

3.3 El Salvador Manual Labour

El Salvador's extensive education and training opportunities have helped develop quality workers, technicians and professionals in all of the different employment sectors. Salvadoran labour is abundant and highly trainable. The work ethic among Salvadoran workforce is often a determining factor in new investor's decisions to establish operations in El Salvador.

Learning an occupation, developing a specialization, participating in ongoing training, and strengthening their natural proactive attitude, are all part of the development skills that Salvadorans acquire in the work place. INSAFORP, the national institution for professional training, incorporates national and private efforts to ensure that the Salvadoran workforce remains a high quality asset within the region and within Latin America.

The economically active population (EAP), for the year 2017 was at 2,960,788 million people, of which 63.4% were located in urban areas and 36.6% were located in rural areas. Out of the total EAP, 59.3% are men and 40.7 % are women. This reflects the lower activity level of females in the labour market; yet in recent years a substantial increase in their participation has been observed.

The labour force was (2017) 56.0% between 16 to 39 years old, meaning, the most productive range. On the other side, ages from 40 to 59 represent 33.2 % of the working age population. (PET – Población en Edad de Trabajar), while persons on their 60s and more, represents the 10.7% of PET.

Unemployment rate in 2017 was 7.0%. The urban area was less 0.6% than the rural one. Ages from 16 to 24 were 14.4% unemployed, from 25 to 59 years old were the 5.1% and from 60 and more was of 5.9%

Effective from 1st January 2017, the new approved Minimum Wages are the following (calculated over 30 calendar days according to each economic sector):

Business and Services: US\$ 304.17

Industry: US\$ 304.17

Textile industry and manufacturing: US\$ 299.30

Agriculture: US\$ 202.88

Coffee Harvesters: US\$ 227.22

Sugar Harvesters: US\$ 227.22

Cotton Harvesters: US\$ 202.88

Coffee Brokerages: US\$ 202.88

Cotton Brokerages US\$ 202.88

Sugar Refineries: US\$ 304.17

Handling costs

Handling services are available in the market and can be provided by outsourcing companies and transporters.

Average costs are indicated below:

4.26 \$US/MT

2.75 – 4.00 US\$/hour/person (depending on working hour, night shifts, holidays and weekends).

TIPO DE ALIMENTO	(COSTO \$ / TM BRUTA)	
	BODEGAS	
	No. 1,2,3,4,5 **	No. 6 **
Sacos de polipropileno con peso entre 45.36 y 50 kg.	\$ 3.60	\$ 4.48
Bolsas de papel o sacos de polipropileno plastificado con pesos entre 22 y 25 kg.	\$ 3.60	\$ 4.48
Cajas de cartón con peso entre los 9 y 21 kg.	\$ 4.20	\$ 5.20

PRESENTACION DE OFERTA PARA EL SERVICIO DE "CARGA – DESCARGA" POR CAPACIDAD DE CAMION.

TIPO DE UNIDAD DE TRANSPORTE	(COSTO \$ / CAPACIDAD)	
	BODEGAS	
	No. 1,2,3,4,5 **	No. 6 **
1. De 1.5 hasta 4 Toneladas Métricas (TM)	\$ 50	\$ 120
2. Mayor de 4 hasta 8 TM	\$ 60	\$ 130
3. Mayor de 8 hasta 12 TM	\$ 70	\$ 130
4. Mayor de 12 hasta 18 TM	\$ 75	\$ 130
5. Mayor de 18 hasta 24 TM	\$ 85	\$ 140
6. Mayor de 24 TM.	\$ 85	\$ 140

PRESENTACION DE OFERTA PARA EL SERVICIO LOGISTICO VARIO EN BODEGAS

	(COSTO \$ / PERSONA / HORA)	
	BODEGAS	
	No. 1,2,3,4 y 5 *	No. 6 **
HORARIO DIURNO	\$ 2.75	\$ 3.50
HORARIO NOCTURNO	\$ 3.75	\$ 4.00
HORARIO FIN DE SEMANA Y DIAS FERIADOS	\$ 3.75	\$ 4.00

* Zona occidental y Central: Bodegas No. 1,2,3,4 y 5.
 ** Zona Oriental: Bodega No. 6 (San Miguel)

<http://www.mtps.gob.sv/avisos/salarios-minimos-2018/>

<http://www.digestyc.gob.sv/index.php/novedades/avisos/805-presentacion-ehpm-2017.html>