

AREA	# OF COMPANIES	# OF EMPLOYEES
Agriculture	27,349	191,813
Extraction	1,681	89,105
Manufacturing	104,641	3,181,443
Construction	19,544	221,281
Electricity & Water	707	90,630
Trade	172,706	1,553,604
Communications & Transportation	23,535	461,498
Services	136,500	1,440,213
Social Services	22,579	328,767
<b>TOTAL</b>	<b>509,242</b>	<b>7,558,354</b>

**Source:** Secretaría del Trabajo

The Labor Law has played an influential role in the training of Mexican workers. As of August 1990, a total of 416,583 firms were registered at the Ministry of Labor as actively training their 7.4 million employees. A total of 162,618 "Mixed Commissions" and 155,457 "Plans and Programs" were approved, covering 7.9 million workers. During 1989 alone, 19,000 commissions were created, 37,000 training programs were approved representing 1.8 million workers. Currently, the majority of the firms which have created their training commission and actually implemented training programs are the large and medium sized companies. Many small companies, even though bound by law to train their workers, still have not done so.

Workers being trained can be divided into the following areas: Agriculture, mining and oil extraction 1%, manufacturing 47%, construction 4%, electricity 4%, trade 15%, communications and transportation 4%, services 11% and other 4%. Many of these areas are dominated by government agencies, such as Pemex (oil), Comisión Federal de Electricidad (electricity), Teléfonos de México and the Secretariat for Communications and Transportation.

The government, through its direct administrative area, government entities and decentralized agencies, is the largest user of training facilities and systems, followed by the private manufacturing industry, which tends to have more sophisticated equipment. Special programs have been developed specifically for the following industries: textiles, petrochemicals, household appliances, footwear, automotive, food processing and packaging, construction, railroads and machine tools. These benefit an estimated 1.3 million workers in these areas.

Geographically, the states in which training is particularly stressed are closely related to the country's economic division. In the states where industry is more developed, more workers are trained, mostly because industrialists have perceived the strong relationship existing between training and increased productivity. The percentage of trained workers by state is as follows: Federal District 39%, Mexico 10%, Jalisco 7%, Nuevo León 5%, Chihuahua 4%, Coahuila 3% and Veracruz 3%.

According to a survey of 250 major, mostly private, Mexican companies, their annual training budget was \$22,000 and their per capita budget for training was \$35. Of the companies surveyed, 21% spent up to \$3,200 in training annually; 12% between \$3,200 and \$6,400; 8% between \$6,400 and \$9,600; 18% between \$9,600 and \$23,000; 9% between \$23,000 and \$32,300 and 33% over \$32,300. Companies within the latter group