region

% OF THE POPULATION WHO WORK FULL TIME FOR AN EMPLOYER AND ARE ENGAGED AT WORK

REGION	
Northern America	10%
Former Soviet States	6%
Latin America and the Caribbean	6%
Asia	5%
Europe	4%
Middle East and North Africa	3%
Sub-Saharan Africa	2%

BASED ON GALLUP WORLD POLL, 2018





GREAT JOBS

Working full time for an employer
and engaged at work:

7%

MEN

3%

WOMEN

Great Jobs Are Even Harder for Women to Find

Worldwide, women are less likely than men to have good jobs, and in every part of the world, they are also less likely to have great jobs.

Overall, men are more than twice as likely (7%) as women (3%) to be working in great jobs. The gender gaps are narrowest in Europe and former Soviet states, where just one point separates men and women.

Great Jobs by Major Region, by Gender

% IN THE WORKFORCE WORKING FULL TIME FOR AN EMPLOYER AND ENGAGED AT WORK

REGION	MEN	WOMEN	GAP
Northern America	12%	9%	-3
Former Soviet States	7%	6%	-1
Europe	5%	4%	-1
Asia	7%	3%	-4
Latin America and the Caribbean	7%	5%	-2
Middle East and North Africa	4%	1%	-3
Sub-Saharan Africa	3%	1%	-2

BASED ON GALLUP WORLD POLL, 2018

Great Jobs, Better Lives for All

Gallup's workplace research finds that, across industry, company size and nationality, engaged employees produce better business outcomes than other employees — in both good economic times and bad. Great jobs are good for workforce productivity, safety and retention, but employees reap personal benefits. People with great jobs have higher wellbeing and better health outcomes.

Year after year, Gallup continues to see that people with good jobs tend to rate their present and future lives as good or better than those who don't have a good job. But when people have great jobs, they are even more likely to rate their lives positively¹ enough to reach the apex of wellbeing — they are "thriving."

Life Ratings by Major Region

% THRIVING

REGION	NOT GOOD OR GREAT	GOOD, NOT GREAT JOBS	GREAT JOBS
Northern America	51%	62%	70%
Latin America and the Caribbean	40%	46%	51%
Europe	38%	46%	64%
Former Soviet States	25%	23%	37%
Sub-Saharan Africa	18%	18%	27%
Middle East and North Africa	17%	17%	35%
Asia	17%	17%	28%

BASED ON GALLUP WORLD POLL, 2018

¹ Gallup classifies people as "thriving," "struggling" or "suffering," according to how they rate their current and future lives on a ladder scale with steps numbered from zero to 10 based on the Cantril Self-Anchoring Striving Scale. People are considered thriving if they rate their current lives with a seven or higher and their lives in five years with an eight or higher.



Methodology

The findings in this briefing are based on the employment and employee engagement data that Gallup has amassed through its World Poll surveys in 2018. The global figures presented in this report are based on data from 143 countries. For results based on the total sample of national adults, the margin of sampling error ranged from ± 2.1 percentage points to ± 5.6 percentage points at the 95% confidence level. All reported margins of sampling error include computed design effects for weighting.

For more complete methodology and specific survey dates, please review [Gallup's Country Data Set](#) details.

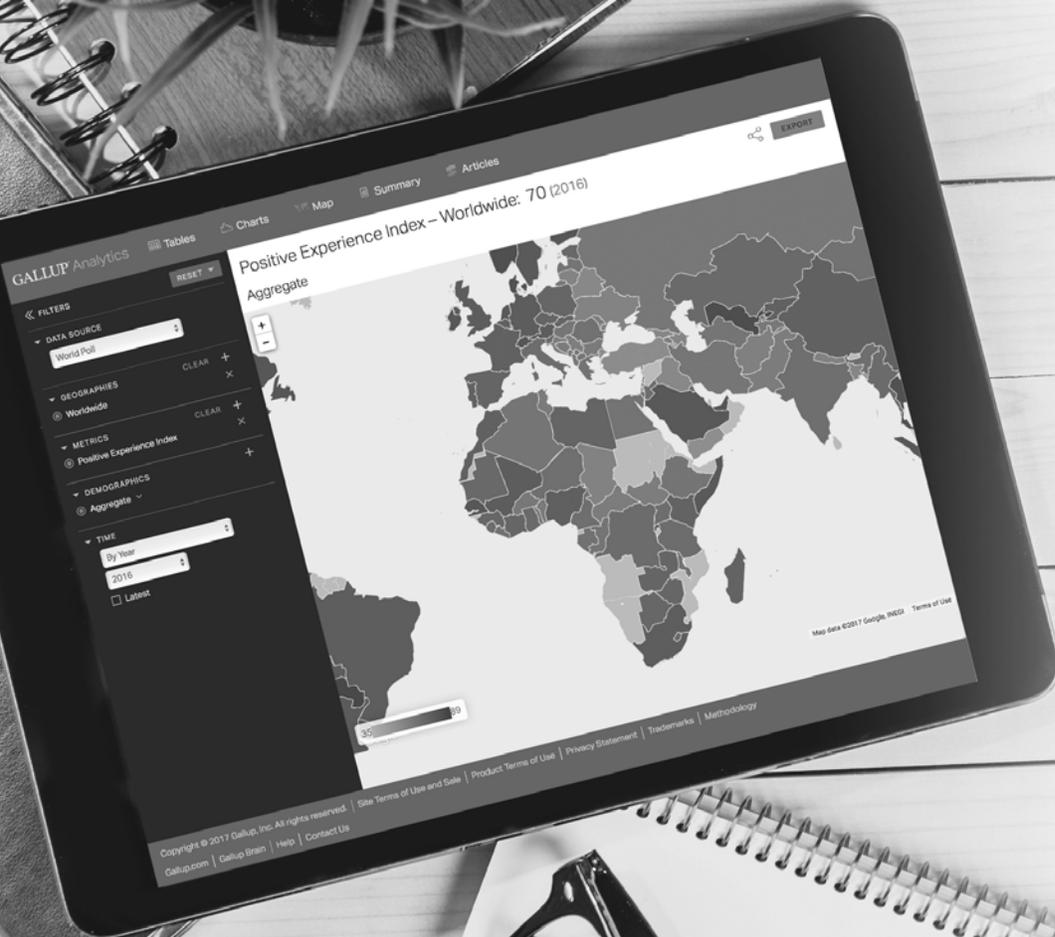


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GALLUP[®]

World Headquarters

The Gallup Building
901 F Street, NW
Washington, D.C. 20004

t +1.877.242.5587
f +1.202.715.3045

www.gallup.com