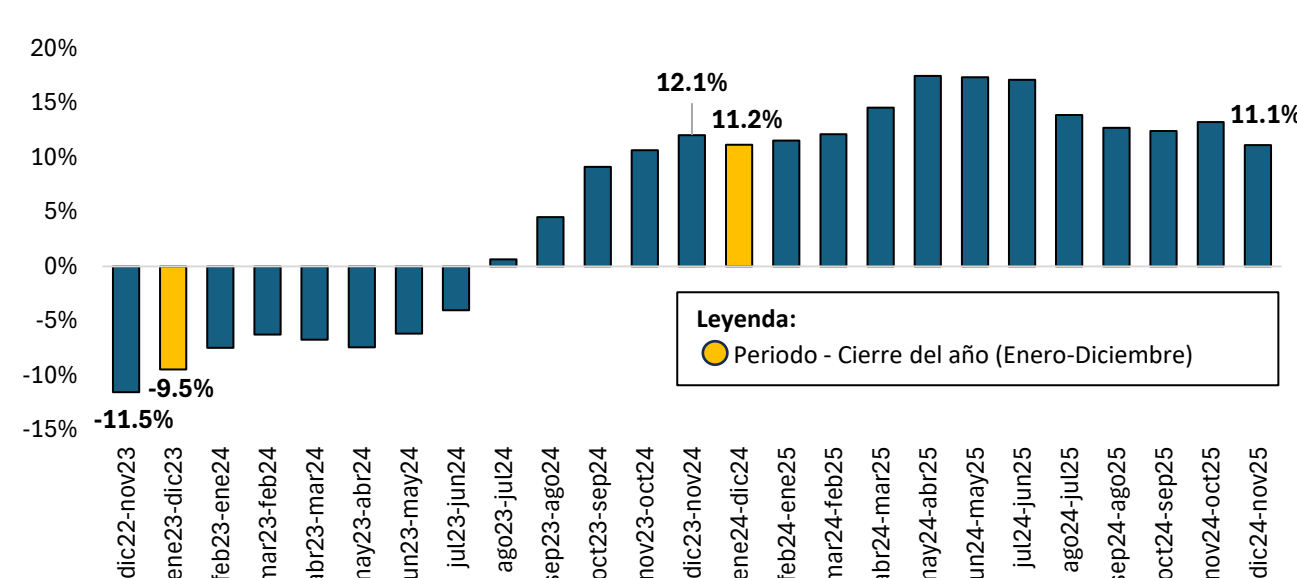


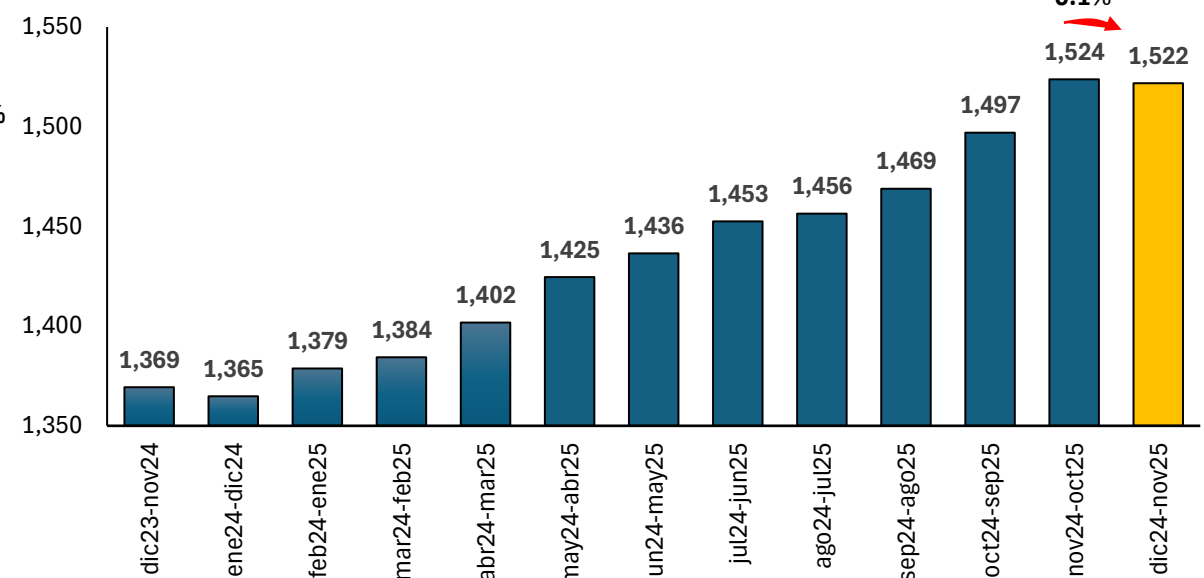
➤ **A noviembre de 2025, el empleo directo anualizado asociado a las exportaciones se incrementó 11.1% y representó el 32.4% del total de empleos privados formales del país.**

- En noviembre de 2025, se registraron 1,521,809 empleos directos anualizados asociados a las exportaciones. Esta cifra fue mayor en 11.1% respecto al periodo interanual anterior.
- Este desempeño fue explicado por el incremento del indicador asociado a las exportaciones tradicionales (+15.8% interanual) y no tradicionales (+7.9%).
- El comportamiento del empleo directo se sustentó en el incremento interanual en 8 de los 15 sectores analizados: pesca y acuicultura (+50.5%), agro tradicional (+23.3%), minería tradicional (+13.1%), sidero-metalúrgico (+11.6%), agropecuario (+7.5%), textil (+4.7%), químico (+2.9%) y metalmecánico (+0.9%).
- En noviembre de 2025, el 84.5% del empleo directo asociado a las exportaciones estuvo concentrado en los sectores minero-energético y agro.
- Según el BCRP, a noviembre de 2025, se registraron 4,695 mil empleos privados formales (+4.7% interanual). De esta manera, el empleo directo asociado a las exportaciones representó el 32.4% del total de empleos privados formales para el periodo analizado.
- El empleo indirecto (631,869) e inducido (2,195,844) mostraron un comportamiento creciente, con tasas de variación interanual de 9.7% y 11.3%, respectivamente, explicando el incremento del empleo total asociado a las exportaciones.

Número de empleos directos anualizados asociados a las exportaciones  
(Variación % interanual)



Evolución mensual del número de empleos directos asociados a las exportaciones  
(Miles de empleos anualizado)



|                        | Empleos Directos* (A Noviembre 2025) |                             |                              |        | Empleos Indirectos* (A Noviembre 2025) |                             |                              |        | Empleos Inducidos* (A Noviembre 2025) |                             |                              |        | Empleos Totales* (A Noviembre 2025) |                             |                              |                             |        | Récord Histórico*      |               |
|------------------------|--------------------------------------|-----------------------------|------------------------------|--------|----------------------------------------|-----------------------------|------------------------------|--------|---------------------------------------|-----------------------------|------------------------------|--------|-------------------------------------|-----------------------------|------------------------------|-----------------------------|--------|------------------------|---------------|
|                        | N° empleos anualizados               | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | N° empleos anualizados                 | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | N° empleos anualizados                | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | N° empleos anualizados              | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Var. absoluta (nov25/nov24) | Part.% | N° empleos anualizados | Periodo       |
| Total                  | 1,521,809                            | -0.1%                       | 11.1%                        | 100.0% | 631,869                                | -0.4%                       | 9.7%                         | 100.0% | 2,195,844                             | -0.1%                       | 11.3%                        | 100.0% | 4,349,522                           | -0.2%                       | 11.0%                        | 431,257                     | 100.0% | 4,356,878              | Nov24 - Oct25 |
| Tradicionales          | 652,392                              | 1.6%                        | 15.8%                        | 42.9%  | 217,917                                | 1.2%                        | 14.0%                        | 34.5%  | 985,757                               | 1.5%                        | 15.6%                        | 44.9%  | 1,856,065                           | 1.5%                        | 15.5%                        | 248,668                     | 42.7%  | 1,856,065              | Dic24 - Nov25 |
| Minería tradicional    | 403,313                              | -0.5%                       | 13.1%                        | 26.5%  | 131,879                                | -0.5%                       | 13.1%                        | 20.9%  | 633,412                               | -0.5%                       | 13.1%                        | 28.8%  | 1,168,604                           | -0.5%                       | 13.1%                        | 135,573                     | 26.9%  | 1,174,769              | Nov24 - Oct25 |
| Agro tradicional       | 228,061                              | 6.1%                        | 23.3%                        | 15.0%  | 65,214                                 | 6.1%                        | 23.3%                        | 10.3%  | 322,168                               | 6.1%                        | 23.3%                        | 14.7%  | 615,443                             | 6.1%                        | 23.3%                        | 116,398                     | 14.1%  | 763,843                | Abr11 - Mar12 |
| Pesca tradicional      | 19,360                               | -2.0%                       | -4.0%                        | 1.3%   | 20,005                                 | -2.0%                       | -4.0%                        | 3.2%   | 28,070                                | -2.0%                       | -4.0%                        | 1.3%   | 67,434                              | -2.0%                       | -4.0%                        | -2,826                      | 1.6%   | 89,185                 | May11 - Abr12 |
| Hidrocarburos          | 1,658                                | -3.1%                       | -9.4%                        | 0.1%   | 818                                    | -3.1%                       | -9.4%                        | 0.1%   | 2,107                                 | -3.1%                       | -9.4%                        | 0.1%   | 4,583                               | -3.1%                       | -9.4%                        | -477                        | 0.1%   | 10,106                 | Sep21 - Ago22 |
| No Tradicionales       | 869,417                              | -1.4%                       | 7.9%                         | 57.1%  | 413,952                                | -1.2%                       | 7.5%                         | 65.5%  | 1,210,087                             | -1.4%                       | 8.0%                         | 55.1%  | 2,493,457                           | -1.4%                       | 7.9%                         | 182,588                     | 57.3%  | 2,536,517              | Oct24 - Sep25 |
| Agroindustria          | 635,003                              | -2.0%                       | 7.5%                         | 41.7%  | 256,619                                | -2.0%                       | 7.5%                         | 40.6%  | 900,208                               | -2.0%                       | 7.5%                         | 41.0%  | 1,791,830                           | -2.0%                       | 7.5%                         | 124,315                     | 41.2%  | 1,843,641              | Oct24 - Sep25 |
| Prendas de vestir      | 72,758                               | -1.2%                       | -1.3%                        | 4.8%   | 58,588                                 | -1.2%                       | -1.3%                        | 9.3%   | 97,900                                | -1.2%                       | -1.3%                        | 4.5%   | 229,246                             | -1.2%                       | -1.3%                        | -3,058                      | 5.3%   | 468,023                | Dic07 - Nov08 |
| Pesca y acuicultura    | 63,486                               | 4.4%                        | 50.5%                        | 4.2%   | 37,083                                 | 4.4%                        | 50.5%                        | 5.9%   | 91,188                                | 4.4%                        | 50.5%                        | 4.2%   | 191,757                             | 4.4%                        | 50.5%                        | 64,333                      | 4.4%   | 195,515                | Jun22 - May23 |
| Sidero-metalúrgico     | 24,543                               | -1.6%                       | 11.6%                        | 1.6%   | 17,163                                 | -1.6%                       | 11.6%                        | 2.7%   | 29,214                                | -1.6%                       | 11.6%                        | 1.3%   | 70,920                              | -1.6%                       | 11.6%                        | 7,356                       | 1.6%   | 74,134                 | Jun21 - Jun22 |
| Minería no metálica    | 18,004                               | -1.2%                       | -9.4%                        | 1.2%   | 12,455                                 | -1.2%                       | -9.4%                        | 2.0%   | 26,167                                | -1.2%                       | -9.4%                        | 1.2%   | 56,625                              | -1.2%                       | -9.4%                        | -5,868                      | 1.3%   | 85,312                 | Jun22 - May23 |
| Textil                 | 16,250                               | -0.5%                       | 4.7%                         | 1.1%   | 8,251                                  | -0.5%                       | 4.7%                         | 1.3%   | 18,784                                | -0.5%                       | 4.7%                         | 0.9%   | 43,284                              | -0.5%                       | 4.7%                         | 1,959                       | 1.0%   | 64,416                 | Ago13 - Jun14 |
| Químico                | 14,555                               | -0.1%                       | 2.9%                         | 1.0%   | 8,809                                  | -0.1%                       | 2.9%                         | 1.4%   | 16,357                                | -0.1%                       | 2.9%                         | 0.7%   | 39,721                              | -0.1%                       | 2.9%                         | 1,135                       | 0.9%   | 48,832                 | Oct21 - Sep22 |
| Metalmecánico          | 11,631                               | -0.5%                       | 0.9%                         | 0.8%   | 7,209                                  | -0.5%                       | 0.9%                         | 1.1%   | 14,119                                | -0.5%                       | 0.9%                         | 0.6%   | 32,959                              | -0.5%                       | 0.9%                         | 303                         | 0.8%   | 36,019                 | Abr24 - Mar25 |
| Maderas                | 4,028                                | -4.5%                       | -28.5%                       | 0.3%   | 2,503                                  | -4.5%                       | -28.5%                       | 0.4%   | 4,961                                 | -4.5%                       | -28.5%                       | 0.2%   | 11,491                              | -4.5%                       | -28.5%                       | -4,583                      | 0.3%   | 66,225                 | Mar06 - Feb07 |
| Joyería                | 732                                  | -16.0%                      | -41.3%                       | 0.0%   | 318                                    | -16.0%                      | -41.3%                       | 0.1%   | 919                                   | -16.0%                      | -41.3%                       | 0.0%   | 1,969                               | -16.0%                      | -41.3%                       | -1,384                      | 0.0%   | 3,797                  | Abr24 - Mar25 |
| Varios                 | 8,428                                | -0.7%                       | -7.5%                        | 0.6%   | 4,956                                  | -0.7%                       | -7.5%                        | 0.8%   | 10,270                                | -0.7%                       | -7.5%                        | 0.5%   | 23,654                              | -0.7%                       | -7.5%                        | -1,919                      | 0.5%   | 46,868                 | May12 - Abr13 |
| Minero - Energético    | 422,975                              | -0.6%                       | 11.8%                        | 27.8%  | 145,152                                | -0.6%                       | 10.6%                        | 23.0%  | 661,685                               | -0.6%                       | 11.9%                        | 30.1%  | 1,229,813                           | -0.6%                       | 11.7%                        | 129,228                     | 28.3%  | 1,236,782              | Nov24 - Oct25 |
| No Minero - Energético | 1,098,834                            | 0.0%                        | 10.9%                        | 72.2%  | 335,174                                | -31.4%                      | 9.0%                         | 53.0%  | 860,461                               | -43.9%                      | 10.5%                        | 39.2%  | 3,119,709                           | 0.0%                        | 10.7%                        | 302,028                     | 71.7%  | 3,120,096              | Nov24 - Oct25 |
| Minero                 | 421,317                              | -0.6%                       | 11.9%                        | 27.7%  | 144,334                                | -0.6%                       | 10.7%                        | 22.8%  | 659,579                               | -0.5%                       | 12.0%                        | 30.0%  | 1,225,230                           | -0.6%                       | 11.8%                        | 129,705                     | 28.2%  | 1,232,053              | Nov24 - Oct25 |
| Agro                   | 863,064                              | 0.0%                        | 11.2%                        | 56.7%  | 321,833                                | -0.5%                       | 10.3%                        | 50.9%  | 1,222,377                             | 0.0%                        | 11.2%                        | 55.7%  | 2,407,273                           | -0.1%                       | 11.1%                        | 240,713                     | 55.3%  | 2,408,891              | Nov24 - Oct25 |
| Pesquero               | 82,845                               | 2.8%                        | 32.9%                        | 5.4%   | 57,088                                 | 2.0%                        | 25.5%                        | 9.0%   | 119,258                               | 2.8%                        | 32.7%                        | 5.4%   | 259,192                             | 2.6%                        | 31.1%                        | 61,507                      | 6.0%   | 273,353                | Jun22 - May23 |
| Manufacturero          | 170,929                              | -1.2%                       | -1.1%                        | 11.2%  | 120,250                                | -1.2%                       | -1.0%                        | 19.0%  | 218,691                               | -1.2%                       | -1.4%                        | 10.0%  | 509,870                             | -1.2%                       | -1.2%                        | -6,060                      | 11.7%  | 718,170                | Dic07 - Nov08 |

Nota: Sector Minero-Energético (Minería Tradicional + Minería No Metálica + Hidrocarburos), Sector Minero (Minería tradicional + Minería no metálica), Sector Agro (Agro tradicional + Agroindustria), Sector Pesquero (Pesca tradicional + Pesca y acuicultura) y Manufacturero (Químico + Sidero-metalúrgico + Metalmecánico + Prendas de Vestir + Minería no metálica + Textil + Joyería + Maderas + Varios)

(\*) Los valores de empleo asociado a las exportaciones se presentan en términos anualizados, considerando un periodo de 12 meses.

Fuente: SUNAT / ADEX Data Trade/ INEI/ BCRP

Elaboración: CIEN - ADEX

**Empleos directos:**  
**SECTORES MAS DINÁMICOS**  
(Noviembre 2025, Var. % mensual)



**Pesca y acuicultura**  
Empleos: 63,486  
+50.5%



**Agro tradicional**  
Empleos: 228,061  
+23.3%

En noviembre de 2025, 17 regiones aumentaron su nivel de empleo directo asociado a las exportaciones.

- 7. En noviembre de 2025, el indicador de empleos directos asociados a las exportaciones aumentó en la zona Amazónica (+41.6%), zona Andina (+31.0%), zona Costa (+6.7%) y Lima y Callao (+2.9%).
- 8. San Martín (+80.2%) y Huánuco (+58.1%) fueron las regiones con mayor crecimiento. Por otro lado, Huancavelica (-49.6%) y Ucayali (-26.3%) registraron las mayores caídas en el indicador analizado.
- 9. Lima, Ica y La Libertad concentraron el 43.4% del total de empleos directos asociados a las exportaciones en el mes analizado.

Lima, Ica y La Libertad fueron las regiones con el mayor número de empleos directos asociados a la exportación.

- 10. A nivel región-sector, los principales impulsores de empleo directo asociado fueron la agroindustria y prendas de vestir en Lima. En Ica y La Libertad fueron la agroindustria y la minería tradicional.
- 11. El indicador de empleo directo en el sector de agro tradicional en Cajamarca (+39.4%) y Lambayeque (+28.7%) destacó por un crecimiento positivo. El sector de pesca y acuicultura registró un incremento en Piura (+81.6%), Moquegua (+25.1%) y Tumbes (+5.1%). Asimismo, destacó el sector minero por su crecimiento, el cual mostró incrementos en algunas regiones estratégicas como Puno (+31.1%) y Arequipa (+15.7%)

|                   | Empleos Directos* (A Noviembre 2025) |                             |                              |        | Empleos Indirectos* (A Noviembre 2025) |                             |                              |        | Empleos Inducidos* (A Noviembre 2025) |                             |                              |        | Empleos Totales* (A Noviembre 2025) |                             |                              |                          |        |
|-------------------|--------------------------------------|-----------------------------|------------------------------|--------|----------------------------------------|-----------------------------|------------------------------|--------|---------------------------------------|-----------------------------|------------------------------|--------|-------------------------------------|-----------------------------|------------------------------|--------------------------|--------|
|                   | Nº empleos anualizados               | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | Nº empleos anualizados                 | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | Nº empleos anualizados                | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | Nº empleos anualizados              | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Var. absoluta (12 meses) | Part.% |
| Total             | 1,521,809                            | -0.1%                       | 11.1%                        | 100.0% | 631,869                                | -0.4%                       | 9.7%                         | 100.0% | 2,195,844                             | -0.1%                       | 11.3%                        | 100.0% | 4,349,522                           | -0.2%                       | 11.0%                        | 431,257                  | 100.0% |
| Lima y Callao     | 375,730                              | -0.5%                       | 2.9%                         | 24.7%  | 193,204                                | -0.8%                       | 2.7%                         | 30.6%  | 520,035                               | -0.5%                       | 3.0%                         | 23.7%  | 1,088,969                           | -0.6%                       | 2.9%                         | 30,948                   | 25.0%  |
| Lima              | 317,890                              | -0.8%                       | 2.1%                         | 20.9%  | 164,228                                | -1.2%                       | 1.3%                         | 26.0%  | 437,953                               | -0.8%                       | 2.3%                         | 19.9%  | 920,071                             | -0.9%                       | 2.0%                         | 18,293                   | 21.2%  |
| Callao            | 57,841                               | 1.1%                        | 7.5%                         | 3.8%   | 28,976                                 | 1.3%                        | 11.8%                        | 4.6%   | 82,081                                | 0.9%                        | 7.3%                         | 3.7%   | 168,898                             | 1.0%                        | 8.1%                         | 12,655                   | 3.9%   |
| Zona Costa        | 763,019                              | -1.2%                       | 6.7%                         | 50.1%  | 314,150                                | -1.1%                       | 7.2%                         | 49.7%  | 1,109,405                             | -1.2%                       | 6.6%                         | 50.5%  | 2,186,575                           | -1.2%                       | 6.7%                         | 137,829                  | 50.3%  |
| Ica               | 180,359                              | 0.5%                        | 0.4%                         | 11.9%  | 76,521                                 | 0.4%                        | 0.8%                         | 12.1%  | 259,291                               | 0.5%                        | 0.2%                         | 11.8%  | 516,171                             | 0.5%                        | 0.3%                         | 1,688                    | 11.9%  |
| La Libertad       | 162,504                              | -4.0%                       | -2.1%                        | 10.7%  | 64,832                                 | -3.5%                       | -1.2%                        | 10.3%  | 233,886                               | -3.9%                       | -1.8%                        | 10.7%  | 461,222                             | -3.9%                       | -1.8%                        | -8,457                   | 10.6%  |
| Piura             | 134,084                              | -1.4%                       | 24.0%                        | 8.8%   | 63,602                                 | -1.0%                       | 23.8%                        | 10.1%  | 190,860                               | -1.4%                       | 23.9%                        | 8.7%   | 388,545                             | -1.4%                       | 24.0%                        | 75,085                   | 8.9%   |
| Arequipa          | 77,049                               | 1.1%                        | 10.3%                        | 5.1%   | 29,019                                 | 1.2%                        | 9.4%                         | 4.6%   | 115,178                               | 1.2%                        | 10.9%                        | 5.2%   | 221,247                             | 1.2%                        | 10.5%                        | 20,983                   | 5.1%   |
| Ancash            | 66,010                               | 0.0%                        | -0.6%                        | 4.3%   | 27,622                                 | -0.4%                       | -0.8%                        | 4.4%   | 99,665                                | 0.1%                        | -0.6%                        | 4.5%   | 193,297                             | 0.0%                        | -0.6%                        | -1,185                   | 4.4%   |
| Lambayeque        | 78,329                               | -2.1%                       | 23.9%                        | 5.1%   | 29,227                                 | -2.6%                       | 23.5%                        | 4.6%   | 110,920                               | -2.1%                       | 23.9%                        | 5.1%   | 218,476                             | -2.2%                       | 23.9%                        | 42,091                   | 5.0%   |
| Moquegua          | 48,752                               | -2.5%                       | -2.4%                        | 3.2%   | 16,389                                 | -2.4%                       | -1.8%                        | 2.6%   | 76,215                                | -2.6%                       | -2.4%                        | 3.5%   | 141,355                             | -2.5%                       | -2.3%                        | -3,378                   | 3.2%   |
| Tacna             | 12,984                               | 3.1%                        | 43.3%                        | 0.9%   | 5,244                                  | 3.4%                        | 41.5%                        | 0.8%   | 19,172                                | 3.0%                        | 44.0%                        | 0.9%   | 37,400                              | 3.1%                        | 43.4%                        | 11,319                   | 0.9%   |
| Tumbes            | 2,949                                | 3.0%                        | -4.0%                        | 0.2%   | 1,695                                  | 3.4%                        | -0.7%                        | 0.3%   | 4,218                                 | 3.1%                        | -4.2%                        | 0.2%   | 8,861                               | 3.1%                        | -3.5%                        | -318                     | 0.2%   |
| Zona Andina       | 324,876                              | 2.8%                        | 31.0%                        | 21.3%  | 103,382                                | 2.3%                        | 29.3%                        | 16.4%  | 484,212                               | 2.6%                        | 30.8%                        | 22.1%  | 912,469                             | 2.6%                        | 30.7%                        | 214,255                  | 21.0%  |
| Cajamarca         | 132,971                              | 8.7%                        | 40.3%                        | 8.7%   | 39,130                                 | 8.4%                        | 40.2%                        | 6.2%   | 191,105                               | 8.5%                        | 40.5%                        | 8.7%   | 363,206                             | 8.6%                        | 40.4%                        | 104,457                  | 8.4%   |
| Junín             | 63,394                               | -0.1%                       | 44.5%                        | 4.2%   | 20,731                                 | -0.5%                       | 41.8%                        | 3.3%   | 93,909                                | -0.4%                       | 44.3%                        | 4.3%   | 178,034                             | -0.3%                       | 44.1%                        | 54,467                   | 4.1%   |
| Puno              | 45,018                               | 2.6%                        | 30.5%                        | 3.0%   | 14,816                                 | 2.5%                        | 30.3%                        | 2.3%   | 70,424                                | 2.6%                        | 30.6%                        | 3.2%   | 130,258                             | 2.5%                        | 30.5%                        | 30,462                   | 3.0%   |
| Apurímac          | 29,250                               | -5.4%                       | 25.0%                        | 1.9%   | 9,566                                  | -5.3%                       | 25.3%                        | 1.5%   | 45,798                                | -5.4%                       | 24.9%                        | 2.1%   | 84,614                              | -5.4%                       | 25.0%                        | 16,930                   | 1.9%   |
| Cusco             | 23,144                               | -3.1%                       | -11.5%                       | 1.5%   | 7,738                                  | -3.4%                       | -12.6%                       | 1.2%   | 35,658                                | -3.2%                       | -11.4%                       | 1.6%   | 66,541                              | -3.2%                       | -11.6%                       | -8,697                   | 1.5%   |
| Pasco             | 16,385                               | -2.0%                       | 30.2%                        | 1.1%   | 6,064                                  | -1.6%                       | 29.9%                        | 1.0%   | 25,018                                | -2.1%                       | 30.4%                        | 1.1%   | 47,467                              | -2.0%                       | 30.3%                        | 11,030                   | 1.1%   |
| Ayacucho          | 12,490                               | -0.7%                       | 20.1%                        | 0.8%   | 4,499                                  | -2.0%                       | 12.3%                        | 0.7%   | 19,025                                | -0.4%                       | 22.6%                        | 0.9%   | 36,014                              | -0.7%                       | 20.3%                        | 6,085                    | 0.8%   |
| Huánuco           | 1,492                                | 2.7%                        | 58.1%                        | 0.1%   | 589                                    | 2.6%                        | 62.1%                        | 0.1%   | 2,141                                 | 2.6%                        | 57.3%                        | 0.1%   | 4,222                               | 2.6%                        | 58.2%                        | 1,554                    | 0.1%   |
| Huancavelica      | 731                                  | -2.3%                       | -49.6%                       | 0.0%   | 248                                    | -1.6%                       | -55.0%                       | 0.0%   | 1,134                                 | -2.3%                       | -47.1%                       | 0.1%   | 2,113                               | -2.2%                       | -49.0%                       | -2,032                   | 0.0%   |
| Zona Amazónica    | 57,757                               | 1.2%                        | 41.6%                        | 3.8%   | 20,888                                 | 0.5%                        | 39.0%                        | 3.3%   | 81,661                                | 1.2%                        | 42.2%                        | 3.7%   | 160,306                             | 1.1%                        | 41.6%                        | 47,066                   | 3.7%   |
| San Martín        | 30,705                               | 1.7%                        | 80.2%                        | 2.0%   | 11,778                                 | 1.2%                        | 82.1%                        | 1.9%   | 43,495                                | 1.7%                        | 80.3%                        | 2.0%   | 85,978                              | 1.6%                        | 80.5%                        | 38,345                   | 2.0%   |
| Amazonas          | 17,498                               | 2.5%                        | 39.8%                        | 1.1%   | 5,029                                  | 2.5%                        | 39.6%                        | 0.8%   | 24,719                                | 2.5%                        | 39.8%                        | 1.1%   | 47,246                              | 2.5%                        | 39.8%                        | 13,457                   | 1.1%   |
| Ucayali           | 5,620                                | -5.2%                       | -26.3%                       | 0.4%   | 2,566                                  | -5.8%                       | -26.4%                       | 0.4%   | 7,713                                 | -5.0%                       | -26.3%                       | 0.4%   | 15,899                              | -5.2%                       | -26.3%                       | -5,681                   | 0.4%   |
| Madre De Dios     | 3,210                                | 0.9%                        | 21.5%                        | 0.2%   | 1,227                                  | 0.3%                        | 13.6%                        | 0.2%   | 4,736                                 | 1.0%                        | 23.6%                        | 0.2%   | 9,173                               | 0.9%                        | 21.4%                        | 1,619                    | 0.2%   |
| Loreto            | 725                                  | -1.7%                       | -24.8%                       | 0.0%   | 287                                    | -1.8%                       | -25.9%                       | 0.0%   | 998                                   | -1.7%                       | -25.0%                       | 0.0%   | 2,010                               | -1.7%                       | -25.1%                       | -673                     | 0.0%   |
| No Asignados (**) | 427                                  | 6.6%                        | 2,524.1%                     | 0.0%   | 246                                    | 7.2%                        | 2,430.7%                     | 0.0%   | 531                                   | 6.4%                        | 2,596.3%                     | 0.0%   | 1,203                               | 6.6%                        | 2,535.4%                     | 1,158                    | 0.0%   |

Nota (\*\*): "No Asignados" son aquellos registros que no han sido asignados con un departamento correspondiente a la fecha de descarga.

(\*) Los valores de empleo asociado a las exportaciones se presentan en términos anualizados, considerando un periodo de 12 meses.

Fuente: SUNAT / ADEX Data Trade/ INEI / BCRP



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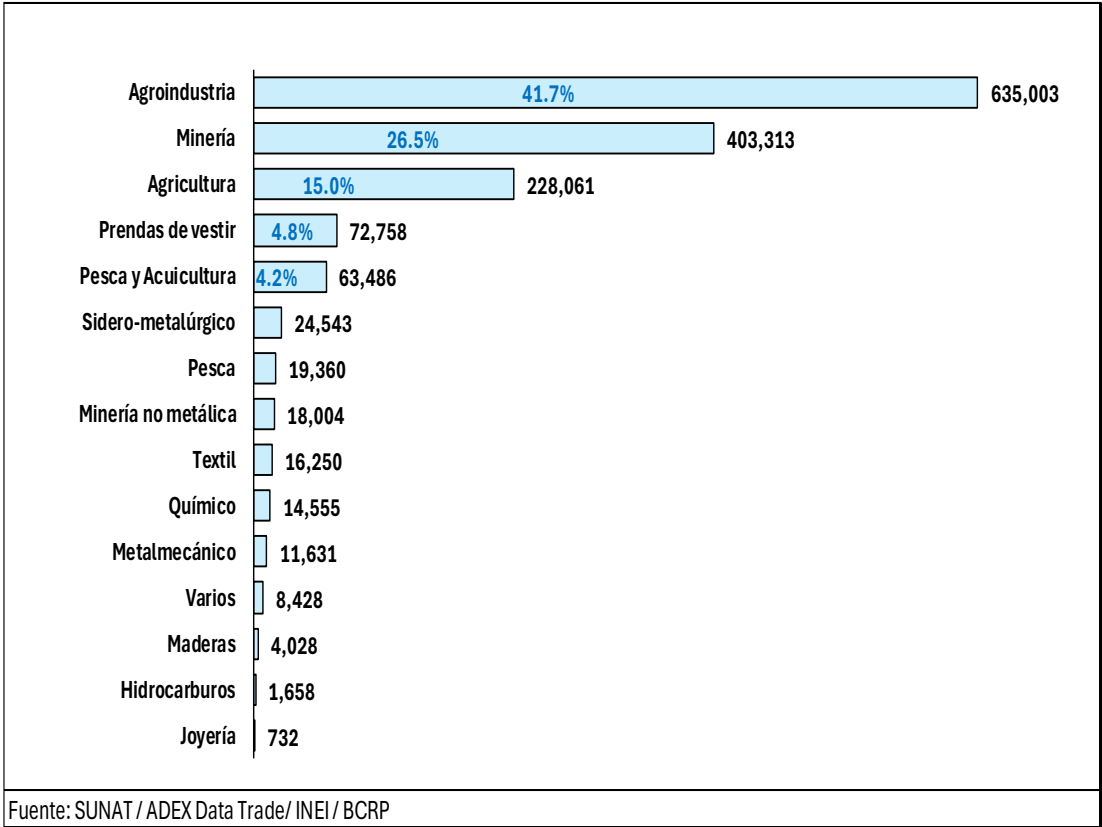
Más información AQUÍ



El sector agroindustrial, principal impulsor de la mano de obra asociada a las exportaciones, registró alrededor de 635 mil empleos directos a noviembre de 2025.

12. A noviembre de 2025, la agroindustria fue el principal sector del empleo directo asociado a las exportaciones (635,003 puestos de trabajo o 41.7% del total). Esta cifra fue explicada, principalmente, por la demanda de mano de obra para el procesamiento y exportación de *superfoods*, como arándanos, paltas, uvas, espárragos, mangos, etc.
13. En segundo lugar, la minería tradicional concentró el 26.5% del empleo directo exportador, influenciado por el comportamiento de los despachos de minerales como cobre, oro, cinc, hierro, molibdeno, plomo, etc.
14. En tercer lugar, el sector de agricultura tradicional representó el 15.0% de participación, por la demanda de mano de obra para el procesamiento y exportación de café, azúcar, etc.
15. En cuarto lugar, el sector de prendas de vestir concentró el 4.8% del empleo directo asociado a las exportaciones, explicado por la demanda de mano de obra para confeccionar y exportar *t-shirt* de algodón, camisas, suéteres, prendas para bebés, entre otros.
16. Cierra el top 5, la pesca y acuicultura (4.2% de participación), favorecido por las exportaciones de pota, calamares, langostinos, filetes de pescados, camarones, conservas de atún, entre otros.
17. En conjunto, estos cinco sectores concentraron el 92.2% del total de empleos directos asociados a las exportaciones anualizadas a noviembre de 2025.

N° de empleos directos asociados a las exportaciones, por sectores  
(Anualizado a noviembre de 2025)



Fuente: SUNAT / ADEX Data Trade/ INEI / BCRP

| Región            | Sector (2 principales) | Empleos Directos* (A Noviembre 2025) |                             |                              |  | Part.% |
|-------------------|------------------------|--------------------------------------|-----------------------------|------------------------------|--|--------|
|                   |                        | N° empleos anualizados               | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) |  |        |
| Total General     |                        | 1,521,809                            | -0.1%                       | 11.1%                        |  | 100.0% |
| Lima y Callao     |                        |                                      |                             |                              |  |        |
| Lima              | Agroindustria          | 138,871                              | -1.6%                       | 3.0%                         |  | 9.1%   |
|                   | Prendas de vestir      | 60,730                               | -1.6%                       | 0.6%                         |  | 4.0%   |
| Callao            | Minería                | 17,528                               | -0.1%                       | 29.0%                        |  | 1.2%   |
|                   | Agroindustria          | 12,174                               | -1.0%                       | 8.8%                         |  | 0.8%   |
| Zona Costa        |                        |                                      |                             |                              |  |        |
| Ica               | Agroindustria          | 133,362                              | 0.0%                        | 5.6%                         |  | 8.8%   |
|                   | Minería                | 30,221                               | 2.1%                        | -14.1%                       |  | 2.0%   |
| La Libertad       | Agroindustria          | 128,246                              | -3.0%                       | 1.1%                         |  | 8.4%   |
|                   | Minería                | 22,902                               | 3.0%                        | 18.7%                        |  | 1.5%   |
| Piura             | Agroindustria          | 78,384                               | -4.8%                       | 13.7%                        |  | 5.2%   |
|                   | Pesca y Acuicultura    | 39,052                               | 4.7%                        | 81.6%                        |  | 2.6%   |
| Arequipa          | Minería                | 52,899                               | 1.2%                        | 15.7%                        |  | 3.5%   |
|                   | Agroindustria          | 11,473                               | 2.8%                        | -3.6%                        |  | 0.8%   |
| Ancash            | Minería                | 38,637                               | 1.2%                        | -1.7%                        |  | 2.5%   |
|                   | Agroindustria          | 18,017                               | -1.6%                       | -0.9%                        |  | 1.2%   |
| Lambayeque        | Agroindustria          | 57,117                               | -4.3%                       | 22.3%                        |  | 3.8%   |
|                   | Agricultura            | 20,973                               | 4.2%                        | 28.7%                        |  | 1.4%   |
| Moquegua          | Minería                | 47,110                               | -2.7%                       | -2.7%                        |  | 3.1%   |
|                   | Pesca y Acuicultura    | 684                                  | 5.1%                        | 25.1%                        |  | 0.0%   |
| Tacna             | Agroindustria          | 5,559                                | 5.0%                        | 36.3%                        |  | 0.4%   |
|                   | Minería                | 5,366                                | 0.9%                        | 55.3%                        |  | 0.4%   |
| Tumbes            | Pesca y Acuicultura    | 2,702                                | 4.3%                        | 5.1%                         |  | 0.2%   |
|                   | Agroindustria          | 175                                  | -4.8%                       | -60.6%                       |  | 0.0%   |
| Zona Andina       |                        | 43,313                               | 10.9%                       |                              |  |        |
| Cajamarca         | Agricultura            | 110,659                              | 10.9%                       | 39.4%                        |  | 7.3%   |
|                   | Minería                | 20,926                               | -1.0%                       | 52.4%                        |  | 1.4%   |
| Puno              | Minería                | 43,313                               | 2.5%                        | 31.1%                        |  | 2.8%   |
|                   | Agricultura            | 772                                  | 5.8%                        | 13.5%                        |  | 0.1%   |
| Junín             | Minería                | 27,276                               | -5.2%                       | 39.0%                        |  | 1.8%   |
|                   | Agricultura            | 24,005                               | 6.6%                        | 74.4%                        |  | 1.6%   |
| Apurímac          | Minería                | 28,356                               | -5.5%                       | 24.0%                        |  | 1.9%   |
|                   | Agricultura            | 575                                  | -11.5%                      | 22.6%                        |  | 0.0%   |
| Cusco             | Minería                | 18,813                               | -4.0%                       | -9.8%                        |  | 1.2%   |
|                   | Agroindustria          | 2,250                                | -7.4%                       | -35.8%                       |  | 0.1%   |
| Pasco             | Minería                | 13,851                               | -2.6%                       | 33.6%                        |  | 0.9%   |
|                   | Sidero-metalúrgico     | 1,481                                | 5.0%                        | 35.8%                        |  | 0.1%   |
| Ayacucho          | Minería                | 9,582                                | 1.3%                        | 45.1%                        |  | 0.6%   |
|                   | Agroindustria          | 2,203                                | -2.2%                       | -17.7%                       |  | 0.1%   |
| Huánuco           | Agroindustria          | 1,245                                | 2.5%                        | 79.4%                        |  | 0.1%   |
|                   | Minería                | 199                                  | -4.0%                       | 15.2%                        |  | 0.0%   |
| Huancavelica      | Minería                | 653                                  | -2.9%                       | 11.3%                        |  | 0.0%   |
|                   | Agroindustria          | 56                                   | -6.0%                       | -93.0%                       |  | 0.0%   |
| Zona Amazónica    |                        |                                      |                             |                              |  |        |
| San Martín        | Agroindustria          | 25,293                               | -0.4%                       | 87.7%                        |  | 1.7%   |
|                   | Agricultura            | 5,385                                | 12.7%                       | 51.8%                        |  | 0.4%   |
| Amazonas          | Agricultura            | 17,286                               | 2.7%                        | 40.3%                        |  | 1.1%   |
|                   | Agroindustria          | 212                                  | -10.8%                      | 15.1%                        |  | 0.0%   |
| Ucayali           | Agroindustria          | 4,238                                | -3.5%                       | -26.5%                       |  | 0.3%   |
|                   | Maderas                | 1,361                                | -10.2%                      | -26.8%                       |  | 0.1%   |
| Madre De Dios     | Agroindustria          | 1,556                                | -0.2%                       | 50.3%                        |  | 0.1%   |
|                   | Minería                | 1,457                                | 3.3%                        | 27.9%                        |  | 0.1%   |
| Loreto            | Agricultura            | 353                                  | 0.0%                        | 3.3%                         |  | 0.0%   |
|                   | Agroindustria          | 125                                  | -4.8%                       | -64.1%                       |  | 0.0%   |
| No Asignados (**) | -                      | 427                                  | -                           | -                            |  | 0.0%   |

Nota (\*\*): "No Asignados" son aquellos registros que no han sido asignados con un departamento correspondiente a la fecha de descarga.

(\*) Los valores de empleo asociado a las exportaciones se presentan en términos anualizados, considerando un periodo de 12 meses.

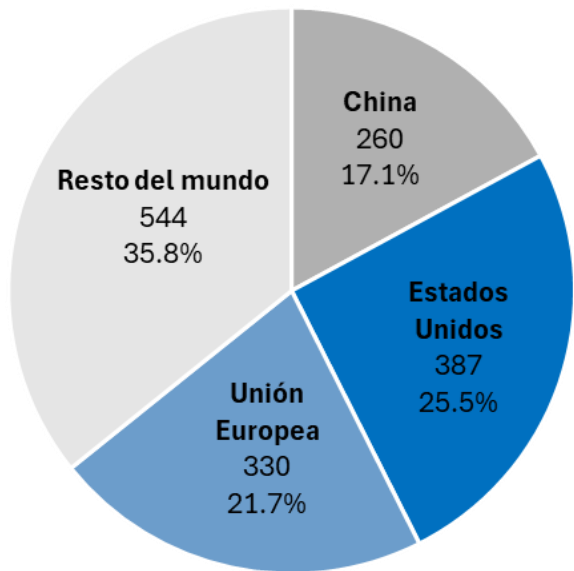
Fuente: SUNAT / ADEX Data Trade/ INEI / BCRP

Elaboración: CIEN - ADEX

A noviembre de 2025, los empleos directos asociados a las exportaciones hacia Oceanía, Asia y Europa cayeron.

18. A nivel de continentes, en noviembre, se destacó el incremento interanual del indicador anualizado de empleos directos asociados a los envíos hacia Oceanía (+205.6%), Asia (+12.8%) y Europa (+12.7%)
19. A noviembre de 2025, el número de empleos directos asociados a las exportaciones hacia Australia (+268.1%) y Colombia (+34.3%) mostraron mayor dinamismo, y Costa de Marfil (-29.9%) y Bolivia (-9.2%) las mayores caídas.
20. En Asia, China (260,120 empleos) lideró el indicador en términos del valor absoluto con un incremento de 19.2%. Además, Emiratos Árabes Unidos (+26.3%) e India (25.0%) concentraron los incrementos más marcados en la región.

Número de empleos directos asociados a las exportaciones de los principales destinos  
(Miles de empleos anualizados y participación porcentual)



|                        | Empleos Directos* (A Noviembre 2025) |                             |                              |        | Empleos Indirectos* (A Noviembre 2025) |                             |                              |        | Empleos Inducidos* (A Noviembre 2025) |                             |                              |        | Empleos Totales* (A Noviembre 2025) |                             |                              |                             |        |
|------------------------|--------------------------------------|-----------------------------|------------------------------|--------|----------------------------------------|-----------------------------|------------------------------|--------|---------------------------------------|-----------------------------|------------------------------|--------|-------------------------------------|-----------------------------|------------------------------|-----------------------------|--------|
|                        | Nº empleos anualizados               | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | Nº empleos anualizados                 | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | Nº empleos anualizados                | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Part.% | Nº empleos anualizados              | Var.% mensual (nov25/oct25) | Var.% 12 meses (nov25/nov24) | Var. absoluta (nov25/nov24) | Part.% |
| Total                  | 1,521,809                            | -0.1%                       | 11.1%                        | 100.0% | 631,869                                | -0.4%                       | 9.7%                         | 100.0% | 2,195,844                             | -0.1%                       | 11.3%                        | 100.0% | 4,349,522                           | -0.2%                       | 11.0%                        | 431,257                     | 100.0% |
| América del Norte      | 492,108                              | -0.6%                       | 9.6%                         | 32.3%  | 212,678                                | -1.1%                       | 6.3%                         | 33.7%  | 696,446                               | -0.6%                       | 9.7%                         | 31.7%  | 1,401,232                           | -0.7%                       | 9.1%                         | 117,072                     | 32.2%  |
| Estados Unidos         | 387,446                              | -1.4%                       | 6.8%                         | 25.5%  | 172,356                                | -1.7%                       | 4.3%                         | 27.3%  | 544,948                               | -1.4%                       | 6.8%                         | 24.8%  | 1,104,750                           | -1.5%                       | 6.4%                         | 66,643                      | 25.4%  |
| Canadá                 | 69,768                               | 3.5%                        | 24.7%                        | 4.6%   | 25,048                                 | 2.5%                        | 17.8%                        | 4.0%   | 103,002                               | 3.4%                        | 24.6%                        | 4.7%   | 197,818                             | 3.3%                        | 23.7%                        | 37,959                      | 4.5%   |
| México                 | 34,895                               | 0.5%                        | 14.6%                        | 2.3%   | 15,274                                 | 0.2%                        | 13.0%                        | 2.4%   | 48,496                                | 0.6%                        | 14.9%                        | 2.2%   | 98,665                              | 0.5%                        | 14.5%                        | 12,470                      | 2.3%   |
| Asia                   | 428,438                              | -0.8%                       | 12.8%                        | 28.2%  | 167,905                                | -0.5%                       | 14.4%                        | 26.6%  | 650,537                               | -0.9%                       | 12.8%                        | 29.6%  | 1,246,879                           | -0.8%                       | 13.0%                        | 143,446                     | 28.7%  |
| China                  | 260,120                              | -0.3%                       | 19.2%                        | 17.1%  | 102,460                                | 0.2%                        | 21.7%                        | 16.2%  | 398,953                               | -0.4%                       | 18.7%                        | 18.2%  | 761,533                             | -0.3%                       | 19.3%                        | 123,028                     | 17.5%  |
| India                  | 45,469                               | -0.1%                       | 25.0%                        | 3.0%   | 15,257                                 | 0.0%                        | 23.8%                        | 2.4%   | 70,810                                | -0.1%                       | 25.4%                        | 3.2%   | 131,535                             | -0.1%                       | 25.1%                        | 26,385                      | 3.0%   |
| Japón                  | 32,571                               | -1.4%                       | 15.1%                        | 2.1%   | 12,593                                 | -0.9%                       | 16.7%                        | 2.0%   | 48,397                                | -1.4%                       | 14.2%                        | 2.2%   | 93,561                              | -1.3%                       | 14.8%                        | 12,095                      | 2.2%   |
| Corea Del Sur          | 27,467                               | -1.2%                       | 5.1%                         | 1.8%   | 12,136                                 | -0.6%                       | 13.7%                        | 1.9%   | 40,188                                | -1.3%                       | 4.5%                         | 1.8%   | 79,791                              | -1.2%                       | 6.0%                         | 4,515                       | 1.8%   |
| Emiratos Árabes Unidos | 20,183                               | 4.7%                        | 26.3%                        | 1.3%   | 6,731                                  | 4.6%                        | 25.9%                        | 1.1%   | 31,496                                | 4.8%                        | 26.5%                        | 1.4%   | 58,410                              | 4.7%                        | 26.4%                        | 12,197                      | 1.3%   |
| Europa                 | 391,623                              | 1.3%                        | 12.7%                        | 25.7%  | 152,873                                | 0.7%                        | 12.9%                        | 24.2%  | 558,991                               | 1.3%                        | 12.7%                        | 25.5%  | 1,103,488                           | 1.3%                        | 12.7%                        | 124,380                     | 25.4%  |
| Unión Europea          | 329,857                              | 1.7%                        | 14.2%                        | 21.7%  | 128,362                                | 1.1%                        | 14.2%                        | 20.3%  | 469,303                               | 1.8%                        | 14.4%                        | 21.4%  | 927,522                             | 1.6%                        | 14.3%                        | 116,148                     | 21.3%  |
| Reino Unido            | 33,852                               | 0.1%                        | 6.6%                         | 2.2%   | 13,511                                 | -0.2%                       | 7.0%                         | 2.1%   | 47,879                                | 0.0%                        | 6.2%                         | 2.2%   | 95,243                              | 0.0%                        | 6.4%                         | 5,745                       | 2.2%   |
| Suiza                  | 20,138                               | -1.9%                       | -2.9%                        | 1.3%   | 7,301                                  | -2.4%                       | -0.5%                        | 1.2%   | 30,885                                | -1.8%                       | -3.6%                        | 1.4%   | 58,324                              | -1.9%                       | -3.0%                        | -1,781                      | 1.3%   |
| Rusia                  | 5,292                                | -4.1%                       | 22.9%                        | 0.3%   | 2,219                                  | -3.9%                       | 32.3%                        | 0.4%   | 7,448                                 | -4.1%                       | 22.8%                        | 0.3%   | 14,959                              | -4.1%                       | 24.2%                        | 2,914                       | 0.3%   |
| Noruega                | 2,115                                | 11.0%                       | 18.6%                        | 0.1%   | 1,252                                  | 6.2%                        | 4.6%                         | 0.2%   | 2,964                                 | 11.1%                       | 20.2%                        | 0.1%   | 6,332                               | 10.1%                       | 16.2%                        | 884                         | 0.1%   |
| América Latina         | 188,462                              | -0.5%                       | 5.3%                         | 12.4%  | 90,107                                 | -0.7%                       | 3.0%                         | 14.3%  | 258,653                               | -0.5%                       | 5.3%                         | 11.8%  | 537,223                             | -0.5%                       | 4.9%                         | 25,228                      | 12.4%  |
| Chile                  | 44,166                               | -1.8%                       | 3.0%                         | 2.9%   | 20,817                                 | -1.6%                       | 1.1%                         | 3.3%   | 61,269                                | -1.7%                       | 2.9%                         | 2.8%   | 126,252                             | -1.7%                       | 2.6%                         | 3,250                       | 2.9%   |
| Colombia               | 37,306                               | 3.9%                        | 34.3%                        | 2.5%   | 16,014                                 | 2.5%                        | 24.3%                        | 2.5%   | 50,780                                | 4.0%                        | 35.5%                        | 2.3%   | 104,101                             | 3.7%                        | 33.2%                        | 25,965                      | 2.4%   |
| Ecuador                | 30,382                               | -1.8%                       | -7.1%                        | 2.0%   | 14,578                                 | -1.6%                       | -2.0%                        | 2.3%   | 41,595                                | -1.9%                       | -7.4%                        | 1.9%   | 86,555                              | -1.8%                       | -6.5%                        | -5,968                      | 2.0%   |
| Brasil                 | 21,913                               | -1.5%                       | -4.1%                        | 1.4%   | 11,636                                 | -0.9%                       | -5.0%                        | 1.8%   | 30,883                                | -1.5%                       | -4.5%                        | 1.4%   | 64,431                              | -1.4%                       | -4.5%                        | -3,028                      | 1.5%   |
| Bolivia                | 8,438                                | -1.9%                       | -9.2%                        | 0.6%   | 4,488                                  | -1.4%                       | -7.7%                        | 0.7%   | 10,727                                | -2.1%                       | -10.2%                       | 0.5%   | 23,653                              | -1.9%                       | -9.4%                        | -2,442                      | 0.5%   |
| África                 | 5,069                                | -7.9%                       | -38.5%                       | 0.3%   | 2,644                                  | -6.2%                       | -38.1%                       | 0.4%   | 7,066                                 | -8.7%                       | -40.7%                       | 0.3%   | 14,780                              | -8.0%                       | -39.5%                       | -9,654                      | 0.3%   |
| Costa De Marfil        | 1,670                                | -2.0%                       | -29.9%                       | 0.1%   | 975                                    | -2.0%                       | -29.9%                       | 0.2%   | 2,398                                 | -2.0%                       | -29.9%                       | 0.1%   | 5,043                               | -2.0%                       | -29.9%                       | -2,150                      | 0.1%   |
| Oceanía                | 15,963                               | 6.4%                        | 205.6%                       | 1.0%   | 5,589                                  | 5.9%                        | 168.5%                       | 0.9%   | 23,960                                | 6.6%                        | 226.9%                       | 1.1%   | 45,513                              | 6.5%                        | 211.0%                       | 30,879                      | 1.0%   |
| Australia              | 14,047                               | 6.7%                        | 268.1%                       | 0.9%   | 4,912                                  | 6.1%                        | 217.3%                       | 0.8%   | 21,280                                | 6.9%                        | 296.5%                       | 1.0%   | 40,239                              | 6.7%                        | 275.0%                       | 29,507                      | 0.9%   |
| Otras áreas (**)       | 146                                  | 3.9%                        | -18.2%                       | 0.0%   | 71                                     | 3.0%                        | -17.1%                       | 0.0%   | 190                                   | 4.4%                        | -19.8%                       | 0.0%   | 407                                 | 4.0%                        | -18.8%                       | -94                         | 0.0%   |

Nota (\*\*): "Otras áreas" considera los destinos declarados de Aguas Internacionales y Antártida

(\*) Los valores de empleo asociado a las exportaciones se presentan en términos anualizados, considerando un periodo de 12 meses.

Fuente: SUNAT / ADEX Data Trade/ INEI / BCRP

Elaboración: CIEN - ADEX

Nota Informativa: Los datos del presente reporte fueron extraídos el 08 de enero de 2026.



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