

GALLUP®



2018 Global Great Jobs Briefing
3 Billion Still Looking for Great Jobs

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The Real Global Unemployment Rate Is Not 6% — It's 33%

What the world wants is a good job. That has been the major finding from Gallup's surveys in more than 140 countries over the past decade. But it's hard to find that anywhere in the world's official statistics.

Consider the world's official figures on some of the other major issues facing humanity. According to the United Nations, roughly 793 million people are undernourished; 767 million live in extreme poverty; and 2 billion do not have a safely managed water drinking service. The global jobs situation? According to the International Labour Organization (ILO), unemployment is only 5.6%. That's "only" about 260 million people. That feels low considering the entire world wants a good job.

The problem lies in how the world defines and measures unemployment. The ILO recommends a broad framework of labor force statistics to national statistics offices worldwide. Most countries collect these data using surveys. These surveys ask people questions like, "Did you work 30 or more hours in the past week?" Then they ask whether they worked for an employer or themselves. If they aren't employed, people are asked whether they are looking for work. The resulting data become the official employment statistics for the country.

You might assume that the world's poorest countries have the highest unemployment rates and the richest countries have the lowest. Not according to the official unemployment figures. Some poorer countries such as Cambodia or Belarus boast some of the lowest unemployment rates in the world. Rich countries such as France or the greater eurozone have at least three times the rate of unemployment of those poorer countries. In fact, there is no statistical relationship between GDP per capita and unemployment across all countries.

Here is the heart of the problem. Think of subsistence farmers in Africa or people selling trinkets on the street in India. Did they work 30 or more hours in the past week? Absolutely. Though their work is hardly meeting their needs, they still have what global agencies define as work. They are officially self-employed, which means they are not unemployed.

The reason official unemployment figures appear so low in some of these poorer countries is that so many of the truly unemployed are considered self-employed. In the developing world, the self-employed make up roughly 30% of the workforce. This can be confusing because when we hear "self-employed," terms such as "small-business owner" or "entrepreneur" come to mind.

However, most of those categorized as self-employed in the developing world aren't small-business owners or entrepreneurs. When you look at who lives on less than \$2 a day, the self-employed appear almost identical to the unemployed. This is because most of these self-employed jobs aren't really jobs.

Let's consider a real job or a good job — the type of job the whole world wants — as at least 30 hours per week of consistent work with a paycheck from an employer. Based on this definition, 1.4 billion out of the world's roughly 5 billion adults have a good job.

So who are the other 3.6 billion? About 1 billion people are self-employed; about 300 million work part time and do not want full-time work; about 400 million work part time but want full-time work; 260 million are unemployed; and the rest are out of the workforce. Not all of the self-employed are hopelessly unemployed, but we can conservatively estimate that at least half of them are. Those 500 million added to the 400 million part-time workers who want full-time work and the unemployed total roughly 1 billion people who are truly unemployed. That figure of about 1 billion, which is just shy of one-third of the entire world's adult workforce of 3.3 billion, would put global unemployment closer to 33% than to the 5.6% that the ILO estimates.

There is another problem with current jobs metrics: There is no figure that measures the *quality* of people's jobs.

Measuring Whether People Love or Hate Their Jobs

I recently spoke with a global economist about measuring the quality of jobs. She told me her organization was hoping to accomplish this using two metrics: pay and benefits. The problem is that neither metric measures whether people love or hate their job. When people have a job they hate, they are more likely than people who do not work at all to rate their lives poorly.

One way to help quantify those intangibles is to ask people about their jobs and their work. Gallup does this through a metric known as employee engagement. Using a short list of questions, we categorize workers into one of three categories: engaged, not engaged or — worst of all — actively disengaged. People who are engaged at work or, in other words, have a "great job," can do what they do best, have the equipment to do their jobs effectively, and have a strong sense of mission and purpose in their work.

Gallup asked our engagement questions worldwide and found that between 2015 and 2016, only 16% of people with good jobs are also engaged. They have *great* jobs. But these figures vary substantially by country.

Out of 5 billion adults on this planet, 1.4 billion have a good job. Of these 1.4 billion, roughly 16% are engaged. Out of a global workforce of an estimated 3.3 billion adults who are working or looking for work, then, only 7% or 214 million people have a great job. This means about 3 billion people who want a great job don't have one.

The dream of men and women around the world is to have a good job and, ultimately, a great job. Yet only 214 million people are realizing this dream. Global leaders need to make "great job" creation a top priority. Using better metrics to understand the real jobs situation is a start.

The *2018 Global Great Jobs Briefing* is the latest of Gallup's recent reports on the global workplace. The briefing updates the real jobs situation in 128 countries and shows where the greatest gaps remain between the good and great jobs that people want and need. It complements the *State of the Global Workplace* report, which provides countries, leaders and organizations with actionable advice on what they need to close these gaps.

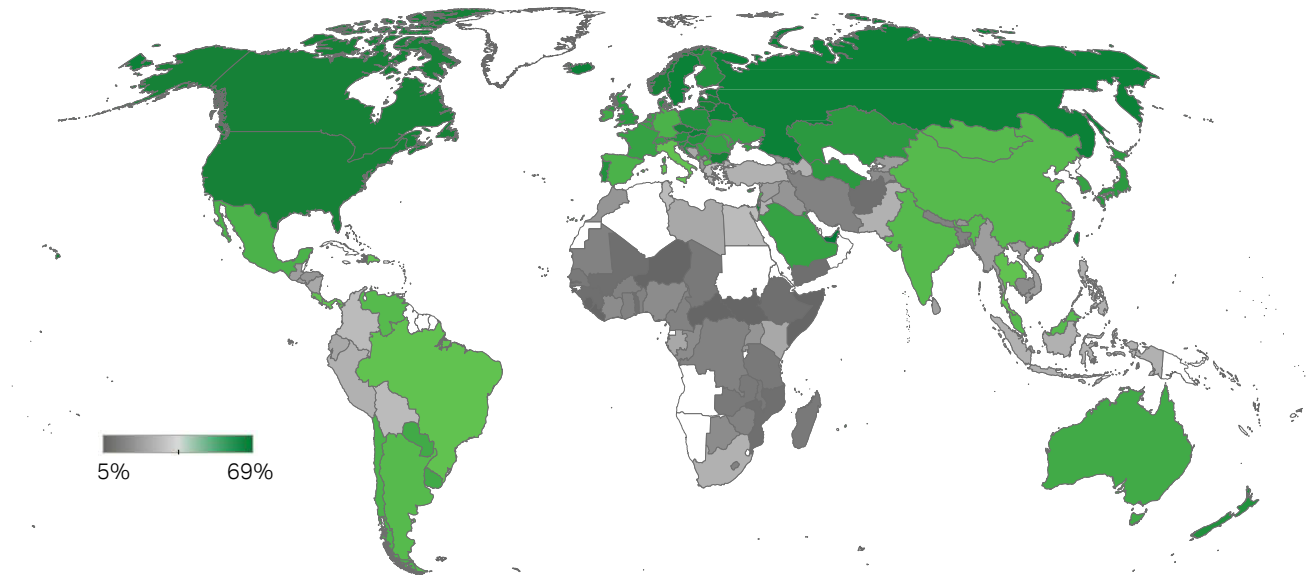


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Where the *Good Jobs* Are

Good Jobs

Percentage of Total Population Employed Full Time for an Employer



Countries With Highest Percentage of Adult Population in Good Jobs*

United Arab Emirates	69%
Bahrain	59%
Estonia	49%
Russia	49%
Singapore	48%
Iceland	47%
Belarus	47%
Sweden	47%
Slovakia	46%
Israel	46%

Countries With Lowest Percentage of Adult Population in Good Jobs*

Ethiopia	7%
Togo	7%
Mali	7%
Afghanistan	7%
Yemen	7%
Somalia	6%
Sierra Leone	6%
Liberia	6%
Niger	6%
Central African Republic	5%
South Sudan	5%
Haiti	5%

Based on Gallup World Polls, 2015-2016

*work full time for an employer



28%
or about
1.4 billion
adults worldwide
report working full time for an employer,
an important measure of the availability
of what Gallup defines as “good jobs.”

The percentage of adults with these good jobs varies a lot around the world — and by level of economic development. At the country level, the percentages range from as low as 5% in poor countries such as Haiti and South Sudan to as high as 69% in wealthier countries such as the United Arab Emirates, which has a large percentage of expatriates who live in the country just to work.

Small and medium-sized enterprises (SMEs) account for most of the good jobs available 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.

Good Jobs 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 eight adults are working full time for an employer (12%). The good jobs rate reaches 20% or higher in only three countries: Kenya (20%), South Africa (23%) and Mauritius (35%).

In one of the most economically developed regions of the world, Northern America, these jobs are the most readily available. The good jobs rate for both the U.S. and Canada is 44%.

The former Soviet States are not far behind Northern America, with 41% of adults in the region employed full time for an employer. The 49% good jobs rate in Russia largely accounts for the relatively high regional score. But this number masks poorer prospects for good jobs in other countries. In countries such as Kyrgyzstan and Georgia, for example, only about one in six adults has a good job.

Good Jobs, by Major Region

% of the population working full time for an employer

Northern America	44%
Former Soviet States	41%
Europe	34%
Asia	27%
Latin America and the Caribbean	26%
Middle East and North Africa	21%
Sub-Saharan Africa	12%

Based on Gallup World Polls, 2015-2016

Gender, Education Gaps Exist in Every Country, Region

Regardless of economic development level, men in every region and nearly every country are more likely than women to be working full time for an employer, and adults with more education typically are more likely to have these good jobs than those with less education.

Good Jobs, by Major Region and Gender

% of the population working full time for an employer

	Men	Women	Gap
Northern America	51%	38%	13
Former Soviet States	47%	37%	10
Europe	38%	30%	8
Asia	36%	19%	17
Latin America and the Caribbean	34%	19%	15
Middle East and North Africa	32%	9%	23
Sub-Saharan Africa	17%	8%	9

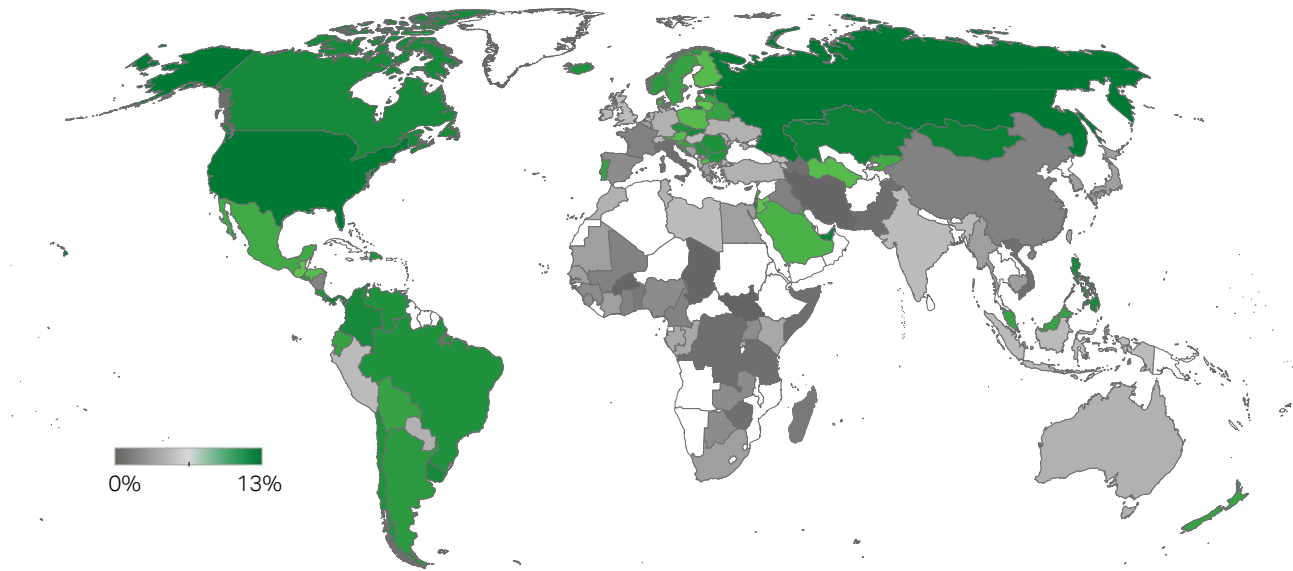
Based on Gallup World Polls, 2015-2016

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. But these gaps remain even among women who are participating in the workforce and those with higher levels of education — further exposing the need to focus on human capital development in these regions.

Where the *Great Jobs* Are

Great Jobs

Percentage of Total Population Employed Full Time for an Employer and Engaged at Work



Countries With Highest Percentage of Adult Population in Great Jobs*

United States	13%
Russia	13%
United Arab Emirates	12%
Kazakhstan	11%
Singapore	11%
Panama	11%
Estonia	10%
Mongolia	10%
Uruguay	10%
Bahrain	9%
Colombia	9%
Canada	9%
Philippines	9%
Mauritius	9%

Countries With Lowest Percentage of Adult Population in Great Jobs*

Togo	1%
Tanzania	1%
Congo (Kinshasa)	1%
Somalia	1%
Pakistan	1%
Azerbaijan	1%
Vietnam	1%
Zimbabwe	1%
Italy	1%
Chad	1%
Iran	1%
Burkina Faso	1%
South Sudan	^

Based on Gallup World Polls, 2015-2016

*work full time for an employer

^less than 1%

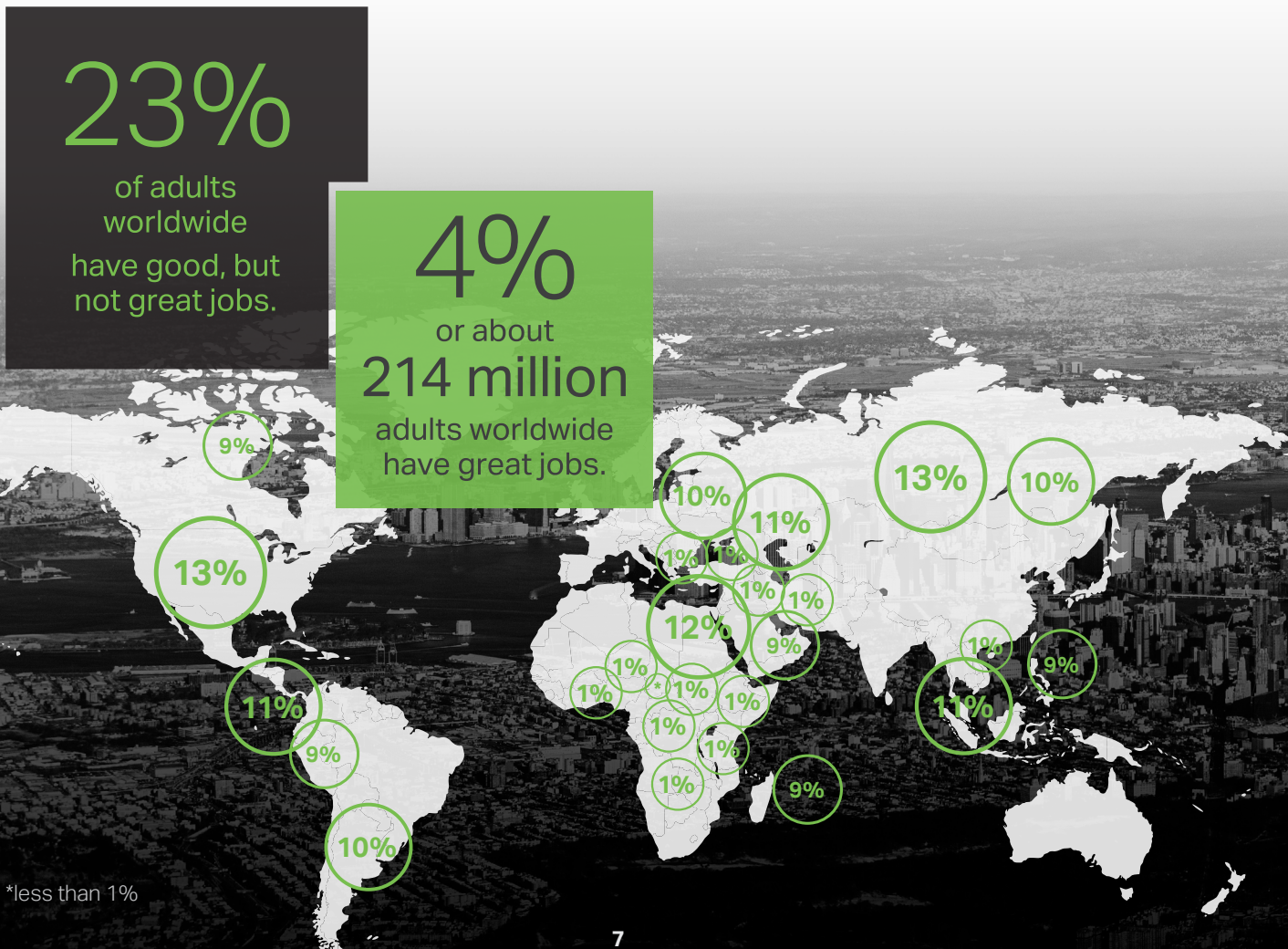
The gaps in the availability of good jobs around the world highlight a desperate need to promote job growth in many countries. But if *all* countries, societies and employers want to fully develop their human capital and maximize their productivity, they can't stop at creating good jobs — they need to create great jobs that allow individuals to make the most of their time and talents.

It is in their best interest to do so. Gallup measures engagement among employees at all levels (including managers and leaders) using a series of question items rooted in more than 30 years of workplace research with proven links to performance outcomes. Based on people's responses to these questions, Gallup categorizes them as engaged, not engaged or actively disengaged.

People who are engaged at work are highly involved in and enthusiastic about their work. They drive performance and innovation and move their organization forward. Gallup research shows that, across industries and countries, teams with highly engaged members are, on average, 17% more productive than those with lower average engagement.

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 — Gallup defines these people as having great jobs. Worldwide, 23% of adults have good, but not great jobs, and just 4% — or about 214 million adults — have great jobs.

Across most of the world, the percentage of adults with great jobs rarely tops 10%. Worldwide, the percentages of great jobs range from 13% in the U.S. and Russia to less than 1% in South Sudan.



*less than 1%

Great Jobs Hard to Find in Every Part of the World

In the U.S. and Canada, adults are more likely to work full time for an employer and be engaged at work than residents in any other region of the world. However, even in this region, adults with good, but not great jobs outnumber those with great jobs by nearly 3-to-1. Nearly one in three adults in the region (32%), which tends to have a higher proportion of professional and knowledge-based jobs, have good jobs, but just 12% are employed full time for an employer and engaged at work.

As unbalanced as this seems, the great jobs to good jobs ratio is as lopsided or even more so in other regions in the world. In Europe, for example, adults with good, but not great jobs outnumber those with great jobs by nearly 8-to-1.

Working Women at Least as Likely as Men to Have Great Jobs

While women worldwide are less likely than men to have good jobs, in many parts of the world, they are at least as likely, or in the case of Northern America, more likely than men to have great jobs.

In Northern America, 20% of women in the workforce have great jobs, compared with 17% of men. The engagement advantage women in Northern America have over men may somewhat reflect the nature of their jobs: Higher percentages of men than women work in manufacturing and production jobs, which are consistently linked to lower engagement levels.

Great Jobs, by Major Region and Gender

% of the population working full time for an employer and engaged at work

	Men	Women	Gap
Northern America	17%	20%	3
Former Soviet States	15%	16%	1
Europe	7%	6%	-1
Asia	6%	4%	-2
Latin America and the Caribbean	12%	10%	-2
Middle East and North Africa	6%	4%	-2
Sub-Saharan Africa	3%	2%	-1

Based on Gallup World Polls, 2015-2016

Great Jobs, by Major Region

% of the population working full time for an employer and are engaged

Northern America	12%
Former Soviet States	10%
Latin America and the Caribbean	7%
Europe	4%
Middle East and North Africa	3%
Asia	3%
Sub-Saharan Africa	2%

Based on Gallup World Polls, 2015-2016

Great Jobs, Better Lives

Gallup’s workplace research finds that engaged employees produce better business outcomes than do other employees across industry, company size and nationality, and in good economic times and bad. Great jobs are not only potentially good for workforce productivity, safety and retention, they are also potentially good for workers’ well-being — and by extension, the well-being of their families and communities.

Life Ratings, by Major Region

% Thriving

	Not Good or Great Jobs	Good, Not Great Jobs	Great Jobs
Northern America	47%	52%	69%
Former Soviet States	22%	24%	42%
Asia	17%	17%	25%
Europe	34%	42%	56%
Latin America and the Caribbean	40%	45%	56%
Middle East and North Africa	20%	22%	37%
Sub-Saharan Africa	14%	13%	25%

Based on Gallup World Polls, 2015-2016

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 people with “great jobs” are even more likely than those with good, but not great jobs to rate their lives positively enough to be considered “thriving.”¹

This is particularly true for working women. Women are less likely than men to participate in the workforce, and when they do, they are less likely to work full time for an employer. However, women who work full time for an employer and are engaged at work are significantly more likely to be thriving (46%) than working men who have great jobs (38%).

Great jobs are not only potentially good for workforce productivity, safety and retention, they are also potentially good for workers’ well-being.

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 a seven or higher and their lives in five years 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 between 2015 and 2016. Gallup aggregated the country-level results across years to ensure sufficient sample sizes for analysis, reporting employee engagement results at the country level when the sample size is at least 300 — which was the case in 128 countries. The global figures presented in this report are based on data from 145 countries. Sample sizes dropped below the threshold for reporting engagement scores in 17 of the 145 countries.

Results for surveys in 2015-2016 are based on telephone and face-to-face interviews with approximately 1,000 adults, aged 15 and older, conducted in 145 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.

About The Gallup World Poll

Gallup conducts surveys in more than 160 countries, providing a scientific window into the well-being, attitudes and behaviors of most of the world's residents through randomly selected, nationally representative samples. Gallup annually conducts interviews with approximately 1,000 adults aged 15 and older in approximately 140 countries. Since 2005, Gallup has completed more than 1.8 million interviews worldwide.

Gallup research shows that factors beyond classical economic measures affect people's attitudes and behaviors. The World Poll was created with input from renowned economists, psychologists, sociologists and political scientists and provides leaders with better tools to examine the future of economies, government performance and the overall momentum of the world's population.

Gallup is entirely responsible for the management, design and control of the World Poll. Identities of all surveyed respondents are confidential. Gallup is not associated with any political orientation, party or advocacy group and does not accept partisan groups as clients.

Appendix

Asia

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	73%	24%	3%
Singapore	52%	37%	11%
Mongolia	71%	19%	10%
Philippines	78%	14%	9%
New Zealand	59%	34%	7%
Malaysia	71%	22%	7%
India	71%	25%	4%
Indonesia	77%	19%	4%
Australia	68%	29%	4%
Cambodia	86%	11%	3%
Myanmar	83%	14%	3%
South Korea	65%	32%	3%
Taiwan	58%	39%	3%
Japan	63%	34%	2%
Hong Kong	57%	41%	2%
China	71%	27%	2%
Pakistan	78%	21%	1%
Vietnam	82%	17%	1%

Based on Gallup World Polls, 2015-2016

Europe

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	66%	30%	4%
Slovakia	54%	38%	8%
Bulgaria	57%	35%	8%
Serbia	65%	27%	8%
Iceland	53%	40%	8%
Czech Republic	57%	36%	8%
Romania	66%	26%	8%

Based on Gallup World Polls, 2015-2016

Europe

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Norway	56%	37%	7%
Sweden	53%	40%	7%
Croatia	60%	33%	6%
Portugal	61%	33%	6%
Malta	60%	33%	6%
Montenegro	70%	24%	6%
Cyprus	60%	34%	6%
Denmark	60%	34%	6%
Slovenia	61%	33%	6%
Macedonia	71%	23%	5%
Austria	59%	36%	5%
Finland	60%	35%	5%
Poland	58%	37%	5%
Ireland	68%	28%	4%
Switzerland	66%	29%	4%
United Kingdom	63%	33%	4%
Netherlands	67%	29%	4%
Hungary	59%	37%	4%
Germany	70%	26%	4%
Albania	85%	12%	4%
Kosovo	84%	13%	3%
Belgium	67%	31%	3%
Bosnia and Herzegovina	80%	17%	3%
Greece	75%	22%	3%
Luxembourg	68%	30%	3%
Spain	70%	28%	2%
Northern Cyprus	82%	16%	2%
France	66%	33%	2%
Italy	72%	27%	1%

Based on Gallup World Polls, 2015-2016

Former Soviet States

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	59%	32%	10%
Russia	51%	35%	13%
Kazakhstan	64%	25%	11%
Estonia	51%	39%	10%
Latvia	56%	37%	7%
Belarus	53%	40%	6%
Kyrgyzstan	83%	11%	6%
Turkmenistan	64%	32%	5%
Lithuania	58%	38%	5%
Armenia	81%	14%	4%
Georgia	84%	11%	4%
Ukraine	66%	30%	4%
Moldova	68%	28%	4%
Azerbaijan	78%	21%	1%

Based on Gallup World Polls, 2015-2016

Latin America and the Caribbean

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	74%	19%	7%
Panama	73%	17%	11%
Uruguay	68%	22%	10%
Colombia	76%	15%	9%
Dominican Republic	73%	19%	8%
Venezuela	71%	21%	8%
Chile	70%	22%	8%
Costa Rica	73%	19%	8%
Brazil	73%	19%	8%
El Salvador	82%	10%	7%
Argentina	71%	22%	7%
Ecuador	80%	13%	7%
Bolivia	76%	17%	6%
Mexico	70%	24%	6%
Honduras	86%	9%	5%
Guatemala	83%	12%	5%
Peru	78%	18%	4%
Paraguay	68%	28%	4%
Nicaragua	81%	17%	2%

Based on Gallup World Polls, 2015-2016

Middle East and North Africa

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	79%	18%	3%
United Arab Emirates	31%	58%	12%
Bahrain	41%	50%	9%
Israel	54%	37%	9%
Kuwait	63%	31%	6%
Lebanon	70%	25%	5%
Saudi Arabia	67%	28%	5%
Jordan	77%	18%	5%
Libya	79%	16%	4%
Morocco	84%	12%	4%
Turkey	77%	20%	4%
Tunisia	75%	22%	4%
Egypt	75%	22%	3%
Palestinian Territories	85%	13%	2%
Iraq	85%	13%	2%
Iran	89%	10%	1%

Based on Gallup World Polls, 2015-2016

Northern America

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	56%	32%	12%
United States	56%	32%	13%
Canada	56%	35%	9%

Based on Gallup World Polls, 2015-2016

Sub-Saharan Africa

	Not Employed Full Time For an Employer	Good, Not Great Jobs	Great Jobs
Overall	88%	10%	2%
Mauritius	65%	27%	9%
Kenya	80%	17%	3%
Gabon	81%	16%	3%
Congo (Brazzaville)	87%	10%	3%
Rwanda	84%	13%	3%
South Africa	77%	20%	3%
Mauritania	89%	9%	3%
Ivory Coast	87%	10%	3%
Senegal	91%	6%	2%
Zambia	90%	8%	2%
Botswana	87%	11%	2%
Nigeria	86%	11%	2%
Uganda	84%	13%	2%
Sierra Leone	94%	4%	2%
Guinea	92%	6%	2%
Ghana	89%	9%	2%
Cameroon	89%	9%	2%
Mali	93%	5%	2%
Madagascar	91%	8%	2%
Benin	90%	9%	2%
Togo	93%	6%	1%
Tanzania	90%	9%	1%
Congo (Kinshasa)	88%	11%	1%
Somalia	94%	5%	1%
Zimbabwe	89%	10%	1%
Chad	90%	9%	1%
Burkina Faso	90%	10%	1%
South Sudan	95%	5%	*

Based on Gallup World Polls, 2015-2016

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