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JOB EMPLOYMENT POLICY ANALYSIS AND ITS IMPACT ON ECUADOR: BIBLIOGRAPHICAL REVIEW

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Abstract

In the nineties, labor market policies gained momentum worldwide due to changes in productive structure and adjustments in the formal sector. The emergence of informal employment led governments to allocate resources to mitigate income loss and promote job creation. These policies are closely related to the economic and social context of each country, encompassing measures in the economic, social, and institutional domains. As they opened up to international competition, strategies shifted towards adapting training and support for displaced workers, replacing passive unemployment benefit programs with active policies focused on providing opportunities. In this article, a qualitative systematic review of employment policies was conducted. Scientific evidence published was thoroughly analyzed using the PRISMA method, employing a descriptive narrative approach. It was found that the employment situation in Ecuador presents significant challenges, with a low percentage of Ecuadorians in full employment and limited correlation between occupational status and educational level. It is necessary to promote productive jobs, improve working conditions, address informality, and diversify strategies to boost the economy. Although policies have been formulated and responsible entities established, differentiated and targeted policies are required to reduce unemployment, along with an equitable and comprehensive approach that considers training, equal opportunities, and combating the informal economy.

Keywords: JOB EMPLOYMENT POLICY; ECUADOR; BIBLIOGRAPHICAL REVIEW

Introduction

In the 1990s, both in Latin America and the rest of the world, labor market policies gained momentum.

The change in the region's development model and the opening to international competition led to transformations in the productive structure and massive adjustments of formal sector workers, while the structural phenomenon of informal employment persisted or intensified. In response to this situation, governments allocated a considerable amount of public resources to mitigate income

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loss due to unemployment, create jobs for the most disadvantaged groups, improve the skills of the unemployed or at-risk workforce, and strengthen the connection between labor supply and demand (Pedroza & Palop, 2019).

Employment policies are closely related to the economic and social context of a country and are implicitly or explicitly part of the overall direction of economic, social, and developmental policies. These policies encompass a wide range of measures and instruments of different nature in the economic, social, and institutional realms, which impact the level and quality of employment.

The main objective is to influence the labor demand generated by the economy, which is influenced by macroeconomic instruments such as fiscal policy, monetary policy, price and income policies, as well as technological development, in addition to regional development policies and programs, and the regulatory framework of the labor market (Soria et al., 2021)

Although there were some experiences since the 1970s, the approaches differed significantly from those currently applied. During the era of import substitution industrialization, it was not possible to speak properly of an employment policy in the region. It was implicitly assumed that economic growth would absorb the growing labor force and incorporate a large portion of rural workers. However, when this strategy showed signs of exhaustion, the first programs aimed at job creation through labor-intensive infrastructure projects emerged (Alvarez et al., 2020)

During the 1980s, amidst the economic instability that characterized the region, new mechanisms were sought to protect the population from unemployment and severe income decline. Temporary relief programs for the unemployed were implemented in parallel with macroeconomic adjustments. However, these measures proved to be insufficient, and the situation called for deeper and structural solutions. With the abrupt opening to international competition in the 1990s, adjustments in productive structures led to business closures, massive layoffs, and the emergence of new needs for human resources with different skill profiles, for which training systems were not prepared. The need arose to adapt vocational training and support displaced workers in the face of sudden changes in the labor environment. (Eras et al., 2019).

In the early 1990s, when unemployment became a global issue with no signs of decline, passive unemployment benefit programs were subject to constant criticism. They were accused of generating dependence among beneficiaries and discouraging active job search. This led to reforms that tightened eligibility criteria and reduced replacement rates, while simultaneously promoting the concept of active policies that gained political popularity. The idea was raised that a more focused approach on providing opportunities would be more effective than simply providing a safety net. In 1992, labor ministers from OECD countries, including Ecuador, emphasized the significance of these policies by recognizing them as a crucial tool for undertaking structural reform. (Soria et al., 2021)

Convinced of their potential, they subscribed to a long-term strategy to gradually reorient passive labor market policies towards active policies. Active labor market programs have become a crucial

political instrument encompassing a wide range of activities aimed at improving the quality of the labor supply. These activities include training or retraining programs, increasing job demand through direct job creation, and enhancing the connection between workers and jobs through intermediation, improved information, and job search support (Mogollón & Sáenz, 2021).

In Latin America, like in the rest of the world, labor market policies began to gain momentum in the 1990s. In this context, labor intermediation and retraining of displaced workers became crucial. At the same time, efforts were made to provide temporary relief to the unemployed population, as comprehensive unemployment insurance systems were not widespread in the region. During this transition, support was provided by international financial institutions and other international cooperation schemes. At that time, passive employment policies, such as unemployment insurance, were being heavily criticized. It was argued that certain features of these insurance programs discouraged job search by beneficiaries and fostered long-term unemployment (Mogollón & Sáenz, 2021).

Therefore, the prevailing recommendation in the 1990s was to redirect passive employment policies towards active employment approaches, such as promoting job search and providing training or retraining for the unemployed population. In Latin America, the concern in the last decade has been to ensure employability and the training of human resources, as well as improving efficiency in connecting labor supply and demand. This coincides with the gradual reduction of the state's role in the economy and the decline of direct job creation policies worldwide. It is also driven by the emergence of new needs related to structural change and the discrepancies between employment opportunities and the skills of the existing workforce. Furthermore, there is increased availability of international financial support for active training policies (Boeck, 2019).

Currently, labor market policies are undergoing a process of innovation in both their content and institutional implementation framework. One of the challenges is to respond to the needs of the informal sector. These policies are considered second-generation, focused on structural changes rather than short-term compensatory solutions, as was the case with temporary job creation policies. The combination of programs in this package has varied among countries; however, little is known about their effectiveness, efficiency, and impact on equity. That is why the development of this document is oriented towards the analysis of employment policies in Ecuador, in order to contextualize the outcomes of the decisions made and to provide evidence of the causes behind the current labor market scenario in the country.

Methodology and Sources

A systematic review with a qualitative approach was conducted. Various published scientific evidence was identified and carefully reviewed, allowing for a comprehensive analysis of employment policies in Ecuador. Additionally, a descriptive narrative approach was employed to characterize these policies (Martínez, 2018). When searching for scientific foundations to support strong arguments demonstrating whether the current conditions generated by the productive

matrix are favoring employment in the country, a detailed description and comparison of factors related to the central theme of the study were developed. (Cabezas et al., 2019). Regarding information management, the PRISMA method was used. (Yepes et al., 2021) in this study. This approach is commonly used in systematic reviews, especially in the field of pure science. It is a process that follows a series of steps and makes use of various search sources. Boolean term chains are used to conduct advanced searches and find the required information. In Table 1, a summary of the application of this methodology is presented.

Table 1 Eligibility Criteria with PRISMA Methodology

Section	Item
Eligibility Criteria	Inclusion and Exclusion Criteria
Information sources	Scielo, Dialnet, Scopus y Google Scholar
Search strings	(Políticas públicas) and (empleo) and (Ecuador) (Políticas públicas) or (empleo) and (Ecuador) (Public policies) and (employment) and (Ecuador) (Public policies) or (employment) and (Ecuador) (Public policies) and (entrepreneurship) and (Ecuador) (Public policies) and (youth employment) and (Ecuador) (Políticas públicas) and (empleo juvenil) and (Ecuador) (Políticas públicas) and (emprendimiento) and (Ecuador)
Selection process	Elimination of duplicate documents. Abstract reading. The data from the selected studies will be chosen by reading the full text of each article.
Data collection process	Scimagó will be used for obtaining journal data.
Methods of synthesis	The results of the studies will be consolidated into tables for better understanding, reflecting specific data that facilitate the demonstration of the relevance of the presented information in a simple and easily comprehensible manner.

Source: Own elaboration based on the eligibility criteria

To ensure the inclusion of relevant and significant data in the research, it is important to establish criteria that facilitate the selection of articles that meet certain conditions. Thus, studies that do not meet these criteria are excluded. Inclusion criteria are characteristics or conditions that studies must meet to be considered in the review. These criteria may include the type of study, the language of the article and other relevant aspects (Loayza, 2020). On the other hand, exclusion criteria determine the conditions or characteristics that would result in the exclusion of a study from the review. These criteria may include lack of relevant information, inadequate study design, or failure to meet the inclusion criteria, among others (Salamanca, 2020). These criteria are established in advance and applied systematically during study selection. Their objective is to ensure that the included studies are relevant and meet the necessary quality standards to effectively address the research question.

Eligibility criteria

An exhaustive review of the scientific literature was carried out, covering the period from 2010 to

2022. The studies considered included quantitative investigations, reviews and original articles. Searches were conducted in primary and secondary sources, including major digital repositories such as Scielo, Dialnet, Scopus, and Google Scholar. For the selection of articles, eligibility criteria were applied, involving both inclusion and exclusion criteria. The criteria used in this selection are presented below.

Inclusion criteria

Databases with quality that contain information based on productive matrix and employment in Ecuador will be used. In this scientific work, articles from the year 2010 to 2022 will be taken into account. Review articles, research papers, studies, or books from digital platforms such as Scielo, Dialnet, Scopus, and Google Scholar will be considered. Information will be collected from reliable sources.

Exclusion criteria

Articles that are not related to the productive matrix and employment in Ecuador will be excluded. Scientific articles published before 2010 or after 2022 will not be included. Books, review articles, or research papers from uncertified or non-endorsed digital platforms will not be considered.

Results and Discussion

After analyzing the information, the documents that meet the pre-established criteria are started to be gathered. In relation to this, to develop the PRISMA methodology, a summary of the stages carried out in the article selection and the main aspects involved in this process are presented in Figure 1.

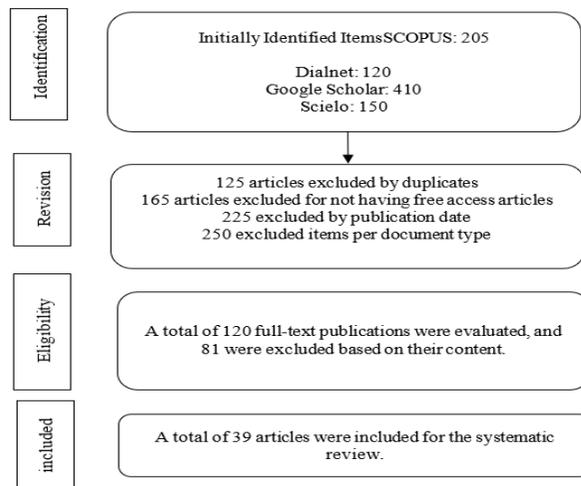


Figure 1 Selection of articles

Source: Own elaboration based on the article review

Once the search was completed, the next step is presented in Table 2, where all the articles that meet the previously established filters are compiled to obtain reliable and relevant information related to the research topic.

Table 2 Articles analyzed

Title	Author	Year	Journal	Country	quartile	Methodology
Análisis del desempleo durante la pandemia COVID-19 y el impacto en diferentes sectores económicos del Ecuador	Becerra; Valencia, E.; Revelo, R.;	2021	Digital Publisher	Ecuador		qualitative
Caracterización de la demanda laboral en el Ecuador con información administrativa	Carrilo, P.	2019	CEPAL	Noruega		Selection of AIC criteria.
Análisis del sector informal y discusiones sobre la regulación del trabajo en plataformas digitales en el Ecuador	Marín, K.; Carrillo, P.; Torres, T.	2020	CEPAL	Noruega		documental and qualitative
Crecimiento económico e inversión extranjera directa en Ecuador, periodo 2000-2020	Moreira, M.; Capuzano, J.	2021	Revista Sociedad & Tecnología	Ecuador		Analytical study with a quantitative approach.
Determinantes del empleo no pleno de los jóvenes rurales del Ecuador durante el 2020	Sarama, B.; Singaña, D.	2021	Economía Agraria y Recursos Naturales.	España		Estimation of a PROBIT model
Análisis del crecimiento del desempleo en el Ecuador: período 2010-2021	Jhostin, R.	2021		Ecuador		Descriptive, bibliographic
Comercio informal en ciudades intermedias del Ecuador: Efectos socioeconómicos y tributarios	Quispe, G.; Ayavir, D.; Villa, M.; Velarde, R.	2020	Revista de Ciencias Sociales (RCS).	Venezuela	Q2	Qualitative with an explanatory level

Competencias gerenciales: Una visión estudiantil desde la Pontificia Universidad Católica del Ecuador	Barragán, Ch. González, A. Ortiz, A.	2020	Revista de Ciencias Sociales (RCS).	Venezuela	Q2	Descriptive and field study.
Condiciones del empleo formal e informal en Ecuador	Fajardo, V.	2020	Dominio de las ciencias			Documental, qualitative
El desempleo en el ecuador: causas y consecuencias	Sumba, R.; Saltos, G.; Rodríguez, C.; Tumbaco, Z.	2020	Polo del Conocimiento	Ecuador		Descriptive and documental
El emprendimiento y su aporte al desarrollo socioeconómico de la provincia de Manabí	García, A.; Sornoza, M.; Palma, A.; Zambrano, C.	2019	Revista Estrategia Organizacional	Colombia		Documental, qualitative
Instrumentos para la Determinación de los Factores de la Inserción Laboral en Estudiantes Universitarios	Pineda, R.; Galo R.	2019	Revista Científica Hallazgos21	Ecuador		qualitative, descriptive, with a cross-sectional design, not experimental
Panorama socioeconómico de los emprendedores de la economía informal de la ciudad de Ambato - Ecuador	Castillo, Ch.; Mancheno, M.; Gamboa, J.	2020	Revista Ciencia UNEMI	Ecuador		Qualitative
Participación de las políticas públicas en el desarrollo local en el Ecuador	Linza, M.	2021	Polo del Conocimiento	Ecuador		Interpretive paradigm and hermeneutic methodology.
Políticas de participación de los jóvenes en el Ecuador	Vélez, M. Flores, M. Zambrano, M.	2020	Revista Venezolana de Gerencia (RVG)			Qualitative study with a descriptive scope and, according to its design, documentary..
Repercusión de las políticas de contratación laboral en el sector bananero del Ecuador	Mera, G.; Guillen, R.; Gonzalez, E.	2019	Digital Publisher	Ecuador		Documentary, Bibliographic

Ecuador: Determinantes de la Tasa de Desempleo periodo 1990-2020	Vargaz, K.; Zuñiga, F.; Vega,A.;Sotomayor, J.	2021	Ciencias Económicas y Empresariales	España	Descriptive and quantitative,
Ecuador: Incidencia De La Pobreza En El Producto Interno Bruto Y Desempleo 2000-2018	León, L.; Vargas, K.; Zúñiga, F.	2019	Revista de Investigación Enlace Universitario	Ecuador	Estimation and testing of a regression model with the variables
El desempleo: factor concluyente en la emergencia sanitaria por covid-19 en el Ecuador	Zavala, S.; Ventura, L.; Parrales, K.; Parrales, M.	2021	Revista Publicando	Ecuador	Documental and descriptive.
El emprendimiento como estrategia o necesidad en el desarrollo productivo de Ecuador	Cañrte, L.; Marcillo, Y.; Leones. J.; Marquez, A.	2020	FIPCAEC	Ecuador	Documental
El impacto del COVID-19 en el mercado de trabajo de Ecuador	Esteve, A.	2020	Mundos Plurales. Flacso	Ecuador	Documental
El subempleo: Fenómeno que atenta contra la estabilidad laboral en Ecuador	Robles, G.; Moreno, P.; Triviño, K.	2019	Revista Dilemas Contemporáneos: Educación, Política y Valores	México	Descriptive, bibliographic, exploratory, non-experimental methodology.
El teletrabajo como nueva alternativa laboral a la luz del sistema colombiano-ecuatoriano	Castillo,M.; Pangol. A.	2022	Polo del Conocimiento	España	Bibliographic
Emprendimiento e Innovación en Ecuador	Ordoñez,L.; Valencia, K.; Lopez, J;	2019	IAC Investigación Académica	España	Methodology, documentary, qualitative.ología, documental, cualitativa.
Evaluación de las reformas que impulsan el empleo formal	Arias, K.; Carrilo, P.; Torres, J.	2022	Estudios Económicos	Argentina	Documental, bibliographic
Factores que se asocian con el empleo inadecuado en Ecuador en el período 2017-2021	Ochoa, J.	2022	Revista PUCE	Ecuador	Construction of cross sections

Inclusión productiva y social en Ecuador	Albuja,W.	2018	Revista Problemas del Desarrollo	del México			Bibliographic, documentary.
La falta de oportunidades laborales a los adultos mayores en el Ecuador	Bermudez, D.; Jimenez, L.	2022	Revista Universidad y Sociedad	y Cuba			Qualitative
La inversión social y su impacto en la pobreza en Ecuador	Alvarado, R.; Requelme,F.; Cordova,Z., Mdina, M.	2019	Revista Económica	Ecuador			The Ordinary Least Squares (OLS) model.
Lo más destacado y sobresaliente que caracteriza al mercado laboral ecuatoriano en siete hechos estilizados	Meneses, K.; Cordova, G.; Aguirre, K.	2021	Revista Economía y Política	y Ecuador			Descriptive analysis
Protección de derechos de los trabajadores inmigrantes en el Ecuador	Miranda, A.; García, E.	2021	Sociedad & Tecnología	& Ecuador			Bibliographic, qualitative.
Ingreso de migrantes afecta el empleo en el Ecuador	Cherrz, L.;Flores, J.; Maldonado, K.; Asanza,M.	2019	Revista Observatorio de la Economía Latinoamericana	Ecuador	Q4		Descriptive methodology
¿Cómo desarrollar políticas públicas turísticas de alto impacto para la gestión del turismo en Ecuador?	Mora,C.; Vera,T.; Rodriguez,I; Villacreses, L.	2020	Dominio de las ciencias	Ecuador	Q4		Documentary, bibliographical methodology
Salario mínimo y Empleo. Un análisis para Colombia, Ecuador y Perú, usando técnicas de cointegración	Tilla guango, B.; Jumbo, F.	2018	Revista Económica	Ecuador			Cointegration techniques.
Análisis econométrico del comportamiento del desempleo en el ecuador (segundo trimestre 2007 a cuarto trimestre 2017)	Molero, L.; Salcedo, V.; Campuzamo,J.; Bejarano,H.	2019	Tendencias	Colombia			Documental, bibliographic

El impacto del servicio público en el mercado laboral: evidencia temprana del efecto de la política pública de contratación sobre el mercado laboral en el Ecuador en el período 2001-2010	Cardenas, P.; Roldan, D.	2018	Revista Economía y Política	Ecuador	Documental, bibliographic
Análisis del incremento del desempleo en el Ecuador, período 2014 – 2018	Castañeda, G.; Garcia, K.	2019	Revista Observatorio de la Economía Latinoamericana		A quantitative approach is embodied and Qualitative.
¿Qué factores determinan el desempleo? una aproximación espacial con datos a nivel cantonal en el Ecuador. 2001-2010	Alvares, V.; Largo, Ch.; Mendoza, C.	2023	Regional and Sectoral Economic Studies		The empirical strategy employed was the estimation of cross-sectional and spatial panel data models.
Análisis de la aplicación de la Flexibilización Laboral en el Ecuador como estrategia para incrementar el empleo	Vallejo, M.; Ayala, M.	2018	Revista Killkana Sociales	Ecuador	Documentary, qualitative methodology

Source: Own elaboration based on the article review

In addition to this, the comprehensive nature of the research question guidance becomes evident when examining the intricate components outlined in Table 3. The table not only provides an overview of the analyzed documents but also highlights the nuanced elements that constitute effective research questioning.

This structured approach aids in understanding the various dimensions that contribute to formulating well-crafted research inquiries, thereby serving as a valuable resource for both novice and experienced researchers. Moreover, it fosters a systematic method for brainstorming potential research angles, encouraging scholars to explore beyond the conventional boundaries of their subjects. By dissecting the core elements of a research question, this approach encourages clarity and precision, ultimately enhancing the quality of the entire research process. Its step-by-step guidance not only assists in refining initial inquiries but also empowers researchers to adapt and evolve their questions as their projects unfold. Furthermore, the structured framework provides a solid foundation for effectively communicating research intentions to peers and mentors, facilitating constructive feedback and insightful discussions. As the research landscape continues

to evolve, embracing such methodical techniques becomes paramount in driving meaningful academic contributions and advancements across diverse fields.

Table 3 Elements of the research.

Employment situation in Ecuador	¿What are the employment policies that the State has established in Ecuador?	¿What is the contribution of employment policies to the Country?
Only two out of ten Ecuadorians have full employment.	Currently, there are no comprehensive employment policies in Ecuador to support unemployed individuals.	There is no comprehensive policy in Ecuador to support unemployed individuals.
The study evidenced the reduced disparity that exists between the job occupation and the existing academic level		
They suggest promoting productive employment and addressing the challenge of new forms of informal employment.		
This suggests that FDI is not the only determinant of economic growth in Ecuador and that there are other internal and external factors that also play an important role.		
According to the document, the employment situation in Ecuador has been worsening since 2017, with a decline in the representation of full employment in both urban and rural areas.	It emphasizes the need for differentiated policies to promote full employment for rural youth.	
The growth of unemployment is more evident in urban areas and among female workers.	Factors that have contributed to the increase in unemployment include tax hikes, currency appreciation, reduced domestic demand, and the damages caused by the 2016 earthquake.	
Demographic, educational, family, housing, economic, spatial, political, and the availability of basic services are the causes of informal trade in intermediate cities.		
There is a positive trend in managerial skills among students, which can be beneficial for employers in the country to identify and recruit qualified professionals.		
According to INEC (National Institute of Statistics and Census), the employment rate in 2019 was 66.5%, and the national unemployment rate was 4.6%.	It provides evidence of the high level of informality in Ecuador's labor sector.	

<p>The unemployment rate has reached 4% in recent years due to the instability of oil prices and the increase in external debt.</p>	<p>The creation of job opportunities, the reduction of unemployment rates, and the improvement of the population's standard of living.</p>
<p>The lack of incentives, state programs, and business training for micro-entrepreneurs in Manabí could potentially impact employment opportunities in the region.</p>	
<p>The factors that can affect employability include differences in job opportunities based on the place of residence and educational factors.</p>	
<p>According to INEC (2019), the employment situation in Ecuador is characterized by a high percentage of workers in the informal economy.</p>	<p>As a right and social duty, the State guarantees workers the full respect of their dignity.</p>
<p>The local development policy was initiated in response to the challenges posed by the closure of companies and deindustrialization.</p>	
<p>Despite government efforts to promote youth empowerment, Ecuador's youth still face challenges in the labor market.</p>	<p>The government of Ecuador has made significant efforts to formulate public policies and create government agencies responsible for this purpose.</p>
<p>However, working conditions in the banana sector are characterized by low wages, lack of respect for working hours.</p>	<p>The document analyzes the labor hiring policies applicable to the banana sector in Ecuador to determine if there is an impact on the job stability and workers' rights.</p>
<p>The study uses an econometric model of ordinary least squares.</p>	<p>However, the study suggests that the implementation of economic policies aimed at reducing unemployment levels is necessary.</p>
<p>Ecuador reduced labor intermediation and subcontracting through assembly.</p>	
<p>The national economic crisis has led companies to have less capacity to maintain jobs.</p>	<p>The State of Ecuador has established the Humanitarian Support Law to address the labor situation caused by the pandemic. To support workers and employers affected by the pandemic, providing them with financial assistance, labor protection, and other measures.</p>
<p>Ecuador faces a problem of lack of employment opportunities and inadequate employment.</p>	<p>However, it mentions that the government, as a provider of jobs and wages, is already overwhelmed in its capacity.</p>

<p>The employment rate fell 11.1 percentage points and 801,140 people became economically inactive.</p>	<p>The government also implemented telework and closed borders and airports. These measures had a significant impact on the employment situation in the country.</p>
<p>The document argues that underemployment can cause job instability and low wages, even if a high percentage of the population is employed.</p>	<p>Underemployment threatens labor stability because it generates job insecurity and low wages.</p>
<p>In response to the pandemic, the government has taken measures such as suspending all face-to-face activities across the country.</p>	<p>The government has taken measures such as declaring a state of emergency, suspending non-essential work, and restricting the mobility of citizens in response to the COVID-19 pandemic.</p>
<p>According to the document, the employment situation in Ecuador is limited due to the lack of specialized bureaucracies and difficulties in accessing financing.</p>	<p>The lack of specialized bureaucracies and difficulties in accessing funding limit opportunities for entrepreneurship and innovation.</p>
<p>The document evaluates the effect of policies implemented between 2007 and 2018 to incentivize formal employment in Ecuador.</p>	<p>The document evaluates the effect of the policies implemented between 2007 and 2018 to incentivize formal employment in Ecuador.</p>
<p>The labor situation in Ecuador is characterized by a high percentage of inadequate employment, which affects the well-being and development of society.</p>	<p>However, it mentions that the government has promoted laws aimed at improving the working conditions of Ecuadorians.</p>
<p>The population with suitable employment that is affiliated with contributory social security serves as an approximation to decent work in Ecuador.</p>	<p>The document highlights the asymmetry between social and productive progress in the country.</p>
<p>However, it focuses on the impact of social investment in reducing poverty in the country.</p>	
<p>The document presents an analysis of the labor situation in Ecuador prior to the COVID-19 pandemic.</p>	<p>The document does not provide information about specific employment policies established by the state in Ecuador.</p>

<p>The text also points out that certain resolutions have been issued to improve the labor regulation of documented and undocumented immigrants in the country.</p>	<p>The text mentions that the Ecuadorian government has implemented mechanisms to prevent the violation of immigrants' rights and avoid the exploitation of foreign labor.</p>
<p>The document analyzes the impact of the massive influx of Venezuelan migrants on Ecuador's labor sector.</p>	<p>According to the document, policies related to the development of tourism in Ecuador have the potential to create more employment opportunities.</p>
<p>The document found that, in the short term, the minimum wage has a negative impact on employment in Ecuador.</p>	
<p>Therefore, an increase in economic activity is necessary but not sufficient to contribute to employment in order to achieve this goal.</p>	<p>Analyzing the econometric performance of the unemployment rate in Ecuador.</p>
<p>According to the document, the study focuses on the labor situation in Ecuador between 2001 and 2010.</p>	<p>However, it does mention that policies regarding the size of the state in terms of employment do not necessarily align with the ideology of the governing parties.</p>
<p>The methodology used in the research work is descriptive. This means that the researchers aimed to describe the phenomenon of unemployment in Ecuador without intervening in it.</p>	
<p>Considering variables related to the productive and commercial structure, demographic characteristics, and knowledge.</p>	
<p>The document analyzes the challenging economic situation in Ecuador, which has led to an increase in unemployment.</p>	<p>The Constitution of the Republic of Ecuador of 2008 establishes that it is the duty of the State to guarantee work and social security. The document suggests that employment policies can play a crucial role in increasing employment levels, improving labor stability, and enhancing the competitiveness of the productive sector.</p>

Source: Own elaboration based on the article review

The employment situation in Ecuador presents several challenges and issues, according to different perspectives presented by various studies and researchers. According to Becerra et al., (2021), only two out of ten Ecuadorians have full employment, indicating that a significant proportion of the population faces precarious or unstable working conditions. On the other hand, Arias (2022) highlights that there is a limited disparity between occupational employment and educational level in the country. This suggests that the level of education does not always correlate with the quality and stability of employment. Additionally, Arias (2020) emphasizes the need to promote productive employment and address the challenge of new forms of informal employment, which involves

focusing on improving the quality and conditions of work. While Foreign Direct Investment (FDI) is an important factor for economic growth, Ramírez & Campuzano (2021) point out that it is not the sole determining factor in the Ecuadorian context.

This suggests that broader strategies are required to boost employment and the economy. Unfortunately, the labor situation in Ecuador has worsened in recent years, with decreases in full employment both in urban and rural areas, which has contributed to the increase in unemployment, particularly in urban areas and among female workers, as stated by Hernández et al. (2021). The informality in the intermediate cities of Ecuador is due to various factors, according to Fernández et al. (2020). These factors include demographic, educational, familial, housing, economic, spatial, political, and the availability of basic services. This indicates that addressing informality requires a multifaceted approach and comprehensive policies. However, Barragán et al., (2020) highlight that Ecuadorian students demonstrate a positive trend in managerial skills, which can be beneficial for employers in identifying and hiring qualified professionals.

Regarding the statistics, Fajardo (2020) mentions that according to the INEC, in 2019 the employment rate in Ecuador was 66.5% and the national unemployment rate was 4.6%. Sumba et al. (2020) highlight that the unemployment rate has reached 4% in recent years due to the instability of oil prices and the increase in external debt. In specific regions, such as the Manabí region, the lack of incentives, state programs, and entrepreneurial training affects employment opportunities, as indicated by García et al (2019). Furthermore, differences in job opportunities based on place of residence and educational level also influence employability, according to Pineda & Moreno (2019). The informal economy also plays a significant role in the labor situation in Ecuador, as pointed out by Castillo, et al. (2020).

The high percentage of workers in the informal economy, as indicated by the INEC, highlights the need for action. The low proportion of Ecuadorians with full employment, as mentioned by Becerra et al., (2021), reflects a concerning labor reality in the country. This implies that the majority of workers lack job security, income stability, and access to adequate social and labor benefits. The lack of full employment negatively affects the economic well-being of individuals and hinders social and human development in the country. Precarious employment and the lack of full employment can have multiple causes. Among them are a weak economy, lack of investment, and ineffective policies to promote the creation of quality jobs. The absence of a conducive environment for both national and foreign investment limits job opportunities and contributes to employment instability.

Furthermore, the lack of adequate training and vocational education can hinder the integration of workers into full and quality employment. It is essential to promote market-oriented education that provides young people with the necessary skills and competencies to adapt to the demands of the constantly evolving labor market. Additionally, it is important to address structural barriers that limit access to full employment, such as discrimination in the labor market, gender inequalities, and

lack of opportunities for vulnerable groups. Inclusive policies need to be implemented to promote equal opportunities and eliminate barriers that prevent certain groups from accessing full and quality employment. Another relevant aspect is the need to promote labor formalization and combat the informal economy.

Informal labor not only lacks protection for workers but also limits economic development and hinders tax collection, which negatively affects the government's ability to invest in employment and welfare policies. Additionally, there is a discussion in Ecuador regarding the effectiveness of the state's employment policies in supporting the unemployed. According to Becerra et al (2021), there are currently no comprehensive employment policies in the country that provide support to the unemployed. This highlights the need for differentiated policies, especially to promote full employment among rural youth, as emphasized by Satama & Singaña, (2021). The increase in unemployment in Ecuador has been attributed to various factors, such as increased taxes, currency appreciation, reduced domestic demand, and the damages caused by the 2016 earthquake, as mentioned by Hernández et al (2021).

Furthermore, Fajardo (2020) provides evidence of a high level of informality in the labor sector, highlighting the need for policies that address this issue. The Ecuadorian government has made efforts to formulate public policies and establish responsible government agencies in employment matters, as emphasized by Vélez et al., (2020). However, Mera et al. (2019) specifically analyze labor hiring policies in the banana sector to determine their impact on labor stability and workers' rights. Despite these efforts, a study conducted by León et al (2020) specifically analyze labor hiring policies in the banana sector to determine their impact on labor stability and workers' rights. Despite these efforts, a study conducted by Zavala et al., (2021).

However, Cañarte et al. (2020) argue that the government, as a provider of jobs and salaries, is already overwhelmed in its capacity. Esteve highlights that the government implemented telework and closed borders and airports, measures that had a significant impact on the employment situation in the country. Underemployment poses a threat to labor stability in Ecuador, generating job insecurity and low wages, as warned by Robles et al (2019). The government has taken measures such as declaring a state of emergency, suspending non-essential work, and restricting citizens' mobility in response to the COVID-19 pandemic, as indicated by Castillo & Pangol (2022). The lack of specialized bureaucracies and difficulties in accessing financing limit opportunities for entrepreneurship and innovation, as mentioned by Ordoñez et al (2020). Arias et al (2022) evaluate the effect of policies implemented between 2007 and 2018 to promote formal employment in Ecuador.

Despite the limitations, Ochoa (2022) highlights that the State has promoted laws aimed at improving the working conditions of Ecuadorians. Albuja (2019) points out the asymmetry between social and productive progress in the country, suggesting the need for more equitable employment policies. In terms of legislation, the Constitution of the Republic of Ecuador of 2008

establishes that it is the duty of the State to guarantee work and social security, according to Vallejo & Ayala (2018).

In Ecuador, there is a discussion about the employment policies established by the State and their effectiveness in supporting the unemployed. According to Becerra, et al. (2021), there are currently no comprehensive employment policies in the country that provide support to the unemployed. This raises the need to implement differentiated policies, especially to promote full employment among rural youth, as emphasized by Satama & Singaña (2021).

The increase in unemployment in Ecuador has been attributed to various factors, such as tax hikes, dollar appreciation, lower domestic demand, and the damages caused by the 2016 earthquake, as mentioned by Hernández et al., (2021). highlights a high level of informality in the labor sector, which underscores the need for policies that address this issue. The Ecuadorian government has made efforts to formulate public policies and establish government agencies responsible for employment matters, as emphasized by Vélez et al (2020).

However, Mera et al (2019) specifically analyze labor hiring policies in the banana sector to determine their impact on labor stability and workers' rights.

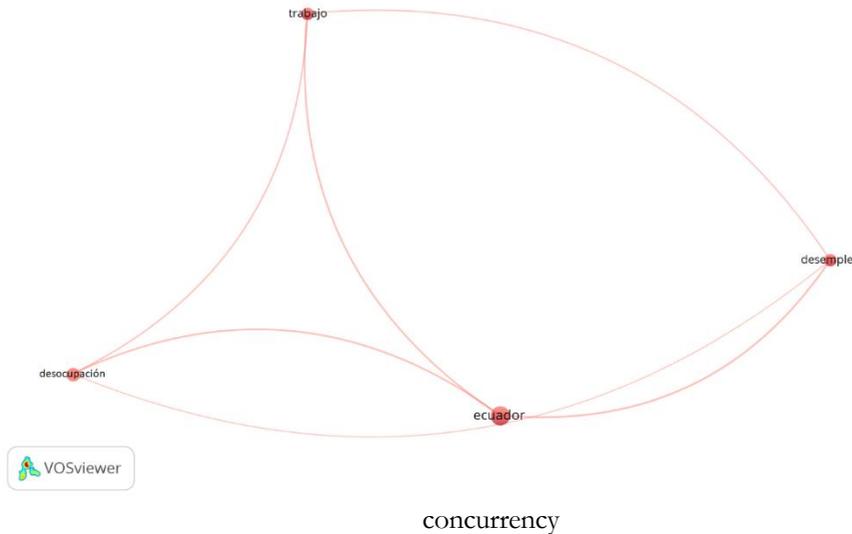
Although efforts have been made, the study conducted by León et al. (2020) suggests that the implementation of economic policies aimed at reducing unemployment levels in Ecuador is required. Additionally, the Humanitarian Support Law has been established to address the labor situation caused by the pandemic, as indicated by Zavala et al. (2021). However, Cañarte et al. (2020) argue that the government, as a provider of jobs and salaries, is already overwhelmed in its capacity. Esteve highlights that the government implemented teleworking and closed borders and airports, measures that had a significant impact on the employment situation in the country. Underemployment poses a threat to labor stability in Ecuador, leading to job insecurity and low wages, as warned by Robles et al (2019). The government has taken measures such as declaring a state of emergency, suspending non-essential work, and restricting citizens' mobility in response to the COVID-19 pandemic, as stated by Castillo & Pangol (2022).

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Regarding legislation, the Constitution of the Republic of Ecuador of 2008 establishes that it is the

duty of the State to guarantee work and social security, as stated by Vallejo & Ayala (2018).

Figure 2
keyword



Source: VOSviewer, concurrency than variables.

In Figure 2, the co-occurrence of the analyzed variables can be observed. There is a high level of linear correlation among the variables, indicated by the uniformity of color. The variables "Ecuador" and "desempleo" (unemployment) exhibit a strong relationship, indicated by the thickness of the line, unlike the relationship between "Ecuador" and "desocupación" (underemployment). It is important to note that the latter variable shows a slight association with unemployment but a stronger association with labor. However, the relationship between "Ecuador" and "desempleo" is stronger than with the rest of the variables. Additionally, the graph confirms that the relationship between "Ecuador" and "trabajo" (work) is limited, which supports our conclusion.

CONCLUSIONS

According to various studies and researchers, the employment situation in Ecuador presents significant challenges and issues. It is noteworthy that only two out of every ten Ecuadorians have full employment, indicating that a large proportion of the population faces precarious or unstable working conditions. Furthermore, there is a limited disparity between occupational status and educational level in the country, suggesting that education does not always correlate with the quality and stability of employment. The need to promote productive employment and address the challenge of new forms of informal employment, with a focus on improving the quality and conditions of work, is emphasized. Although foreign direct investment plays an important role in economic growth, it is not the sole determining factor in the Ecuadorian context. Broader strategies

are required to boost employment and the overall economy.

The Ecuadorian government has made efforts to formulate public policies and establish government agencies responsible for employment. However, there is a need for differentiated policies and economic measures aimed at reducing unemployment levels in the country. The implementation of the Humanitarian Support Law is highlighted as a response to the labor situation caused by the pandemic. There is also a mention of the need to address labor informality and promote formal employment. Discussions about the effectiveness of the employment policies established by the government exist, and the lack of comprehensive policies to support unemployed individuals is noted.

Despite the existing limitations and challenges, it is highlighted that the government has promoted laws aimed at improving the working conditions of Ecuadorians. The importance of implementing more equitable employment policies to achieve a balanced social and productive progress in the country is emphasized. It is mentioned that the Constitution of the Republic of Ecuador establishes it as the duty of the State to guarantee work and social security. However, the need to strengthen employment policies is raised, considering the diversity of factors that influence the labor situation, such as training and vocational education, the elimination of structural barriers, the promotion of equal opportunities, and the fight against the informal economy.

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