



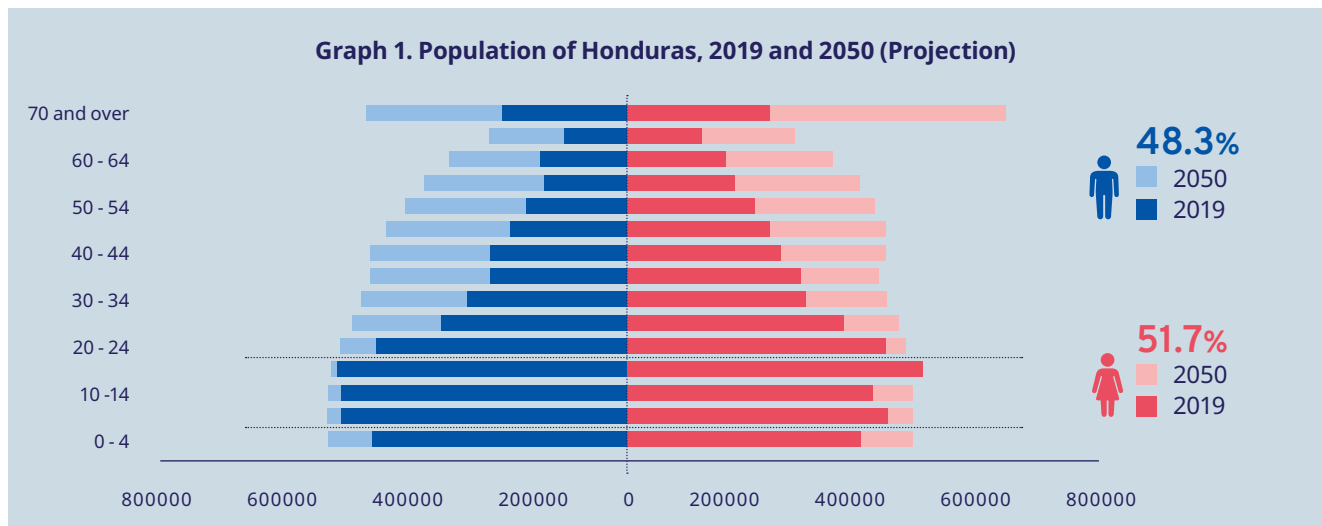
FACT SHEET
EMPLOYMENT AND MIGRATION
HONDURAS 2021

1 DEMOGRAPHIC AND ECONOMIC DYNAMICS

The population structure of Honduras in 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 information from the National Statistics Institute of Honduras (INE)

The demographic dynamics of Honduras, 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 (38.3%). They 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 (53.9%) and the reduction of the dependency ratio (53.6%), as stated shown in Table 1.

Table 1. Demographic Indicators 2019 and 2050

Demographic Indicator	2019	2050
Age groups (%)		
Children (0 - 14)	29.7	22.7
Youth (15 - 29)	28.3	21.9
Adults (30 - 59)	30.8	38.3
Seniors (60 and over)	11.2	17.1
Dependency ratio (%)	60.1	53.6
Median Age	23.9	34.0
Sex ratio (%)	93.2	94.3
Aging Index (%)	25.9	53.9
Gross birth rate (%)	21.9	15.2
Global fertility rate (%)	2.5	2.2
Gross mortality rate (%)	4.5	5.9
Life expectancy at birth	76.4	81.2

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

Based on information available for 2019 and 2020¹ of the Permanent Survey of Households and Multiple Purposes (EPHPM) of the National Institute of Statistics (INE), Table 2 shows a reduction in the employment-work ratio close to 1.2 %, which indicates that the economic system did not have sufficient capacity to create and absorb the contingents of people, who are capable and of age to access a job opportunity. This situation was worsened due to the health crisis of COVID-19.

Table 2. Labour Market Indicators, 2019 and 2020. (Percentages)

Indicator	2019	2020	Visible underemployment rate
Labour force participation rate	57.34	59.40	2.06
Employment-population ratio	54.07	52.91	-1.16
Unemployment rate	5.70	10.91	5.21
Invisible underemployment rate	10.64	27.26	16.63
Visible underemployment rate	49.97	43.38	-6.58
Inactivity rate	42.66	40.60	-2.06

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

¹ For the calculation of the labour market indicators for 2020, the information from the EPHPM published on the INE website was taken into consideration, since the database is not yet available to the public.



The variation in labour market indicators is related, firstly, to the change in the age limit of the people who make up the workforce² (which reduced the inactivity rate), and secondly, to the increase in the visible unemployment and underemployment rates.

In the case of underemployment, a generalized increase of 10.04% is observed between 2019 and 2020, which implies that a greater proportion of people were willing to work

longer hours or compensate with another job for the reduction in working hours (visible underemployment), as opposed to the reduction in the percentage of people who are underutilized due to skills or productivity (invisible underemployment).

As shown in Table 3, according to INE data, in 2019³, 38.3% of the Working Age Population (WAP) is between 10 and 24 years of age. When distributing this population group by activity, 43.3% are part of the Economically Inactive Population (EIP), and between the ages of 10 - 19 years, as people at these ages are normally preparing to enter into the job market.



Given the reduction in employment between 2019 and 2020, there is an increase in the unemployment rate, which is influenced by the entry of people into the labour force (151,258) and the departure of a new contingent from the labor market (258,848) for various reasons, or a combined effect (9,277).

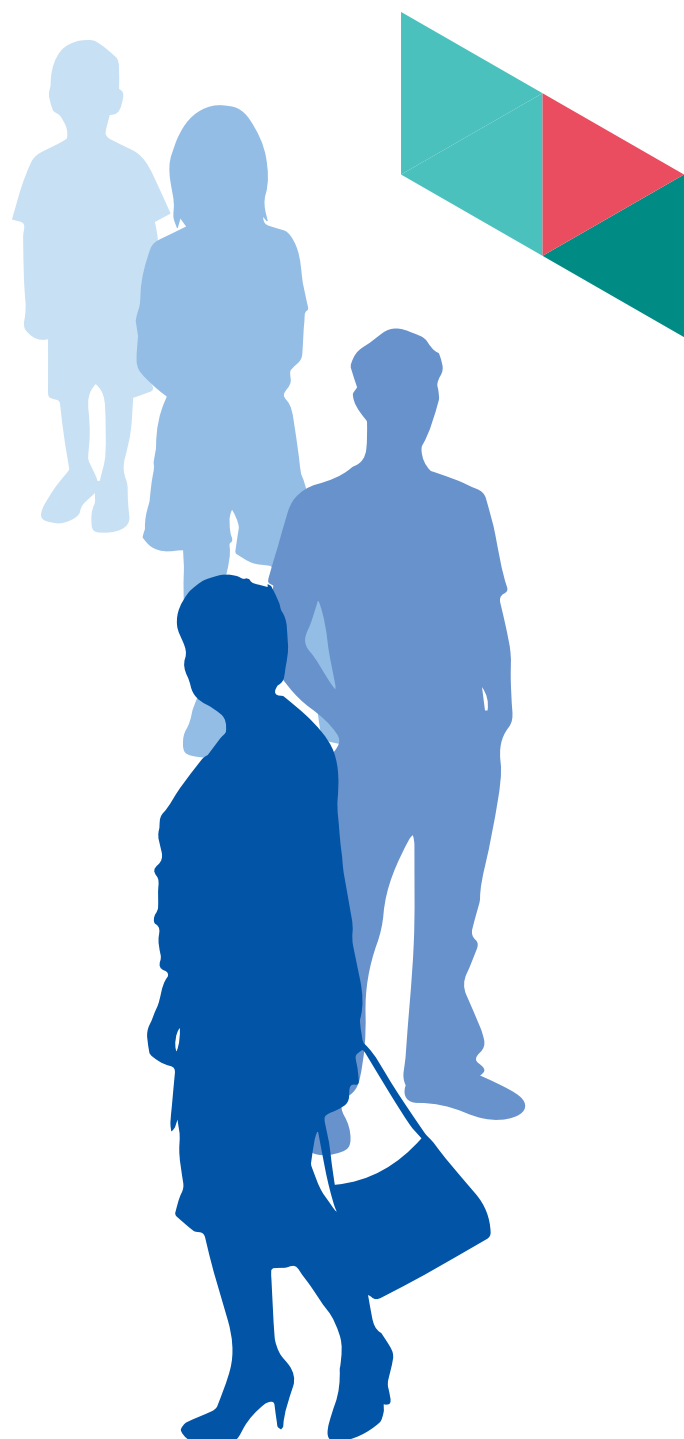
Table 3. Participation in the labour market by ages, 2019. (Percentages)

Ages	WAP	EIP	EAP
10 - 14	12.6	24.8	3.5
15 - 19	13.8	18.4	10.3
20 - 24	12.0	9.4	13.9
25 - 29	9.4	6.1	11.9
30 - 34	8.0	4.5	10.6
35 - 39	7.3	4.1	9.7
40 - 44	6.8	3.9	9.0
45 - 49	6.2	3.6	8.1
50 - 54	5.4	3.5	6.9
55 - 59	4.6	3.7	5.2
60 - 64	4.4	4.4	4.4
65 - 69	3.2	3.8	2.8
70 and over	6.3	9.9	3.7

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

² Between 2019 and 2020, the age limit of the people who make up the workforce went from 10 years and over, to 15 years and over.

³ En este caso, el año 2019, se ha utilizado para desagregar esta información, para efectos de comparabilidad con otros países; además, se considera a la PET desde los 10 años previo al cambio en el límite etario indicado previamente.



In relation to the Economically Active Population (EAP), 34.4% are young people, and those between 20 and 24 years old represent the highest proportion of employment, unemployment and underemployment (visible and invisible), as shown in Table 4.

Table 4. Labour Market Indicators by ages, 2019⁴. (Percentages)

Ages	Employed	Unemployed	Visible underemployment	Invisible underemployment
10 - 14	3.7	0.1	2.6	0.9
15 - 19	9.8	18.4	12.8	8.5
20 - 24	13.0	29.5	13.8	14.4
25 - 29	11.6	17.3	10.9	13.2
30 - 34	10.5	11.1	11.9	11.1
35 - 39	9.8	8.7	8.0	10.8
40 - 44	9.3	5.4	11.0	9.2
45 - 49	8.4	3.9	9.8	7.9
50 - 54	7.2	2.4	6.3	7.5
55 - 59	5.4	1.1	5.3	5.4
60 - 64	4.6	1.0	4.0	4.7
65 - 69	3.0	0.5	2.5	2.9
70 and over	3.9	0.6	1.3	3.6

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

In Table 4, it is observed that as people age, they represent a lower proportion of the occupation in the labour market, and they are more likely to be invisibly underemployed, that is, to find themselves in low-productivity, occupations where their educational level is not put to use, they have inadequate skills, or their studies or skills are not equated with the demands of the position.

In relation to underemployment by age ranges, underemployed persons due to insufficient hours (visible) are concentrated in the age range from 15 to 24 years and 30 to 34 years, and represent 38.4% of the total of the occupation. While in invisible underemployment this is concentrated between the ages of 20 to 34 years (38.7%), showing that mainly young people are prone to be employed in these conditions.

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 improvement in the labour conditions to ensure that underemployed people have access to decent work.

⁴ For this Table, the same notes that were indicated in Table 3 are assumed.

1.2. Migration Flows⁵

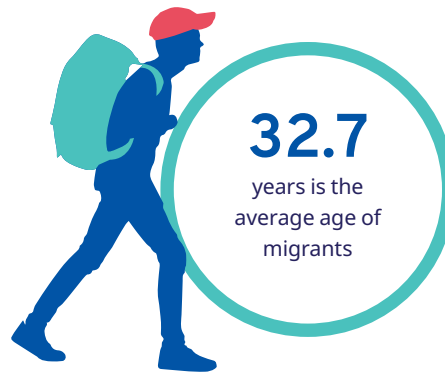
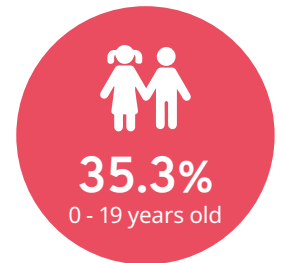
General information (2020)



39,195
persons entered
the country



985,077
persons left the
country



Countries of origin

El Salvador	Nicaragua	USA	Other
23.1%	20.3%	10.1%	46.5%


Destination countries

USA	Spain	Mexico	Other
78.5%	10.1%	3.9%	7.5%

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

⁵ 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) Comprehensive System of Attention to Returned Migrants (SIAMIR), of the National Information Centre of the Social Sector (CENISS).

Return migrants (2020)

 MEN
24,121

 WOMEN
4,419

 BOYS
3,849

 GIRLS
1,897

ADULTS
28,540

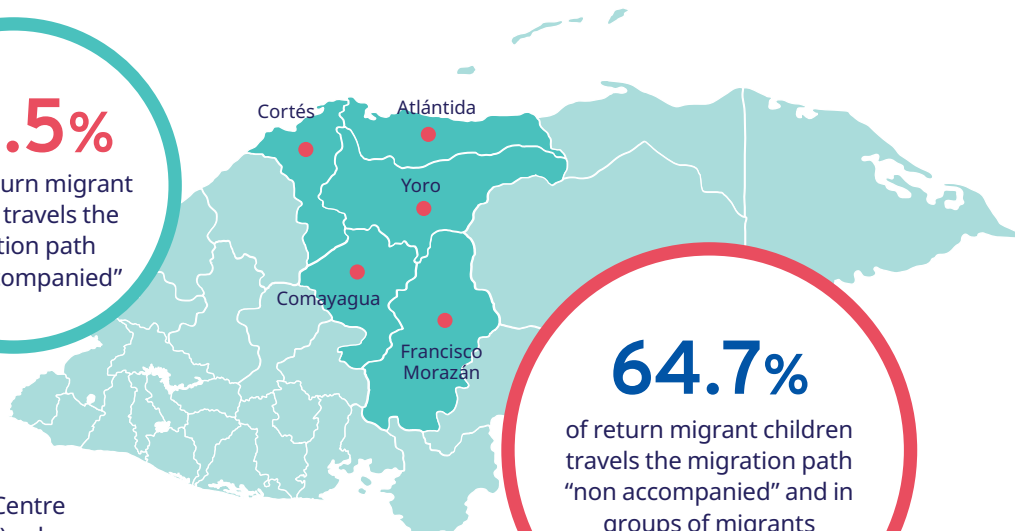
CHILDREN
5,746

UNITED STATES	MEXICO	GUATEMALA
Men: 10,362	Men: 13,655	Men: 60
Women: 1,635	Women: 2,718	Women: 82
Boys: 1,255	Boys: 2,349	Boys: 196
Girls: 654	Girls: 1,135	Girls: 89
Accompanied children: 798	Accompanied children: 1,712	Accompanied children: 104
Non accompanied children: 1,111	Non accompanied children: 1,772	Non accompanied children: 181



53.5%

Of the return migrant children travels the migration path "non-accompanied"



64.7%

of return migrant children travels the migration path "non accompanied" and in groups of migrants

According to data from the National Centre for Social Sector Information (CENISS), when disaggregating return migrants by department of origin, in 2020, the following stand out: Cortés (22.8%), Francisco Morazán (12.0%), Yoro (10.0%), Comayagua (7.5%), and Atlántida (6.3%); which concentrate 58.6% of the return migrants mainly from the United States and Mexico.

In 2020, the highest proportion of returns occurred in the months of January and February (41.9%), mainly from Mexico.

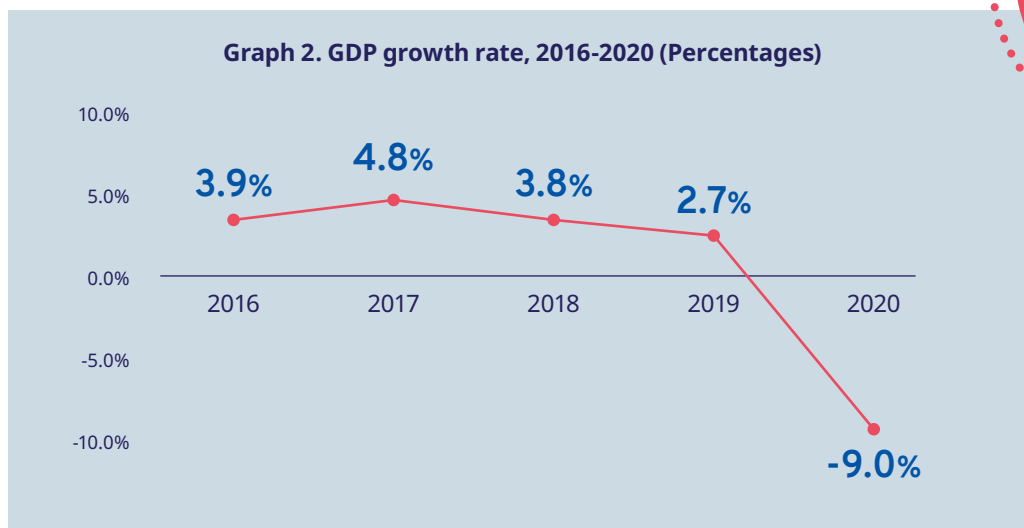
Likewise, 4,668 people began their migratory process traveling in a group, and were return from the United States, Mexico and Guatemala, see the table beside.

Return migrants who travelled in groups (2020)

	UNITED STATES	MEXICO	GUATEMALA
Men	156	3,283	60
Women	35	458	32
Boys	34	342	94
Girls	17	107	32
Total	242	4,190	218
Accompanied children	23	148	50
Non accompanied children	28	301	76
Children total	51	449	126

1.3. Macroeconomic Context

During 2016-2020, there has been an economic slowdown in the growth rates of the Gross Domestic Product (GDP) of 2.7% in 2019, due to the reduction in investment (in machinery and public infrastructure) and credit dedicated to consumption and housing, as indicated by the Economic Commission for Latin America and the Caribbean (ECLAC), and by the economic effects of the COVID-19 pandemic in 2020, which places the country's growth at a value of -9.0, as presented in Graph 2.



Source: author's own compilation based on information from the Central Bank of Honduras.

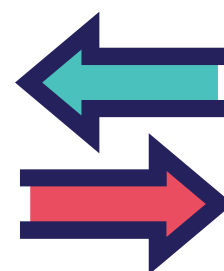
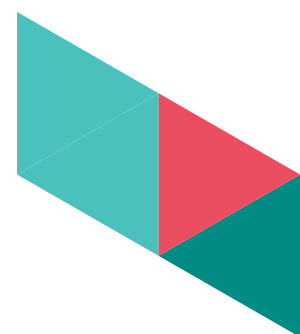
Likewise, in Table 5, a reduction in the behaviour of exports and imports with respect to GDP is observed, which present a variation of -7.5 and -6.6 percentage points respectively, showing a decrease in trade openness of 14.1%, due to the lower dynamism of foreign trade, related to the closing of borders that was carried out as a measure to contain the spread of COVID-19, by interior of countries.

Likewise, in this period a variation of 5.7% of the participation of international remittances in the economy is shown, going from 17.7% in 2016 to 23.4% in 2020, making them an important external flow for economic growth and development.

Table 5. Macroeconomic Indicators 2016-2020. (Percentages)

Indicators	2016	2017	2018	2019	2020
Exports/GDP	42.7	43.1	41.5	39.9	35.2
Imports/GDP	57.1	58.7	62.1	58.1	50.5
Remittances/GDP	17.7	18.6	19.8	21.4	23.4
Tax Load	18.9	18.2	18.4	18.3	15.5
Tax Deficit/GDP	-0.5	-0.8	-0.9	-0.9	-5.5
Total Debt/GDP	46.3	47.4	48.5	48.6	58.9
Foreign Debt/GDP	3.4	3.7	3.6	3.4	3.1

Source: The author's own compilation based on information from the Central Bank of Honduras and the Ministry of Finance.



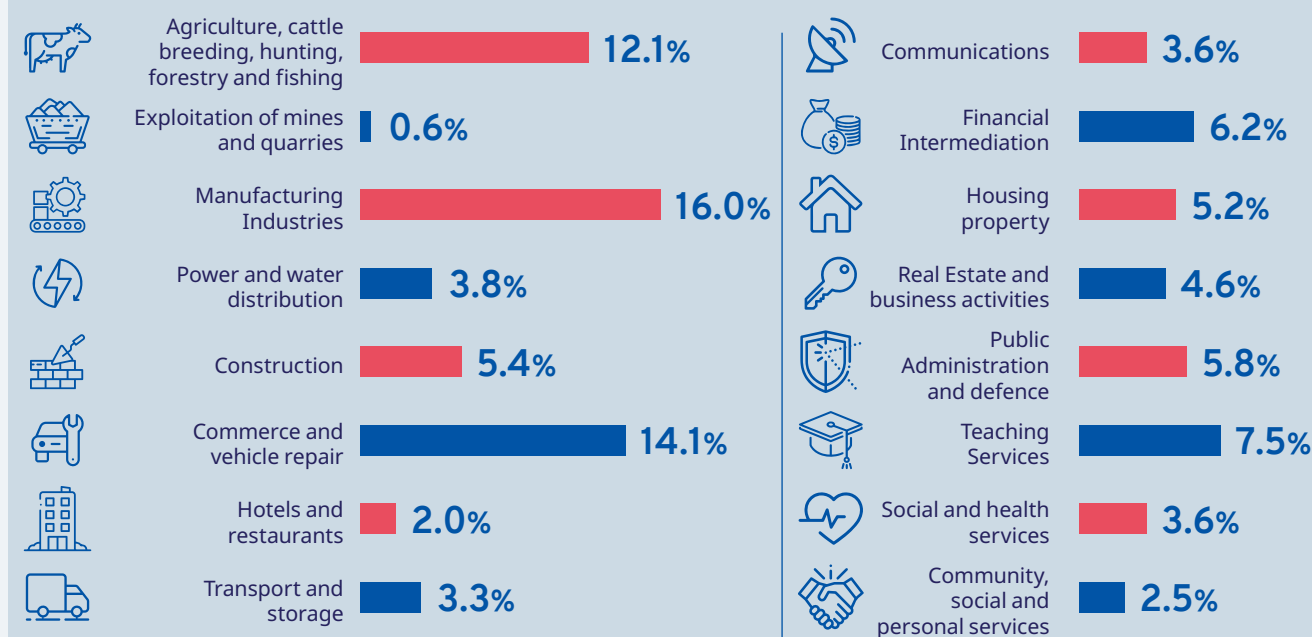
Regarding the behaviour of public finances of the Non-Financial Public Sector, according to data from the Ministry of Finance (SEFIN), the country's tax burden has remained relatively stable, since the percentage variation in the period is -0.6%, inducing to a minimum reduction in tax collection, going from 18.9% to 18.3%, in the period 2016-2019, except for the year 2020, which stood at 15.5%. This has influenced the behaviour of the fiscal deficit, which was relatively stable in that period, unlike in 2020, when the value was 5.5%, due to the economic support provided to the population to reduce the economic effects of the COVID-19 at the household level.

Based on the above, the financing of the fiscal deficit has increased the volume of the total public debt of the Non-Financial Public Sector as a proportion of GDP, which in the 2016-2020 period, which presents a variation of 12.6 percentage points, from 46.3 % to 58.9%, despite the reduction in external debt as a proportion of GDP.

On the other hand, when analysing the productive structure of the country, specifically in the year 2020, it is observed that the sectors that make a greater contribution to national production and economic growth are: manufacturing industries (16.0%), wholesale and retail trade, and vehicle maintenance and repair (14.1%), agriculture, livestock, forestry and fishing (12.1%), teaching services (7.5%), and financial intermediation (6.2%) (See Graph 3).

Together, these sectors contribute approximately 56.0% of national production, showing a predominance of economic activities related to the tertiary sector (commerce and services). Therefore, it would be expected that the distribution of employment in the different branches of economic activity is related to this structure.

Graph 3. GDP Distribution by economic activity branch, 2020^{1/} (Percentages)



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

Regarding the poverty situation, according to data from the EPHPM, in the period 2015-2019⁶, there has been a reduction in the number of people living in poverty; while in 2015, 68.7% was below the national poverty threshold, and 44.7% was categorized in extreme poverty. For the year 2019, these indicators were 64.7% and 41.7% respectively. However, during this period there has been an increase in the Gini Index, which has increased from 0.506 in 2015 to a value of 0.525 in 2019, equivalent to an average annual growth of 0.9%.

6 Reference is made to the period 2015-2019, since information on poverty indicators is not available in the 2020 EPHPM.

2 MAINSTREAMING FORMAL EMPLOYMENT

This section presents information about 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 Honduran Social Security Institute (IHSS).

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
Branches of activity		
Agriculture, cattle breeding, forestry and fishing	1,212,269	30.5
Commerce and vehicle repair	537,061	13.5
Manufacturing Industries	762,786	19.2
Occupation Groups		
Basic occupations	881,368	22.1
Service and trade workers	598,078	15.0
Officials, artisans and operators	1,074,667	27.0
Education Level		
No level	335,016	8.4
Primary	2,077,878	52.2
Secondary	1,104,890	27.8
Higher	439,931	11.1
Underemployment		
Visible Underemployment	423,257	10.6
Invisible Underemployment	1,988,597	50.0
Total employed persons	3,979,762	100.0

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

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



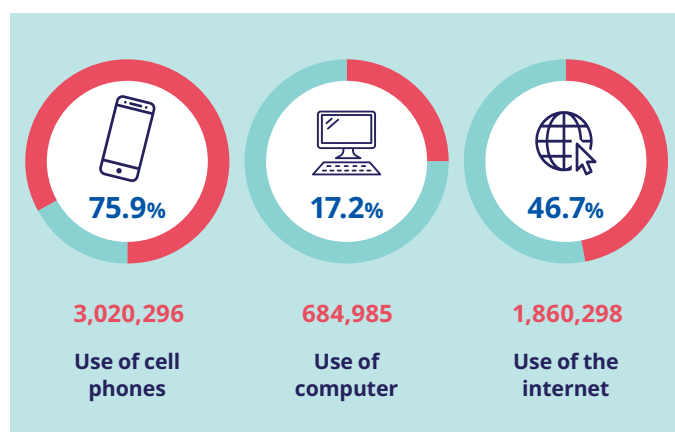
Table 7. Technical Characterization of the occupations, 2019

Occupations	Characterization
Basic occupations	People who mostly have a primary education level, and are between the ages of 15 and 19.
Service and trade workers	In particular, people between 20 and 29 years of age who have a secondary education level and those between 40 and 44 years of age who have a primary education level.
Officials, operators and artisans	Mainly, it concentrates people between the ages of 35 and 39, who have a primary education level. In addition, it includes people between 20 and 24 years old, with a secondary education level.
Farmers and agricultural workers	Predominance of people with a basic education level, who are aged 40 to 49 years.
Technicians and mid-level professionals	Regularly, they are people with a secondary education level, and are between 20 and 24 years old.
Machinery operators and assemblers	It concentrates people who have a primary education level, who are aged 40 to 44 years. In addition, it includes people between 25 and 29 years old, with a secondary education level.
Professionals, scientists and technicians	Predominance of people with a higher educational level, whose ages are between 25 and 29 years old.
Administrative support personnel	Prevalence of people with a secondary education level, aged between 20 and 24 years.
Directors and managers	In particular, they are people with a higher education level, who are in the ages of 30 to 34 years.
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 Honduras (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.

Table 8. Access and use of technology, 2019



Based on information from the INE, the total number of employed persons who access the internet do so mainly through their mobile phones (95.6%), especially in their homes (48.5%) and to communicate by mail or chat (88.7%).

The frequency with which employed people use the internet is at least once a day (67.7%), and the most representative occupations are service and trade workers (18.0%); officers, operators and artisans (9.4%); and basic occupations (8.8%).

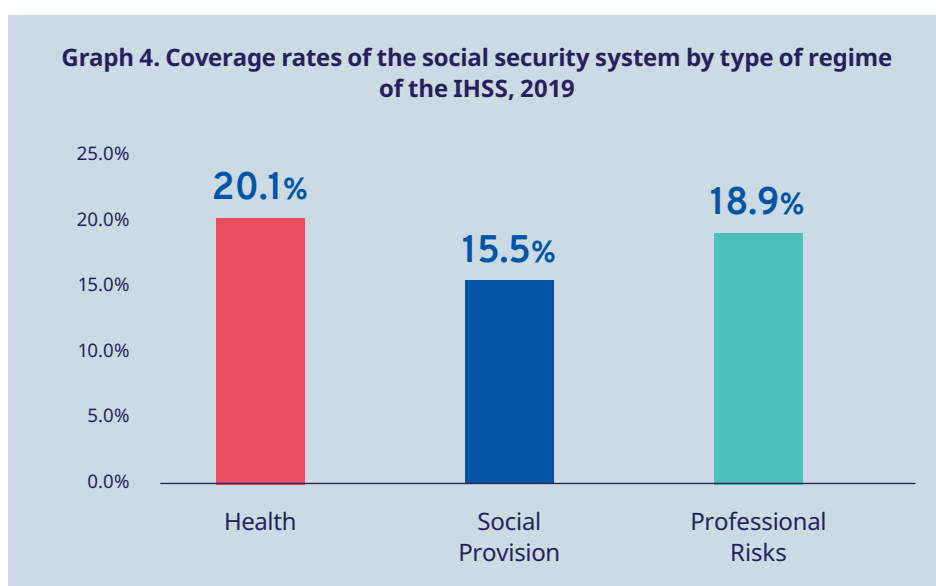
Source: author's own compilation based on information from the National Statistics Institute of Honduras (INE).

2.2. Social protection

Regarding the participation of employed persons in the social security system, according to data from the INE and statistical information from the IHSS, 20.2% is affiliated and contribute to the health care, social security and professional risks regime. The coverage rates by regime are presented in Graph 4.

In this case, data corresponding to the National Institute of Retirement and Pension of the Employees and Officials of the Executive Power (INJUPEMP), National Institute of Prevision of the Magisterium (INPREMA), Institute of Social Welfare of the Employees of the National Autonomous University are not included Honduras (INPREUNAH) and the Instituto de Previsión Militar (IPM) due to the availability of the corresponding statistical information, and the proportion that it represents within the social security system.

On the other hand, based on information from the IHSS, it during 2019, the distribution of contributors to social security schemes by cities is estimated as shown in Table 10.



Source: author's own compilation based on information from the Honduran Institute of Social Security (IHSS).

Table 10. Main cities covered by provision regime, 2019. (Percentages)

Coverage cities	Health	Social Provision	Professional Risks
Central District	42.0	30.2	40.1
San Pedro Sula	24.8	30.3	25.8
Choloma	7.0	9.0	7.4
Villanueva	5.6	7.1	5.8
La Ceiba	3.0	3.2	2.9
Other	17.7	20.2	18.1
Total	100.0	100.0	100.0

Source: author's own compilation based on information from the Honduran Institute of Social Security (IHSS)

3 CAPACITY DEVELOPMENT OF VULNERABLE GROUPS

This section briefly presents the main labour market indicators for vulnerable population groups such as women and young people.

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

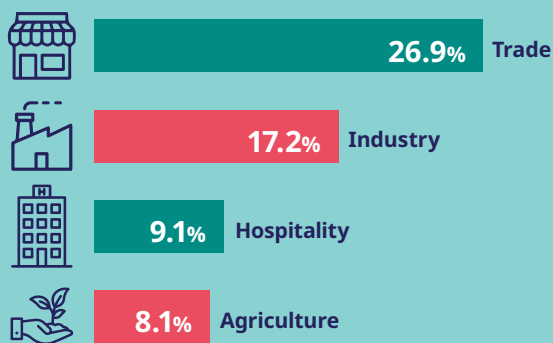
Women (2019)



LABOUR MARKET INDICATORS ON WOMEN

General Indicators	%
WAP participation rate	41.4
Employment-population ratio	38.0
Unemployment rate	8.1
Visible underemployment rate	16.4
Invisible underemployment rate	39.3
Inactivity rate	58.6

OCCUPATION IN THE MAIN BRANCHES OF ECONOMIC ACTIVITY



FEMALE OCCUPATION BY MAIN OCCUPATIONAL GROUP

Occupation group	%
Service and retail workers	35.1
Basic occupations	19.0
Officials, operators and artisans	14.7
Professionals, scientific and technical	7.6
Technicians and mid-level professionals	6.4

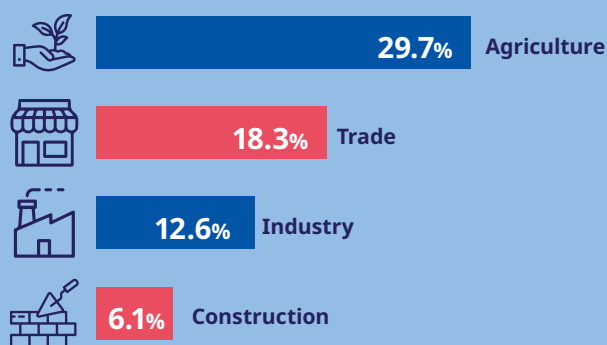
Source: author's own compilation based on information from INE

Young Persons (2019)

YOUTH LABOUR MARKET INDICATORS

General Indicators	%
WAP participation rate	59.0
Employment-population ratio	52.9
Unemployment rate	10.3
Visible underemployment rate	11.5
Invisible underemployment rate	52.3
Inactivity rate	41.0

OCCUPATION IN THE MAIN BRANCHES OF ECONOMIC ACTIVITY



OCCUPATION BY MAIN OCCUPATIONAL YOUTH GROUP

Occupation Groups	%
Basic occupations	36.2
Service and retail workers	19.6
Officials, operators and artisans	12.9
Farmers and agricultural workers	6.4
Technicians and mid-level professionals	5.8

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 Honduras, the International Labour Organization (ILO) supports 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 guarantee of workers' rights, through the improvement of their working conditions and the strengthening of current legislation on the subject, to enhance access to decent work; as well as support for the creation and strengthening of productive enterprises (micro, small and medium enterprises) as energizers of economic growth processes.



Regular migration and labour mobility. Addressing the root causes of migration through the establishment of conditions and opportunities that allow linking labour market policies with regular migration. Therefore, the participation of actors in the world of work (government institutions, employers' organizations, and workers' organizations), as well as actors related to migration (Ministry of Foreign Affairs and Cooperation, and recruitment agencies) is important to promote the design of public policies aimed at fair recruitment, based on ILO's International Labour Standards.



Support for groups in vulnerable conditions. Develop public policy initiatives aimed at strengthening labour market conditions, which allows access to paid job opportunities or through the generation of productive enterprises, which encourages women and young people's participation. Likewise, emphasis should be placed on formulating initiatives that protect unaccompanied migrant children, as well as on the identification and support of return migrants with disabilities, in accordance with current international and national regulatory frameworks on these issues.



Social and economic reintegration. Aimed at promoting the integration of working people with their communities of origin, through public policies that allow the use and certification of labour skills and abilities (acquired abroad), especially in the return phase, through the provision of this type of services, in a decentralized way; to minimize disparities and develop mutual trust. The objective should focus on the generation of conditions that promote the roots of return migrants, to reduce their propensity to start the migratory cycle again, while it is important to develop initiatives that facilitate the elimination of stigmas for return migrants, in coordination with Employers' Organizations and other actors.



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ANNEXES

Distribution of the employed population by population groups, branches of economic activity and occupational groups, 2019

Categories	Total	Women	Men	Young Persons
Branches of economic activity				
Agriculture, cattle breeding, forestry and fishing	1,212,269	125,213	1,087,056	431,488
Exploitation of mines and quarries	13,867	0	13,867	7,599
Manufacturing Industries	537,061	263,793	273,268	183,482
Supply of power, gas, steam and air conditioning	10,936	2,039	8,897	1,850
Supply of water, solid waste and sanitation	28,819	4,555	24,264	11,413
Construction	245,511	8,356	237,155	88,445
Trade, maintenance and repair of vehicles and motor cycles	762,785	413,510	349,275	266,722
Transportation and storage	119,971	5,970	114,001	43,214
Accommodation activities and meal service	184,772	139,579	45,193	74,922
Information and communications	27,828	10,489	17,339	13,654
Financial and insurance activities	42,850	19,442	23,408	16,050
Real Estate activities	5,128	2,084	3,044	687
Professional, scientific and technical activities	38,355	16,192	22,163	11,601
Administrative services and support activities	67,745	22,702	45,043	21,148
Public administration and defence, social security plans	118,325	55,835	62,490	32,559
Teaching	143,344	99,459	43,885	30,730
Activities of human health and social assistance	98,008	61,355	36,653	29,600
Artistic, entertainment and recreational activities	25,046	10,523	14,523	8,018
Other service activities	169,436	98,287	71,149	44,976
Household activities as employers	119,250	108,988	10,262	49,164
Totals	3,978,276	1,472,042	2,506,234	1,369,730
Occupational Group				
Directors and managers	100,780	51,285	49,495	21,127
Scientific and intellectual professionals	194,897	117,131	77,766	48,434
Medium level technicians and professionals	237,076	98,409	138,667	84,444
Administrative support staff	121,549	59,349	62,200	55,223
Service workers and vendors in shops and markets	881,368	538,689	342,679	284,627
Farmers and skilled agricultural, forestry and fishing workers	568,562	59,638	508,924	93,636
Officers, operators and craftsmen of mechanical arts and other trades	598,079	225,289	372,790	187,338
Plant and machine operators and assemblers	198,925	29,299	169,626	67,000
Elemental occupations	1,074,667	291,901	782,766	525,672
Military occupations	2,731	503	2,228	2,411
Total	3,978,634	1,471,493	2,507,141	1,369,912