

# MEXICO

## Workforce Profile

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### About this Statistical Profile

Organizations striving to be employers-of-choice in different countries around the world need access to current information about the economic, social, political, and demographic characteristics of the countries where their employees live and work.

The Country Profile Series focuses on statistics that can guide decision-making at the workplace: workforce highlights, economic highlights, and population highlights. This Country Profile is part of a set of resources about Mexico available on the website of the Global Perspectives Institute: [www.bc.edu/agingandwork](http://www.bc.edu/agingandwork).

### INTRODUCTION TO MEXICO

Mexico, a federal constitutional republic, is the fifth largest country in the Americas by area, covering 1,964,375 square kilometers (over 760,000 sq. miles), and the 14th largest in the world. With one of the oldest and richest cultural histories dating back to the Mayan and Aztec cultures, today Mexico has an estimated population of 111 million people (2009). 87.99% of the population is Roman Catholic.<sup>1,2</sup>

In 1521 Spain conquered the territory and 300 years of colonization followed, until Mexico declared its independence in 1821. The Mexican Revolution occurred in 1910.<sup>3</sup> In the years of the “Mexican miracle” (1940-1970), the rate of economic growth in Mexico was close to or greater than 6.0%.<sup>4</sup> In the last decade, the Mexican economic system has made progress toward achieving economic stability, opening its economy while establishing bases for sustainable, long-term growth.<sup>5</sup>

The 1994 North American Free Trade Agreement (NAFTA) established free trade between Mexico, the United States, and Canada. In 2007, manufacturing produced Mexico’s main exports, 80.7%.<sup>6</sup> Mexico has been a member of the Organization for Economic Cooperation & Development (OECD) since 1994, the only Latin American member.<sup>7</sup>

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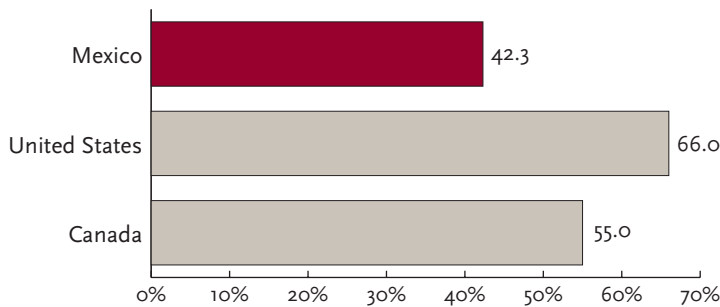
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## LABOR FORCE HIGHLIGHTS

- 🌐 The employment rate in Mexico in 2007 was 61.1%.<sup>8</sup>
- 🌐 Economically active population in Mexico is projected to increase from 106.5 million in 2007 to 120.5 million in 2020. The “economically active population” comprises all persons of either sex who furnish the supply of labor for the production of goods and services during a specified time reference period.<sup>9</sup>
- 🌐 The unemployment rate in 2008 was 3.5%.<sup>10</sup>
- 🌐 In 2004, the average hours usually worked in the main job by Mexican employees (working either full- or part-time) was 43.6.<sup>10</sup>
- 🌐 In 2004, 15.1% of Mexican employees worked part-time.<sup>9</sup>
- 🌐 33.9% of the total civilian employed labor force reported being self-employed in 2008.<sup>10</sup>

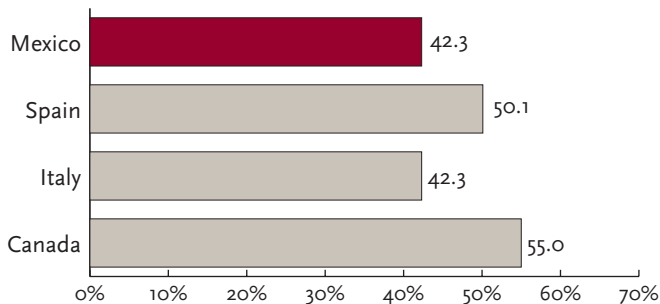
Figure 1a. Employed as Percent of Total Population - Selected Regional Countries, 2008



Compared with the other North American countries, Mexico has the lowest rate of employed individuals as a percent of the population.

Source: OECD<sup>10</sup>

Figure 1b. Employed as Percent of Total Population - Selected GDP Countries, 2008

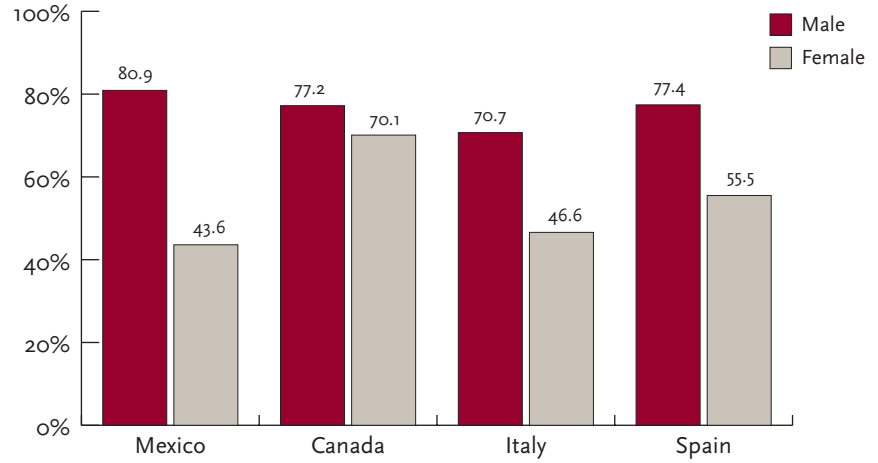


Compared to countries with similar gross domestic products, Mexico and Italy have the lowest rate of employed individuals as a percent of their populations.

Source: OECD<sup>10</sup>

Mexico has the highest employment rate among men and lowest employment rate among women, compared to comparable OECD nations.

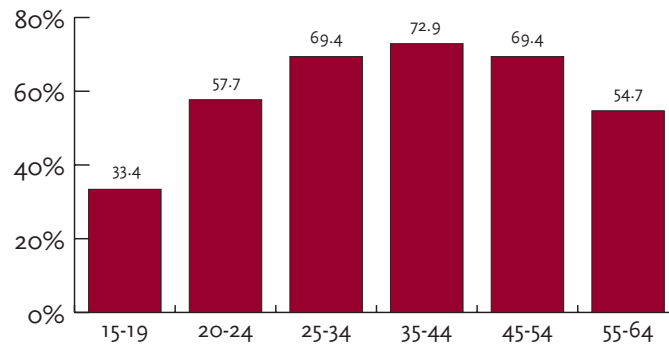
Figure 2. Employment Rate, Ages 15-64, by Gender, Mexico and Comparable OECD Countries



Source: OECD<sup>10</sup>

The age groups with the lowest employment rates are the youngest (15-19) and the oldest (55-64).

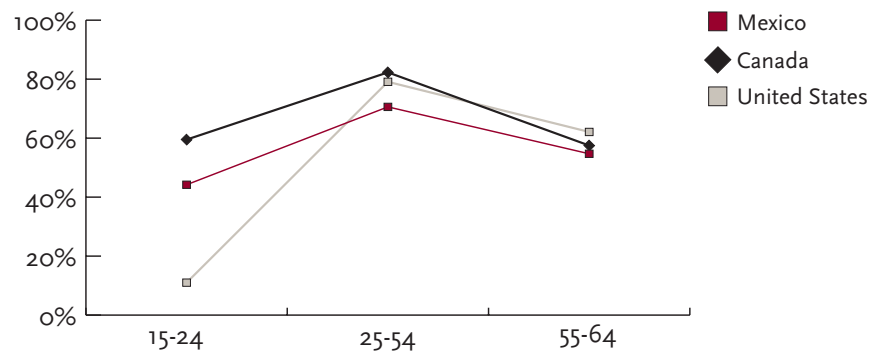
Figure 3. Employment Rates in Mexico, within age group, 2008



Source: OECD<sup>10</sup>

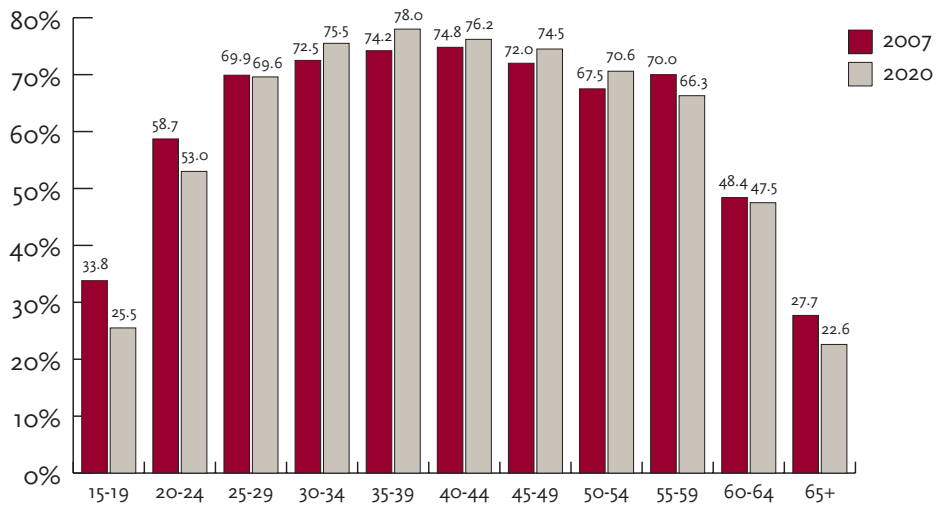
In 2008, Mexico had the lowest employment rate among 25-54 and 55-64 year olds in North America.

Figure 4. Employment Rates in Mexico Compared to Selected Regional Countries, within age group, 2008



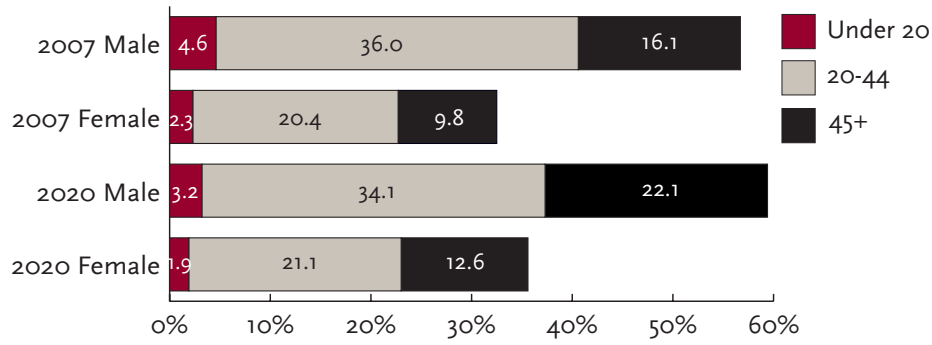
Source: OECD<sup>10</sup>

Figure 5a. Current & Projected Economically Active Population Estimates and Projections in Mexico, within age group, 2007 & 2020



Source: International Labour Organization<sup>9</sup>

Figure 5b. Current & Projected Percent of Total Population Economically Active in Mexico, 2007 & 2020



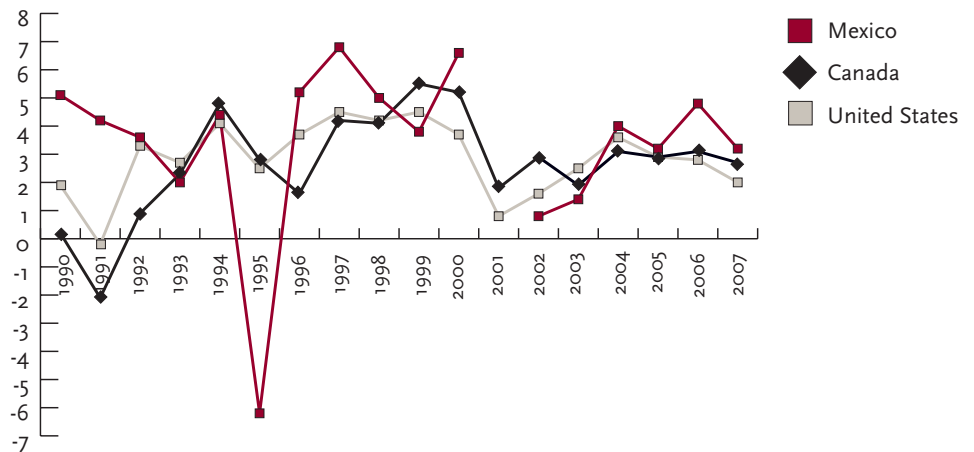
Source: International Labour Organization<sup>9</sup>

## ECONOMIC HIGHLIGHTS

- 🌐 Gross Domestic Product per capita in Mexico was \$14,200 in 2008, while it was \$39,100 in Canada and \$46,900 in the United States.<sup>8</sup>
- 🌐 The gross domestic product of Mexico grew by 1.3% in 2008. This was a smaller amount of growth compared to prior years (5.1% in 2006 and 3.3% in 2007).<sup>8</sup>

Figure 6. GDP Growth, Regional Comparisons, 1990-2007

Compared with the United States and Canada, Mexico experienced more significant growth in its GDP from 2004-2007.

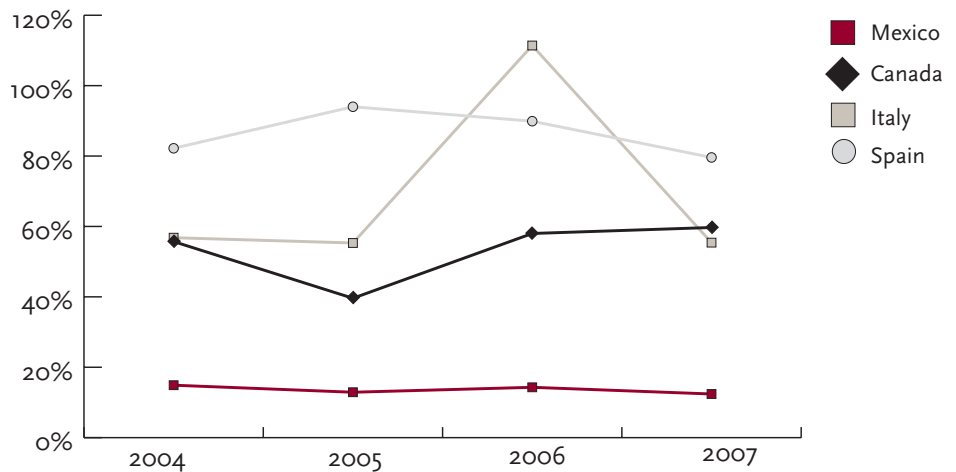


\*2001 data for Mexico not available.

Source: OECD<sup>10</sup>

Figure 7. Total External Debt as Percentage of GDP, Mexico and similar GDP countries, 2004-2007

Mexico had the lowest external debt as a percentage of GDP, compared to other countries with similar GDP's.

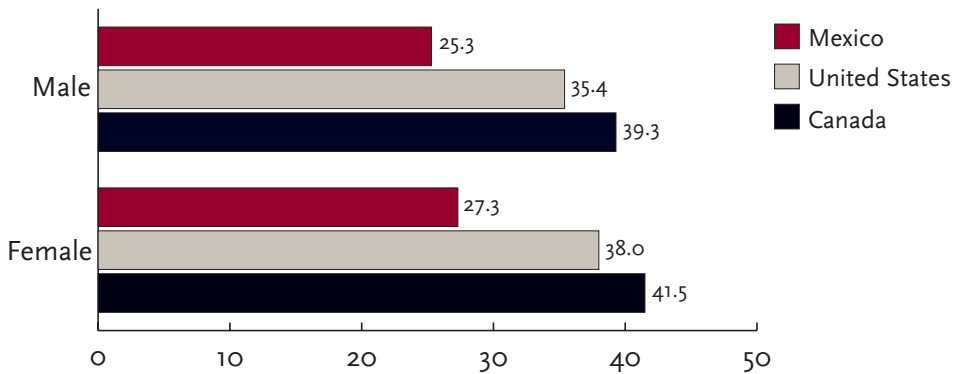


Source: CIA World Factbook<sup>8</sup>

## DEMOGRAPHIC HIGHLIGHTS

- 🌐 In 2009, the Mexican population was 111,211,789, compared to 307,212,123 for the United States and 33,487,208 for Canada.<sup>8</sup>
- 🌐 The most common ethnic groups in Mexico are mestizo (Amerindian-Spanish) (60%), Amerindian or predominantly Amerindian (30%), and white (9%).<sup>8</sup>
- 🌐 Total fertility rate indicates the number of children to be born to a woman during her reproductive span of her life. The total fertility rate for Mexican women in 2009 was 2.3 children.<sup>8</sup>
- 🌐 In 2009, 6.2% of the Mexican population was age 65 or older, compared to 12.8% in the United States and 15.2% in Canada.<sup>8,11</sup>

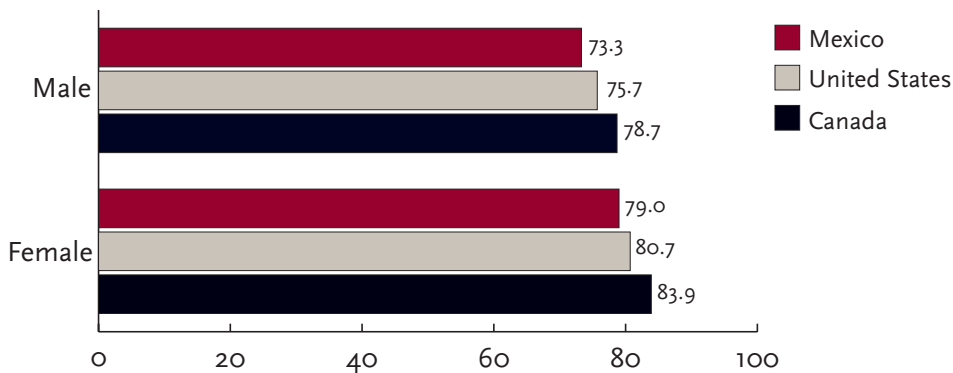
Figure 8. Median Age, by Gender, Mexico and Regional Comparisons, 2009



Source: CIA World Factbook<sup>8</sup>

Mexico has lower median ages for both males and females, compared to Canada and the United States. In all three countries, the median age is higher for women than men.

Figure 9. Life Expectancy at Birth, Mexico and Regional Comparisons, 2009

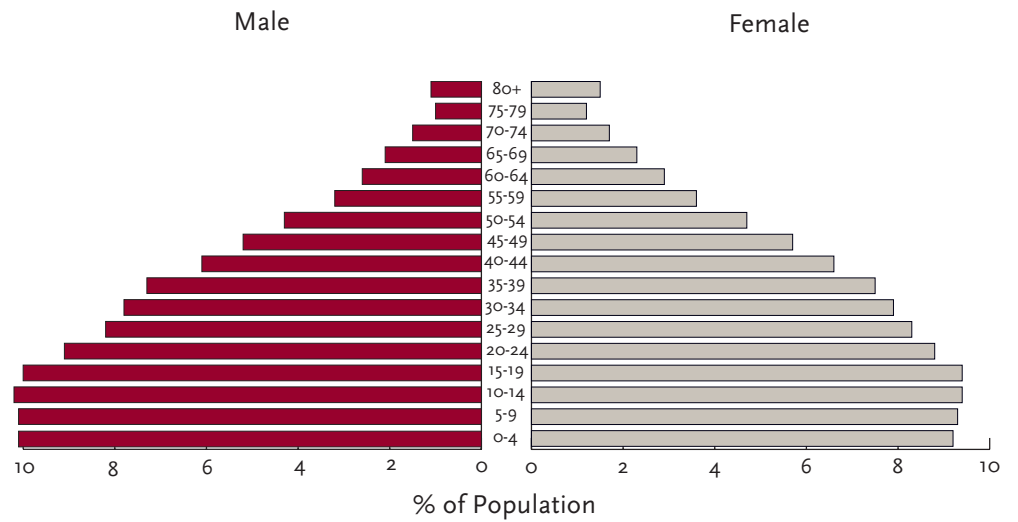


Source: CIA World Factbook<sup>8</sup>

The life expectancy at birth for the Mexican population in 2009 was 73.3 years for men and 79.0 years for women.

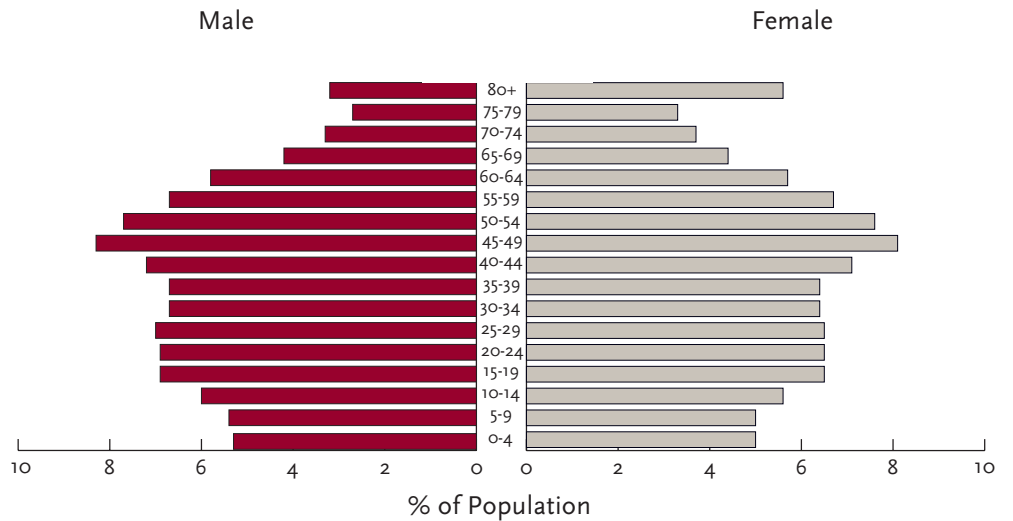
- 🌐 In Mexico, 8.3% of the male population and 9.6% of the female population is 60 or older.<sup>11</sup> In comparison:
  - In Canada, 19.2% of the male population and 22.7% of the female population is 60 or older.<sup>11</sup>
  - In the United States, 16.2% of the male population and 19.7% of the female population is 60 or older.<sup>11</sup>
  
- 🌐 In Mexico, the majority of the population is under the age of 25. Canada and the United States show much different dynamics and have significantly larger older adult population groups. (See Figures 10a-10c, and Figure 11.)

Figure 10a. Population Distribution of Mexico, 2009



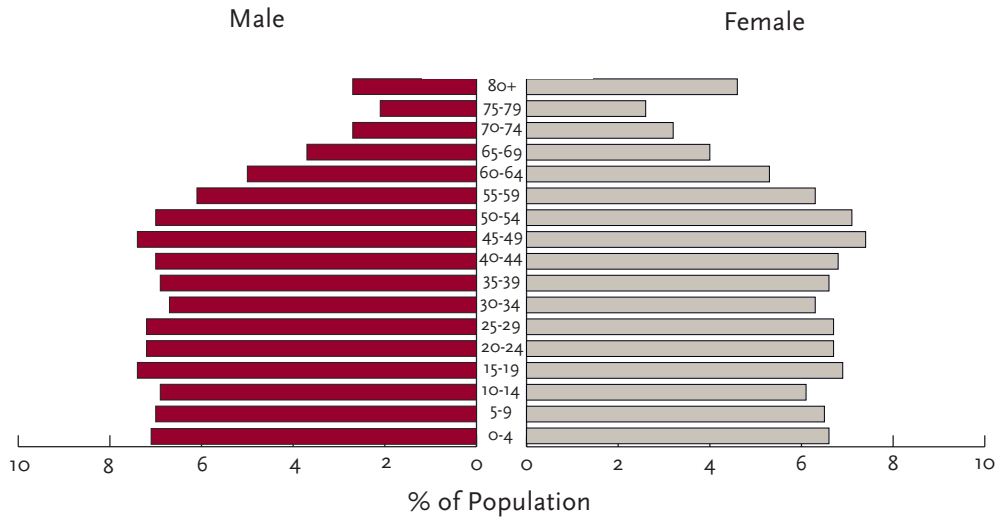
Source: US Census Bureau<sup>11</sup>

Figure 10b. Population Distribution of Canada, 2009



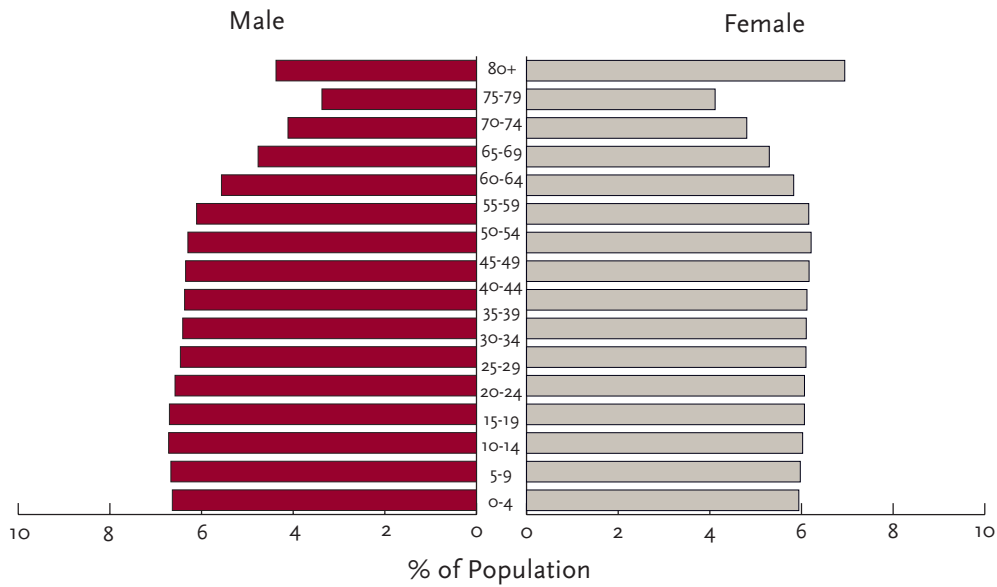
Source: US Census Bureau<sup>11</sup>

Figure 10c. Population Distribution of the United States, 2009



Source: US Census Bureau<sup>11</sup>

Figure 11. Population Distribution of Mexico, 2050



Source: US Census Bureau<sup>11</sup>



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## ABOUT THE INSTITUTE

Established in 2007 by the Sloan Center on Aging & Work at Boston College, the Global Perspectives Institute is an international collaboration of scholars and employers committed to the expansion of the quality of employment available to the 21st century multi-generational workforce in countries around the world.

The Global Perspectives Institute focuses on innovative and promising practices that might be adopted by employers and policy-makers.

The Institute's research, publications, and international forums contribute to:

- a deeper understanding of the employment experiences and career aspirations of employees of different ages who work in countries around the world;
- informed decision making by employers who want to be employers-of-choice in different countries; and
- innovative thinking about private-public partnerships that promote sustainable, high-quality employment.

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The Sloan Center on Aging & Work at Boston College promotes quality of employment as an imperative for the 21st century multi-generational workforce. We integrate evidence from research with insights from workplace experiences to inform innovative organizational decision making. Collaborating with business leaders and scholars in a multi-disciplinary dialogue, the Center develops the next generation of knowledge and talent management.

The Sloan Center on Aging & Work is grateful for the continued support of the Alfred P. Sloan Foundation.

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*Laura Ruiz Pérez*, is the Dean of Social Programs at Virtual University, Tecnológico de Monterrey. Over the past few years Dr. Ruiz has been working on the development of capacity building strategies for agents of change. The main objective of her work is to achieve growth and development by empowering social leaders through the creation of educational programs and strategies for innovation and sharing best practices through social networks, using the potential of multimedia learning, Internet and other information and communication technologies.

She has been conducting research on educational program development and evaluation for capacity building in Latin America and, is the co-author and author of several publications and conference papers in cognitive theory, education and distance learning.

Dr Ruiz has held several senior executive positions in the Mexican Government at federal and local levels. She was also a consultant in the development of public policy development programs.

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