



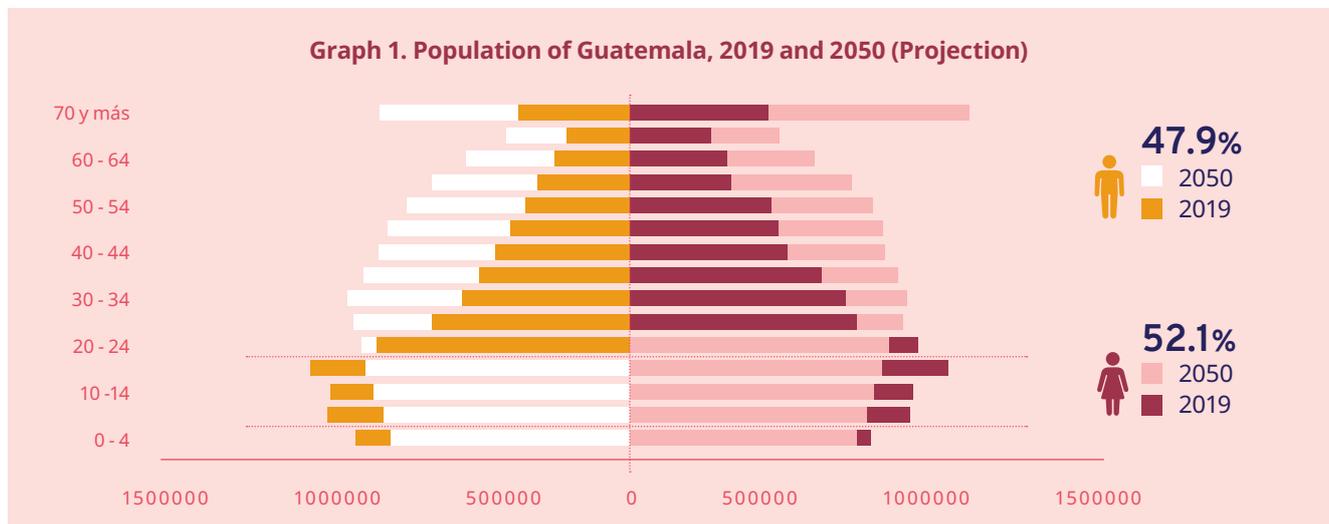
FACT SHEET EMPLOYMENT AND MIGRATION GUATEMALA 2021

1 DEMOGRAPHIC AND ECONOMIC DYNAMICS

The population structure of Guatemala its demographic transformation towards 2050, presents a regressive population pyramid, which will configure the behaviour of the labour supply in the labour market.

1.1. Composition of the Working-Age Population

As shown in Graph 1, approximately a third of the population is between the ages of 5 and 19, which represents a demographic bonus that will be able to support the country's economic and social development.



Source: author's own compilation based on the information from the National Institute of Statistics of Guatemala (INE)

The demographic dynamics of Guatemala, with respect to the year 2050, show changes related to the aging of the population, with an increase in the average age of the population and its life expectancy at birth, given the proportion that adults will represent (41.2%). This group will require an effective social protection system and the necessary resources for the generation of income in old age, given the increase in the aging index (78.4%) and the reduction of the dependency ratio (46.8%), as shown in Table 1.

Table 1. Demographic Indicators 2019 and 2050

Demographic Indicator	2019	2050
Age groups (%)		
Children (0 - 14)	29.9	19.2
Youth (15 - 29)	28.7	21.3
Adults (30 - 59)	31.1	41.2
Seniors (60 and over)	10.3	18.3
Relation of dependence (%)	62.3	46.8
Median age of the population	26.7	36.8
Sex ratio (%)	97.0	96.4
Aging Index (%)	20.9	78.4
Gross birth rate (%)	23.1	12.7
Global fertility rate (%)	2.6	1.7
Gross mortality rate (%)	5.4	6.7
Life expectancy at birth	73.0	78.6

Source: author's own compilation based on information from the National Statistics Institute of Guatemala (INE)

According to data from the National Institute of Statistics (INE), in 2019 the labour market showed an increase of close to 0.2% in the employment-population ratio, which refers to the capacity of the economic system to create jobs and absorb the contingents of people who are able and at age to access a job opportunity, as indicated in Table 2.

Table 2. Labour market indicators, 2019. (Percentages)

Indicator	I-2019	II-2019	Var.
Labour force participation rate	59.26	59.13	-0.14
Employment-population ration	57.77	57.96	0.19
Unemployment rate	2.52	1.97	-0.55
Share of informal employment	70.24	65.27	-4.97
Visible underemployment rate	9.63	6.66	-2.97
Inactivity rate	40.74	40.87	0.14

Source: author's own compilation based on information from the National Statistics Institute of Guatemala (INE)





Given the increase in occupancy between I-2019 and II-2019, there is a reduction in the unemployment rate, which is due to people getting out of unemployment (16,545) and the entry of a new contingent in the labour market (322,303) with a job, or a combined effect (749).

Table 3. Participation in the labour market by age, 2019. (Percentages)

Ages	WAP	EIP	EAP
15 - 19	16.2	22.4	11.9
20 - 24	13.8	12.0	15.0
25 - 29	10.9	8.5	12.7
30 - 34	9.8	7.4	11.5
35 - 39	8.9	6.1	10.7
40 - 44	7.5	5.1	9.2
45 - 49	6.8	5.4	7.8
50 - 54	6.3	5.9	6.7
55 - 59	5.0	4.8	5.2
60 - 64	4.5	5.3	4.0
65 - 69	3.8	5.3	2.7
70 y más	6.4	11.8	2.7

Source: author's own compilation based on information from the National Statistics Institute of Guatemala (INE)

As shown in Table 3, according to INE data, in the period II-2019, 40.9% of the Working Age Population (WAP) was between 15 and 29 years of age. However, when distributed by activity, 34.3% is part of the Economically Inactive Population (EIP), aged 15 to 19 and over 70 years old.



With regard to the Economically Active Population (EAP), 39.5% are young people, and those between 20 and 24 years old represent the highest proportion of employment, unemployment and underemployment, as shown in Table 4.

Table 4. Labour market indicators by ages, 2019. (Percentages)

Ages	Employed	Unemployed	Underemployed	Informality
15 - 19	11.6	23.8	15.2	14.7
20 - 24	14.8	24.5	18.8	14.3
25 - 29	12.6	18.1	15.2	10.5
30 - 34	11.4	16.4	12.0	9.9
35 - 39	10.9	3.7	9.1	9.8
40 - 44	9.3	3.2	10.0	8.2
45 - 49	7.9	3.1	5.9	7.9
50 - 54	6.8	1.7	6.7	7.2
55 - 59	5.2	2.7	2.1	5.6
60 - 64	4.0	1.2	2.8	4.7
65 - 69	2.8	0.5	1.4	3.5
70 and over	2.7	1.1	0.8	3.7

Source: author's own compilation based on information from the National Institute of Statistics of Guatemala (INE)

Table 4 shows that as people age, they represent a lower proportion of the occupation in the labour market, and they are more likely to be part of the informal sector or to be underemployed. This sector concentrates the population between 15 and 29 years old (39.4%), showing that young people are prone to being employed in the informal sector.

Therefore, the adoption of public policy initiatives aimed at improving working conditions and creating jobs for people, should seek to take advantage of the demographic bonus in the coming years, to guarantee an effective development process, promoting the transition from the informal sector to the formal economy.

1.2. Migration flows¹

General Information (2020)



84,311

persons entered
the country



1,368,431

persons left the
country



16.9%
0 - 19 years



75.8%
20 - 64 years



7.3%
> 65 years



52.7%
of migrants are
women



36.5
years is the
average age of
migrants

Countries of origin

El Salvador	Mexico	USA	Other
24.5%	22.4%	11.0%	42.1%

Countries of destination

USA	Mexico	Belize	Other
89.6%	3.4%	1.9%	5.1%

The **countries of origin** shown in the Migration Flow correspond to the nationality of the foreign population that migrates to Guatemala; the **countries of destination** refer to the countries where the Guatemalan population migrates abroad.

¹ The information used for this section was obtained from the following sources: a) Overview of the Stock of International Migrants 2020, from the United Nations Department of Economic and Social Affairs, b) Returnees from the 2020 Statistical Report of the Guatemalan Migration Institute.

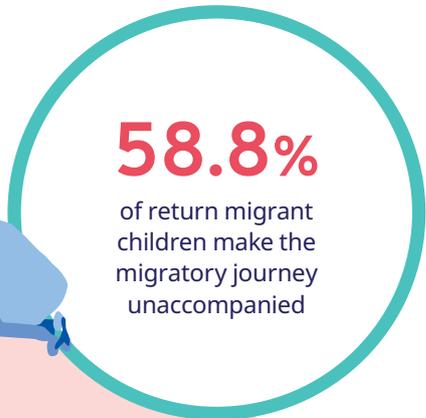
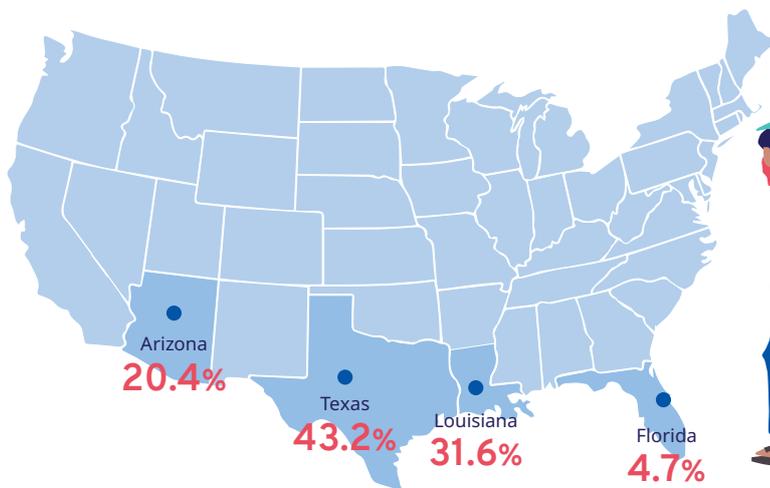
Return migrants (2020)



UNITED STATES	MEXICO
Men: 15,969	Men: 16,441
Women: 2,271	Women: 4,057
Accompanied boys: 605	Accompanied boys: 1,039
Accompanied girls: 450	Accompanied girls: 724
Non-accompanied boys: 1,314	Non-accompanied boys: 1,752
Non-accompanied girls: 448	Non-accompanied girls: 502



Origin of return migrants in the United States



According to data from the Guatemalan Migration Institute (IGM), when disaggregating return migrants by department of origin, in 2020, the following stand out: San Marcos (19.8%), Huehuetenango (17.4%), Quetzaltenango (8.8%), Quiché (8.4%), and Guatemala (6.2%), which concentrate 60.6% of return migrants coming mainly from the United States and Mexico.



1.3. Macroeconomic Context

The country's political situation during 2016 affected the behaviour of the economy, causing a reduction in economic growth, reaching a minimum of 2.68%, which subsequently remained relatively constant in a range between 3.0 and 4.0%, reaching -1.52% in 2020, due to the COVID-19 pandemic (Graph 2).



Source: Author's own compilation based on information from the Bank of Guatemala

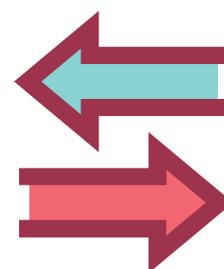
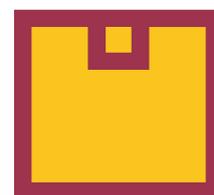
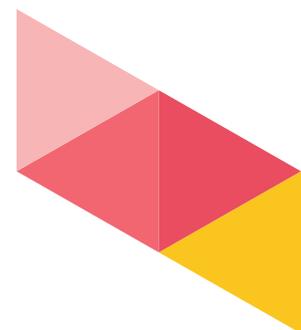
During the 2016-2020 period, as shown in Table 5, there was a reduction in exports and imports in the Gross Domestic Product (GDP), presenting a variation of -1.9 and -2.7 percentage points respectively, evidencing a decrease in trade openness.

Table 5. Macroeconomic Indicators, 2015-2019. (Percentages)

Indicators	2016	2017	2018	2019	2020
Exports/GDP	18.8	18.5	18.2	17.6	16.9
Imports/GDP	27.6	27.6	28.9	27.9	24.9
Remittances/GDP	10.7	11.4	13.1	13.6	14.7
Tax Load	10.8	10.8	10.7	10.6	10.1
Tax deficit/GDP	-0.8	-1.1	-1.7	-2.2	-4.9
Total debt/GDP	25.0	25.2	26.5	26.5	31.6
Foreign Debt /GDP	12.0	11.4	11.6	11.8	13.6

Source: Author's own compilation based on information from the Bank of Guatemala and the Ministry of Public Finances

Likewise, in this period a variation of 4.0% can be observed in the participation of international remittances in the economy, growing from 10.7% in 2016 to 14.7% in 2020, making them an important external flow for economic growth and development.



Regarding the behaviour of the Central Government's public finances, according to data from the Ministry of Public Finance (MINFIN), the country's tax burden was reduced, due to the COVID-19 pandemic and the decrease in tax collection in relation to the year 2020, decreasing from 10.8% to 10.1%, between the years 2016 and 2020; which has influenced behaviour of the fiscal deficit, which stands at 4.9% in relation to GDP in 2020, as opposed to the 0.8% registered in 2016.

Based on the above, the financing of the fiscal deficit has increased the volume of the total public debt of the Central Government as a proportion of the GDP, which in the 2016-2020 presents a variation of 6.6 percentage points, increasing from 25.0% to 31.6%.

However, this increase is likely mainly due to a higher proportion of internal debt with respect to external debt, and to the economic support provided during confinement, due to the COVID-19 pandemic, going from 12.0% of GDP in 2016 to 13.6% in 2020.

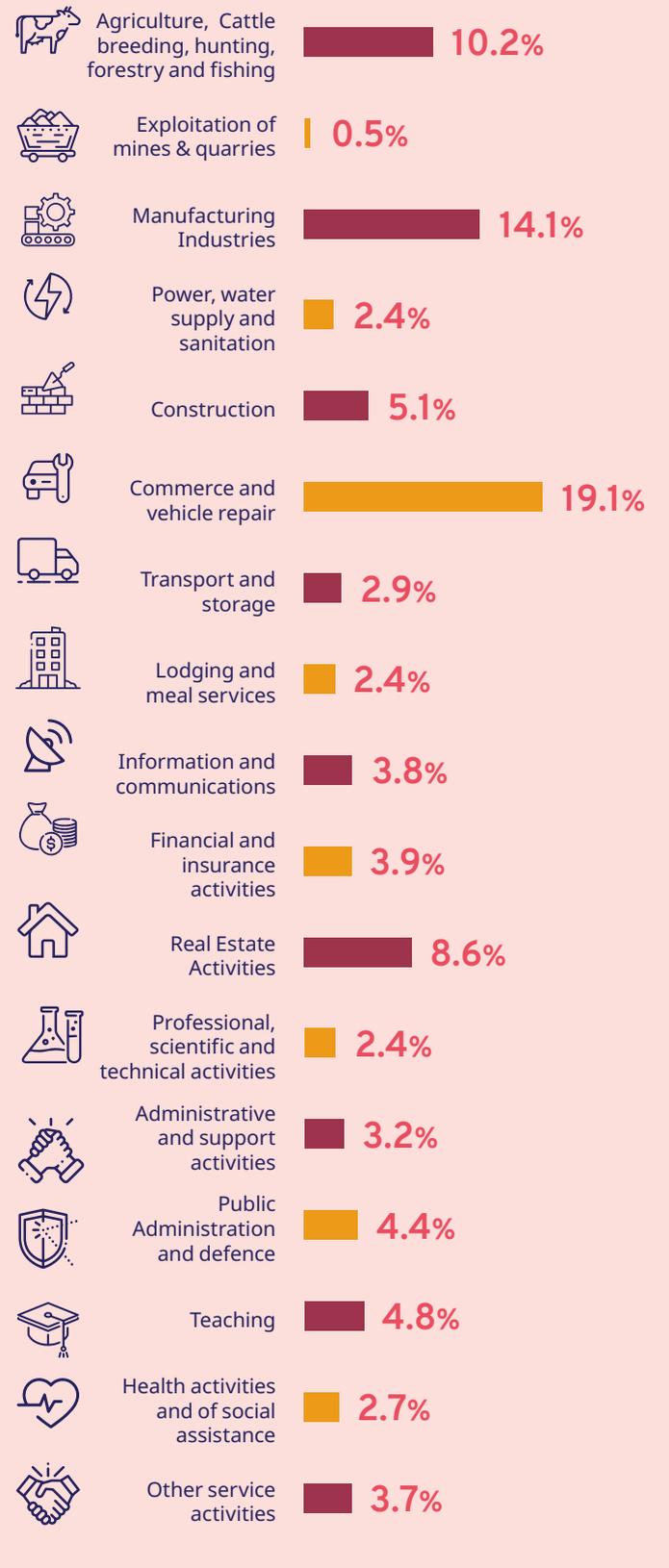
On the other hand, when analysing the productive structure of the country, specifically in 2020, the sectors that make a greater contribution to national production and economic growth are the following: wholesale and retail trade, and vehicle maintenance and repair. (19.1%); manufacturing industries (14.1%); agriculture, livestock, forestry and fishing (10.2%); real estate activities (8.6%); and construction (5.1%). (See Graph 3).

Together, these sectors contribute approximately 57.1% of national production, showing a predominance of economic activities related to the tertiary sector (trade and services). Therefore, it would be expected that the distribution of the occupations in the different branches of activity economic is related to this structure.

Regarding the situation of poverty, according to data from the *Statistical Compendium 1-2020* of the Secretariat of Planning and Programming of the Presidency (SEGEPLAN), in the period 2000-2014², there is a growing trend in the deterioration of the welfare condition, since in 2014, 59.3% of the population was below the national poverty threshold, and 23.4% were in extreme poverty, being the most affected indigenous groups and people under 15 years of age.

However, during this period there has been a reduction in the Gini Index, which has decreased from 0.622 in 2000 to a value of 0.531 in the year 2014, equivalent to an average annual decrease of 1.1%.

Graph3. GDP Distribution by branch of economic activity, 2020/ (Percentages)



Source: Author's own compilation based on information from the Bank of Guatemala. 1/ This information was calculated based on GDP data at current prices.

² The information used to describe the conditions of poverty and inequality in income distribution only includes data for the years 2000, 2006, 2011 and 2014; of the National Survey of Living Conditions (ENCOVI) that is carried out every five years, therefore, the Compendium Statistical, does not have a continuous series on these indicators

2 MAINSTREAMING FORMAL EMPLOYMENT

This section presents information related to the distribution of people employed in the labour market, under the main categories of economic activity, occupation, education, and access and use of technology; as well as the distribution of people in the social security system, based on their affiliation and contribution to the Guatemalan Social Security Institute (IGSS).

2.1. Work and technology

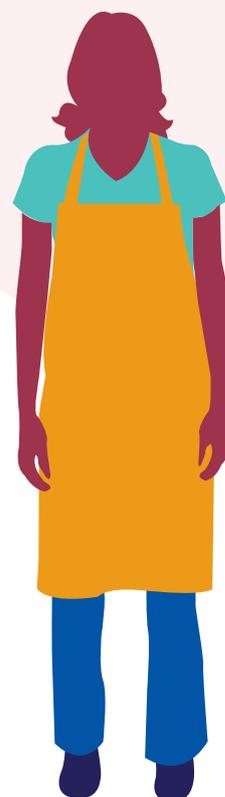
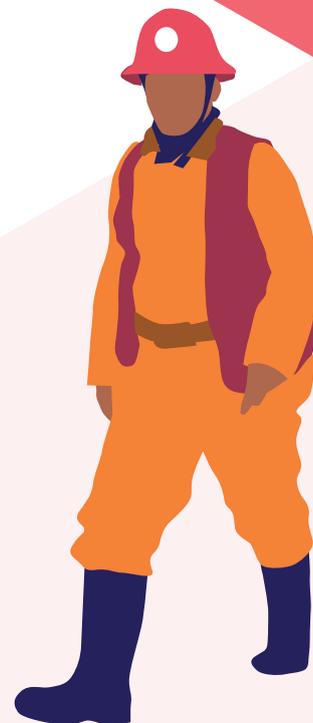
In general terms, the composition of the employed population by branch of economic activity, occupational groups and educational level is presented in Table 6.

Table 6. Generalities of the labour market, 2019

Categories	Quantities	Percentages
Branch of activity		
Agriculture, cattle breeding, forestry and fishing	2,207,781	30.4
Vehicle trading and repair	1,395,414	19.2
Manufacturing industries	896,360	12.3
Occupation Groups		
Basic occupations	1,881,486	25.9
Service and trade workers	1,771,567	24.4
Officials, artisans and operators	1,238,028	17.0
Education level		
Primary	2,740,015	37.7
Diversified ³	1,768,362	24.3
Basic	1,009,937	15.3
Occupation Sector		
Formal Sector	2,526,658	34.7
Informal Sector	4,747,456	65.3
Total employed persons	7,274,114	100.0

Source: author's own compilation based on information from the National Statistics Institute of Guatemala (INE).

When focusing the analysis on occupational groups, it is possible to characterize people based on their educational levels and age group, and to outline the technical skills required in each one, and the concentration of people in these profiles, as shown in Table 7.



³ This category of the education system, as perceived in the National Survey of Employment and Income 2-2019, refers to the level of middle education

Table 7. Technical characterization of the occupations, 2019

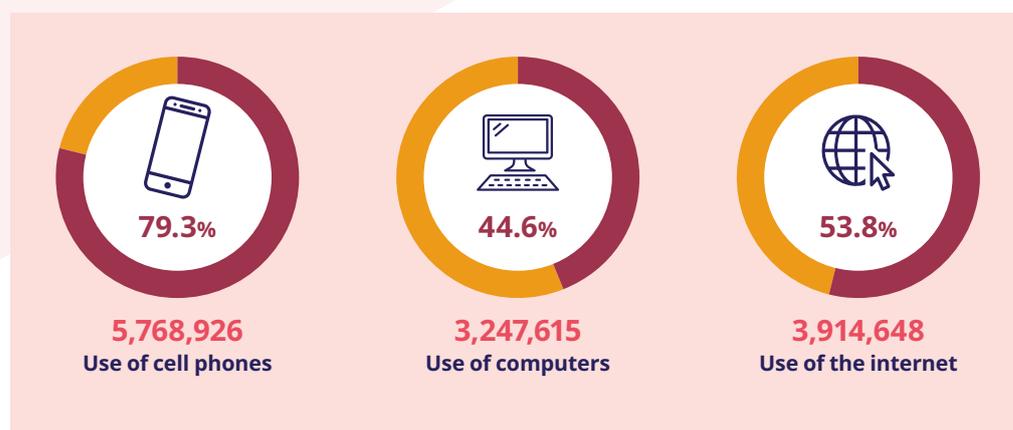
Occupations	Characterization
Basic occupations	People who mostly have a primary education level, and are between 15 and 24 years old.
Service and trade workers	In particular, people between 20 and 29 years of age who have a diversified or intermediate level of education, and those between 45 and 49 years who do not have any educational level.
Officials, operators and artisans	Concentrates mainly people between the ages of 35 and 44, who have a primary education level.
Farmers and agriculture workers	Predominance of people with a basic education level, who are regularly between the ages of 15 and 19.
Administrative support personnel	Prevalence of people with a diversified level of education and are aged between 20 and 24 years.
Machinery operators and assemblers	Concentrates people who have a primary level of education, who are mainly in the ages of 35 to 44 years.
Professionals, scientists and technicians	Predominance of people with a diversified educational level, whose ages are between 30 and 34 years.
Technicians and middle level professionals	Typically, they are people with a higher education level, and are between the ages of 25 to 29 years.
Directors and managers	In particular, they are people with a higher and / or diversified level of education, who are between the ages of 30 and 39.
Military occupations	Mainly, they are people between 20 and 24 years of age, who have a primary education level.

Source: author's own compilation based on information from the National Statistics Institute of Guatemala (INE).

Given the characterization of people by type of occupation, it is possible to establish a link with their access and use of technology, and to identify the occupational profiles that correspond to the use of electronic devices and the internet, as shown in Table 8.

Based on information from the INE, the total number of employed persons who access the internet do so mainly through their mobile phones (81.8%), especially in their homes (86.3%), to communicate with their friends (79.8%).

Table 8. Access and use of technology, 2019



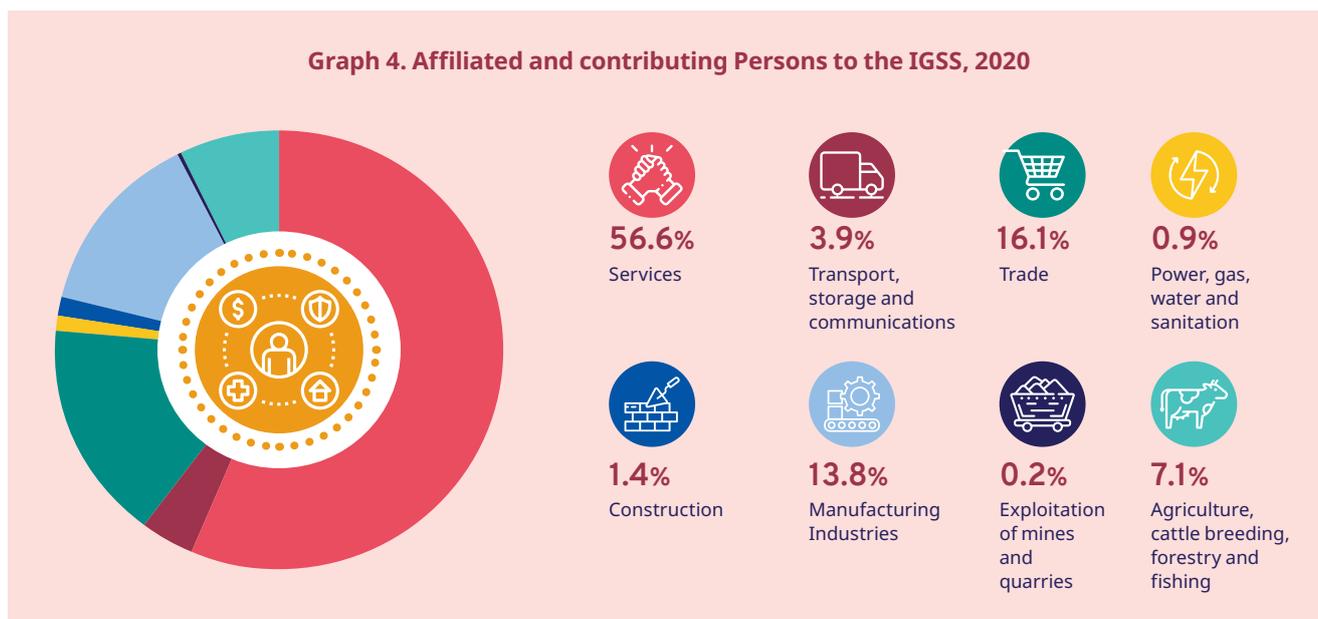
Source: author's own compilation based on information from the National Statistics Institute of Guatemala (INE).

2.2. Social Protection

Regarding the participation of employed persons in the social security system, according to data and statistical information from the IGSS, 1,289,882 persons are affiliated and contribute to the health and pension scheme, in accordance with the provisions of current legislation. Their distribution by economic activities is presented in Graph 4.

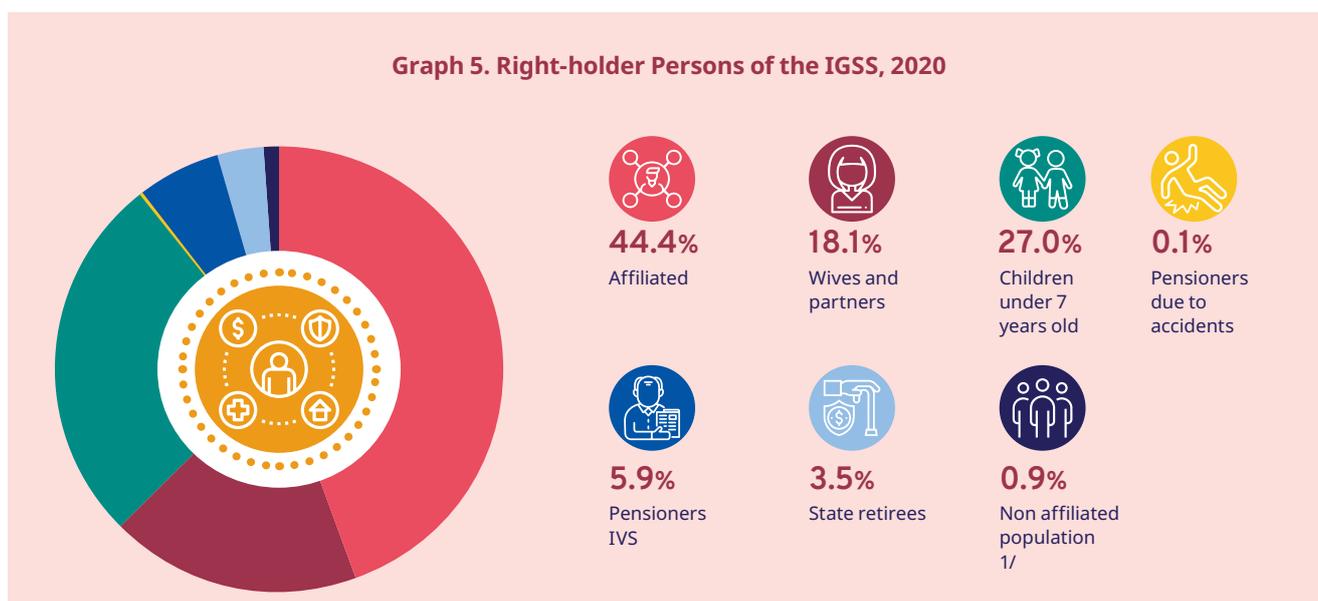
In this case, data from the Military Welfare Institute (IPM) or the National Civil Service Office (ONSEC) are not included, due to the availability of the corresponding statistical information, and the proportion that it represents within the Social security system.

Of the total number of workers affiliated and contributing to the IGSS, 34.1% are women and 65.9% are men, who in both cases are concentrated in the service sector.



Source: author's own compilation based on information from the Instituto Guatemalteco de Seguridad Social (IGSS) (Guatemalan Institute of Social Security)

On the other hand, based on information from the IGSS, it is estimated that during 2020, a total of 2,902,123 people are considered as right holders, including life partners, children under 7 years of age, pensioners due to disability, old age or survival (IVS), among others, as presented below.



Source: author's own compilation based on information from the Instituto Guatemalteco de Seguridad Social (IGSS).
 1/ The NON AFFILIATED population corresponds to data provided by the Health Sub-System, related with the emergency assistance to persons who are not affiliated to the IGSS.

3 CAPACITY DEVELOPMENT OF VULNERABLE GROUPS

This section briefly presents the main indicators of the labour market for population groups in conditions of vulnerability such as women, young people and indigenous people.

3.1. Participation of groups in condition of vulnerability in the labour market⁴

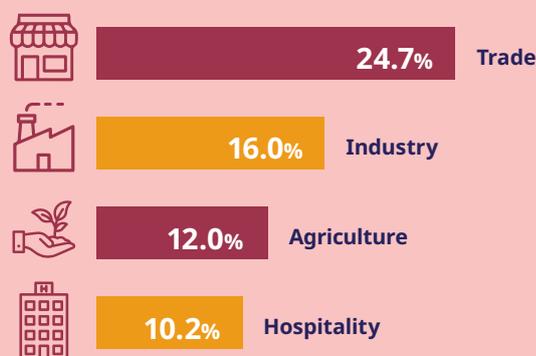
Women



LABOUR MARKET INDICATORS ON WOMEN

General Indicators	%
Participation rate in WAP	38.7
Employment-population ratio	37.7
Unemployment rate	2.5
Share of informal employment	68.0
Underemployment rate	7.3
Inactivity rate	61.3

EMPLOYMENT IN MAIN BRANCHES OF ECONOMIC ACTIVITY



EMPLOYMENT BY MAIN OCCUPATIONAL GROUP OF WOMEN

Occupation Groups	%
Service and trade workers	37.2
Basic occupations	22.5
Officials, operators and artisans	14.6
Administrative support personnel	8.0
Professionals, scientist and technicians	7.6

Source: author's own compilation based on information from INE

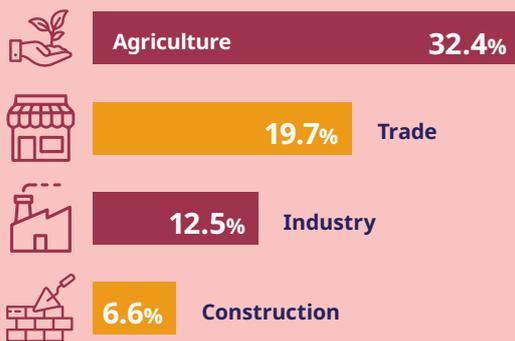
⁴ In the case of indigenous peoples, only ethnic groups have been considered: Xinka, Garífuna and Maya, since the category Ladinos and Foreigners, would be left out of this analysis.

Young Persons

YOUTH LABOUR MARKET INDICATORS

General Indicators	%
Participation rate in WAP	57.2
Employment-population ratio	55.3
Unemployment rate	3.3
Share of informal employment	66.0
Underemployment rate	8.4
Inactivity rate	42.8

OCCUPATION IN THE MAIN BRANCHES OF ECONOMIC ACTIVITY



OCCUPATION BY MAIN YOUTH OCCUPATIONAL GROUP

Occupation Groups	%
Service and trade workers	23.8
Basic occupations	21.9
Farmers and agriculture workers	19.8
Officials, operators and artisans	16.2
Administrative support personnel	7.2

Source: author's own compilation based on information from the INE



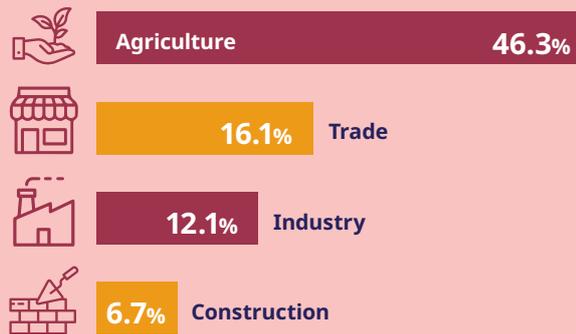
Indigenous People



MARKET INDICATORS OF INDIGENOUS PEOPLE

General Indicators	%
Participation rate in WAP	61.1
Employment-population ratio	60.8
Unemployment rate	0.6
Share of informal employment	82.6
Underemployment rate	5.7
Inactivity rate	38.9

OCCUPATION IN THE MAIN BRANCHES OF ECONOMIC ACTIVITY



OCCUPATION BY MAIN OCCUPATIONAL GROUP OF INDIGENOUS PEOPLE

Occupation Groups	%
Basic occupations	34.4
Service and trade workers	19.8
Officials, operators and artisans	18.6
Farmers and agriculture workers	18.3
Facility and machinery operators	2.5

Source: author's own compilation based on information from the INE

3.2. Approach

Based on the analysis of economic, migratory and labour market behaviour in Guatemala, the efforts of the International Labour Organization (ILO) support the design and formulation of public policies aimed at creating job opportunities based on decent work and the promotion of regular and equitable migration for all people.

In this sense, the approach to tackle the root causes of migration must consider the entire migratory cycle, as well as the creation of new job opportunities (national and regular migration) to generate the conditions that reduce the propensity of people to migrate irregularly.

The ILO strategy to help mitigate the causes of irregular migration, as well as to promote safe, orderly and regular labor migration, with decent work at the centre, takes into consideration the following areas of action:



Employment and productive development. Aimed at promoting the creation and access to formal jobs, in which the guarantee and respect of the rights of working people to access decent work is promoted; as well as the strengthening of productive enterprises in their transition from the informal economy to the formal economy; both in the origin and return phases of the migratory cycle.



Justice and social protection. Approach aimed at taking advantage of the demographic bonus, strengthening the skills and labour capacities of workers, articulation and coordination of educational systems and technical and professional training; to promote the creation of job opportunities in decent work conditions in the phases of origin and return, with an emphasis on children, women, young people, indigenous people, and people with disabilities.



Regular migration and labour mobility. The approach to the root causes of migration focuses on the establishment of conditions and opportunities that allow linking labour market policies with regular migration. The participation of actors of the world of work (government institutions, employers' organizations, and workers' organizations), as well as actors related to migration (ministry of foreign affairs and recruitment agencies) is crucial to promote the design of public policies aimed at fair and recruitment, based on ILO's International Labour Standards.



Social and economic reintegration. Aimed at promoting the integration of workers in their communities of origin, through public policies that allow the use of labour skills and abilities (acquired abroad) especially in the return phase, to minimize disparities and develop mutual trust.

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ANNEXES

Distribution of the employed population by population groups, branches of economic activity and occupation groups, 2-2019

Categories	Total	Women	Men	Young Persons	Indigenous Groups
Branches of economic activity					
Agriculture, cattle breeding, forestry and fishing	2,207,781	307,957	1,899,824	919,915	1,200,689
Exploitation of mines and quarries	9,215	0	9,215	3,369	1,807
Manufacturing Industries	896,360	409,946	486,414	353,817	312,622
Power, water supply and sanitation services	37,683	5,622	32,061	12,772	8,883
Construction	448,344	11,590	436,754	187,008	174,079
Trade, maintenance and repair of vehicles and motorcycles	1,395,414	632,207	763,207	558,117	416,703
Transport and storage	215,894	12,584	203,310	60,483	38,959
Accommodation and meal service activities	392,562	261,247	131,315	167,859	87,199
Information and communications	43,359	8,273	35,086	15,660	6,468
Financial and insurance activities	97,992	44,616	53,376	55,724	10,472
Real estate activities	15,710	2,944	12,766	2,494	2,850
Professional, scientific and technical activities	101,726	43,770	57,956	36,703	10,026
Administrative and support service activities	165,294	36,832	128,462	63,728	38,336
Public administration and defence, social security plans	188,563	49,257	139,306	50,304	27,752
Teaching	337,991	210,263	127,728	83,491	68,973
Human health and social assistance activities	147,752	102,733	45,019	40,876	23,900
Other service activities	572,474	416,861	155,613	224,957	164,164
Totals	7,274,114	2,556,702	4,717,412	2,837,277	2,593,882
Occupation Groups					
Military occupations	6,061	6,061	0	5,671	5,107
Directors and managers	80,284	50,203	30,081	20,317	9,030
Scientific and intellectual	322,976	129,161	193,815	83,406	64,742
Medium level technicians and professionals	281,043	168,704	112,339	98,379	33,123
Administrative support staff	445,550	240,255	205,295	204,742	52,774
Service workers and vendors in shops and markets	1,771,567	821,293	950,274	676,131	512,569
Farmers and skilled agricultural, forestry and fishing workers	854,064	766,857	87,207	561,118	474,670
Officers, operators and craftsmen of mechanical arts and other trades	1,238,028	863,761	374,267	460,299	483,565
Plant and machine operators and assemblers	393,055	363,893	29,162	104,984	66,028
Elemental occupations	1,881,486	1,307,224	574,262	622,230	892,274
Total	7,274,114	4,717,412	2,556,702	2,837,277	2,593,882