



Instituto Guatemalteco
de Seguridad Social

Subgerencia de Planificación y Desarrollo
Departamento Actuarial y Estadístico

BOLETÍN ESTADÍSTICO

Recursos Humanos

Año 2014



CONTENIDO

| | |
|---|----|
| PRESENTACIÓN | i |
| CAPÍTULO I | |
| Trabajadores a nivel nacional del IGSS | 3 |
| CAPÍTULO II | |
| Trabajadores Nombrados del IGSS | 8 |
| CAPÍTULO III | |
| Trabajadores Temporales del IGSS (021, 022, y 023)..... | 31 |



PRESENTACIÓN

El presente boletín estadístico contiene la información relativa al recurso humano, el cual es importante en el proceso administrativo de recursos humanos aplicado al acrecentamiento y conservación del esfuerzo, las experiencias, los conocimientos y habilidades de las personas que laboran al servicio de la Institución, en los renglones de contratación 011 personal permanente y 021, 022 y 023 personal temporal.

Este boletín tiene como objetivo proporcionar información estadística a nivel Institucional, en apoyo a la toma de decisiones. Los datos incluidos están organizados en tres secciones, de acuerdo con el tipo de contratación del personal, siendo el primer apartado lo relativo a la cantidad total del personal, el segundo apartado presenta los datos del personal nombrado y el tercero se refiere al personal temporal; así también se detalla la información por departamento, dependencia, sexo, rango salarial y antigüedad.

Es importante mencionar que la administración del recurso humano del Instituto se rige por las disposiciones y normas contenidas en el Acuerdo 1090 de Junta Directiva del Instituto Guatemalteco de Seguridad Social, así como por lo acordado en el Pacto Colectivo de condiciones de trabajo vigente.

El Departamento de Actuarial y Estadístico, como ente rector de la información estadística, presente a los usuarios, la información contenida en este documento, esperando sirva de apoyo al trabajo en conjunto del Instituto y la sociedad en general.



CAPÍTULO I

Trabajadores a
Nivel Nacional
del IGSS

CAPÍTULO I

Trabajadores a nivel nacional del IGSS

CUADRO 1
Número de Trabajadores y Salario Mensual
Por Tipo de Contratación, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | NOMBRADO | | TEMPORALES | |
|---------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 16,404 | 69,563,766.25 | 11,439 | 48,792,208.67 | 4,965 | 20,771,557.58 |
| Guatemala | 11,036 | 48,192,868.26 | 7,630 | 33,342,885.21 | 3,406 | 14,849,983.05 |
| Resto Departamentos | 5,368 | 21,370,897.99 | 3,809 | 15,449,323.46 | 1,559 | 5,921,574.53 |
| El Progreso | 73 | 279,787.30 | 17 | 62,079.61 | 56 | 217,707.69 |
| Sacatepéquez | 158 | 676,235.65 | 80 | 367,589.59 | 78 | 308,646.06 |
| Chimaltenango | 171 | 629,043.95 | 129 | 506,592.08 | 42 | 122,451.87 |
| Escuintla | 1350 | 5,664,288.79 | 1080 | 4,602,064.10 | 270 | 1,062,224.69 |
| Santa Rosa | 89 | 360,895.78 | 41 | 172,875.89 | 48 | 188,019.89 |
| Sololá | 80 | 334,010.13 | 57 | 227,040.90 | 23 | 106,969.23 |
| Totonicapán | 44 | 164,778.43 | 32 | 129,406.87 | 12 | 35,371.56 |
| Quetzaltenango | 369 | 1,460,169.14 | 240 | 995,082.74 | 129 | 465,086.40 |
| Suchitepéquez | 934 | 3,618,442.57 | 740 | 2,898,956.38 | 194 | 719,486.19 |
| Retalhuleu | 314 | 1,235,232.56 | 189 | 742,985.68 | 125 | 492,246.88 |
| San Marcos | 304 | 1,090,906.66 | 234 | 851,435.31 | 70 | 239,471.35 |
| Huehuetenango | 160 | 609,198.17 | 128 | 478,029.05 | 32 | 131,169.12 |
| Quiché | 94 | 377,073.01 | 48 | 198,885.68 | 46 | 178,187.33 |
| Baja Verapaz | 95 | 402,778.43 | 67 | 298,580.40 | 28 | 104,198.03 |
| Alta Verapaz | 214 | 789,618.24 | 173 | 651,627.96 | 41 | 137,990.28 |
| Petén | 78 | 316,537.83 | 16 | 78,048.71 | 62 | 238,489.12 |
| Izabal | 332 | 1,303,376.59 | 206 | 818,681.61 | 126 | 484,694.98 |
| Zacapa | 238 | 986,354.63 | 137 | 588,718.46 | 101 | 397,636.17 |
| Chiquimula | 91 | 369,473.10 | 63 | 255,673.78 | 28 | 113,799.32 |
| Jalapa | 70 | 276,824.70 | 48 | 189,103.69 | 22 | 87,721.01 |
| Jutiapa | 110 | 425,872.33 | 84 | 335,864.97 | 26 | 90,007.36 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 2
Número de Trabajadores y Salario Mensual, Nombrados y Temporales
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|----------------------|------------------------|---------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 16,404 | 69,563,766.25 | 4,977 | 16,890,319.23 | 444 | 4,851,718.49 | 4,774 | 17,590,356.65 | 2,192 | 17,772,904.93 | 2,709 | 7,150,292.31 | 1,308 | 5,308,174.64 |
| Guatemala | 11,036 | 48,192,868.26 | 3,261 | 11,455,878.49 | 285 | 3,496,380.16 | 3,306 | 12,151,604.17 | 1,536 | 12,882,246.75 | 1,777 | 4,670,723.12 | 871 | 3,536,035.57 |
| Resto Departamentos | 5,368 | 21,370,897.99 | 1,716 | 5,434,440.74 | 159 | 1,355,338.33 | 1,468 | 5,438,752.48 | 656 | 4,890,658.18 | 932 | 2,479,569.19 | 437 | 1,772,139.07 |
| El Progreso | 73 | 279,787.30 | 35 | 107,255.65 | 3 | 15,653.46 | 13 | 45,537.03 | 7 | 64,897.68 | 13 | 35,760.91 | 2 | 10,682.57 |
| Sacatepéquez | 158 | 676,235.65 | 63 | 207,266.12 | 5 | 70,306.12 | 36 | 128,046.79 | 24 | 166,668.44 | 17 | 45,563.21 | 13 | 58,384.97 |
| Chimaltenango | 171 | 629,043.95 | 83 | 256,956.92 | 8 | 78,561.04 | 16 | 57,426.54 | 8 | 64,601.99 | 51 | 137,379.12 | 5 | 34,118.34 |
| Escuintla | 1350 | 5,664,288.79 | 326 | 1,031,008.02 | 27 | 247,004.42 | 438 | 1,639,102.55 | 206 | 1,591,062.73 | 203 | 544,282.02 | 150 | 611,829.05 |
| Santa Rosa | 89 | 360,895.78 | 38 | 117,257.06 | 5 | 29,192.39 | 19 | 66,634.43 | 10 | 93,377.42 | 13 | 34,660.56 | 4 | 19,773.92 |
| Sololá | 80 | 334,010.13 | 24 | 66,861.27 | 4 | 34,954.97 | 27 | 98,778.41 | 12 | 94,458.85 | 12 | 32,596.51 | 1 | 6,360.12 |
| Totonicapán | 44 | 164,778.43 | 17 | 49,271.23 | 3 | 23,610.99 | 10 | 38,292.32 | 7 | 33,702.42 | 6 | 15,629.02 | 1 | 4,272.45 |
| Quetzaltenango | 369 | 1,460,169.14 | 141 | 469,736.27 | 16 | 130,747.20 | 100 | 375,141.02 | 40 | 258,522.61 | 52 | 138,807.96 | 20 | 87,214.08 |
| Suchitepéquez | 934 | 3,618,442.57 | 196 | 607,833.22 | 15 | 134,438.43 | 339 | 1,278,930.55 | 101 | 724,933.07 | 164 | 427,154.66 | 119 | 445,152.64 |
| Retalhuleu | 314 | 1,235,232.56 | 105 | 332,530.63 | 9 | 72,152.01 | 97 | 357,822.46 | 42 | 286,881.48 | 44 | 120,646.93 | 17 | 65,199.05 |
| San Marcos | 304 | 1,090,906.66 | 126 | 378,069.85 | 8 | 56,745.14 | 60 | 217,948.31 | 25 | 187,754.35 | 69 | 183,411.62 | 16 | 66,977.39 |
| Huehuetenango | 160 | 609,198.17 | 65 | 213,887.76 | 5 | 40,566.20 | 23 | 83,964.44 | 11 | 103,157.12 | 39 | 102,641.76 | 17 | 64,980.89 |
| Quiché | 94 | 377,073.01 | 33 | 107,885.28 | 3 | 19,642.46 | 26 | 94,470.73 | 14 | 105,205.11 | 16 | 41,324.53 | 2 | 8,544.90 |
| Baja Verapaz | 95 | 402,778.43 | 34 | 116,243.77 | 4 | 43,114.11 | 19 | 70,817.38 | 12 | 93,687.88 | 20 | 52,505.89 | 6 | 26,409.40 |
| Alta Verapaz | 214 | 789,618.24 | 86 | 277,091.13 | 5 | 47,437.36 | 35 | 125,409.32 | 17 | 131,797.16 | 58 | 156,137.61 | 13 | 51,745.66 |
| Petén | 78 | 316,537.83 | 42 | 137,509.87 | 5 | 29,813.70 | 10 | 34,454.00 | 10 | 83,049.33 | 9 | 23,041.03 | 2 | 8,669.90 |
| Izabal | 332 | 1,303,376.59 | 113 | 348,910.88 | 11 | 91,481.48 | 93 | 333,914.86 | 42 | 310,366.24 | 52 | 136,770.86 | 21 | 81,932.27 |
| Zacapa | 238 | 986,354.63 | 84 | 275,746.65 | 11 | 87,301.26 | 54 | 196,733.84 | 35 | 261,986.84 | 39 | 104,599.73 | 15 | 59,986.31 |
| Chiquimula | 91 | 369,473.10 | 28 | 84,569.12 | 3 | 21,093.78 | 26 | 96,060.05 | 16 | 113,046.03 | 15 | 38,528.86 | 3 | 16,175.26 |
| Jalapa | 70 | 276,824.70 | 21 | 60,931.36 | 3 | 23,733.53 | 18 | 66,472.70 | 11 | 75,321.15 | 14 | 36,827.40 | 3 | 13,538.56 |
| Jutiapa | 110 | 425,872.33 | 56 | 187,618.68 | 6 | 57,788.28 | 9 | 32,794.75 | 6 | 46,180.28 | 26 | 71,299.00 | 7 | 30,191.34 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 3
Número de Trabajadores Sexo Masculino y Salario Mensual, Nombrados y Temporales
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 6,060 | 28,266,637.40 | 1,595 | 5,809,498.22 | 258 | 3,183,790.38 | 972 | 3,499,158.02 | 1,143 | 9,480,873.58 | 1,648 | 4,502,683.63 | 444 | 1,790,633.57 |
| Guatemala | 3,812 | 18,866,406.99 | 1,020 | 3,854,431.77 | 163 | 2,280,497.51 | 594 | 2,121,173.49 | 786 | 6,845,252.70 | 999 | 2,731,892.74 | 250 | 1,033,158.78 |
| Resto Departamentos | 2,248 | 9,400,230.41 | 575 | 1,955,066.45 | 95 | 903,292.87 | 378 | 1,377,984.53 | 357 | 2,635,620.88 | 649 | 1,770,790.89 | 194 | 757,474.79 |
| El Progreso | 36 | 125,084.71 | 16 | 51,314.98 | 0 | - | 7 | 24,280.30 | 2 | 18,447.36 | 11 | 31,042.07 | 0 | - |
| Sacatepéquez | 62 | 286,479.45 | 29 | 94,370.57 | 3 | 40,260.82 | 3 | 10,423.70 | 11 | 85,140.83 | 11 | 29,226.94 | 5 | 27,056.59 |
| Chimaltenango | 87 | 351,769.87 | 28 | 104,992.98 | 5 | 62,782.58 | 9 | 32,065.92 | 5 | 41,801.19 | 39 | 106,562.98 | 1 | 3,564.22 |
| Escuintla | 535 | 2,488,764.88 | 91 | 316,707.19 | 16 | 175,233.02 | 99 | 377,736.48 | 127 | 967,944.45 | 129 | 358,289.27 | 73 | 292,854.47 |
| Santa Rosa | 44 | 187,747.55 | 12 | 36,716.64 | 3 | 20,538.99 | 9 | 31,371.10 | 6 | 56,482.70 | 11 | 29,941.72 | 3 | 12,696.40 |
| Sololá | 32 | 144,355.38 | 5 | 14,241.88 | 3 | 30,095.80 | 12 | 42,889.62 | 5 | 32,652.97 | 6 | 18,114.99 | 1 | 6,360.12 |
| Totonicapán | 23 | 80,425.88 | 9 | 26,239.05 | 1 | 5,084.62 | 4 | 14,197.09 | 5 | 23,994.94 | 4 | 10,910.18 | 0 | - |
| Quetzaltenango | 141 | 600,166.82 | 53 | 207,041.34 | 8 | 79,192.62 | 20 | 72,556.79 | 15 | 105,311.54 | 37 | 99,953.08 | 8 | 36,111.45 |
| Suchitepéquez | 327 | 1,308,701.72 | 56 | 180,050.55 | 10 | 104,120.33 | 59 | 216,824.62 | 52 | 361,824.15 | 99 | 265,550.91 | 51 | 180,331.16 |
| Retalhuleu | 134 | 531,393.16 | 30 | 98,762.02 | 5 | 39,540.53 | 29 | 101,943.42 | 23 | 151,687.36 | 37 | 103,197.68 | 10 | 36,262.15 |
| San Marcos | 164 | 591,165.72 | 62 | 194,415.35 | 5 | 26,718.33 | 17 | 61,921.18 | 16 | 124,455.89 | 56 | 151,239.16 | 8 | 32,415.81 |
| Huehuetenango | 87 | 334,409.44 | 27 | 97,063.51 | 2 | 24,537.74 | 12 | 45,037.90 | 5 | 47,690.04 | 30 | 79,303.88 | 11 | 40,776.37 |
| Quiché | 44 | 161,689.38 | 14 | 43,368.00 | 3 | 19,642.46 | 13 | 45,632.69 | 4 | 26,148.28 | 10 | 26,897.95 | 0 | - |
| Baja Verapaz | 41 | 185,313.90 | 11 | 37,592.70 | 2 | 33,270.77 | 5 | 17,985.49 | 8 | 56,286.14 | 15 | 40,178.80 | 0 | - |
| Alta Verapaz | 123 | 467,496.14 | 31 | 108,412.57 | 4 | 42,453.19 | 21 | 73,911.89 | 9 | 76,132.38 | 51 | 138,871.67 | 7 | 27,714.44 |
| Petén | 37 | 149,223.68 | 17 | 59,444.23 | 4 | 24,954.53 | 4 | 13,731.60 | 3 | 28,052.29 | 9 | 23,041.03 | 0 | - |
| Izabal | 127 | 524,897.74 | 35 | 111,180.83 | 9 | 74,412.56 | 25 | 88,047.31 | 21 | 144,099.48 | 31 | 84,266.57 | 6 | 22,890.99 |
| Zacapa | 96 | 389,098.58 | 27 | 96,344.16 | 4 | 17,635.56 | 13 | 46,627.84 | 18 | 130,969.91 | 29 | 78,605.06 | 5 | 18,916.05 |
| Chiquimula | 33 | 154,682.40 | 6 | 19,392.45 | 2 | 16,109.61 | 6 | 21,917.22 | 10 | 70,507.51 | 8 | 21,537.92 | 1 | 5,217.69 |
| Jalapa | 28 | 127,560.33 | 5 | 14,770.84 | 2 | 18,874.36 | 5 | 17,854.98 | 8 | 52,434.47 | 7 | 20,011.46 | 1 | 3,614.22 |
| Jutiapa | 47 | 209,803.68 | 11 | 42,644.61 | 4 | 47,834.45 | 6 | 21,027.39 | 4 | 33,557.00 | 19 | 54,047.57 | 3 | 10,692.66 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 4
Número de Trabajadores Sexo Femenino y Salario Mensual, Nombrados y Supernumerarios
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|----------------------|------------------------|---------------------|------------------------|----------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 10,344 | 41,297,128.85 | 3,382 | 11,080,821.01 | 186 | 1,667,928.11 | 3,802 | 14,091,198.63 | 1,049 | 8,292,031.35 | 1,061 | 2,647,608.68 | 864 | 3,517,541.07 |
| Guatemala | 7,224 | 29,326,461.27 | 2,241 | 7,601,446.72 | 122 | 1,215,882.65 | 2,712 | 10,030,430.68 | 750 | 6,036,994.05 | 778 | 1,938,830.38 | 621 | 2,502,876.79 |
| Resto Departamentos | 3,120 | 11,970,667.58 | 1,141 | 3,479,374.29 | 64 | 452,045.46 | 1,090 | 4,060,767.95 | 299 | 2,255,037.30 | 283 | 708,778.30 | 243 | 1,014,664.28 |
| El Progreso | 37 | 154,702.59 | 19 | 55,940.67 | 3 | 15,653.46 | 6 | 21,256.73 | 5 | 46,450.32 | 2 | 4,718.84 | 2 | 10,682.57 |
| Sacatepéquez | 96 | 389,756.20 | 34 | 112,895.55 | 2 | 30,045.30 | 33 | 117,623.09 | 13 | 81,527.61 | 6 | 16,336.27 | 8 | 31,328.38 |
| Chimaltenango | 84 | 277,274.08 | 55 | 151,963.94 | 3 | 15,778.46 | 7 | 25,360.62 | 3 | 22,800.80 | 12 | 30,816.14 | 4 | 30,554.12 |
| Escuintla | 815 | 3,175,523.91 | 235 | 714,300.83 | 11 | 71,771.40 | 339 | 1,261,366.07 | 79 | 623,118.28 | 74 | 185,992.75 | 77 | 318,974.58 |
| Santa Rosa | 45 | 173,148.23 | 26 | 80,540.42 | 2 | 8,653.40 | 10 | 35,263.33 | 4 | 36,894.72 | 2 | 4,718.84 | 1 | 7,077.52 |
| Sololá | 48 | 189,654.75 | 19 | 52,619.39 | 1 | 4,859.17 | 15 | 55,888.79 | 7 | 61,805.88 | 6 | 14,481.52 | 0 | - |
| Totonicapán | 21 | 84,352.55 | 8 | 23,032.18 | 2 | 18,526.37 | 6 | 24,095.23 | 2 | 9,707.48 | 2 | 4,718.84 | 1 | 4,272.45 |
| Quetzaltenango | 228 | 860,002.32 | 88 | 262,694.93 | 8 | 51,554.58 | 80 | 302,584.23 | 25 | 153,211.07 | 15 | 38,854.88 | 12 | 51,102.63 |
| Suchitepéquez | 607 | 2,309,740.85 | 140 | 427,782.67 | 5 | 30,318.10 | 280 | 1,062,105.93 | 49 | 363,108.92 | 65 | 161,603.75 | 68 | 264,821.48 |
| Retalhuleu | 180 | 703,839.40 | 75 | 233,768.61 | 4 | 32,611.48 | 68 | 255,879.04 | 19 | 135,194.12 | 7 | 17,449.25 | 7 | 28,936.90 |
| San Marcos | 140 | 499,740.94 | 64 | 183,654.50 | 3 | 30,026.81 | 43 | 156,027.13 | 9 | 63,298.46 | 13 | 32,172.46 | 8 | 34,561.58 |
| Huehuetenango | 73 | 274,788.73 | 38 | 116,824.25 | 3 | 16,028.46 | 11 | 38,926.54 | 6 | 55,467.08 | 9 | 23,337.88 | 6 | 24,204.52 |
| Quiché | 50 | 215,383.63 | 19 | 64,517.28 | 0 | - | 13 | 48,838.04 | 10 | 79,056.83 | 6 | 14,426.58 | 2 | 8,544.90 |
| Baja Verapaz | 54 | 217,464.53 | 23 | 78,651.07 | 2 | 9,843.34 | 14 | 52,831.89 | 4 | 37,401.74 | 5 | 12,327.09 | 6 | 26,409.40 |
| Alta Verapaz | 91 | 322,122.10 | 55 | 168,678.56 | 1 | 4,984.17 | 14 | 51,497.43 | 8 | 55,664.78 | 7 | 17,265.94 | 6 | 24,031.22 |
| Petén | 41 | 167,314.15 | 25 | 78,065.64 | 1 | 4,859.17 | 6 | 20,722.40 | 7 | 54,997.04 | 0 | - | 2 | 8,669.90 |
| Izabal | 205 | 778,478.85 | 78 | 237,730.05 | 2 | 17,068.92 | 68 | 245,867.55 | 21 | 166,266.76 | 21 | 52,504.29 | 15 | 59,041.28 |
| Zacapa | 142 | 597,256.05 | 57 | 179,402.49 | 7 | 69,665.70 | 41 | 150,106.00 | 17 | 131,016.93 | 10 | 25,994.67 | 10 | 41,070.26 |
| Chiquimula | 58 | 214,790.70 | 22 | 65,176.67 | 1 | 4,984.17 | 20 | 74,142.83 | 6 | 42,538.52 | 7 | 16,990.94 | 2 | 10,957.57 |
| Jalapa | 42 | 149,264.37 | 16 | 46,160.52 | 1 | 4,859.17 | 13 | 48,617.72 | 3 | 22,886.68 | 7 | 16,815.94 | 2 | 9,924.34 |
| Jutiapa | 63 | 216,068.65 | 45 | 144,974.07 | 2 | 9,953.83 | 3 | 11,767.36 | 2 | 12,623.28 | 7 | 17,251.43 | 4 | 19,498.68 |

Fuente: Subgerencia de Recursos Humanos



CAPÍTULO II

Trabajadores Nombrados del IGSS

CAPÍTULO II

Trabajadores Nombrados del IGSS

CUADRO 5
Número de Trabajadores Nombrados y Salario Mensual
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|----------------------|------------------------|---------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 11,439 | 48,792,208.67 | 3,071 | 10,891,611.43 | 397 | 4,285,129.32 | 3,462 | 12,963,295.58 | 1,280 | 10,602,196.67 | 1,023 | 4,174,646.72 | 2,206 | 5,875,328.95 |
| Guatemala | 7,630 | 33,342,885.21 | 2,018 | 7,379,707.16 | 249 | 2,991,785.03 | 2,403 | 8,957,626.27 | 860 | 7,532,998.05 | 653 | 2,650,089.61 | 1,447 | 3,830,679.09 |
| Resto Departamentos | 3,809 | 15,449,323.46 | 1,053 | 3,511,904.27 | 148 | 1,293,344.29 | 1,059 | 4,005,669.31 | 420 | 3,069,198.62 | 370 | 1,524,557.11 | 759 | 2,044,649.86 |
| El Progreso | 17 | 62,079.61 | 6 | 21,499.42 | 1 | 4,984.17 | 4 | 14,106.60 | 0 | - | 1 | 6,410.12 | 5 | 15,079.30 |
| Sacatepéquez | 80 | 367,589.59 | 30 | 97,186.20 | 5 | 70,306.12 | 19 | 70,944.04 | 14 | 90,273.38 | 5 | 20,477.49 | 7 | 18,402.36 |
| Chimaltenango | 129 | 506,592.08 | 49 | 167,693.78 | 7 | 73,701.87 | 14 | 50,560.74 | 6 | 50,938.99 | 5 | 34,118.34 | 48 | 129,578.36 |
| Escuintla | 1,080 | 4,602,064.10 | 236 | 775,914.57 | 27 | 247,004.42 | 353 | 1,344,287.96 | 158 | 1,206,666.89 | 139 | 573,733.73 | 167 | 454,456.53 |
| Santa Rosa | 41 | 172,875.89 | 15 | 47,558.66 | 5 | 29,192.39 | 9 | 31,771.10 | 3 | 30,962.12 | 4 | 19,773.92 | 5 | 13,617.70 |
| Sololá | 57 | 227,040.90 | 14 | 40,080.80 | 4 | 34,954.97 | 21 | 77,112.35 | 6 | 38,295.57 | 1 | 6,360.12 | 11 | 30,237.09 |
| Totonicapán | 32 | 129,406.87 | 9 | 28,570.63 | 3 | 23,610.99 | 9 | 34,859.42 | 5 | 24,823.78 | 1 | 4,272.45 | 5 | 13,269.60 |
| Quetzaltenango | 240 | 995,082.74 | 88 | 305,221.54 | 16 | 130,747.20 | 53 | 209,520.08 | 23 | 158,839.65 | 15 | 69,184.75 | 45 | 121,569.52 |
| Suchitepéquez | 740 | 2,898,956.38 | 138 | 448,510.80 | 14 | 128,253.31 | 278 | 1,062,028.33 | 76 | 519,924.15 | 106 | 400,952.23 | 128 | 339,287.56 |
| Retalhuleu | 189 | 742,985.68 | 59 | 197,751.84 | 9 | 72,152.01 | 55 | 209,366.02 | 16 | 113,545.60 | 9 | 37,685.29 | 41 | 112,484.92 |
| San Marcos | 234 | 851,435.31 | 83 | 261,374.99 | 7 | 51,885.97 | 49 | 179,652.08 | 18 | 131,310.67 | 14 | 58,679.00 | 63 | 168,532.60 |
| Huehuetenango | 128 | 478,029.05 | 47 | 164,091.00 | 4 | 35,707.03 | 19 | 70,232.84 | 5 | 47,815.04 | 17 | 64,980.89 | 36 | 95,202.25 |
| Quiché | 48 | 198,885.68 | 13 | 51,232.99 | 3 | 19,642.46 | 17 | 63,574.63 | 7 | 41,974.71 | 1 | 4,272.45 | 7 | 18,188.44 |
| Baja Verapaz | 67 | 298,580.40 | 21 | 72,895.33 | 3 | 38,254.94 | 14 | 53,652.88 | 9 | 71,879.48 | 5 | 21,550.23 | 15 | 40,347.54 |
| Alta Verapaz | 173 | 651,627.96 | 62 | 207,857.81 | 5 | 47,437.36 | 27 | 97,946.12 | 13 | 104,102.80 | 12 | 48,306.44 | 54 | 145,977.43 |
| Petén | 16 | 78,048.71 | 5 | 21,125.26 | 2 | 8,969.92 | 3 | 10,423.70 | 3 | 28,052.29 | 1 | 4,397.45 | 2 | 5,080.09 |
| Izabal | 206 | 818,681.61 | 68 | 221,487.26 | 10 | 86,622.31 | 53 | 193,392.88 | 22 | 159,097.96 | 10 | 43,267.62 | 43 | 114,813.58 |
| Zacapa | 137 | 588,718.46 | 44 | 162,888.71 | 11 | 87,301.26 | 26 | 96,338.00 | 16 | 116,134.34 | 11 | 46,229.43 | 29 | 79,826.72 |
| Chiquimula | 63 | 255,673.78 | 17 | 52,451.44 | 3 | 21,093.78 | 18 | 68,062.52 | 10 | 66,801.43 | 3 | 16,175.26 | 12 | 31,089.35 |
| Jalapa | 48 | 189,103.69 | 13 | 39,964.57 | 3 | 23,733.53 | 12 | 45,875.30 | 7 | 39,681.81 | 3 | 13,538.56 | 10 | 26,309.92 |
| Jutiapa | 84 | 335,864.97 | 36 | 126,546.67 | 6 | 57,788.28 | 6 | 21,961.72 | 3 | 28,077.96 | 7 | 30,191.34 | 26 | 71,299.00 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 6
Número de Trabajadores Nombrados Sexo Masculino y Salario Mensual
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 4,228 | 20,042,737.35 | 925 | 3,613,136.04 | 230 | 2,823,726.72 | 681 | 2,478,791.00 | 714 | 6,095,824.85 | 351 | 1,370,557.52 | 1,327 | 3,660,701.22 |
| Guatemala | 2,567 | 12,975,485.68 | 585 | 2,374,989.07 | 139 | 1,946,136.80 | 410 | 1,472,935.74 | 466 | 4,307,939.67 | 181 | 704,028.45 | 786 | 2,169,455.95 |
| Resto Departamentos | 1,661 | 7,067,251.67 | 340 | 1,238,146.97 | 91 | 877,589.92 | 271 | 1,005,855.26 | 248 | 1,787,885.18 | 170 | 666,529.07 | 541 | 1,491,245.27 |
| El Progreso | 8 | 29,433.87 | 2 | 9,598.19 | 0 | - | 2 | 7,115.80 | 0 | - | 0 | - | 4 | 12,719.88 |
| Sacatepéquez | 30 | 146,489.97 | 11 | 32,189.68 | 3 | 40,260.82 | 3 | 10,423.70 | 6 | 42,412.71 | 3 | 10,617.66 | 4 | 10,585.40 |
| Chimaltenango | 72 | 301,538.91 | 18 | 77,299.26 | 5 | 62,782.58 | 8 | 28,633.02 | 3 | 28,138.19 | 1 | 3,564.22 | 37 | 101,121.64 |
| Escuintla | 434 | 2,044,645.66 | 63 | 233,929.59 | 16 | 175,233.02 | 77 | 301,144.02 | 100 | 747,466.73 | 70 | 282,922.16 | 108 | 303,950.14 |
| Santa Rosa | 20 | 87,142.71 | 4 | 12,494.78 | 3 | 20,538.99 | 5 | 17,639.50 | 1 | 12,514.76 | 3 | 12,696.40 | 4 | 11,258.28 |
| Sololá | 25 | 109,749.11 | 2 | 5,893.70 | 3 | 30,095.80 | 10 | 35,489.49 | 3 | 13,795.01 | 1 | 6,360.12 | 6 | 18,114.99 |
| Totonicapán | 18 | 63,651.42 | 6 | 18,343.23 | 1 | 5,084.62 | 4 | 14,197.09 | 3 | 15,116.30 | 0 | - | 4 | 10,910.18 |
| Quetzaltenango | 99 | 420,433.38 | 34 | 132,008.27 | 8 | 79,192.62 | 11 | 40,057.70 | 8 | 52,508.30 | 6 | 29,233.01 | 32 | 87,433.48 |
| Suchitepéquez | 274 | 1,120,108.20 | 38 | 129,721.41 | 10 | 104,120.33 | 52 | 192,794.32 | 44 | 300,874.71 | 47 | 167,344.98 | 83 | 225,252.45 |
| Retalhuleu | 76 | 293,815.60 | 12 | 42,644.16 | 5 | 39,540.53 | 14 | 49,915.59 | 8 | 54,492.04 | 3 | 12,187.61 | 34 | 95,035.67 |
| San Marcos | 130 | 459,328.03 | 43 | 141,259.39 | 4 | 21,859.16 | 14 | 51,622.48 | 11 | 76,890.85 | 7 | 28,976.59 | 51 | 138,719.56 |
| Huehuetenango | 70 | 266,516.28 | 19 | 74,579.60 | 2 | 24,537.74 | 9 | 34,739.20 | 2 | 20,019.00 | 11 | 40,776.37 | 27 | 71,864.37 |
| Quiché | 26 | 96,093.95 | 8 | 24,831.22 | 3 | 19,642.46 | 8 | 28,468.19 | 2 | 9,857.48 | 0 | - | 5 | 13,294.60 |
| Baja Verapaz | 31 | 148,876.41 | 7 | 25,690.62 | 2 | 33,270.77 | 4 | 14,552.59 | 6 | 42,623.14 | 0 | - | 12 | 32,739.29 |
| Alta Verapaz | 110 | 426,917.07 | 26 | 92,805.08 | 4 | 42,453.19 | 17 | 60,180.29 | 9 | 76,132.38 | 6 | 24,275.22 | 48 | 131,070.91 |
| Petén | 11 | 60,325.57 | 3 | 14,790.37 | 2 | 8,969.92 | 1 | 3,432.90 | 3 | 28,052.29 | 0 | - | 2 | 5,080.09 |
| Izabal | 82 | 350,560.73 | 17 | 62,474.96 | 8 | 69,553.39 | 14 | 49,751.08 | 12 | 79,742.16 | 3 | 12,573.33 | 28 | 76,465.81 |
| Zacapa | 56 | 234,283.20 | 12 | 54,239.08 | 4 | 17,635.56 | 5 | 18,630.31 | 10 | 69,750.53 | 4 | 15,476.83 | 21 | 58,550.89 |
| Chiquimula | 27 | 130,669.64 | 3 | 9,678.66 | 2 | 16,109.61 | 5 | 18,484.32 | 9 | 62,362.11 | 1 | 5,217.69 | 7 | 18,817.25 |
| Jalapa | 21 | 95,695.47 | 3 | 9,329.50 | 2 | 18,874.36 | 4 | 14,422.08 | 6 | 35,242.49 | 1 | 3,614.22 | 5 | 14,212.82 |
| Jutiapa | 41 | 180,976.49 | 9 | 34,346.22 | 4 | 47,834.45 | 4 | 14,161.59 | 2 | 19,894.00 | 3 | 10,692.66 | 19 | 54,047.57 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 7
Número de Trabajadores Nombrados Sexo Femenino y Salario Mensual
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|----------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 7,211 | 28,749,471.32 | 2,146 | 7,278,475.39 | 167 | 1,461,402.60 | 2,781 | 10,484,504.58 | 566 | 4,506,371.82 | 672 | 2,804,089.20 | 879 | 2,214,627.73 |
| Guatemala | 5,063 | 20,367,399.53 | 1,433 | 5,004,718.09 | 110 | 1,045,648.23 | 1,993 | 7,484,690.53 | 394 | 3,225,058.38 | 472 | 1,946,061.16 | 661 | 1,661,223.14 |
| Resto Departamentos | 2,148 | 8,382,071.79 | 713 | 2,273,757.30 | 57 | 415,754.37 | 788 | 2,999,814.05 | 172 | 1,281,313.44 | 200 | 858,028.04 | 218 | 553,404.59 |
| El Progreso | 9 | 32,645.74 | 4 | 11,901.23 | 1 | 4,984.17 | 2 | 6,990.80 | 0 | - | 1 | 6,410.12 | 1 | 2,359.42 |
| Sacatepéquez | 50 | 221,099.62 | 19 | 64,996.52 | 2 | 30,045.30 | 16 | 60,520.34 | 8 | 47,860.67 | 2 | 9,859.83 | 3 | 7,816.96 |
| Chimaltenango | 57 | 205,053.17 | 31 | 90,394.52 | 2 | 10,919.29 | 6 | 21,927.72 | 3 | 22,800.80 | 4 | 30,554.12 | 11 | 28,456.72 |
| Escuintla | 646 | 2,557,418.44 | 173 | 541,984.98 | 11 | 71,771.40 | 276 | 1,043,143.94 | 58 | 459,200.16 | 69 | 290,811.57 | 59 | 150,506.39 |
| Santa Rosa | 21 | 85,733.18 | 11 | 35,063.88 | 2 | 8,653.40 | 4 | 14,131.60 | 2 | 18,447.36 | 1 | 7,077.52 | 1 | 2,359.42 |
| Sololá | 32 | 117,291.79 | 12 | 34,187.10 | 1 | 4,859.17 | 11 | 41,622.86 | 3 | 24,500.56 | 0 | - | 5 | 12,122.10 |
| Totonicapán | 14 | 65,755.45 | 3 | 10,227.40 | 2 | 18,526.37 | 5 | 20,662.33 | 2 | 9,707.48 | 1 | 4,272.45 | 1 | 2,359.42 |
| Quetzaltenango | 141 | 574,649.36 | 54 | 173,213.27 | 8 | 51,554.58 | 42 | 169,462.38 | 15 | 106,331.35 | 9 | 39,951.74 | 13 | 34,136.04 |
| Suchitepéquez | 466 | 1,778,848.18 | 100 | 318,789.39 | 4 | 24,132.98 | 226 | 869,234.01 | 32 | 219,049.44 | 59 | 233,607.25 | 45 | 114,035.11 |
| Retalhuleu | 113 | 449,170.08 | 47 | 155,107.68 | 4 | 32,611.48 | 41 | 159,450.43 | 8 | 59,053.56 | 6 | 25,497.68 | 7 | 17,449.25 |
| San Marcos | 104 | 392,107.28 | 40 | 120,115.60 | 3 | 30,026.81 | 35 | 128,029.60 | 7 | 54,419.82 | 7 | 29,702.41 | 12 | 29,813.04 |
| Huehuetenango | 58 | 211,512.77 | 28 | 89,511.40 | 2 | 11,169.29 | 10 | 35,493.64 | 3 | 27,796.04 | 6 | 24,204.52 | 9 | 23,337.88 |
| Quiché | 22 | 102,791.73 | 5 | 26,401.77 | 0 | - | 9 | 35,106.44 | 5 | 32,117.23 | 1 | 4,272.45 | 2 | 4,893.84 |
| Baja Verapaz | 36 | 149,703.99 | 14 | 47,204.71 | 1 | 4,984.17 | 10 | 39,100.29 | 3 | 29,256.34 | 5 | 21,550.23 | 3 | 7,608.25 |
| Alta Verapaz | 63 | 224,710.89 | 36 | 115,052.73 | 1 | 4,984.17 | 10 | 37,765.83 | 4 | 27,970.42 | 6 | 24,031.22 | 6 | 14,906.52 |
| Petén | 5 | 17,723.14 | 2 | 6,334.89 | 0 | - | 2 | 6,990.80 | 0 | - | 1 | 4,397.45 | 0 | - |
| Izabal | 124 | 468,120.88 | 51 | 159,012.30 | 2 | 17,068.92 | 39 | 143,641.80 | 10 | 79,355.80 | 7 | 30,694.29 | 15 | 38,347.77 |
| Zacapa | 81 | 354,435.26 | 32 | 108,649.63 | 7 | 69,665.70 | 21 | 77,707.69 | 6 | 46,383.81 | 7 | 30,752.60 | 8 | 21,275.83 |
| Chiquimula | 36 | 125,004.14 | 14 | 42,772.78 | 1 | 4,984.17 | 13 | 49,578.20 | 1 | 4,439.32 | 2 | 10,957.57 | 5 | 12,272.10 |
| Jalapa | 27 | 93,408.22 | 10 | 30,635.07 | 1 | 4,859.17 | 8 | 31,453.22 | 1 | 4,439.32 | 2 | 9,924.34 | 5 | 12,097.10 |
| Jutiapa | 43 | 154,888.48 | 27 | 92,200.45 | 2 | 9,953.83 | 2 | 7,800.13 | 1 | 8,183.96 | 4 | 19,498.68 | 7 | 17,251.43 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 8
Número de Trabajadores Nombrados y Salario Mensual
Por Área de Servicio, Según Dependencia
Departamento de Guatemala
Año 2014

| DEPENDENCIA | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 7,630 | 33,342,885.21 | 2,005 | 7,379,707.16 | 249 | 2,991,785.03 | 2,403 | 8,957,626.27 | 860 | 7,532,998.05 | 653 | 2,650,089.61 | 1,447 | 3,830,679.09 |
| Oficinas Centrales | 1,471 | 7,299,379.92 | 825 | 3,436,779.11 | 139 | 1,747,277.70 | 6 | 31,307.62 | 37 | 381,163.82 | 114 | 689,515.00 | 350 | 1,013,336.67 |
| CAMP 3 Zunil | 59 | 243,330.59 | 44 | 151,864.15 | 3 | 45,440.74 | 0 | - | 2 | 17,869.17 | 1 | 5,405.70 | 9 | 22,750.83 |
| CAMP II, Barranquilla | 19 | 139,899.88 | 9 | 39,153.34 | 4 | 57,704.44 | 1 | 5,346.11 | 3 | 29,947.40 | 1 | 4,952.92 | 1 | 2,795.67 |
| Centro de Atención Médica Integral de Salud Mental | 61 | 280,215.35 | 19 | 75,136.76 | 2 | 18,676.37 | 21 | 77,989.45 | 9 | 83,501.43 | 3 | 10,554.82 | 7 | 14,356.52 |
| Centro de Atención Médica Integral para Pensionados | 216 | 1,035,287.94 | 101 | 327,176.41 | 6 | 79,677.86 | 25 | 88,165.92 | 52 | 450,199.25 | 10 | 36,087.78 | 22 | 53,980.72 |
| Consultorio de Fraijanes | 8 | 38,977.61 | 3 | 8,689.37 | 1 | 10,115.86 | 3 | 10,773.70 | 1 | 9,398.68 | 0 | - | 0 | - |
| Consultorio de Palencia | 12 | 55,320.54 | 3 | 9,180.56 | 1 | 9,916.64 | 2 | 7,215.80 | 2 | 18,622.36 | 0 | - | 4 | 10,385.18 |
| Consultorio de San José Pinula | 24 | 123,102.30 | 8 | 26,831.50 | 2 | 17,149.45 | 6 | 22,201.87 | 5 | 49,371.16 | 0 | - | 3 | 7,548.32 |
| Consultorio de Villa Canales | 30 | 143,979.87 | 13 | 36,694.28 | 2 | 18,713.87 | 6 | 20,995.26 | 6 | 59,866.89 | 0 | - | 3 | 7,709.57 |
| Consultorio de Villa Nueva | 81 | 448,781.97 | 27 | 93,176.73 | 6 | 57,535.93 | 14 | 53,721.59 | 21 | 203,275.75 | 4 | 17,002.78 | 9 | 24,069.19 |
| Consultorio Finca Santa Leonarda | 7 | 34,905.63 | 3 | 8,487.01 | 1 | 10,079.14 | 2 | 7,115.80 | 1 | 9,223.68 | 0 | - | 0 | - |
| Hospital de Gineco Obstetricia | 824 | 3,252,897.45 | 110 | 345,773.84 | 7 | 74,876.68 | 406 | 1,524,701.18 | 70 | 659,114.16 | 57 | 209,540.07 | 174 | 438,891.52 |
| Hospital de Rehabilitación | 316 | 1,290,054.65 | 54 | 200,168.85 | 11 | 98,666.49 | 88 | 324,294.51 | 20 | 209,254.71 | 79 | 286,788.24 | 64 | 170,881.85 |
| Hospital Dr. Juan José Arévalo Bermejo | 1,133 | 4,627,952.69 | 170 | 548,769.69 | 9 | 120,027.87 | 491 | 1,850,716.38 | 150 | 1,207,705.61 | 84 | 305,361.96 | 229 | 595,371.18 |
| Hospital General de Accidentes "Ceibal" | 1,116 | 4,608,093.92 | 134 | 434,644.03 | 12 | 150,808.25 | 536 | 2,006,237.99 | 100 | 1,058,119.15 | 99 | 357,500.90 | 235 | 600,783.60 |
| Hospital General de Enfermedades | 1,230 | 5,060,503.42 | 131 | 447,866.51 | 11 | 126,393.25 | 626 | 2,311,654.65 | 131 | 1,213,878.95 | 111 | 397,229.62 | 220 | 563,480.44 |
| Laboratorio de Farmacia | 8 | 33,452.04 | 2 | 5,938.13 | 0 | - | 0 | - | 2 | 17,256.78 | 1 | 3,053.87 | 3 | 7,203.26 |
| Periférica Zona 11 | 281 | 1,300,451.35 | 103 | 329,241.34 | 8 | 99,511.55 | 49 | 175,467.05 | 79 | 567,726.58 | 20 | 72,894.98 | 22 | 55,609.85 |
| Periférica Zona 5 | 201 | 934,259.49 | 58 | 198,337.94 | 6 | 64,575.19 | 26 | 93,518.04 | 62 | 433,416.09 | 14 | 52,453.26 | 35 | 91,958.97 |
| Policlínica | 362 | 1,559,695.93 | 135 | 424,123.94 | 8 | 85,737.98 | 62 | 221,140.44 | 77 | 589,499.54 | 33 | 117,374.59 | 47 | 121,819.44 |
| Unidad Asistencial de Amatitlán | 70 | 349,565.88 | 21 | 68,411.33 | 2 | 20,828.08 | 15 | 55,881.82 | 21 | 172,422.17 | 3 | 10,942.66 | 8 | 21,079.82 |
| Unidad Asistencial de San Juan Sacatepéquez | 5 | 29,170.83 | 2 | 5,800.97 | 1 | 10,313.28 | 1 | 3,657.90 | 1 | 9,398.68 | 0 | - | 0 | - |
| Unidad de Consulta Externa Enfermedades | 96 | 453,605.96 | 43 | 157,461.37 | 7 | 67,758.41 | 17 | 65,523.19 | 8 | 82,766.04 | 19 | 73,430.46 | 2 | 6,666.49 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 9
Número de Trabajadores Nombrados y Salario Mensual
Por Área de Servicio, Según Dependencia
Oficinas Centrales
Año 2014

| DEPENDENCIA | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) |
| Total | 1,471 | 7,299,379.92 | 825 | 3,436,779.11 | 139 | 1,747,277.70 | 6 | 31,307.62 | 37 | 381,163.82 | 114 | 689,515.00 | 350 | 1,013,336.67 |
| Clinica de Personal Oficinas Centrales | 11 | 51,899.41 | 6 | 14,970.20 | 1 | 9,824.12 | 2 | 7,575.13 | 2 | 19,529.96 | 0 | - | 0 | - |
| Consejo Técnico | 5 | 54,508.16 | 5 | 54,508.16 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Actuarial y Estadístico | 1 | 4,272.45 | 1 | 4,272.45 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Auditoría de Servicios de Salud | 14 | 89,132.29 | 10 | 43,872.30 | 3 | 34,514.67 | 0 | - | 1 | 10,745.32 | 0 | - | 0 | - |
| Departamento de Abastecimientos | 20 | 147,292.37 | 10 | 32,308.02 | 2 | 28,654.55 | 0 | - | 8 | 86,329.80 | 0 | - | 0 | - |
| Departamento de Auditoría Interna | 25 | 124,179.02 | 21 | 89,802.53 | 2 | 28,179.55 | 0 | - | 0 | - | 0 | - | 2 | 6,196.94 |
| Departamento de Capacitación y Desarrollo | 51 | 277,615.84 | 50 | 260,467.09 | 1 | 17,148.75 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Contabilidad | 17 | 110,093.08 | 9 | 46,447.26 | 3 | 38,489.39 | 3 | 12,126.69 | 1 | 10,670.32 | 0 | - | 1 | 2,359.42 |
| Departamento de Informática | 29 | 115,612.12 | 27 | 86,782.57 | 2 | 28,829.55 | 0 | - | 0 | - | 0 | - | 0 | - |
| Contraloría General del Instituto Guatemalteco de Seguridad Social | 41 | 241,135.42 | 5 | 24,372.60 | 8 | 65,512.14 | 0 | - | 0 | - | 8 | 96,032.14 | 20 | 55,218.54 |
| Departamento de Inversiones | 8 | 55,967.95 | 6 | 27,263.40 | 2 | 28,704.55 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Medicina Preventiva | 3 | 38,725.44 | 1 | 4,557.94 | 2 | 34,167.50 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Organización y Métodos | 10 | 68,628.93 | 9 | 51,480.18 | 1 | 17,148.75 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Planificación | 8 | 55,648.53 | 6 | 27,093.98 | 2 | 28,554.55 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Prestaciones en Dinero | 92 | 361,053.68 | 81 | 285,747.88 | 11 | 75,305.80 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Presupuesto | 10 | 71,522.84 | 9 | 52,386.19 | 1 | 19,136.65 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Recaudación | 78 | 332,744.90 | 66 | 246,987.02 | 12 | 85,757.88 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Servicios Contratados | 19 | 116,196.79 | 11 | 43,475.18 | 6 | 67,907.71 | 0 | - | 0 | - | 0 | - | 2 | 4,813.90 |
| Departamento de Servicios de Apoyo | 131 | 379,858.08 | 10 | 40,924.87 | 1 | 17,148.75 | 0 | - | 0 | - | 0 | - | 120 | 321,784.46 |
| Departamento de Supervisión | 5 | 52,230.38 | 1 | 2,845.67 | 1 | 17,148.75 | 0 | - | 3 | 32,235.96 | 0 | - | 0 | - |
| Departamento de Tesorería | 21 | 105,832.57 | 7 | 26,901.80 | 14 | 78,930.77 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Trabajo Social | 108 | 610,465.52 | 17 | 55,749.10 | 2 | 28,654.55 | 0 | - | 0 | - | 89 | 526,061.87 | 0 | - |
| Departamento Jurídico - Laboral | 17 | 110,468.59 | 15 | 82,649.52 | 2 | 27,819.07 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Legal | 50 | 238,252.67 | 48 | 222,984.35 | 1 | 11,330.80 | 0 | - | 0 | - | 0 | - | 1 | 3,937.52 |
| Departamento Gestión y Planeación del Recurso Humano | 27 | 140,836.23 | 24 | 108,550.27 | 3 | 32,285.96 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Medico de Servicios Centrales | 10 | 86,826.51 | 4 | 15,240.68 | 1 | 17,236.25 | 1 | 11,605.80 | 4 | 42,743.78 | 0 | - | 0 | - |
| Departamento Medico de Servicios Técnicos | 18 | 119,843.24 | 8 | 21,814.73 | 5 | 65,449.77 | 0 | - | 3 | 26,281.80 | 0 | - | 2 | 6,296.94 |
| Departamento de Compensaciones y Beneficios | 40 | 176,127.42 | 37 | 137,563.03 | 3 | 38,564.39 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Comunicación Social y Relaciones Públicas | 10 | 53,527.66 | 7 | 26,310.57 | 1 | 17,148.75 | 0 | - | 0 | - | 2 | 10,068.34 | 0 | - |
| Departamento de Infraestructura Institucional | 4 | 30,534.01 | 2 | 10,256.39 | 1 | 17,148.75 | 0 | - | 0 | - | 1 | 3,128.87 | 0 | - |
| Departamento de Invalidez Vejez y Supervivencia | 38 | 175,416.69 | 33 | 118,766.79 | 5 | 56,649.90 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Médico Legal y Evaluación de Incapacidad | 25 | 144,569.57 | 14 | 53,371.51 | 2 | 28,729.55 | 0 | - | 5 | 52,169.53 | 0 | - | 4 | 10,298.98 |
| Dirección de Análisis y Riesgos Financieros | 1 | 17,148.75 | 0 | - | 1 | 17,148.75 | 0 | - | 0 | - | 0 | - | 0 | - |
| División de Inspección | 69 | 312,095.79 | 68 | 301,250.47 | 1 | 10,845.32 | 0 | - | 0 | - | 0 | - | 0 | - |
| División de Mantenimiento | 77 | 278,096.20 | 24 | 110,024.44 | 1 | 10,670.32 | 0 | - | 0 | - | 1 | 3,552.94 | 51 | 153,848.50 |
| División de Registro de Patronos y Trabajadores | 30 | 104,189.59 | 27 | 88,970.19 | 3 | 15,219.40 | 0 | - | 0 | - | 0 | - | 0 | - |
| División de Transportes | 80 | 256,962.70 | 14 | 53,183.64 | 2 | 18,029.28 | 0 | - | 0 | - | 0 | - | 64 | 185,749.78 |

Continuación cuadro 9

| DEPENDENCIA | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) |
| Gerencia | 14 | 132,497.46 | 10 | 53,399.23 | 3 | 76,377.56 | 0 | - | 0 | - | 0 | - | 1 | 2,720.67 |
| Junta Directiva | 10 | 108,918.28 | 6 | 23,253.18 | 3 | 81,619.87 | 0 | - | 0 | - | 0 | - | 1 | 4,045.23 |
| Sección de Biblioteca | 12 | 39,865.63 | 3 | 8,162.01 | 1 | 6,085.12 | 0 | - | 0 | - | 8 | 25,618.50 | 0 | - |
| Sección de Correspondencia y Archivo | 30 | 92,466.72 | 24 | 68,695.85 | 1 | 6,460.12 | 0 | - | 0 | - | 0 | - | 5 | 17,310.75 |
| Seguridad e Higiene y Previsión de Accidentes | 63 | 239,301.40 | 0 | - | 1 | 15,060.15 | 0 | - | 1 | 11,939.24 | 5 | 25,052.34 | 56 | 187,249.67 |
| Subgerencia Administrativa | 18 | 128,891.39 | 16 | 83,545.11 | 2 | 45,346.28 | 0 | - | 0 | - | 0 | - | 0 | - |
| Subgerencia de Integridad y Transparencia Administrativa | 5 | 47,297.59 | 4 | 17,011.46 | 1 | 30,286.13 | 0 | - | 0 | - | 0 | - | 0 | - |
| Subgerencia de Planificación y Desarrollo | 6 | 71,477.74 | 3 | 11,571.31 | 3 | 59,906.43 | 0 | - | 0 | - | 0 | - | 0 | - |
| Subgerencia de Prestaciones en Salud | 36 | 259,578.23 | 23 | 94,793.11 | 4 | 76,267.01 | 0 | - | 9 | 88,518.11 | 0 | - | 0 | - |
| Subgerencia de Prestaciones Pecuniarias | 21 | 137,421.59 | 19 | 91,925.31 | 2 | 45,496.28 | 0 | - | 0 | - | 0 | - | 0 | - |
| Subgerencia de Recursos Humanos | 19 | 124,990.73 | 13 | 54,030.34 | 4 | 66,241.55 | 0 | - | 0 | - | 0 | - | 2 | 4,718.84 |
| Subgerencia Financiera | 14 | 153,687.53 | 9 | 49,551.52 | 5 | 104,136.01 | 0 | - | 0 | - | 0 | - | 0 | - |
| Taller de Costurería Sección de Existencias y Suministros | 20 | 53,474.24 | 2 | 6,687.71 | 0 | - | 0 | - | 0 | - | 0 | - | 18 | 46,786.53 |

Fuente: Subgerencia de Recursos Humanos





CUADRO 10
Número de Trabajadores Nombrados y Salario Mensual
Por Área de Servicio, Según Departamento y Dependencia
Año 2014

| DEPENDENCIAS | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) |
| Total | 3,809 | 15,449,323.46 | 1,053 | 3,511,904.27 | 148 | 1,293,344.29 | 1,059 | 4,005,669.31 | 420 | 3,069,198.62 | 370 | 1,524,557.11 | 759 | 2,044,649.86 |
| El Progreso | 17 | 62,079.61 | 6 | 21,499.42 | 1 | 4,984.17 | 4 | 14,106.60 | 0 | - | 1 | 6,410.12 | 5 | 15,079.30 |
| Consultorio de Guastatoya | 9 | 31,263.67 | 3 | 12,443.86 | 0 | - | 3 | 10,673.70 | 0 | - | 0 | - | 3 | 8,146.11 |
| Caja IGSS de Guastatoya | 7 | 27,383.04 | 3 | 9,055.56 | 1 | 4,984.17 | 0 | - | 0 | - | 1 | 6,410.12 | 2 | 6,933.19 |
| Puesto de Salud de El Rancho | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Sacatepéquez | 80 | 367,589.59 | 30 | 97,186.20 | 5 | 70,306.12 | 19 | 70,944.04 | 14 | 90,273.38 | 5 | 20,477.49 | 7 | 18,402.36 |
| Caja IGSS de Antigua Guatemala | 15 | 55,726.98 | 13 | 44,607.69 | 1 | 4,934.17 | 0 | - | 0 | - | 1 | 6,185.12 | 0 | - |
| Consultorio de Antigua Guatemala | 65 | 311,862.61 | 17 | 52,578.51 | 4 | 65,371.95 | 19 | 70,944.04 | 14 | 90,273.38 | 4 | 14,292.37 | 7 | 18,402.36 |
| Chimaltenango | 129 | 506,592.08 | 49 | 167,693.78 | 7 | 73,701.87 | 14 | 50,560.74 | 6 | 50,938.99 | 5 | 34,118.34 | 48 | 129,578.36 |
| Unidad Integral de Chimaltenango | 14 | 46,766.78 | 6 | 18,069.93 | 0 | - | 1 | 3,557.90 | 1 | 9,348.68 | 0 | - | 6 | 15,790.27 |
| Unidad Integral de Pochuta Chimaltenango | 6 | 13,255.85 | 2 | 2,845.67 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,410.18 |
| Hospital de Chimaltenango | 26 | 92,930.64 | 5 | 14,130.71 | 1 | 11,125.44 | 10 | 36,293.65 | 1 | 5,268.16 | 1 | 3,564.22 | 8 | 22,548.46 |
| Hospital de Pochuta | 5 | 23,272.35 | 0 | - | 1 | 9,699.12 | 2 | 7,101.29 | 0 | - | 0 | - | 2 | 6,471.94 |
| Puesto de Salud de Yepocapa | 4 | 11,783.66 | 0 | - | 0 | - | 1 | 3,607.90 | 0 | - | 0 | - | 3 | 8,175.76 |
| Delegación IGSS de Chimaltenango | 20 | 74,989.98 | 14 | 48,286.98 | 2 | 10,614.87 | 0 | - | 0 | - | 2 | 11,244.29 | 2 | 4,843.84 |
| Unidad Integral de Tecpán Guatemala | 7 | 19,474.55 | 3 | 8,939.37 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,535.18 |
| Unidad Integral de Acatenango | 9 | 28,806.52 | 3 | 8,989.37 | 0 | - | 0 | - | 1 | 6,797.55 | 0 | - | 5 | 13,019.60 |
| Dirección Departamental de Chimaltenango | 31 | 175,837.20 | 13 | 57,617.38 | 3 | 42,262.44 | 0 | - | 3 | 29,524.60 | 2 | 19,309.83 | 10 | 27,122.95 |
| Unidad Integral de Patzicía | 7 | 19,474.55 | 3 | 8,814.37 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,660.18 |
| Escuintla | 1,080 | 4,602,064.10 | 236 | 775,914.57 | 27 | 247,004.42 | 353 | 1,344,287.96 | 158 | 1,206,666.89 | 139 | 573,733.73 | 167 | 454,456.53 |
| Dirección Departamental de Escuintla | 32 | 150,110.98 | 18 | 72,619.23 | 1 | 19,553.57 | 1 | 7,958.96 | 1 | 8,183.96 | 4 | 21,383.48 | 7 | 20,411.78 |
| Consultorio de Siquinalá | 21 | 95,658.65 | 8 | 25,046.86 | 1 | 12,021.24 | 4 | 16,880.12 | 2 | 18,572.36 | 3 | 15,058.51 | 3 | 8,079.56 |
| Caja IGSS de la Gomera Escuintla | 6 | 19,614.88 | 5 | 14,480.71 | 1 | 5,134.17 | 0 | - | 0 | - | 0 | - | 0 | - |
| Dirección Departamental de Escuintla | 3 | 10,670.71 | 3 | 10,670.71 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de la Democracia | 22 | 97,064.73 | 5 | 14,874.41 | 1 | 11,400.44 | 7 | 25,698.96 | 3 | 23,561.92 | 2 | 10,632.57 | 4 | 10,896.43 |
| Hospital de Tiquisate | 125 | 529,674.26 | 20 | 61,724.86 | 2 | 18,601.37 | 53 | 199,026.13 | 20 | 151,629.84 | 9 | 37,958.51 | 21 | 60,733.55 |
| Consultorio de Palín | 21 | 103,199.13 | 7 | 22,400.86 | 2 | 21,276.05 | 3 | 12,561.91 | 2 | 19,078.80 | 4 | 19,516.45 | 3 | 8,365.06 |
| Hospital de Escuintla | 513 | 2,208,753.38 | 70 | 225,906.47 | 6 | 69,382.83 | 200 | 768,949.75 | 86 | 667,100.35 | 68 | 253,611.25 | 83 | 223,802.73 |
| Hospital de Santa Lucía Cotzumalguapa | 151 | 642,470.43 | 25 | 79,146.32 | 2 | 18,613.87 | 48 | 175,470.17 | 28 | 207,420.87 | 27 | 106,258.78 | 21 | 55,560.42 |
| Delegación IGSS de Tiquisate Escuintla | 17 | 63,518.29 | 10 | 35,200.06 | 2 | 9,376.41 | 0 | - | 0 | - | 2 | 10,632.57 | 3 | 8,309.25 |
| Consultorio del Puerto de San José | 35 | 147,539.10 | 10 | 29,535.81 | 1 | 11,350.44 | 11 | 40,859.44 | 4 | 37,840.36 | 2 | 9,206.62 | 7 | 18,746.43 |
| Delegación IGSS de Escuintla | 51 | 191,305.63 | 34 | 117,101.84 | 4 | 15,185.06 | 0 | - | 0 | - | 9 | 48,438.53 | 4 | 10,580.20 |
| Caja IGSS de Santa Lucía Cotzumalguapa | 4 | 15,218.77 | 3 | 10,074.11 | 1 | 5,144.66 | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de Masagua | 22 | 102,776.39 | 6 | 20,526.09 | 1 | 11,125.44 | 4 | 15,571.24 | 2 | 19,041.51 | 6 | 28,411.35 | 3 | 8,100.76 |
| Consultorio de la Gomera | 57 | 224,488.77 | 12 | 36,606.23 | 2 | 18,838.87 | 22 | 81,311.28 | 10 | 54,236.92 | 3 | 12,625.11 | 8 | 20,870.36 |
| Santa Rosa | 41 | 172,875.89 | 15 | 47,558.66 | 5 | 29,192.39 | 9 | 31,771.10 | 3 | 30,962.12 | 4 | 19,773.92 | 5 | 13,617.70 |
| Delegación IGSS de Cuilapa | 12 | 48,759.47 | 6 | 20,147.31 | 2 | 9,474.93 | 0 | - | 0 | - | 3 | 16,159.70 | 1 | 2,977.53 |
| Puesto de Salud de Pueblo Nuevo Viñas | 3 | 9,761.47 | 1 | 2,720.67 | 0 | - | 2 | 7,040.80 | 0 | - | 0 | - | 0 | - |
| Consultorio de Guazacapán | 8 | 38,798.53 | 2 | 5,441.34 | 2 | 14,733.29 | 2 | 7,040.80 | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Hospital de Cuilapa | 18 | 75,556.42 | 6 | 19,249.34 | 1 | 4,984.17 | 5 | 17,689.50 | 2 | 21,738.44 | 1 | 3,614.22 | 3 | 8,280.75 |
| Sololá | 57 | 227,040.90 | 14 | 40,080.80 | 4 | 34,954.97 | 21 | 77,112.35 | 6 | 38,295.57 | 1 | 6,360.12 | 11 | 30,237.09 |
| Caja IGSS de Sololá | 6 | 23,477.82 | 3 | 9,824.11 | 1 | 4,859.17 | 0 | - | 0 | - | 1 | 6,360.12 | 1 | 2,434.42 |
| Consultorio de San Lucas Tolimán | 13 | 52,039.12 | 1 | 2,720.67 | 1 | 11,300.44 | 8 | 28,848.52 | 0 | - | 0 | - | 3 | 9,169.49 |
| Consultorio de Sololá | 38 | 151,523.96 | 10 | 27,536.02 | 2 | 18,795.36 | 13 | 48,263.83 | 6 | 38,295.57 | 0 | - | 7 | 18,633.18 |
| Totonicapán | 32 | 129,406.87 | 9 | 28,570.63 | 3 | 23,610.99 | 9 | 34,859.42 | 5 | 24,823.78 | 1 | 4,272.45 | 5 | 13,269.60 |
| Consultorio de Totonicapán | 27 | 110,426.14 | 6 | 18,721.52 | 2 | 18,751.82 | 9 | 34,859.42 | 5 | 24,823.78 | 0 | - | 5 | 13,269.60 |
| Caja IGSS de Totonicapán | 5 | 18,980.73 | 3 | 9,849.11 | 1 | 4,859.17 | 0 | - | 0 | - | 1 | 4,272.45 | 0 | - |

Continuación cuadro 10

| DEPENDENCIAS | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) |
| Quetzaltenango | 240 | 995,082.74 | 88 | 305,221.54 | 16 | 130,747.20 | 53 | 209,520.08 | 23 | 158,839.65 | 15 | 69,184.75 | 45 | 121,569.52 |
| Dirección Departamental de Quetzaltenango | 19 | 122,499.20 | 7 | 38,257.33 | 2 | 25,488.69 | 1 | 8,008.96 | 3 | 29,649.60 | 1 | 7,352.52 | 5 | 13,742.10 |
| Hospital de Coatepeque | 41 | 155,596.99 | 7 | 21,055.70 | 3 | 26,605.89 | 17 | 62,003.24 | 4 | 18,340.42 | 1 | 3,614.22 | 9 | 23,977.52 |
| Dirección Departamental de Quetzaltenango | 7 | 31,174.58 | 6 | 20,754.26 | 1 | 10,420.32 | 0 | - | 0 | - | 0 | - | 0 | - |
| Delegación IGSS de Coatepeque Quetzaltenango | 16 | 57,916.29 | 12 | 41,266.20 | 2 | 9,668.22 | 0 | - | 0 | - | 1 | 4,447.45 | 1 | 2,534.42 |
| Hospital de Quetzaltenango | 90 | 374,093.60 | 22 | 70,547.74 | 3 | 26,555.89 | 25 | 103,209.06 | 14 | 92,102.27 | 8 | 31,868.70 | 18 | 49,809.94 |
| Unidad Integral de Colomba | 7 | 19,319.61 | 4 | 11,318.85 | 0 | - | 0 | - | 0 | - | 0 | - | 3 | 8,000.76 |
| Delegación IGSS de Quetzaltenango | 29 | 113,384.98 | 22 | 78,309.29 | 2 | 10,814.41 | 0 | - | 0 | - | 4 | 21,901.86 | 1 | 2,359.42 |
| Hospital de Colomba | 22 | 87,936.56 | 4 | 11,583.58 | 3 | 21,193.78 | 9 | 32,740.92 | 1 | 9,398.68 | 0 | - | 5 | 13,019.60 |
| Unidad Integral de Coatepeque | 9 | 33,160.93 | 4 | 12,128.59 | 0 | - | 1 | 3,557.90 | 1 | 9,348.68 | 0 | - | 3 | 8,125.76 |
| Suchitepéquez | 740 | 2,898,956.38 | 138 | 448,510.80 | 14 | 128,253.31 | 278 | 1,062,028.33 | 76 | 519,924.15 | 106 | 400,952.23 | 128 | 339,287.56 |
| Hospital de Mazatenango | 504 | 1,973,588.72 | 61 | 190,119.67 | 5 | 51,371.24 | 234 | 895,863.17 | 59 | 399,190.20 | 56 | 202,269.81 | 89 | 234,774.63 |
| Unidad Integral de San José El Ídolo | 6 | 19,478.72 | 2 | 6,509.89 | 0 | - | 1 | 3,557.90 | 0 | - | 1 | 3,439.22 | 2 | 5,971.71 |
| Hospital de Chicacao | 49 | 197,242.13 | 15 | 48,746.58 | 2 | 19,076.20 | 12 | 43,011.58 | 3 | 28,558.73 | 10 | 38,663.10 | 7 | 19,185.94 |
| Unidad Integral de Río Bravo | 7 | 22,629.56 | 2 | 6,159.89 | 0 | - | 1 | 3,799.89 | 0 | - | 2 | 7,053.44 | 2 | 5,616.34 |
| Delegación IGSS de Mazatenango | 27 | 110,778.87 | 18 | 65,581.70 | 2 | 10,640.04 | 0 | - | 0 | - | 6 | 32,022.71 | 1 | 2,534.42 |
| Unidad Integral de San Francisco Zapotitlán | 10 | 30,367.56 | 3 | 6,409.89 | 0 | - | 1 | 3,507.90 | 0 | - | 4 | 14,456.88 | 2 | 5,992.89 |
| Caja IGSS de Chicacao Suchitepéquez | 7 | 24,544.63 | 4 | 12,528.59 | 1 | 5,084.17 | 0 | - | 0 | - | 1 | 4,447.45 | 1 | 2,484.42 |
| Unidad Integral de Santa Bárbara | 6 | 19,296.10 | 1 | 2,720.67 | 0 | - | 1 | 3,507.90 | 0 | - | 2 | 7,228.44 | 2 | 5,839.09 |
| Unidad Integral de Cuyotenango | 10 | 33,748.91 | 2 | 6,509.89 | 0 | - | 2 | 7,165.80 | 0 | - | 4 | 14,456.88 | 2 | 5,616.34 |
| Unidad Integral de San Antonio | 14 | 46,871.50 | 4 | 12,131.29 | 0 | - | 2 | 7,165.80 | 0 | - | 6 | 21,685.32 | 2 | 5,889.09 |
| Hospital de Patulul | 65 | 254,662.41 | 10 | 28,602.74 | 2 | 18,738.87 | 22 | 82,631.53 | 11 | 62,683.38 | 9 | 32,488.47 | 11 | 29,517.42 |
| Dirección Departamental de Suchitepéquez | 21 | 123,045.68 | 11 | 49,754.83 | 1 | 19,778.57 | 1 | 8,383.96 | 3 | 29,491.84 | 2 | 10,356.39 | 3 | 5,280.09 |
| Unidad Integral de Santo Domingo | 6 | 16,102.68 | 2 | 3,439.22 | 0 | - | 1 | 3,432.90 | 0 | - | 1 | 3,614.22 | 2 | 5,616.34 |
| Caja IGSS de Patulul Suchitepéquez | 8 | 26,598.91 | 3 | 9,295.95 | 1 | 3,564.22 | 0 | - | 0 | - | 2 | 8,769.90 | 2 | 4,968.84 |
| Retalhuleu | 189 | 742,985.68 | 59 | 197,751.84 | 9 | 72,152.01 | 55 | 209,366.02 | 16 | 113,545.60 | 9 | 37,685.29 | 41 | 112,484.92 |
| Dirección Departamental de Retalhuleu | 7 | 40,837.68 | 3 | 14,004.45 | 0 | - | 0 | - | 2 | 21,503.14 | 0 | - | 2 | 5,330.09 |
| Hospital de Retalhuleu | 140 | 531,112.71 | 32 | 100,005.43 | 3 | 26,505.89 | 53 | 202,270.23 | 14 | 92,042.46 | 6 | 22,093.55 | 32 | 88,195.15 |
| Consultorio de Champerico | 8 | 30,470.89 | 3 | 8,614.37 | 1 | 9,874.12 | 1 | 3,432.90 | 0 | - | 0 | - | 3 | 8,549.50 |
| Delegación IGSS de Retalhuleu | 19 | 78,240.72 | 12 | 45,162.00 | 3 | 15,127.56 | 0 | - | 0 | - | 3 | 15,591.74 | 1 | 2,359.42 |
| Consultorio de San Felipe | 8 | 30,402.14 | 3 | 8,989.37 | 1 | 9,699.12 | 1 | 3,662.89 | 0 | - | 0 | - | 3 | 8,050.76 |
| Dirección Departamental de Suchitepéquez | 7 | 31,921.54 | 6 | 20,976.22 | 1 | 10,945.32 | 0 | - | 0 | - | 0 | - | 0 | - |
| San Marcos | 234 | 851,435.31 | 83 | 261,374.99 | 7 | 51,885.97 | 49 | 179,652.08 | 18 | 131,310.67 | 14 | 58,679.00 | 63 | 168,532.60 |
| Unidad Integral de San Marcos | 9 | 26,646.67 | 4 | 12,553.59 | 0 | - | 1 | 3,557.90 | 0 | - | 0 | - | 4 | 10,535.18 |
| Puesto de Salud de San Rafael Pié de La Cuesta | 2 | 7,220.79 | 0 | - | 0 | - | 2 | 7,220.79 | 0 | - | 0 | - | 0 | - |
| Caja IGSS de El Tumbador San Marcos | 9 | 30,890.16 | 6 | 18,431.37 | 1 | 5,034.17 | 0 | - | 0 | - | 1 | 4,272.45 | 1 | 3,152.17 |
| Hospital de Malacatán | 39 | 148,597.28 | 8 | 21,200.27 | 1 | 11,212.94 | 17 | 65,251.15 | 5 | 28,807.34 | 1 | 3,564.22 | 7 | 18,561.36 |
| Puesto De Salud de El Quetzal | 1 | 3,607.90 | 0 | - | 0 | - | 1 | 3,607.90 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Ixchiguán | 6 | 24,130.37 | 3 | 8,989.37 | 0 | - | 1 | 3,557.90 | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Consultorio de San Marcos | 11 | 41,644.83 | 3 | 9,888.79 | 0 | - | 4 | 14,231.60 | 1 | 9,348.68 | 0 | - | 3 | 8,175.76 |
| Unidad Integral de Tejutla | 8 | 29,446.71 | 3 | 8,739.37 | 0 | - | 1 | 3,432.90 | 1 | 9,348.68 | 0 | - | 3 | 7,925.76 |
| Unidad Integral de Nuevo Progreso | 5 | 14,069.46 | 2 | 6,143.70 | 0 | - | 0 | - | 0 | - | 0 | - | 3 | 7,925.76 |
| Delegación IGSS de Malacatán San Marcos | 13 | 51,851.03 | 7 | 21,934.59 | 1 | 5,530.70 | 0 | - | 0 | - | 4 | 21,381.59 | 1 | 3,004.15 |
| Unidad Integral de Tecún Umán | 6 | 17,040.13 | 3 | 8,864.37 | 0 | - | 0 | - | 0 | - | 0 | - | 3 | 8,175.76 |
| Unidad Integral de La Reforma | 9 | 32,617.38 | 3 | 8,689.37 | 0 | - | 1 | 3,557.90 | 1 | 9,348.68 | 0 | - | 4 | 11,021.43 |
| Caja IGSS de San Marcos | 8 | 28,993.59 | 5 | 17,252.55 | 1 | 4,984.17 | 0 | - | 0 | - | 1 | 4,272.45 | 1 | 2,484.42 |

Continuación cuadro 10

| DEPENDENCIAS | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) |
| San Marcos | | | | | | | | | | | | | | |
| Unidad Integral de San Pedro Sacatepéquez | 9 | 26,777.99 | 5 | 16,117.81 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,660.18 |
| Puesto de Salud de Nuevo Progreso | 2 | 7,326.29 | 0 | - | 0 | - | 2 | 7,326.29 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de El Tumbador | 6 | 16,965.13 | 3 | 8,739.37 | 0 | - | 0 | - | 0 | - | 0 | - | 3 | 8,225.76 |
| Consultorio de Tecún Umán San Marcos | 5 | 16,209.27 | 2 | 6,459.89 | 0 | - | 2 | 7,264.96 | 0 | - | 0 | - | 1 | 2,484.42 |
| Puesto de Salud de La Reforma | 2 | 6,990.80 | 0 | - | 0 | - | 2 | 6,990.80 | 0 | - | 0 | - | 0 | - |
| Dirección Departamental de San Marcos | 27 | 112,845.80 | 10 | 37,625.21 | 1 | 6,310.12 | 0 | - | 3 | 28,327.96 | 6 | 21,385.32 | 7 | 19,197.19 |
| Unidad Integral de San Rafael Pié de La Cuesta | 10 | 35,989.03 | 3 | 8,864.37 | 0 | - | 2 | 7,115.80 | 1 | 9,348.68 | 0 | - | 4 | 10,660.18 |
| Hospital de El Tumbador | 32 | 120,934.85 | 5 | 15,280.10 | 2 | 18,813.87 | 13 | 46,536.19 | 4 | 18,258.29 | 1 | 3,802.97 | 7 | 18,243.43 |
| Unidad Integral de Malacatán | 9 | 27,271.71 | 5 | 16,736.53 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,535.18 |
| Unidad Integral de El Quetzal | 6 | 23,368.14 | 3 | 8,864.37 | 0 | - | 0 | - | 1 | 9,298.68 | 0 | - | 2 | 5,205.09 |
| Huehuetenango | 128 | 478,029.05 | 47 | 164,091.00 | 4 | 35,707.03 | 19 | 70,232.84 | 5 | 47,815.04 | 17 | 64,980.89 | 36 | 95,202.25 |
| Puesto De Salud de La Democracia | 1 | 3,723.39 | 0 | - | 0 | - | 1 | 3,723.39 | 0 | - | 0 | - | 0 | - |
| Dirección Departamental de Huehuetenango | 35 | 159,805.07 | 13 | 58,246.08 | 2 | 25,863.69 | 0 | - | 1 | 10,795.32 | 12 | 45,391.54 | 7 | 19,508.44 |
| Unidad Integral de San Ildefonso Itzahuacán | 7 | 27,107.36 | 4 | 12,553.59 | 0 | - | 0 | - | 1 | 9,223.68 | 0 | - | 2 | 5,330.09 |
| Unidad Integral de Barillas | 6 | 13,944.46 | 3 | 8,739.37 | 0 | - | 0 | - | 0 | - | 0 | - | 3 | 5,205.09 |
| Unidad Integral de Huehuetenango | 24 | 89,710.07 | 8 | 23,622.44 | 0 | - | 1 | 3,557.90 | 3 | 27,796.04 | 3 | 10,692.66 | 9 | 24,041.03 |
| Unidad Integral de San Antonio Huista | 4 | 10,991.49 | 2 | 5,425.15 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 5,566.34 |
| Hospital de Huehuetenango | 25 | 85,776.12 | 3 | 7,629.63 | 1 | 4,859.17 | 15 | 55,785.75 | 0 | - | 0 | - | 6 | 17,501.57 |
| Puesto De Salud de San Ildefonso Itzahuacán | 1 | 3,607.90 | 0 | - | 0 | - | 1 | 3,607.90 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de La Democracia | 7 | 20,348.03 | 3 | 8,864.37 | 0 | - | 1 | 3,557.90 | 0 | - | 0 | - | 3 | 7,925.76 |
| Caja IGSS de Huehuetenango | 15 | 54,120.85 | 10 | 35,446.15 | 1 | 4,984.17 | 0 | - | 0 | - | 2 | 8,896.69 | 2 | 4,793.84 |
| Unidad Integral de San Pedro Necta | 3 | 8,894.31 | 1 | 3,564.22 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 5,330.09 |
| Quiché | 48 | 198,885.68 | 13 | 51,232.99 | 3 | 19,642.46 | 17 | 63,574.63 | 7 | 41,974.71 | 1 | 4,272.45 | 7 | 18,188.44 |
| Puesto de Salud de San Francisco Cotzal | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Consultorio de San Juan Cotzal | 3 | 16,052.69 | 1 | 2,795.67 | 1 | 9,699.12 | 1 | 3,557.90 | 0 | - | 0 | - | 0 | - |
| Consultorio de Santa Cruz del Quiché | 37 | 143,793.34 | 8 | 24,496.61 | 1 | 5,084.17 | 15 | 56,583.83 | 7 | 41,974.71 | 0 | - | 6 | 15,654.02 |
| Caja IGSS de Santa Cruz de El Quiché | 7 | 35,606.75 | 4 | 23,940.71 | 1 | 4,859.17 | 0 | - | 0 | - | 1 | 4,272.45 | 1 | 2,534.42 |
| Baja Verapaz | 67 | 298,580.40 | 21 | 72,895.33 | 3 | 38,254.94 | 14 | 53,652.88 | 9 | 71,879.48 | 5 | 21,550.23 | 15 | 40,347.54 |
| Dirección Departamental de Baja Verapaz | 15 | 80,675.56 | 6 | 25,098.13 | 1 | 19,678.57 | 0 | - | 1 | 10,795.32 | 4 | 17,052.78 | 3 | 8,050.76 |
| Consultorio de Salamá | 44 | 188,991.19 | 10 | 31,085.84 | 1 | 13,592.20 | 14 | 53,652.88 | 8 | 61,084.16 | 0 | - | 11 | 29,576.11 |
| Caja IGSS de Salamá Baja Verapaz | 8 | 28,913.65 | 5 | 16,711.36 | 1 | 4,984.17 | 0 | - | 0 | - | 1 | 4,497.45 | 1 | 2,720.67 |
| Alta Verapaz | 173 | 651,627.96 | 62 | 207,857.81 | 5 | 47,437.36 | 27 | 97,946.12 | 13 | 104,102.80 | 12 | 48,306.44 | 54 | 145,977.43 |
| Delegación IGSS de Coban Alta Verapaz | 17 | 66,457.56 | 9 | 32,958.42 | 2 | 9,094.92 | 0 | - | 0 | - | 3 | 16,278.46 | 3 | 8,125.76 |
| Unidad Integral de San Cristobal Verapaz | 10 | 35,864.03 | 3 | 8,739.37 | 0 | - | 2 | 7,115.80 | 1 | 9,348.68 | 0 | - | 4 | 10,660.18 |
| Unidad Integral de Fray Bartolomé de Las Casas | 12 | 42,591.08 | 3 | 8,739.37 | 0 | - | 4 | 13,981.60 | 1 | 9,223.68 | 0 | - | 4 | 10,646.43 |
| Dirección Departamental de Alta Verapaz | 39 | 171,844.11 | 16 | 63,372.31 | 1 | 19,678.57 | 0 | - | 3 | 29,824.60 | 8 | 28,513.76 | 11 | 30,454.87 |
| Unidad Integral de Cahabón | 10 | 35,739.03 | 3 | 8,864.37 | 0 | - | 2 | 6,990.80 | 1 | 9,223.68 | 0 | - | 4 | 10,660.18 |
| Unidad Integral de Cobán | 15 | 45,168.96 | 10 | 31,200.88 | 0 | - | 1 | 3,557.90 | 0 | - | 0 | - | 4 | 10,410.18 |
| Unidad Integral de San Pedro Carchá | 8 | 23,037.07 | 4 | 12,501.89 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,535.18 |
| Hospital de Cobán | 42 | 159,086.81 | 8 | 24,002.46 | 2 | 18,663.87 | 14 | 52,193.42 | 5 | 27,909.80 | 1 | 3,514.22 | 12 | 32,803.04 |
| Unidad Integral de Senahú | 9 | 33,129.61 | 3 | 8,739.37 | 0 | - | 2 | 6,990.80 | 1 | 9,223.68 | 0 | - | 3 | 8,175.76 |
| Unidad Integral de Santa Catalina La Tinta | 11 | 38,709.70 | 3 | 8,739.37 | 0 | - | 2 | 7,115.80 | 1 | 9,348.68 | 0 | - | 5 | 13,505.85 |
| Petén | 16 | 78,048.71 | 5 | 21,125.26 | 2 | 8,969.92 | 3 | 10,423.70 | 3 | 28,052.29 | 1 | 4,397.45 | 2 | 5,080.09 |
| Delegación IGSS de San Benito Petén | 9 | 36,852.05 | 5 | 21,125.26 | 2 | 8,969.92 | 0 | - | 0 | - | 1 | 4,397.45 | 1 | 2,359.42 |
| Sala Anexa de Poptún | 2 | 12,794.08 | 0 | - | 0 | - | 1 | 3,432.90 | 1 | 9,361.18 | 0 | - | 0 | - |
| Sala Anexa de San Benito | 5 | 28,402.58 | 0 | - | 0 | - | 2 | 6,990.80 | 2 | 18,691.11 | 0 | - | 1 | 2,720.67 |

Continuación cuadro 10

| DEPENDENCIAS | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|---------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) | Número de trabajadores | Salario mensual (Q.) |
| Izabal | 206 | 818,681.61 | 68 | 221,487.26 | 10 | 86,622.31 | 53 | 193,392.88 | 22 | 159,097.96 | 10 | 43,267.62 | 43 | 114,813.58 |
| Consultorio de El Estor | 8 | 30,432.64 | 3 | 8,814.37 | 1 | 9,774.12 | 1 | 3,668.39 | 0 | - | 0 | - | 3 | 8,175.76 |
| Hospital Departamental de Puerto Barrios Izabal | 136 | 541,978.68 | 37 | 126,865.70 | 2 | 33,183.27 | 45 | 163,923.38 | 16 | 113,324.60 | 6 | 24,780.61 | 30 | 79,901.12 |
| Consultorio de Los Amates Izabal | 11 | 44,379.79 | 5 | 13,773.33 | 1 | 9,774.12 | 1 | 3,557.90 | 1 | 9,223.68 | 0 | - | 3 | 8,050.76 |
| Delegación IGSS de Puerto Barrios Izabal | 16 | 62,158.20 | 10 | 33,439.38 | 3 | 14,729.26 | 0 | - | 0 | - | 3 | 13,989.56 | 0 | - |
| Consultorio de Morales | 26 | 107,075.52 | 8 | 22,060.48 | 1 | 9,895.63 | 6 | 22,243.21 | 5 | 36,549.68 | 0 | - | 6 | 16,326.52 |
| Delegación de Morales | 9 | 32,656.78 | 5 | 16,534.00 | 2 | 9,265.91 | 0 | - | 0 | - | 1 | 4,497.45 | 1 | 2,359.42 |
| Zacapa | 137 | 588,718.46 | 44 | 162,888.71 | 11 | 87,301.26 | 26 | 96,338.00 | 16 | 116,134.34 | 11 | 46,229.43 | 29 | 79,826.72 |
| Dirección Departamental de Zacapa | 7 | 30,255.71 | 6 | 20,350.23 | 1 | 9,905.48 | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de Zacapa | 81 | 322,469.81 | 16 | 49,625.99 | 4 | 24,219.94 | 21 | 77,400.50 | 14 | 96,002.84 | 6 | 21,060.32 | 20 | 54,160.22 |
| Delegación de Zacapa | 23 | 91,061.37 | 14 | 51,013.98 | 2 | 10,765.04 | 0 | - | 0 | - | 4 | 21,281.59 | 3 | 8,000.76 |
| Consultorio de Gualán | 12 | 56,818.94 | 2 | 5,441.34 | 2 | 16,409.61 | 5 | 18,937.50 | 1 | 9,336.18 | 0 | - | 2 | 6,694.31 |
| Dirección Departamental de Zacapa | 14 | 88,112.63 | 6 | 36,457.17 | 2 | 26,001.19 | 0 | - | 1 | 10,795.32 | 1 | 3,887.52 | 4 | 10,971.43 |
| Chiquimula | 63 | 255,673.78 | 17 | 52,451.44 | 3 | 21,093.78 | 18 | 68,062.52 | 10 | 66,801.43 | 3 | 16,175.26 | 12 | 31,089.35 |
| Caja IGSS de Chiquimula | 9 | 37,077.92 | 4 | 13,384.07 | 1 | 4,984.17 | 0 | - | 0 | - | 3 | 16,175.26 | 1 | 2,534.42 |
| Consultorio de Chiquimula | 54 | 218,595.86 | 13 | 39,067.37 | 2 | 16,109.61 | 18 | 68,062.52 | 10 | 66,801.43 | 0 | - | 11 | 28,554.93 |
| Jalapa | 48 | 189,103.69 | 13 | 39,964.57 | 3 | 23,733.53 | 12 | 45,875.30 | 7 | 39,681.81 | 3 | 13,538.56 | 10 | 26,309.92 |
| Consultorio de Jalapa | 42 | 168,754.83 | 9 | 27,119.79 | 2 | 18,588.87 | 12 | 45,875.30 | 7 | 39,681.81 | 3 | 13,538.56 | 9 | 23,950.50 |
| Caja IGSS de Jalapa | 6 | 20,348.86 | 4 | 12,844.78 | 1 | 5,144.66 | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Jutiapa | 84 | 335,864.97 | 36 | 126,546.67 | 6 | 57,788.28 | 6 | 21,961.72 | 3 | 28,077.96 | 7 | 30,191.34 | 26 | 71,299.00 |
| Caja de Jutiapa | 14 | 49,219.40 | 9 | 30,074.35 | 1 | 4,859.17 | 0 | - | 0 | - | 1 | 6,310.12 | 3 | 7,975.76 |
| Unidad Integral de Asunción Mita | 7 | 19,149.55 | 3 | 8,739.37 | 0 | - | 0 | - | 0 | - | 0 | - | 4 | 10,410.18 |
| Dirección Departamental de Jutiapa | 29 | 153,267.51 | 12 | 50,732.22 | 3 | 36,709.01 | 0 | - | 3 | 28,077.96 | 6 | 23,881.22 | 5 | 13,867.10 |
| Unidad Integral de Jutiapa | 7 | 21,873.54 | 4 | 13,898.54 | 0 | - | 0 | - | 0 | - | 0 | - | 3 | 7,975.00 |
| Consultorio de Jutiapa | 20 | 72,780.42 | 5 | 14,237.82 | 2 | 16,220.10 | 6 | 21,961.72 | 0 | - | 0 | - | 7 | 20,360.78 |
| Unidad Integral de Moyuta | 7 | 19,574.55 | 3 | 8,864.37 | 0 | - | 0 | - | 0 | 0.00 | 0 | - | 4 | 10,710.18 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 11
Número de Trabajadores Nombrados, por Rango Salarial
Según Área de Servicio
Año 2014

| RANGO SALARIAL (Q) | TOTAL | ADMINISTRATIVO | EJECUTIVA | ENFERMERÍA | PROFESIONAL DE SALUD | SERVICIOS VARIOS DE APOYO | TÉCNICA |
|-----------------------|---------------|----------------|------------|--------------|-------------------------|------------------------------|--------------|
| Total | 11,439 | 3,071 | 397 | 3,462 | 1,280 | 1,023 | 2,206 |
| 0.00 - 2,499.99 | 1,153 | 259 | 3 | 12 | 6 | 2 | 871 |
| 2,500.00 - 2,999.99 | 2,362 | 1,221 | 0 | 34 | 0 | 0 | 1,107 |
| 3,000.00 - 3,499.99 | 1,383 | 344 | 3 | 663 | 0 | 237 | 136 |
| 3,500.00 - 3,999.99 | 3,323 | 612 | 21 | 2,107 | 0 | 515 | 68 |
| 4,000.00 - 4,499.99 | 888 | 215 | 6 | 440 | 144 | 64 | 19 |
| 4,500.00 - 4,999.99 | 309 | 112 | 29 | 25 | 95 | 45 | 3 |
| 5,000.00 - 5,999.99 | 562 | 137 | 71 | 117 | 186 | 49 | 2 |
| 6,000.00 - 6,999.99 | 282 | 69 | 23 | 60 | 45 | 85 | 0 |
| 7,000.00 - 7,999.99 | 174 | 68 | 18 | 1 | 69 | 18 | 0 |
| 8,000.00 - 8,999.99 | 85 | 14 | 0 | 2 | 69 | 0 | 0 |
| 9,000.00 - 9,999.99 | 254 | 0 | 18 | 0 | 236 | 0 | 0 |
| 10,000.00 - 10,999.99 | 277 | 12 | 33 | 0 | 232 | 0 | 0 |
| 11,000.00 - 11,999.99 | 90 | 0 | 25 | 1 | 64 | 0 | 0 |
| 12,000.00 - 12,999.99 | 121 | 0 | 2 | 0 | 116 | 3 | 0 |
| 13,000.00 - más | 176 | 8 | 145 | 0 | 18 | 5 | 0 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 12
Número de Trabajadores Nominados del Departamento de Guatemala
Por Área de Servicio, Según Rango Salarial
Año 2014

| RANGO SALARIAL (Q) | TOTAL | ADMINISTRATIVO | EJECUTIVA | ENFERMERÍA | PROFESIONAL DE SALUD | SERVICIOS VARIOS DE APOYO | TÉCNICA |
|-----------------------|--------------|----------------|------------|--------------|----------------------|---------------------------|--------------|
| Total | 7,630 | 2,018 | 249 | 2,403 | 860 | 653 | 1,447 |
| 0.00 - 2,499.99 | 767 | 133 | 0 | 12 | 5 | 1 | 616 |
| 2,500.00 - 2,999.99 | 1,477 | 795 | 0 | 34 | 0 | 0 | 648 |
| 3,000.00 - 3,499.99 | 1,003 | 236 | 1 | 464 | 0 | 190 | 112 |
| 3,500.00 - 3,999.99 | 2,145 | 350 | 9 | 1,421 | 0 | 312 | 53 |
| 4,000.00 - 4,499.99 | 610 | 163 | 4 | 349 | 56 | 24 | 14 |
| 4,500.00 - 4,999.99 | 168 | 89 | 8 | 4 | 38 | 27 | 2 |
| 5,000.00 - 5,999.99 | 394 | 110 | 42 | 82 | 131 | 27 | 2 |
| 6,000.00 - 6,999.99 | 201 | 60 | 14 | 36 | 37 | 54 | 0 |
| 7,000.00 - 7,999.99 | 140 | 58 | 10 | 0 | 61 | 11 | 0 |
| 8,000.00 - 8,999.99 | 57 | 13 | 0 | 0 | 44 | 0 | 0 |
| 9,000.00 - 9,999.99 | 135 | 0 | 8 | 0 | 127 | 0 | 0 |
| 10,000.00 - 10,999.99 | 229 | 4 | 29 | 0 | 196 | 0 | 0 |
| 11,000.00 - 11,999.99 | 66 | 0 | 14 | 1 | 51 | 0 | 0 |
| 12,000.00 - 12,999.99 | 99 | 0 | 1 | 0 | 96 | 2 | 0 |
| 13,000.00 - más | 139 | 7 | 109 | 0 | 18 | 5 | 0 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 13
Número de Trabajadores Nombrados del Área Departamental
Por Área de Servicio, Según Rango Salarial
Año 2014

| RANGO SALARIAL(Q) | TOTAL | ADMINISTRATIVO | EJECUTIVA | ENFERMERÍA | PROFESIONAL DE SALUD | SERVICIOS VARIOS DE APOYO | TÉCNICA |
|-----------------------|--------------|----------------|------------|--------------|----------------------|---------------------------|------------|
| Total | 3,809 | 1,053 | 148 | 1,059 | 420 | 370 | 759 |
| 0.00 - 2,499.99 | 386 | 126 | 3 | 0 | 1 | 1 | 2 |
| 2,500.00 - 2,999.99 | 885 | 426 | 0 | 0 | 0 | 0 | 253 |
| 3,000.00 - 3,499.99 | 380 | 108 | 2 | 199 | 0 | 47 | 459 |
| 3,500.00 - 3,999.99 | 1178 | 262 | 12 | 686 | 0 | 203 | 24 |
| 4,000.00 - 4,499.99 | 278 | 52 | 2 | 91 | 88 | 40 | 15 |
| 4,500.00 - 4,999.99 | 141 | 23 | 21 | 21 | 57 | 18 | 5 |
| 5,000.00 - 5,999.99 | 168 | 27 | 29 | 35 | 55 | 22 | 1 |
| 6,000.00 - 6,999.99 | 81 | 9 | 9 | 24 | 8 | 31 | 0 |
| 7,000.00 - 7,999.99 | 34 | 10 | 8 | 1 | 8 | 7 | 0 |
| 8,000.00 - 8,999.99 | 28 | 1 | 0 | 2 | 25 | 0 | 0 |
| 9,000.00 - 9,999.99 | 119 | 0 | 10 | 0 | 109 | 0 | 0 |
| 10,000.00 - 10,999.99 | 48 | 8 | 4 | 0 | 36 | 0 | 0 |
| 11,000.00 - 11,999.99 | 24 | 0 | 11 | 0 | 13 | 0 | 0 |
| 12,000.00 - 12,999.99 | 22 | 0 | 1 | 0 | 20 | 1 | 0 |
| 13,000.00 - más | 37 | 1 | 36 | 0 | 0 | 0 | 0 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 14
Número de Trabajadores Nombrados y Salario Mensual
Por Sexo, Según Años de Antigüedad
Año 2014

| Años de Antigüedad | TOTAL | | MASCULINO | | FEMENINO | |
|--------------------|------------------------|----------------------|------------------------|----------------------|------------------------|----------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 11,439 | 48,792,208.67 | 4,228 | 20,042,737.35 | 7,211 | 28,749,471.32 |
| 0 a 2 | 1,287 | 4,768,165.36 | 465 | 1,876,455.21 | 822 | 2,891,710.15 |
| 3 a 4 | 1,620 | 6,958,159.74 | 650 | 3,289,141.17 | 970 | 3,669,018.57 |
| 5 a 6 | 920 | 3,846,375.72 | 345 | 1,564,241.95 | 575 | 2,282,133.77 |
| 7 a 8 | 807 | 3,188,694.91 | 314 | 1,336,975.95 | 493 | 1,851,718.96 |
| 9 a 10 | 1,375 | 5,882,355.70 | 639 | 2,880,215.54 | 736 | 3,002,140.16 |
| 11 a 12 | 687 | 2,764,060.91 | 192 | 876,697.01 | 495 | 1,887,363.90 |
| 13 a 14 | 773 | 3,406,967.89 | 271 | 1,369,234.92 | 502 | 2,037,732.97 |
| 15 a 16 | 1,178 | 5,209,746.92 | 441 | 2,208,211.47 | 737 | 3,001,535.45 |
| 17 a 18 | 770 | 3,360,708.24 | 272 | 1,294,354.14 | 498 | 2,066,354.10 |
| 19 a 20 | 658 | 2,943,363.30 | 214 | 1,079,031.82 | 444 | 1,864,331.48 |
| 21 a 22 | 359 | 1,707,311.67 | 108 | 626,680.67 | 251 | 1,080,631.00 |
| 23 a 24 | 401 | 2,017,515.98 | 131 | 761,474.40 | 270 | 1,256,041.58 |
| 25 a 26 | 223 | 1,045,883.01 | 62 | 303,269.25 | 161 | 742,613.76 |
| 27 a 28 | 139 | 616,719.58 | 43 | 204,530.32 | 96 | 412,189.26 |
| 29 a 30 | 88 | 386,978.99 | 22 | 98,538.38 | 66 | 288,440.61 |
| 31 a 32 | 113 | 506,975.36 | 38 | 175,665.56 | 75 | 331,309.80 |
| 33 a 34 | 31 | 149,437.63 | 14 | 72,404.32 | 17 | 77,033.31 |
| 35 a 36 | 4 | 11,118.42 | 2 | 7,815.13 | 2 | 3,303.29 |
| 37 a 38 | 3 | 13,503.46 | 2 | 9,634.26 | 1 | 3,869.20 |
| 39 a 40 | 0 | - | 0 | - | 0 | - |
| 41 a 42 | 1 | 3,294.95 | 1 | 3,294.95 | 0 | - |
| 43 o más | 2 | 4,870.93 | 2 | 4,870.93 | 0 | - |

Fuente: Subgerencia de Recursos Humanos

CUADRO 15
Número de Trabajadores Nombrados
Por Años de Antigüedad, Según Rango Salarial
Año 2014

| RANGO SALARIAL (Q) | AÑOS DE ANTIGÜEDAD | | | | | | | | | | | |
|-----------------------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------|------------|------------|------------|
| | Total | 0 - 2 | 3 - 5 | 6 - 8 | 9 - 11 | 12 - 14 | 15 - 17 | 18 - 20 | 21 - 23 | 24 - 26 | 27 - 29 | 30 a más |
| Total | 11,439 | 1,385 | 1,131 | 1,311 | 1,643 | 1,226 | 1,315 | 1,406 | 873 | 545 | 301 | 303 |
| 0.00 - 2,499.99 | 1153 | 315 | 295 | 205 | 169 | 131 | 9 | 7 | 8 | 3 | 3 | 8 |
| 2,500.00 - 2,999.99 | 2362 | 272 | 224 | 290 | 433 | 262 | 298 | 344 | 157 | 55 | 15 | 12 |
| 3,000.00 - 3,499.99 | 1383 | 384 | 377 | 220 | 59 | 58 | 56 | 53 | 52 | 52 | 36 | 36 |
| 3,500.00 - 3,999.99 | 3323 | 55 | 49 | 297 | 603 | 487 | 543 | 564 | 313 | 188 | 115 | 109 |
| 4,000.00 - 4,499.99 | 888 | 79 | 44 | 81 | 86 | 100 | 90 | 160 | 114 | 58 | 38 | 38 |
| 4,500.00 - 4,999.99 | 309 | 29 | 15 | 26 | 54 | 34 | 54 | 27 | 21 | 20 | 9 | 20 |
| 5,000.00 - 5,999.99 | 562 | 40 | 21 | 28 | 44 | 30 | 84 | 101 | 80 | 63 | 34 | 37 |
| 6,000.00 - 6,999.99 | 282 | 22 | 13 | 22 | 30 | 15 | 23 | 30 | 37 | 39 | 28 | 23 |
| 7,000.00 - 7,999.99 | 174 | 29 | 13 | 19 | 20 | 11 | 18 | 12 | 17 | 14 | 8 | 13 |
| 8,000.00 - 8,999.99 | 85 | 15 | 6 | 15 | 7 | 13 | 8 | 12 | 3 | 4 | 2 | 0 |
| 9,000.00 - 9,999.99 | 254 | 36 | 25 | 40 | 37 | 23 | 37 | 19 | 27 | 9 | 0 | 1 |
| 10,000.00 - 10,999.99 | 277 | 50 | 33 | 38 | 54 | 28 | 30 | 19 | 7 | 10 | 5 | 3 |
| 11,000.00 - 11,999.99 | 90 | 6 | 5 | 2 | 11 | 8 | 16 | 24 | 11 | 5 | 1 | 1 |
| 12,000.00 - 12,999.99 | 121 | 9 | 5 | 14 | 12 | 11 | 32 | 13 | 10 | 13 | 1 | 1 |
| 13,000.00 - más | 176 | 44 | 6 | 14 | 24 | 15 | 17 | 21 | 16 | 12 | 6 | 1 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 16
Número de Trabajadores Nombrados Sexo Masculino
Por Años de Antigüedad
Año 2014

| RANGO SALARIAL (Q) | AÑOS DE ANTIGÜEDAD | | | | | | | | | | | |
|-----------------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| | Total | 0 - 2 | 3 - 5 | 6 - 8 | 9 - 11 | 12 - 14 | 15 - 17 | 18 - 20 | 21 - 23 | 24 - 26 | 27 - 29 | 30 a más |
| Total | 4,228 | 583 | 380 | 497 | 734 | 411 | 485 | 499 | 277 | 176 | 88 | 98 |
| 0.00 - 2,499.99 | 382 | 117 | 71 | 64 | 66 | 45 | 3 | 5 | 3 | 2 | 2 | 4 |
| 2,500.00 - 2,999.99 | 1055 | 126 | 94 | 127 | 257 | 111 | 104 | 145 | 62 | 18 | 4 | 7 |
| 3,000.00 - 3,499.99 | 542 | 140 | 112 | 73 | 28 | 39 | 29 | 33 | 24 | 23 | 18 | 23 |
| 3,500.00 - 3,999.99 | 897 | 17 | 13 | 97 | 218 | 111 | 156 | 145 | 63 | 36 | 24 | 17 |
| 4,000.00 - 4,499.99 | 213 | 33 | 23 | 27 | 18 | 11 | 20 | 30 | 18 | 15 | 10 | 8 |
| 4,500.00 - 4,999.99 | 142 | 14 | 4 | 10 | 21 | 15 | 29 | 18 | 12 | 12 | 3 | 4 |
| 5,000.00 - 5,999.99 | 264 | 17 | 10 | 16 | 22 | 19 | 42 | 46 | 35 | 28 | 10 | 19 |
| 6,000.00 - 6,999.99 | 72 | 6 | 4 | 6 | 10 | 5 | 9 | 8 | 6 | 7 | 6 | 5 |
| 7,000.00 - 7,999.99 | 53 | 14 | 2 | 3 | 4 | 1 | 4 | 5 | 4 | 6 | 3 | 7 |
| 8,000.00 - 8,999.99 | 28 | 3 | 2 | 6 | 0 | 5 | 3 | 6 | 1 | 1 | 1 | 0 |
| 9,000.00 - 9,999.99 | 139 | 23 | 15 | 26 | 17 | 6 | 19 | 12 | 17 | 4 | 0 | 0 |
| 10,000.00 - 10,999.99 | 163 | 29 | 19 | 22 | 37 | 14 | 19 | 12 | 2 | 5 | 2 | 2 |
| 11,000.00 - 11,999.99 | 55 | 5 | 2 | 1 | 7 | 6 | 12 | 11 | 9 | 1 | 0 | 1 |
| 12,000.00 - 12,999.99 | 89 | 5 | 4 | 10 | 9 | 11 | 22 | 9 | 8 | 9 | 1 | 1 |
| 13,000.00 - más | 134 | 34 | 5 | 9 | 20 | 12 | 14 | 14 | 13 | 9 | 4 | 0 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 17
Número de Trabajadores Nombrados Sexo Femenino
Por Años de Antigüedad, Según Rango Salarial
Año 2014

| RANGO SALARIAL (Q) | AÑOS DE ANTIGÜEDAD | | | | | | | | | | | |
|-----------------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | Total | 0 - 2 | 3 - 5 | 6 - 8 | 9 - 11 | 12 - 14 | 15 - 17 | 18 - 20 | 21 - 23 | 24 - 26 | 27 - 29 | 30 a más |
| Total | 7,211 | 802 | 751 | 814 | 909 | 815 | 830 | 907 | 596 | 369 | 213 | 205 |
| 0.00 - 2,499.99 | 771 | 198 | 224 | 141 | 103 | 86 | 6 | 2 | 5 | 1 | 1 | 4 |
| 2,500.00 - 2,999.99 | 1307 | 146 | 130 | 163 | 176 | 151 | 194 | 199 | 95 | 37 | 11 | 5 |
| 3,000.00 - 3,499.99 | 841 | 244 | 265 | 147 | 31 | 19 | 27 | 20 | 28 | 29 | 18 | 13 |
| 3,500.00 - 3,999.99 | 2426 | 38 | 36 | 200 | 385 | 376 | 387 | 419 | 250 | 152 | 91 | 92 |
| 4,000.00 - 4,499.99 | 675 | 46 | 21 | 54 | 68 | 89 | 70 | 130 | 96 | 43 | 28 | 30 |
| 4,500.00 - 4,999.99 | 167 | 15 | 11 | 16 | 33 | 19 | 25 | 9 | 9 | 8 | 6 | 16 |
| 5,000.00 - 5,999.99 | 298 | 23 | 11 | 12 | 22 | 11 | 42 | 55 | 45 | 35 | 24 | 18 |
| 6,000.00 - 6,999.99 | 210 | 16 | 9 | 16 | 20 | 10 | 14 | 22 | 31 | 32 | 22 | 18 |
| 7,000.00 - 7,999.99 | 121 | 15 | 11 | 16 | 16 | 10 | 14 | 7 | 13 | 8 | 5 | 6 |
| 8,000.00 - 8,999.99 | 57 | 12 | 4 | 9 | 7 | 8 | 5 | 6 | 2 | 3 | 1 | 0 |
| 9,000.00 - 9,999.99 | 115 | 13 | 10 | 14 | 20 | 17 | 18 | 7 | 10 | 5 | 0 | 1 |
| 10,000.00 - 10,999.99 | 114 | 21 | 14 | 16 | 17 | 14 | 11 | 7 | 5 | 5 | 3 | 1 |
| 11,000.00 - 11,999.99 | 35 | 1 | 3 | 1 | 4 | 2 | 4 | 13 | 2 | 4 | 1 | 0 |
| 12,000.00 - 12,999.99 | 32 | 4 | 1 | 4 | 3 | 0 | 10 | 4 | 2 | 4 | 0 | 0 |
| 13,000.00 - más | 42 | 10 | 1 | 5 | 4 | 3 | 3 | 7 | 3 | 3 | 2 | 1 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 18
Número de Trabajadores Nombrados
Por Grupo Etario, Según Rango Salarial
Año 2014

| RANGO SALARIAL (Q) | GRUPO ETARIO | | | | | | | | | | | |
|-----------------------|---------------|------------|------------|--------------|--------------|--------------|--------------|--------------|------------|------------|-----------|--|
| | Total | 18 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45 - 49 | 50 - 54 | 55 - 59 | 60 - 64 | 65 y más | |
| Total | 11,439 | 375 | 747 | 1,668 | 1,903 | 2,024 | 2,101 | 1,900 | 540 | 150 | 31 | |
| 0.00 - 2,499.99 | 1,197 | 12 | 52 | 161 | 166 | 220 | 252 | 255 | 59 | 17 | 3 | |
| 2,500.00 - 2,999.99 | 2,343 | 150 | 175 | 371 | 437 | 451 | 359 | 280 | 82 | 31 | 7 | |
| 3,000.00 - 3,499.99 | 1,366 | 174 | 300 | 282 | 214 | 138 | 122 | 93 | 26 | 12 | 5 | |
| 3,500.00 - 3,999.99 | 3,315 | 23 | 128 | 540 | 673 | 657 | 642 | 515 | 115 | 19 | 3 | |
| 4,000.00 - 4,499.99 | 888 | 4 | 28 | 116 | 136 | 188 | 195 | 178 | 37 | 5 | 1 | |
| 4,500.00 - 4,999.99 | 309 | 8 | 24 | 45 | 30 | 32 | 57 | 77 | 22 | 12 | 2 | |
| 5,000.00 - 5,999.99 | 562 | 2 | 7 | 39 | 82 | 110 | 131 | 154 | 28 | 8 | 1 | |
| 6,000.00 - 6,999.99 | 282 | 1 | 6 | 19 | 34 | 48 | 75 | 71 | 23 | 5 | 0 | |
| 7,000.00 - 7,999.99 | 174 | 1 | 8 | 22 | 28 | 26 | 30 | 39 | 17 | 3 | 0 | |
| 8,000.00 - 8,999.99 | 85 | 0 | 4 | 5 | 7 | 18 | 23 | 13 | 14 | 1 | 0 | |
| 9,000.00 - 9,999.99 | 254 | 0 | 8 | 27 | 26 | 30 | 43 | 60 | 45 | 11 | 4 | |
| 10,000.00 - 10,999.99 | 277 | 0 | 3 | 27 | 39 | 56 | 75 | 43 | 25 | 8 | 1 | |
| 11,000.00 - 11,999.99 | 90 | 0 | 1 | 5 | 4 | 14 | 25 | 27 | 8 | 4 | 2 | |
| 12,000.00 - 12,999.99 | 121 | 0 | 0 | 2 | 9 | 14 | 33 | 43 | 17 | 3 | 0 | |
| 13,000.00 - más | 176 | 0 | 3 | 7 | 18 | 22 | 39 | 52 | 22 | 11 | 2 | |

Fuente: Subgerencia de Recursos Humanos

CUADRO 19
Número de Trabajadores Nombrados Sexo Masculino
Por Grupo Etario, Según Rango Salarial
Año 2014

| RANGO SALARIAL (Q) | GRUPO ETARIO | | | | | | | | | | |
|-----------------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| | Total | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45 - 49 | 50 - 54 | 55 - 59 | 60 - 64 | 65 y más |
| Total | 4,228 | 226 | 300 | 593 | 687 | 702 | 719 | 634 | 250 | 90 | 27 |
| 0.00 - 2,499.99 | 382 | 88 | 56 | 71 | 61 | 48 | 32 | 15 | 6 | 6 | 4 |
| 2,500.00 - 2,999.99 | 1,055 | 47 | 63 | 133 | 181 | 218 | 208 | 134 | 43 | 19 | 5 |
| 3,000.00 - 3,499.99 | 542 | 74 | 106 | 83 | 84 | 67 | 54 | 47 | 16 | 7 | 3 |
| 3,500.00 - 3,999.99 | 897 | 8 | 42 | 187 | 210 | 164 | 136 | 109 | 33 | 6 | 2 |
| 4,000.00 - 4,499.99 | 213 | 2 | 10 | 38 | 29 | 39 | 40 | 41 | 11 | 2 | 1 |
| 4,500.00 - 4,999.99 | 142 | 3 | 10 | 18 | 6 | 11 | 30 | 42 | 13 | 7 | 2 |
| 5,000.00 - 5,999.99 | 264 | 2 | 2 | 16 | 35 | 46 | 61 | 72 | 21 | 8 | 1 |
| 6,000.00 - 6,999.99 | 72 | 1 | 2 | 3 | 10 | 10 | 13 | 18 | 12 | 3 | 0 |
| 7,000.00 - 7,999.99 | 53 | 1 | 3 | 8 | 9 | 10 | 7 | 10 | 3 | 2 | 0 |
| 8,000.00 - 8,999.99 | 28 | 0 | 0 | 2 | 2 | 6 | 7 | 5 | 5 | 1 | 0 |
| 9,000.00 - 9,999.99 | 139 | 0 | 3 | 16 | 15 | 18 | 13 | 31 | 30 | 9 | 4 |
| 10,000.00 - 10,999.99 | 163 | 0 | 2 | 12 | 18 | 31 | 49 | 24 | 21 | 5 | 1 |
| 11,000.00 - 11,999.99 | 55 | 0 | 1 | 1 | 3 | 8 | 20 | 12 | 5 | 3 | 2 |
| 12,000.00 - 12,999.99 | 89 | 0 | 0 | 1 | 8 | 12 | 22 | 32 | 12 | 2 | 0 |
| 13,000.00 - más | 134 | 0 | 0 | 4 | 16 | 14 | 27 | 42 | 19 | 10 | 2 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 20
Número de Trabajadores Nombrados Sexo Femenino
Por Grupo Etario, Según Rango Salarial
Año 2014

| RANGO SALARIAL (Q) | GRUPO ETARIO | | | | | | | | | | |
|-----------------------|--------------|------------|------------|--------------|--------------|--------------|--------------|--------------|------------|-----------|----------|
| | Total | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45 - 49 | 50 - 54 | 55 - 59 | 60 - 64 | 65 y más |
| Total | 7,211 | 321 | 614 | 1,132 | 1,302 | 1,273 | 1,223 | 1,046 | 243 | 50 | 7 |
| 0.00 - 2,499.99 | 771 | 87 | 151 | 147 | 183 | 123 | 61 | 20 | 6 | 1 | 2 |
| 2,500.00 - 2,999.99 | 1307 | 112 | 112 | 238 | 256 | 233 | 151 | 146 | 39 | 12 | 2 |
| 3,000.00 - 3,499.99 | 841 | 100 | 206 | 199 | 130 | 71 | 68 | 46 | 10 | 5 | 2 |
| 3,500.00 - 3,999.99 | 2426 | 15 | 86 | 353 | 471 | 493 | 506 | 406 | 82 | 13 | 1 |
| 4,000.00 - 4,499.99 | 675 | 2 | 18 | 78 | 107 | 149 | 155 | 137 | 26 | 3 | 0 |
| 4,500.00 - 4,999.99 | 167 | 5 | 14 | 27 | 24 | 21 | 27 | 35 | 9 | 5 | 0 |
| 5,000.00 - 5,999.99 | 298 | 0 | 5 | 23 | 47 | 64 | 70 | 82 | 7 | 0 | 0 |
| 6,000.00 - 6,999.99 | 210 | 0 | 4 | 16 | 24 | 38 | 62 | 53 | 11 | 2 | 0 |
| 7,000.00 - 7,999.99 | 121 | 0 | 5 | 14 | 19 | 16 | 23 | 29 | 14 | 1 | 0 |
| 8,000.00 - 8,999.99 | 57 | 0 | 4 | 3 | 5 | 12 | 16 | 8 | 9 | 0 | 0 |
| 9,000.00 - 9,999.99 | 115 | 0 | 5 | 11 | 11 | 12 | 30 | 29 | 15 | 2 | 0 |
| 10,000.00 - 10,999.99 | 114 | 0 | 1 | 15 | 21 | 25 | 26 | 19 | 4 | 3 | 0 |
| 11,000.00 - 11,999.99 | 35 | 0 | 0 | 4 | 1 | 6 | 5 | 15 | 3 | 1 | 0 |
| 12,000.00 - 12,999.99 | 32 | 0 | 0 | 1 | 1 | 2 | 11 | 11 | 5 | 1 | 0 |
| 13,000.00 - más | 42 | 0 | 3 | 3 | 2 | 8 | 12 | 10 | 3 | 1 | 0 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 21
Número de Trabajadores Nombrados Sexo Masculino
Por Años de Servicio, Según Rango de Edad
Año 2014

| RANGO DE EDAD | AÑOS DE SERVICIO | | | | | | | | |
|------------------|------------------|------------|------------|------------|------------|------------|------------|-----------|-----------|
| | Total | 0 - 4 | 5 - 9 | 10- 14 | 15 - 19 | 20 - 24 | 25 - 29 | 30-34 | 35 y más |
| Total | 4,228 | 878 | 811 | 954 | 906 | 405 | 193 | 71 | 10 |
| 20 - 24 | 169 | 169 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25 - 29 | 338 | 275 | 62 | 1 | 0 | 0 | 0 | 0 | 0 |
| 30 - 34 | 467 | 128 | 215 | 124 | 0 | 0 | 0 | 0 | 0 |
| 35 - 39 | 697 | 123 | 184 | 230 | 160 | 0 | 0 | 0 | 0 |
| 40 - 44 | 694 | 87 | 154 | 185 | 211 | 57 | 0 | 0 | 0 |
| 45 - 49 | 726 | 44 | 120 | 187 | 204 | 113 | 58 | 0 | 0 |
| 50 - 54 | 664 | 28 | 44 | 121 | 211 | 135 | 92 | 33 | 0 |
| 55 - 59 | 320 | 13 | 20 | 60 | 103 | 76 | 24 | 22 | 2 |
| 60 - 64 | 119 | 7 | 10 | 36 | 14 | 21 | 12 | 14 | 5 |
| 65 - 69 | 25 | 2 | 2 | 7 | 3 | 3 | 5 | 1 | 2 |
| 70 - 74 | 8 | 2 | 0 | 2 | 0 | 0 | 2 | 1 | 1 |
| 75 - 80 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 22
Número de Trabajadores Nombrados Sexo Femenino
Por Años de Servicio, Según Rango de Edad
Año 2014

| RANGO DE EDAD | AÑOS DE SERVICIO | | | | | | | | |
|---------------|------------------|--------------|--------------|--------------|--------------|------------|------------|------------|----------|
| | Total | 0 - 4 | 5 - 9 | 10- 14 | 15 - 19 | 20 - 24 | 25 - 29 | 30-34 | 35 y más |
| Total | 7,211 | 1,282 | 1,307 | 1,437 | 1,802 | 874 | 348 | 153 | 8 |
| 20 - 24 | 200 | 200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25 - 29 | 448 | 320 | 125 | 3 | 0 | 0 | 0 | 0 | 0 |
| 30 - 34 | 964 | 327 | 399 | 235 | 3 | 0 | 0 | 0 | 0 |
| 35 - 39 | 1506 | 271 | 333 | 419 | 483 | 0 | 0 | 0 | 0 |
| 40 - 44 | 1296 | 105 | 267 | 334 | 441 | 147 | 2 | 0 | 0 |
| 45 - 49 | 1243 | 34 | 127 | 278 | 402 | 328 | 74 | 0 | 0 |
| 50 - 54 | 1099 | 17 | 41 | 121 | 349 | 260 | 206 | 104 | 1 |
| 55 - 59 | 369 | 5 | 12 | 42 | 99 | 111 | 56 | 41 | 3 |
| 60 - 64 | 77 | 3 | 3 | 4 | 24 | 25 | 8 | 7 | 3 |
| 65 - 69 | 7 | 0 | 0 | 1 | 1 | 3 | 0 | 1 | 1 |
| 75 - 80 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |

Fuente: Subgerencia de Recursos Humanos



CAPÍTULO III

Trabajadores
Temporales
del IGSS (021, 022 y 023)

CAPÍTULO III

Trabajadores Temporales del IGSS (021, 022, y 023)

CUADRO 23
Número de Trabajadores Temporales y Salario Mensual
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 4,965 | 20,771,557.58 | 1,906 | 5,998,707.80 | 47 | 566,589.17 | 1,312 | 4,627,061.07 | 912 | 7,170,708.26 | 285 | 1,133,527.92 | 503 | 1,274,963.36 |
| Guatemala | 3,406 | 14,849,983.05 | 1,243 | 4,076,171.33 | 36 | 504,595.13 | 903 | 3,193,977.90 | 676 | 5,349,248.70 | 218 | 885,945.96 | 330 | 840,044.03 |
| Resto Departamentos | 1,559 | 5,921,574.53 | 663 | 1,922,536.47 | 11 | 61,994.04 | 409 | 1,433,083.17 | 236 | 1,821,459.56 | 67 | 247,581.96 | 173 | 434,919.33 |
| El Progreso | 56 | 217,707.69 | 29 | 85,756.23 | 2 | 10,669.29 | 9 | 31,430.43 | 7 | 64,897.68 | 1 | 4,272.45 | 8 | 20,681.61 |
| Sacatepéquez | 78 | 308,646.06 | 33 | 110,079.92 | 0 | - | 17 | 57,102.75 | 10 | 76,395.06 | 8 | 37,907.48 | 10 | 27,160.85 |
| Chimaltenango | 42 | 122,451.87 | 34 | 89,263.14 | 1 | 4,859.17 | 2 | 6,865.80 | 2 | 13,663.00 | 0 | - | 3 | 7,800.76 |
| Escuintla | 270 | 1,062,224.69 | 90 | 255,093.45 | 0 | - | 85 | 294,814.59 | 48 | 384,395.84 | 11 | 38,095.32 | 36 | 89,825.49 |
| Santa Rosa | 48 | 188,019.89 | 23 | 69,698.40 | 0 | - | 10 | 34,863.33 | 7 | 62,415.30 | 0 | - | 8 | 21,042.86 |
| Sololá | 23 | 106,969.23 | 10 | 26,780.47 | 0 | - | 6 | 21,666.06 | 6 | 56,163.28 | 0 | - | 1 | 2,359.42 |
| Totonicapán | 12 | 35,371.56 | 8 | 20,700.60 | 0 | - | 1 | 3,432.90 | 2 | 8,878.64 | 0 | - | 1 | 2,359.42 |
| Quetzaltenango | 129 | 465,086.40 | 53 | 164,514.73 | 0 | - | 47 | 165,620.94 | 17 | 99,682.96 | 5 | 18,029.33 | 7 | 17,238.44 |
| Suchitepéquez | 194 | 719,486.19 | 58 | 159,322.42 | 1 | 6,185.12 | 61 | 216,902.22 | 25 | 205,008.92 | 13 | 44,200.41 | 36 | 87,867.10 |
| Retalhuleu | 125 | 492,246.88 | 46 | 134,778.79 | 0 | - | 42 | 148,456.44 | 26 | 173,335.88 | 8 | 27,513.76 | 3 | 8,162.01 |
| San Marcos | 70 | 239,471.35 | 43 | 116,694.86 | 1 | 4,859.17 | 11 | 38,296.23 | 7 | 56,443.68 | 2 | 8,298.39 | 6 | 14,879.02 |
| Huehuetenango | 32 | 131,169.12 | 18 | 49,796.76 | 1 | 4,859.17 | 4 | 13,731.60 | 6 | 55,342.08 | 0 | - | 3 | 7,439.51 |
| Quiché | 46 | 178,187.33 | 20 | 56,652.29 | 0 | - | 9 | 30,896.10 | 7 | 63,230.40 | 1 | 4,272.45 | 9 | 23,136.09 |
| Baja Verapaz | 28 | 104,198.03 | 13 | 43,348.44 | 1 | 4,859.17 | 5 | 17,164.50 | 3 | 21,808.40 | 1 | 4,859.17 | 5 | 12,158.35 |
| Alta Verapaz | 41 | 137,990.28 | 24 | 69,233.32 | 0 | - | 8 | 27,463.20 | 4 | 27,694.36 | 1 | 3,439.22 | 4 | 10,160.18 |
| Petén | 62 | 238,489.12 | 37 | 116,384.61 | 3 | 20,843.78 | 7 | 24,030.30 | 7 | 54,997.04 | 1 | 4,272.45 | 7 | 17,960.94 |
| Izabal | 126 | 484,694.98 | 45 | 127,423.62 | 1 | 4,859.17 | 40 | 140,521.98 | 20 | 151,268.28 | 11 | 38,664.65 | 9 | 21,957.28 |
| Zacapa | 101 | 397,636.17 | 40 | 112,857.94 | 0 | - | 28 | 100,395.84 | 19 | 145,852.50 | 4 | 13,756.88 | 10 | 24,773.01 |
| Chiquimula | 28 | 113,799.32 | 11 | 32,117.68 | 0 | - | 8 | 27,997.53 | 6 | 46,244.60 | 0 | - | 3 | 7,439.51 |
| Jalapa | 22 | 87,721.01 | 8 | 20,966.79 | 0 | - | 6 | 20,597.40 | 4 | 35,639.34 | 0 | - | 4 | 10,517.48 |
| Jutiapa | 26 | 90,007.36 | 20 | 61,072.01 | 0 | - | 3 | 10,833.03 | 3 | 18,102.32 | 0 | - | 0 | - |

Fuente: Subgerencia de Recursos Humanos

CUADRO 24
Número de Trabajadores Temporales Sexo Masculino y Salario Mensual
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 1,832 | 8,223,900.05 | 670 | 2,196,362.18 | 28 | 360,063.66 | 291 | 1,020,367.02 | 429 | 3,385,048.73 | 93 | 420,076.05 | 321 | 841,982.41 |
| Guatemala | 1,245 | 5,890,921.31 | 435 | 1,479,442.70 | 24 | 334,360.71 | 184 | 648,237.75 | 320 | 2,537,313.03 | 69 | 329,130.33 | 213 | 562,436.79 |
| Resto Departamentos | 587 | 2,332,978.74 | 235 | 716,919.48 | 4 | 25,702.95 | 107 | 372,129.27 | 109 | 847,735.70 | 24 | 90,945.72 | 108 | 279,545.62 |
| El Progreso | 35 | 123,914.69 | 18 | 49,663.76 | 1 | 7,798.99 | 5 | 15,159.20 | 4 | 35,511.00 | 0 | - | 2 | 4,068.84 |
| Sacatepéquez | 22 | 87,633.09 | 11 | 28,586.23 | 1 | 7,798.99 | 1 | 3,132.90 | 4 | 35,182.58 | 2 | 16,438.93 | 1 | 1,968.79 |
| Chimaltenango | 14 | 35,310.80 | 8 | 17,141.37 | 1 | 4,679.17 | 0 | - | 1 | 4,271.92 | 0 | - | 1 | 2,034.42 |
| Escuintla | 78 | 288,717.16 | 22 | 52,806.90 | 1 | 3,037.95 | 20 | 63,764.54 | 19 | 131,116.23 | 3 | 9,932.31 | 6 | 11,576.62 |
| Santa Rosa | 22 | 79,787.37 | 8 | 21,921.20 | 1 | 7,798.99 | 3 | 8,287.03 | 3 | 24,129.27 | 0 | - | 0 | - |
| Sololá | 5 | 14,620.58 | 1 | 2,129.48 | 0 | - | 3 | 9,395.52 | 1 | 3,095.58 | 0 | - | 0 | - |
| Totonicapán | 6 | 19,424.10 | 2 | 4,472.06 | 0 | - | 2 | 6,265.80 | 2 | 8,686.24 | 0 | - | 0 | - |
| Quetzaltenango | 40 | 141,540.74 | 15 | 38,448.45 | 0 | - | 7 | 23,238.96 | 11 | 61,713.01 | 2 | 6,878.44 | 3 | 6,103.26 |
| Suchitepéquez | 55 | 168,371.13 | 18 | 42,664.28 | 1 | 8,058.96 | 7 | 21,829.24 | 9 | 48,716.87 | 4 | 12,986.18 | 10 | 20,495.06 |
| Retalhuleu | 41 | 135,468.47 | 8 | 17,334.06 | 0 | - | 16 | 47,344.65 | 9 | 50,125.55 | 7 | 24,074.54 | 2 | 4,163.90 |
| San Marcos | 31 | 115,083.22 | 13 | 31,222.62 | 2 | 9,358.34 | 3 | 8,792.34 | 7 | 51,091.73 | 1 | 3,439.22 | 3 | 6,037.63 |
| Huehuetenango | 15 | 57,777.09 | 6 | 14,367.84 | 0 | - | 3 | 9,398.70 | 3 | 27,521.04 | 0 | - | 2 | 4,068.84 |
| Quiché | 15 | 40,849.22 | 4 | 10,281.59 | 0 | - | 4 | 12,531.60 | 1 | 4,414.32 | 0 | - | 2 | 4,095.21 |
| Baja Verapaz | 5 | 18,101.02 | 2 | 4,121.58 | 0 | - | 1 | 3,132.90 | 1 | 8,877.75 | 0 | - | 1 | 1,968.79 |
| Alta Verapaz | 14 | 39,340.68 | 3 | 6,601.54 | 0 | - | 3 | 9,196.58 | 2 | 8,686.24 | 1 | 3,439.22 | 1 | 2,034.42 |
| Petén | 27 | 92,128.06 | 14 | 40,580.22 | 2 | 19,891.85 | 3 | 9,297.64 | 2 | 8,828.64 | 0 | - | 2 | 4,003.21 |
| Izabal | 35 | 105,810.91 | 16 | 35,451.07 | 1 | 4,528.23 | 8 | 24,962.14 | 5 | 26,688.56 | 3 | 10,317.66 | 0 | - |
| Zacapa | 25 | 103,165.06 | 7 | 16,676.63 | 1 | 11,764.24 | 4 | 12,528.42 | 5 | 42,401.99 | 1 | 3,439.22 | 3 | 6,132.69 |
| Chiquimula | 6 | 23,711.29 | 2 | 6,303.02 | 0 | - | 2 | 6,265.80 | 1 | 9,173.68 | 0 | - | 1 | 1,968.79 |
| Jalapa | 8 | 32,543.98 | 2 | 4,403.37 | 0 | - | 3 | 9,297.64 | 2 | 16,808.55 | 0 | - | 1 | 2,034.42 |
| Jutiapa | 4 | 18,222.04 | 1 | 3,037.95 | 0 | - | 0 | - | 2 | 13,149.67 | 0 | - | 1 | 2,034.42 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 25
Número de Trabajadores Temporales Sexo Femenino y Salario Mensual
Por Área de Servicio, Según Departamento de la República
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---------------------|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 3,133 | 12,547,657.53 | 1,236 | 3,802,345.62 | 19 | 206,525.51 | 1,021 | 3,606,694.05 | 483 | 3,785,659.53 | 192 | 713,451.87 | 182 | 432,980.95 |
| Guatemala | 2,161 | 8,959,061.74 | 808 | 2,596,728.63 | 12 | 170,234.42 | 719 | 2,545,740.15 | 356 | 2,811,935.67 | 149 | 556,815.63 | 117 | 277,607.24 |
| Resto Departamentos | 972 | 3,588,595.79 | 428 | 1,205,616.99 | 7 | 36,291.09 | 302 | 1,060,953.90 | 127 | 973,723.86 | 43 | 156,636.24 | 65 | 155,373.71 |
| El Progreso | 28 | 122,056.85 | 15 | 44,039.44 | 2 | 10,669.29 | 4 | 14,265.93 | 5 | 46,450.32 | 1 | 4,272.45 | 1 | 2,359.42 |
| Sacatepéquez | 46 | 168,656.58 | 15 | 47,899.03 | 0 | - | 17 | 57,102.75 | 5 | 33,666.94 | 6 | 21,468.55 | 3 | 8,519.31 |
| Chimaltenango | 27 | 72,220.91 | 24 | 61,569.42 | 1 | 4,859.17 | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 2,359.42 |
| Escuintla | 169 | 618,105.47 | 62 | 172,315.85 | 0 | - | 63 | 218,222.13 | 21 | 163,918.12 | 8 | 28,163.01 | 15 | 35,486.36 |
| Santa Rosa | 24 | 87,415.05 | 15 | 45,476.54 | 0 | - | 6 | 21,131.73 | 2 | 18,447.36 | 0 | - | 1 | 2,359.42 |
| Sololá | 16 | 72,362.96 | 7 | 18,432.29 | 0 | - | 4 | 14,265.93 | 4 | 37,305.32 | 0 | - | 1 | 2,359.42 |
| Totonicapán | 7 | 18,597.10 | 5 | 12,804.78 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 2,359.42 |
| Quetzaltenango | 87 | 285,352.96 | 34 | 89,481.66 | 0 | - | 38 | 133,121.85 | 10 | 46,879.72 | 3 | 11,150.89 | 2 | 4,718.84 |
| Suchitepéquez | 141 | 530,892.67 | 40 | 108,993.28 | 1 | 6,185.12 | 54 | 192,871.92 | 17 | 144,059.48 | 9 | 31,214.23 | 20 | 47,568.64 |
| Retalhuleu | 67 | 254,669.32 | 28 | 78,660.93 | 0 | - | 27 | 96,428.61 | 11 | 76,140.56 | 1 | 3,439.22 | 0 | - |
| San Marcos | 36 | 107,633.66 | 24 | 63,538.90 | 0 | - | 8 | 27,997.53 | 2 | 8,878.64 | 1 | 4,859.17 | 1 | 2,359.42 |
| Huehuetenango | 15 | 63,275.96 | 10 | 27,312.85 | 1 | 4,859.17 | 1 | 3,432.90 | 3 | 27,671.04 | 0 | - | 0 | - |
| Quiché | 28 | 112,591.90 | 14 | 38,115.51 | 0 | - | 4 | 13,731.60 | 5 | 46,939.60 | 1 | 4,272.45 | 4 | 9,532.74 |
| Baja Verapaz | 18 | 67,760.54 | 9 | 31,446.36 | 1 | 4,859.17 | 4 | 13,731.60 | 1 | 8,145.40 | 1 | 4,859.17 | 2 | 4,718.84 |
| Alta Verapaz | 28 | 97,411.21 | 19 | 53,625.83 | 0 | - | 4 | 13,731.60 | 4 | 27,694.36 | 0 | - | 1 | 2,359.42 |
| Petén | 36 | 149,591.01 | 23 | 71,730.75 | 1 | 4,859.17 | 4 | 13,731.60 | 7 | 54,997.04 | 1 | 4,272.45 | 0 | - |
| Izabal | 81 | 310,357.97 | 27 | 78,717.75 | 0 | - | 29 | 102,225.75 | 11 | 86,910.96 | 8 | 28,346.99 | 6 | 14,156.52 |
| Zacapa | 61 | 242,820.79 | 25 | 70,752.86 | 0 | - | 20 | 72,398.31 | 11 | 84,633.12 | 3 | 10,317.66 | 2 | 4,718.84 |
| Chiquimula | 22 | 89,786.56 | 8 | 22,403.89 | 0 | - | 7 | 24,564.63 | 5 | 38,099.20 | 0 | - | 2 | 4,718.84 |
| Jalapa | 15 | 55,856.15 | 6 | 15,525.45 | 0 | - | 5 | 17,164.50 | 2 | 18,447.36 | 0 | - | 2 | 4,718.84 |
| Jutiapa | 20 | 61,180.17 | 18 | 52,773.62 | 0 | - | 1 | 3,967.23 | 1 | 4,439.32 | 0 | - | 0 | - |

Fuente: Subgerencia de Recursos Humanos

CUADRO 26
Número de Trabajadores Temporales y Salario Mensual
Por Área de Servicio
Según Dependencia, Departamento de Guatemala
Año 2014

| Dependencia | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---|------------------------|----------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 3,406 | 14,849,983.05 | 1,243 | 4,076,171.33 | 36 | 504,595.13 | 903 | 3,193,977.90 | 676 | 5,349,248.70 | 218 | 885,945.96 | 330 | 840,044.03 |
| Oficinas Centrales | 976 | 3,946,158.79 | 695 | 2,491,807.15 | 33 | 489,471.09 | 51 | 180,497.31 | 17 | 150,916.48 | 40 | 269,615.09 | 140 | 363,851.67 |
| CAMIP 3 Zunil | 83 | 328,277.06 | 47 | 155,573.91 | 1 | 4,859.17 | 17 | 58,306.63 | 12 | 90,157.44 | 3 | 11,150.89 | 3 | 8,229.02 |
| CAMIP II, Barranquilla | 78 | 273,421.63 | 51 | 159,884.46 | 0 | - | 20 | 66,804.49 | 4 | 34,748.56 | 3 | 11,984.12 | 0 | - |
| Centro de Atención Médica Integral de Salud Mental | 25 | 108,599.18 | 9 | 26,979.55 | 0 | - | 2 | 7,400.13 | 8 | 59,511.61 | 0 | - | 6 | 14,707.89 |
| Centro de Atención Médica Integral para Pensionados | 101 | 356,353.43 | 61 | 161,994.15 | 0 | - | 8 | 27,463.20 | 13 | 118,690.08 | 1 | 4,272.45 | 18 | 43,933.55 |
| Consultorio de Fraijanes | 5 | 22,493.64 | 2 | 5,893.70 | 0 | - | 1 | 3,432.90 | 1 | 10,712.56 | 0 | - | 1 | 2,454.48 |
| Consultorio de Palencia | 4 | 19,060.74 | 3 | 8,348.18 | 0 | - | 0 | - | 1 | 10,712.56 | 0 | - | 0 | - |
| Consultorio de San José Pinula | 19 | 81,068.92 | 8 | 21,152.96 | 0 | - | 4 | 13,731.60 | 4 | 38,383.60 | 0 | - | 3 | 7,800.76 |
| Consultorio de Villa Canales | 11 | 50,945.65 | 4 | 10,616.49 | 0 | - | 3 | 10,298.70 | 3 | 27,671.04 | 0 | - | 1 | 2,359.42 |
| Consultorio de Villa Nueva | 86 | 324,153.99 | 47 | 135,411.28 | 0 | - | 13 | 44,627.70 | 11 | 98,996.60 | 9 | 30,505.58 | 6 | 14,612.83 |
| Consultorio Finca Santa Leonarda | 6 | 23,184.33 | 4 | 11,601.23 | 0 | - | 0 | - | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Hospital de Gineco Obstetricia | 322 | 1,532,977.73 | 29 | 82,898.72 | 0 | - | 171 | 593,880.22 | 101 | 789,719.56 | 13 | 45,744.46 | 8 | 20,734.77 |
| Hospital de Rehabilitación | 107 | 449,306.09 | 19 | 63,673.36 | 1 | 4,859.17 | 21 | 82,000.86 | 16 | 136,719.52 | 37 | 127,900.39 | 13 | 34,152.79 |
| Hospital Dr. Juan José Arévalo Bermejo | 337 | 1,542,842.80 | 50 | 138,425.41 | 0 | - | 124 | 441,421.69 | 108 | 813,718.79 | 16 | 52,715.42 | 39 | 96,561.49 |
| Hospital General de Accidentes "Ceibal" | 324 | 1,480,121.95 | 28 | 73,170.65 | 0 | - | 147 | 510,277.32 | 100 | 753,540.48 | 20 | 71,364.01 | 29 | 71,769.49 |
| Hospital General de Enfermedades | 594 | 2,957,277.32 | 53 | 152,439.65 | 0 | - | 248 | 899,951.90 | 224 | 1,697,257.82 | 37 | 126,886.79 | 32 | 80,741.16 |
| Laboratorio de Farmacia | 1 | 2,359.42 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Periférica Zona 11 | 56 | 226,272.57 | 21 | 60,819.35 | 0 | - | 17 | 61,835.72 | 9 | 78,063.52 | 4 | 13,756.88 | 5 | 11,797.10 |
| Periférica Zona 5 | 70 | 236,161.46 | 27 | 76,620.15 | 0 | - | 20 | 71,573.19 | 8 | 45,932.00 | 6 | 20,249.97 | 9 | 21,786.15 |
| Policlínica | 35 | 128,522.50 | 21 | 55,643.08 | 0 | - | 4 | 14,265.93 | 5 | 43,972.24 | 1 | 3,439.22 | 4 | 11,202.03 |
| Unidad Asistencial de Amatitlán | 21 | 85,959.69 | 8 | 20,966.79 | 0 | - | 6 | 20,597.40 | 4 | 36,237.44 | 1 | 3,439.22 | 2 | 4,718.84 |
| Unidad Asistencial de San Juan Sacatepéquez | 4 | 11,781.08 | 3 | 8,348.18 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Unidad de Consulta Externa Enfermedades | 141 | 662,683.08 | 53 | 153,902.93 | 1 | 5,405.70 | 25 | 82,178.11 | 26 | 304,363.12 | 27 | 92,921.47 | 9 | 23,911.75 |

Fuente: Subgerencia de Recursos Humanos

CUADRO 27
Número de Trabajadores Temporales y Salario Mensual
Por Área de Servicio, Según Dependencia
Oficinas Centrales
Año 2014

| DEPENDENCIA | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 976 | 3,946,158.79 | 695 | 2,491,807.15 | 33 | 489,471.09 | 51 | 180,497.31 | 17 | 150,916.48 | 40 | 269,615.09 | 140 | 363,851.67 |
| Clinica de Personal Oficinas Centrales | 3 | 9,142.38 | 2 | 5,175.15 | 0 | - | 1 | 3,967.23 | 0 | - | 0 | - | 0 | - |
| Contraloría General del Instituto Guatemalteco de Seguridad Social | 7 | 56,410.85 | 5 | 28,475.99 | 1 | 14,935.15 | 0 | - | 0 | - | 1 | 12,999.71 | 0 | - |
| Departamento Actuarial y Estadístico | 2 | 12,370.24 | 2 | 12,370.24 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Auditoría de Servicios de Salud | 6 | 33,717.53 | 4 | 12,376.89 | 0 | - | 0 | - | 2 | 21,340.64 | 0 | - | 0 | - |
| Departamento de Abastecimientos | 8 | 34,620.54 | 8 | 34,620.54 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Auditoría Interna | 2 | 5,175.15 | 2 | 5,175.15 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Auditoría Interna | 12 | 77,339.87 | 11 | 60,191.12 | 1 | 17,148.75 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento De Cambio Institucional | 4 | 37,537.41 | 2 | 9,718.34 | 2 | 27,819.07 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Capacitación y Desarrollo | 11 | 51,853.39 | 8 | 40,949.07 | 0 | - | 2 | 8,544.90 | 0 | - | 0 | - | 1 | 2,359.42 |
| Departamento de Contabilidad | 28 | 89,532.46 | 28 | 89,532.46 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Informática | 20 | 152,119.56 | 9 | 38,554.22 | 0 | - | 0 | - | 0 | - | 8 | 103,247.68 | 3 | 10,317.66 |
| Departamento de Inversiones | 2 | 12,512.64 | 2 | 12,512.64 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Medicina Preventiva | 15 | 62,597.91 | 6 | 19,916.77 | 0 | - | 0 | - | 1 | 9,223.68 | 5 | 24,295.85 | 3 | 9,161.61 |
| Departamento de Planificación | 4 | 27,935.08 | 4 | 27,935.08 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Prestaciones en Dinero | 56 | 186,586.22 | 54 | 181,772.32 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 4,813.90 |
| Departamento de Servicios Contratados | 3 | 20,857.56 | 3 | 20,857.56 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Servicios de Apoyo | 23 | 72,687.91 | 15 | 52,633.74 | 0 | - | 0 | - | 0 | - | 0 | - | 8 | 20,054.17 |
| Departamento de Supervisión | 4 | 38,659.11 | 2 | 10,840.04 | 2 | 27,819.07 | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Tesorería | 2 | 11,936.69 | 2 | 11,936.69 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento de Trabajo Social | 12 | 54,074.47 | 0 | - | 0 | - | 0 | - | 0 | - | 12 | 54,074.47 | 0 | - |
| Departamento Jurídico - Laboral | 3 | 13,404.07 | 3 | 13,404.07 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Departamento Legal | 1 | 4,272.45 | 1 | 4,272.45 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Depto Gestión/Planeación del Recurso Humano | 15 | 88,726.93 | 14 | 74,166.78 | 1 | 14,560.15 | 0 | - | 0 | - | 0 | - | 0 | - |
| Depto Medico de Servicios Técnicos | 2 | 4,908.96 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Depto. de Compensaciones y Beneficios | 7 | 25,634.55 | 7 | 25,634.55 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Depto. de Infraestructura Institucional | 8 | 37,265.81 | 8 | 37,265.81 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Depto. de Invalidez Vejez y Sobrevivencia | 87 | 288,534.06 | 87 | 288,534.06 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Depto. Médico Legal y Evaluación de Incapacidad | 1 | 4,859.17 | 1 | 4,859.17 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Dirección de Análisis y Riesgos Financieros | 3 | 34,142.75 | 1 | 4,272.45 | 2 | 29,870.30 | 0 | - | 0 | - | 0 | - | 0 | - |
| División de Mantenimiento | 73 | 199,287.28 | 5 | 17,006.93 | 0 | - | 0 | - | 0 | - | 0 | - | 68 | 182,280.35 |
| División de Registro de Patronos y Trabajadores | 9 | 24,486.03 | 9 | 24,486.03 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| División de Transportes | 8 | 20,871.73 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 6 | 15,962.77 |
| Gerencia | 4 | 31,356.01 | 3 | 16,420.86 | 1 | 14,935.15 | 0 | - | 0 | - | 0 | - | 0 | - |
| Sección de Correspondencia y Archivo | 45 | 113,379.69 | 45 | 113,379.69 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Seguridad e Higiene y Previsión de Accidentes | 2 | 6,107.74 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 6,107.74 |
| Subgerencia Administrativa | 62 | 261,862.15 | 60 | 231,991.85 | 2 | 29,870.30 | 0 | - | 0 | - | 0 | - | 0 | - |
| Subgerencia de Integridad y Transpa. Administrativa | 6 | 47,623.61 | 4 | 17,753.31 | 2 | 29,870.30 | 0 | - | 0 | - | 0 | - | 0 | - |
| Subgerencia de Planificación Y Desarrollo | 37 | 232,981.57 | 27 | 90,561.39 | 7 | 104,546.05 | 0 | - | 0 | - | 3 | 37,874.13 | 0 | - |
| Subgerencia de Prestaciones en Salud | 22 | 137,840.33 | 13 | 35,910.07 | 4 | 59,740.60 | 0 | - | 4 | 39,830.24 | 0 | - | 1 | 2,359.42 |
| Subgerencia de Prestaciones Pecuniarias | 195 | 763,144.03 | 188 | 684,499.44 | 5 | 73,925.75 | 0 | - | 0 | - | 0 | - | 2 | 4,718.84 |
| Subgerencia de Recursos Humanos | 155 | 498,914.17 | 42 | 107,568.03 | 0 | - | 48 | 167,985.18 | 10 | 80,521.92 | 11 | 37,123.25 | 44 | 105,715.79 |
| Subgerencia Financiera | 7 | 58,888.73 | 4 | 14,458.28 | 3 | 44,430.45 | 0 | - | 0 | - | 0 | - | 0 | - |

Fuente: Subgerencia de Recursos Humanos



CUADRO 28
Número de Trabajadores Temporales y Salario Mensual
Por Área de Servicio, Según Departamento y Dependencia
Año 2014

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Total | 1,559 | 5,921,574.53 | 663 | 1,922,536.47 | 11 | 61,994.04 | 409 | 1,433,083.17 | 236 | 1,821,459.56 | 67 | 247,581.96 | 173 | 434,919.33 |
| El Progreso | 56 | 217,707.69 | 29 | 85,756.23 | 2 | 10,669.29 | 9 | 31,430.43 | 7 | 64,897.68 | 1 | 4,272.45 | 8 | 20,681.61 |
| Consultorio de Guastatoya | 48 | 192,009.43 | 22 | 62,417.39 | 2 | 10,669.29 | 9 | 31,430.43 | 7 | 64,897.68 | 1 | 4,272.45 | 7 | 18,322.19 |
| Caja IGSS de Guastatoya | 8 | 25,698.26 | 7 | 23,338.84 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Sacatepéquez | 78 | 308,646.06 | 33 | 110,079.92 | 0 | - | 17 | 57,102.75 | 10 | 76,395.06 | 8 | 37,907.48 | 10 | 27,160.85 |
| Consultorio de Antigua Guatemala | 77 | 305,925.39 | 32 | 107,359.25 | 0 | - | 17 | 57,102.75 | 10 | 76,395.06 | 8 | 37,907.48 | 10 | 27,160.85 |
| Caja IGSS de Antigua Guatemala | 1 | 2,720.67 | 1 | 2,720.67 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Chimaltenango | 42 | 122,451.87 | 34 | 89,263.14 | 1 | 4,859.17 | 2 | 6,865.80 | 2 | 13,663.00 | 0 | - | 3 | 7,800.76 |
| Dirección Departamental de Chimaltenango | 2 | 4,813.90 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Unidad Integral de Patzicía | 3 | 7,895.82 | 3 | 7,895.82 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Chimaltenango | 5 | 19,041.60 | 4 | 9,817.92 | 0 | - | 0 | - | 1 | 9,223.68 | 0 | - | 0 | - |
| Unidad Integral de Pochuta Chimaltenango | 1 | 2,454.48 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Chimaltenango | 11 | 34,271.54 | 8 | 22,252.38 | 1 | 4,859.17 | 0 | - | 1 | 4,439.32 | 0 | - | 1 | 2,720.67 |
| Hospital de Pochuta | 3 | 7,629.63 | 3 | 7,629.63 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Puesto de Salud de Yepocapa | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Delegación IGSS de Chimaltenango | 10 | 26,674.32 | 10 | 26,674.32 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Tecpán Guatemala | 2 | 5,175.15 | 2 | 5,175.15 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Acatenango | 4 | 11,062.53 | 2 | 4,908.96 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 2,720.67 |
| Escuintla | 270 | 1,062,224.69 | 90 | 255,093.45 | 0 | - | 85 | 294,814.59 | 48 | 384,395.84 | 11 | 38,095.32 | 36 | 89,825.49 |
| Caja IGSS de Santa Lucía Cotzumalguapa | 4 | 10,521.43 | 3 | 8,162.01 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Consultorio de Masagua | 7 | 27,777.31 | 4 | 13,473.54 | 0 | - | 0 | - | 1 | 9,223.68 | 0 | - | 2 | 5,080.09 |
| Consultorio de la Gomera | 26 | 96,609.02 | 7 | 18,999.33 | 0 | - | 11 | 37,761.90 | 4 | 29,953.80 | 0 | - | 4 | 9,893.99 |
| Dirección Departamental de Escuintla | 1 | 6,702.52 | 1 | 6,702.52 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de Siqumalá | 6 | 23,630.37 | 3 | 8,614.37 | 0 | - | 1 | 3,432.90 | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Caja IGSS de la Gomera Escuintla | 2 | 5,441.34 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Escuintla | 110 | 474,577.81 | 23 | 60,368.87 | 0 | - | 45 | 156,429.93 | 28 | 218,003.48 | 5 | 17,460.00 | 9 | 22,318.53 |
| Consultorio de la Democracia | 5 | 13,789.52 | 4 | 11,068.85 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,720.67 |
| Hospital de Tiquisate | 54 | 195,765.83 | 17 | 44,308.04 | 0 | - | 13 | 45,696.36 | 7 | 58,446.04 | 5 | 17,196.10 | 12 | 30,119.29 |
| Consultorio de Palín | 5 | 14,672.88 | 2 | 6,159.89 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 2 | 5,080.09 |
| Delegación IGSS de Escuintla | 11 | 34,238.67 | 11 | 34,238.67 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Santa Lucía Cotzumalguapa | 26 | 118,492.28 | 7 | 19,797.90 | 0 | - | 9 | 30,896.10 | 7 | 59,545.16 | 1 | 3,439.22 | 2 | 4,813.90 |
| Delegación IGSS de Tiquisate Escuintla | 3 | 7,800.76 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Consultorio del Puerto de San José | 10 | 32,204.95 | 4 | 12,319.78 | 0 | - | 5 | 17,164.50 | 0 | - | 0 | - | 1 | 2,720.67 |
| Santa Rosa | 48 | 188,019.89 | 23 | 69,698.40 | 0 | - | 10 | 34,863.33 | 7 | 62,415.30 | 0 | - | 8 | 21,042.86 |
| Hospital de Cuilapa | 20 | 92,738.87 | 8 | 24,221.86 | 0 | - | 4 | 14,265.93 | 5 | 46,450.32 | 0 | - | 3 | 7,800.76 |
| Delegación IGSS de Cuilapa | 9 | 30,217.28 | 9 | 30,217.28 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Puesto de Salud de Pueblo Nuevo Viñas | 5 | 16,996.54 | 1 | 2,454.48 | 0 | - | 0 | - | 1 | 6,741.30 | 0 | - | 3 | 7,800.76 |
| Consultorio de Guazacapán | 14 | 48,067.20 | 5 | 12,804.78 | 0 | - | 6 | 20,597.40 | 1 | 9,223.68 | 0 | - | 2 | 5,441.34 |
| Sololá | 23 | 106,969.23 | 10 | 26,780.47 | 0 | - | 6 | 21,666.06 | 6 | 56,163.28 | 0 | - | 1 | 2,359.42 |
| Consultorio de Sololá | 14 | 74,990.68 | 4 | 9,817.92 | 0 | - | 5 | 18,233.16 | 5 | 46,939.60 | 0 | - | 0 | - |
| Caja IGSS de Sololá | 3 | 9,599.11 | 3 | 9,599.11 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de San Lucas Tolimán | 6 | 22,379.44 | 3 | 7,363.44 | 0 | - | 1 | 3,432.90 | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Totonicapán | 12 | 35,371.56 | 8 | 20,700.60 | 0 | - | 1 | 3,432.90 | 2 | 8,878.64 | 0 | - | 1 | 2,359.42 |
| Consultorio de Totonicapán | 10 | 29,930.22 | 6 | 15,259.26 | 0 | - | 1 | 3,432.90 | 2 | 8,878.64 | 0 | - | 1 | 2,359.42 |
| Caja IGSS de Totonicapán | 2 | 5,441.34 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |

Continuación cuadro 28

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|--|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Quetzaltenango | 129 | 465,086.40 | 53 | 164,514.73 | 0 | - | 47 | 165,620.94 | 17 | 99,682.96 | 5 | 18,029.33 | 7 | 17,238.44 |
| Delegación IGSS de Quetzaltenango | 5 | 14,055.71 | 5 | 14,055.71 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Colomba | 1 | 2,454.48 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Colomba | 6 | 17,482.29 | 3 | 7,895.82 | 0 | - | 2 | 6,865.80 | 0 | - | 0 | - | 1 | 2,720.67 |
| Unidad Integral de Coatepeque | 4 | 16,689.89 | 1 | 2,720.67 | 0 | - | 1 | 3,432.90 | 2 | 10,536.32 | 0 | - | 0 | - |
| Dirección Departamental de Quetzaltenango | 3 | 8,229.02 | 3 | 8,229.02 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Coatepeque | 18 | 58,823.28 | 10 | 27,579.04 | 0 | - | 3 | 10,298.70 | 4 | 18,586.12 | 0 | - | 1 | 2,359.42 |
| Hospital de Quetzaltenango | 85 | 324,751.12 | 24 | 83,251.83 | 0 | - | 41 | 145,023.54 | 11 | 70,560.52 | 4 | 13,756.88 | 5 | 12,158.35 |
| Delegación IGSS de Coatepeque Quetzaltenango | 7 | 22,600.61 | 6 | 18,328.16 | 0 | - | 0 | - | 0 | - | 1 | 4,272.45 | 0 | - |
| Suchitepéquez | 194 | 719,486.19 | 58 | 159,322.42 | 1 | 6,185.12 | 61 | 216,902.22 | 25 | 205,008.92 | 13 | 44,200.41 | 36 | 87,867.10 |
| Hospital de Mazatenango | 129 | 515,157.75 | 22 | 62,576.97 | 0 | - | 54 | 192,934.55 | 21 | 169,228.92 | 13 | 44,200.41 | 19 | 46,216.90 |
| Unidad Integral de San José El Ídolo | 2 | 4,813.90 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Hospital de Chicacao | 7 | 25,310.44 | 3 | 7,363.44 | 0 | - | 2 | 6,268.84 | 1 | 9,223.68 | 0 | - | 1 | 2,454.48 |
| Unidad Integral de Río Bravo | 2 | 4,813.90 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Delegación IGSS de Mazatenango | 9 | 26,641.68 | 8 | 23,921.01 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,720.67 |
| Unidad Integral de San Francisco Zapotitlán | 3 | 7,534.57 | 2 | 5,175.15 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Caja IGSS de Chicacao Suchitepequez | 4 | 11,335.04 | 4 | 11,335.04 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Santa Bárbara | 4 | 9,989.05 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 5,080.09 |
| Unidad Integral de Cuyotenango | 5 | 12,443.53 | 4 | 10,084.11 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Unidad Integral de San Antonio | 3 | 7,439.51 | 1 | 2,720.67 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 4,718.84 |
| Hospital de Patulul | 16 | 64,233.25 | 5 | 12,538.59 | 0 | - | 5 | 17,698.83 | 3 | 26,556.32 | 0 | - | 3 | 7,439.51 |
| Dirección Departamental de Suchitepéquez | 3 | 11,983.76 | 1 | 3,439.22 | 1 | 6,185.12 | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Unidad Integral de Santo Domingo | 4 | 9,989.05 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 5,080.09 |
| Caja IGSS de Patulul Suchitepequez | 3 | 7,800.76 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Retalhuleu | 125 | 492,246.88 | 46 | 134,778.79 | 0 | - | 42 | 148,456.44 | 26 | 173,335.88 | 8 | 27,513.76 | 3 | 8,162.01 |
| Dirección Departamental de Retalhuleu | 5 | 19,165.94 | 5 | 19,165.94 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Retalhuleu | 90 | 377,056.92 | 18 | 48,279.64 | 0 | - | 40 | 141,590.64 | 24 | 159,672.88 | 8 | 27,513.76 | 0 | - |
| Delegación IGSS de Retalhuleu | 19 | 55,165.40 | 17 | 49,724.06 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 5,441.34 |
| Consultorio de Champerico | 4 | 17,119.50 | 2 | 5,175.15 | 0 | - | 0 | - | 1 | 9,223.68 | 0 | - | 1 | 2,720.67 |
| Dirección Departamental de Suchitepéquez | 2 | 7,525.04 | 2 | 7,525.04 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de San Felipe | 5 | 16,214.08 | 2 | 4,908.96 | 0 | - | 2 | 6,865.80 | 1 | 4,439.32 | 0 | - | 0 | - |
| San Marcos | 70 | 239,471.35 | 43 | 116,694.86 | 1 | 4,859.17 | 11 | 38,296.23 | 7 | 56,443.68 | 2 | 8,298.39 | 6 | 14,879.02 |
| Unidad Integral de El Tumbador | 5 | 19,924.96 | 2 | 4,908.96 | 0 | - | 1 | 3,432.90 | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Consultorio de Tecún Umán San Marcos | 5 | 15,027.81 | 3 | 8,162.01 | 0 | - | 2 | 6,865.80 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Ixchiguán | 3 | 14,037.58 | 1 | 2,454.48 | 0 | - | 0 | - | 1 | 9,223.68 | 0 | - | 1 | 2,359.42 |
| Caja IGSS de San Marcos | 5 | 13,337.16 | 5 | 13,337.16 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de San Rafael Pié de La Cuesta | 1 | 3,439.22 | 1 | 3,439.22 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de El Tumbador | 12 | 36,514.47 | 5 | 13,257.14 | 0 | - | 3 | 10,298.70 | 1 | 4,439.32 | 1 | 3,439.22 | 2 | 5,080.09 |
| Unidad Integral de Malacatán | 9 | 32,339.80 | 6 | 16,962.55 | 0 | - | 1 | 3,432.90 | 1 | 9,223.68 | 0 | - | 1 | 2,720.67 |
| Unidad Integral de La Reforma | 1 | 2,454.48 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de San Pedro Sacatepéquez | 2 | 5,175.15 | 2 | 5,175.15 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Caja IGSS de El Tumbador San Marcos | 3 | 7,629.63 | 3 | 7,629.63 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Malacatán | 3 | 11,839.45 | 0 | - | 0 | - | 2 | 7,400.13 | 1 | 4,439.32 | 0 | - | 0 | - |
| Unidad Integral de El Quetzal | 2 | 5,887.38 | 1 | 2,454.48 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Dirección Departamental de San Marcos | 7 | 34,668.26 | 5 | 14,774.26 | 0 | - | 0 | - | 2 | 19,894.00 | 0 | - | 0 | - |
| Delegación IGSS de Malacatán San Marcos | 6 | 18,287.44 | 4 | 11,068.85 | 0 | - | 0 | - | 0 | - | 1 | 4,859.17 | 1 | 2,359.42 |
| Unidad Integral de Tecún Umán | 3 | 7,895.82 | 3 | 7,895.82 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de San Marcos | 2 | 8,292.07 | 0 | - | 1 | 4,859.17 | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Nuevo Progreso | 1 | 2,720.67 | 1 | 2,720.67 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |

Continuación cuadro 28

| DEPARTAMENTO | TOTAL | | ADMINISTRATIVO | | EJECUTIVA | | ENFERMERÍA | | PROFESIONAL DE SALUD | | SERVICIOS VARIOS DE APOYO | | TÉCNICA | |
|---|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|---------------------------|---------------------|------------------------|---------------------|
| | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) | Número de trabajadores | Salario mensual (Q) |
| Huehuetenango | 32 | 131,169.12 | 18 | 49,796.76 | 1 | 4,859.17 | 4 | 13,731.60 | 6 | 55,342.08 | 0 | - | 3 | 7,439.51 |
| Unidad Integral de La Democracia | 2 | 6,159.89 | 2 | 6,159.89 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Huehuetenango | 2 | 5,441.34 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Huehuetenango | 26 | 114,126.55 | 12 | 32,754.19 | 1 | 4,859.17 | 4 | 13,731.60 | 6 | 55,342.08 | 0 | - | 3 | 7,439.51 |
| Caja IGSS de Huehuetenango | 2 | 5,441.34 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Quiché | 46 | 178,187.33 | 20 | 56,652.29 | 0 | - | 9 | 30,896.10 | 7 | 63,230.40 | 1 | 4,272.45 | 9 | 23,136.09 |
| Consultorio de San Juan Cotzal | 5 | 13,688.14 | 1 | 2,454.48 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 3 | 7,800.76 |
| Consultorio de Santa Cruz del Quiché | 38 | 155,618.63 | 16 | 45,317.25 | 0 | - | 8 | 27,463.20 | 7 | 63,230.40 | 1 | 4,272.45 | 6 | 15,335.33 |
| Caja IGSS de Santa Cruz de El Quiché | 3 | 8,880.56 | 3 | 8,880.56 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Baja Verapaz | 28 | 104,198.03 | 13 | 43,348.44 | 1 | 4,859.17 | 5 | 17,164.50 | 3 | 21,808.40 | 1 | 4,859.17 | 5 | 12,158.35 |
| Consultorio de Salamá | 20 | 76,532.46 | 7 | 22,901.46 | 1 | 4,859.17 | 5 | 17,164.50 | 3 | 21,808.40 | 0 | - | 4 | 9,798.93 |
| Caja IGSS de Salamá Baja Verapaz | 4 | 14,211.71 | 2 | 6,993.12 | 0 | - | 0 | - | 0 | - | 1 | 4,859.17 | 1 | 2,359.42 |
| Dirección Departamental de Baja Verapaz | 4 | 13,453.86 | 4 | 13,453.86 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Alta Verapaz | 41 | 137,990.28 | 24 | 69,233.32 | 0 | - | 8 | 27,463.20 | 4 | 27,694.36 | 1 | 3,439.22 | 4 | 10,160.18 |
| Dirección Departamental de Alta Verapaz | 5 | 26,528.87 | 4 | 15,858.55 | 0 | - | 0 | - | 1 | 10,670.32 | 0 | - | 0 | - |
| Unidad Integral de Cahabón | 1 | 3,439.22 | 1 | 3,439.22 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Cobán | 3 | 10,305.02 | 1 | 3,439.22 | 0 | - | 2 | 6,865.80 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de San Pedro Carchá | 2 | 4,908.96 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Hospital de Cobán | 19 | 65,371.61 | 6 | 16,510.19 | 0 | - | 6 | 20,597.40 | 3 | 17,024.04 | 1 | 3,439.22 | 3 | 7,800.76 |
| Unidad Integral de Senahú | 1 | 2,454.48 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Santa Catalina La Tinta | 2 | 4,908.96 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Delegación IGSS de Coban Alta Verapaz | 5 | 12,709.72 | 4 | 10,350.30 | 0 | - | 0 | - | 0 | - | 0 | - | 1 | 2,359.42 |
| Unidad Integral de San Cristobal Verapaz | 2 | 4,908.96 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Fray Bartolomé de Las Casas | 1 | 2,454.48 | 1 | 2,454.48 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Petén | 62 | 238,489.12 | 37 | 116,384.61 | 3 | 20,843.78 | 7 | 24,030.30 | 7 | 54,997.04 | 1 | 4,272.45 | 7 | 17,960.94 |
| Sala Anexa de Poptún | 13 | 47,350.08 | 7 | 22,033.57 | 1 | 4,859.17 | 1 | 3,432.90 | 1 | 9,223.68 | 0 | - | 3 | 7,800.76 |
| Sala Anexa de San Benito | 40 | 161,640.31 | 21 | 64,852.31 | 2 | 15,984.61 | 6 | 20,597.40 | 6 | 45,773.36 | 1 | 4,272.45 | 4 | 10,160.18 |
| Delegación IGSS de San Benito Petén | 9 | 29,498.73 | 9 | 29,498.73 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Izabal | 126 | 484,694.98 | 45 | 127,423.62 | 1 | 4,859.17 | 40 | 140,521.98 | 20 | 151,268.28 | 11 | 38,664.65 | 9 | 21,957.28 |
| Hospital Departamental de Puerto Barrios Izabal | 86 | 350,891.60 | 20 | 58,476.02 | 0 | - | 34 | 119,924.58 | 16 | 123,942.28 | 10 | 34,392.20 | 6 | 14,156.52 |
| Consultorio de Los Amates | 9 | 37,756.69 | 4 | 10,084.11 | 0 | - | 2 | 6,865.80 | 2 | 18,447.36 | 0 | - | 1 | 2,359.42 |
| Delegación IGSS de Puerto Barrios Izabal | 3 | 8,880.56 | 3 | 8,880.56 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de Morales | 21 | 67,482.91 | 11 | 30,299.71 | 1 | 4,859.17 | 4 | 13,731.60 | 2 | 8,878.64 | 1 | 4,272.45 | 2 | 5,441.34 |
| Delegación de Morales | 5 | 14,774.26 | 5 | 14,774.26 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de El Estor | 2 | 4,908.96 | 2 | 4,908.96 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Zacapa | 101 | 397,636.17 | 40 | 112,857.94 | 0 | - | 28 | 100,395.84 | 19 | 145,852.50 | 4 | 13,756.88 | 10 | 24,773.01 |
| Consultorio de Gualán | 5 | 13,155.76 | 3 | 7,363.44 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 1 | 2,359.42 |
| Dirección Departamental de Zacapa | 2 | 5,508.35 | 2 | 5,508.35 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Consultorio de Zacapa | 84 | 351,316.95 | 27 | 77,049.88 | 0 | - | 27 | 96,962.94 | 19 | 145,852.50 | 4 | 13,756.88 | 7 | 17,694.75 |
| Delegación de Zacapa | 10 | 27,655.11 | 8 | 22,936.27 | 0 | - | 0 | - | 0 | - | 0 | - | 2 | 4,718.84 |
| Chiquimula | 28 | 113,799.32 | 11 | 32,117.68 | 0 | - | 8 | 27,997.53 | 6 | 46,244.60 | 0 | - | 3 | 7,439.51 |
| Consultorio de Chiquimula | 25 | 104,918.76 | 8 | 23,237.12 | 0 | - | 8 | 27,997.53 | 6 | 46,244.60 | 0 | - | 3 | 7,439.51 |
| Caja IGSS de Chiquimula | 3 | 8,880.56 | 3 | 8,880.56 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Jalapa | 22 | 87,721.01 | 8 | 20,966.79 | 0 | - | 6 | 20,597.40 | 4 | 35,639.34 | 0 | - | 4 | 10,517.48 |
| Consultorio de Jalapa | 20 | 82,279.67 | 6 | 15,525.45 | 0 | - | 6 | 20,597.40 | 4 | 35,639.34 | 0 | - | 4 | 10,517.48 |
| Caja IGSS de Jalapa | 2 | 5,441.34 | 2 | 5,441.34 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Jutiapa | 26 | 90,007.36 | 20 | 61,072.01 | 0 | - | 3 | 10,833.03 | 3 | 18,102.32 | 0 | - | 0 | - |
| Consultorio de Jutiapa | 6 | 23,415.32 | 4 | 16,015.19 | 0 | - | 2 | 7,400.13 | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Moyuta | 1 | 3,439.22 | 1 | 3,439.22 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Caja de Jutiapa | 7 | 18,778.50 | 7 | 18,778.50 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Asunción Mita | 2 | 6,153.57 | 1 | 2,720.67 | 0 | - | 1 | 3,432.90 | 0 | - | 0 | - | 0 | - |
| Dirección Departamental de Jutiapa | 5 | 14,943.28 | 5 | 14,943.28 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unidad Integral de Jutiapa | 5 | 23,277.47 | 2 | 5,175.15 | 0 | - | 0 | - | 3 | 18,102.32 | 0 | - | 0 | - |

Fuente: Subgerencia de Recursos Humanos