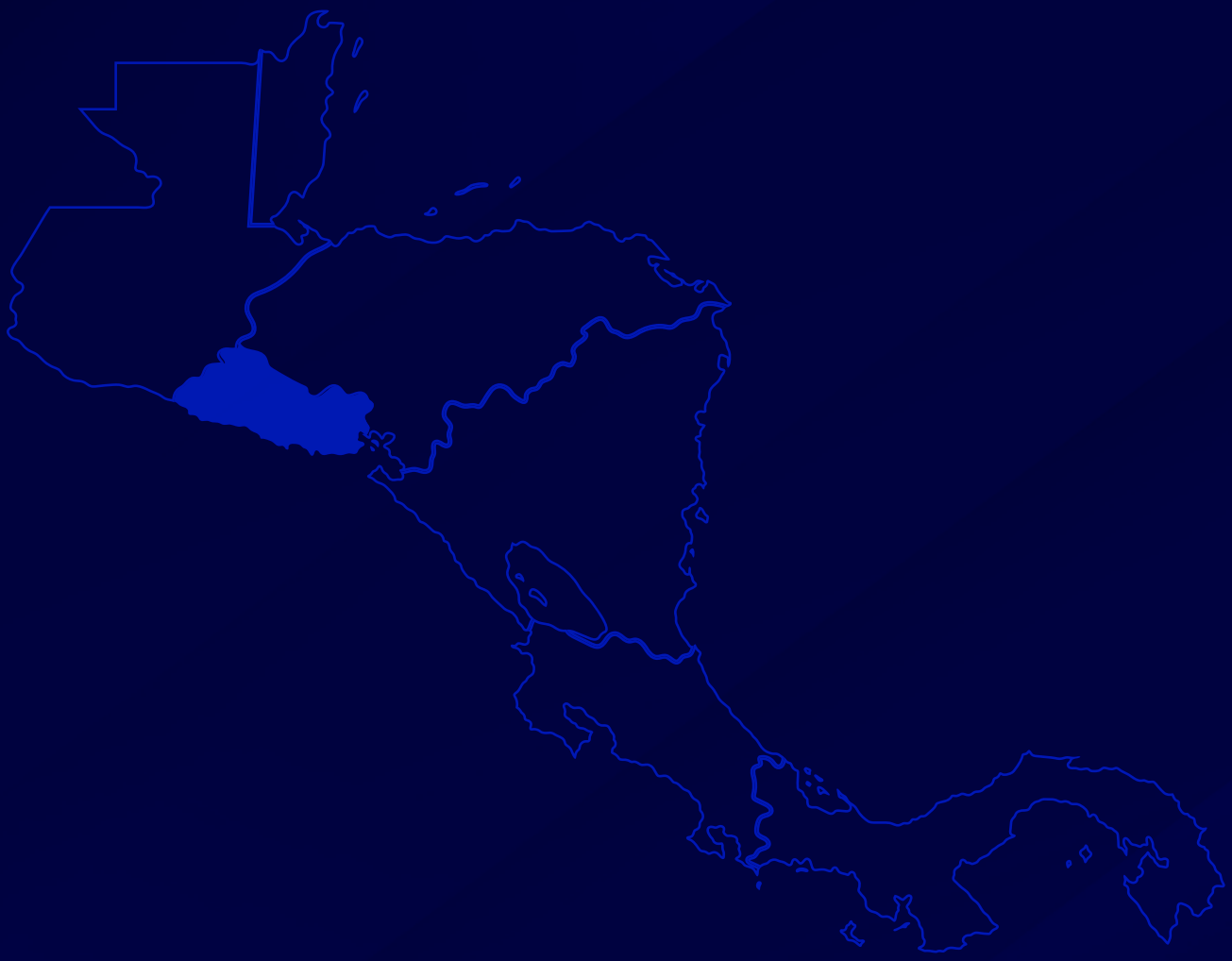

LABOR OBLIGATIONS
EL SALVADOR 2022

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Labor Obligations El Salvador

Learn about the annual labor obligations that apply to your company in El Salvador.

At BLP we can help you to ensure compliance.

Obligation	Relevant information
Referral of individual employment contracts.	An employment contract must be submitted to the General Directorate of Labor of the Ministry of Labor and Social Welfare within 8 business days after signing.
Payment of wages.	Wages are due on (1) the agreed date, (2) the date established in the Internal Work Regulations, (3) the customary date, or (3) on a date provided under the rules of the Labor Code.
Presentation of forms of the Salvadoran Institute of Social Security.	During the first 5 business days of the month through the ISSS digital platform.
Payment of forms of the Salvadoran Institute of Social Security.	No later than the 20th of the following month through the banking system or directly to the ISSS.
Declaration and payment of contributions for the pension savings system (AFP).	First 10 business days of the month. The declaration is made through the digital platforms of the AFPs and the payment through the banking system.
Income tax withholding.	At the time of payment of salary.
Payment of income tax withholding to the Tax Administration.	The first ten business days of the month following that in which the withholdings were made. The withholdings are declared within the monthly declaration of payment on account of the income tax and are paid together with it, through the banking system or directly to a collection office of the Ministry of Finance.
Grant of a paid weekly rest day.	Sunday of every week. Sunday is the extra day; contractually, another day or days can be agreed upon.

Labor Obligations El Salvador

Obligation	Relevant information
Annual paid vacation.	A period of 15 days a year must be granted for vacation, remunerated with the conventional salary plus 30%, payable before the start of the term granted to enjoy this benefit.
Bonus.	Payment between December 12 and 20 of each year.
Maternity leave.	16 weeks as maternity leave, of which 10 must be enjoyed after childbirth and a benefit equivalent to 100% of the basic salary earned during said leave, payable in advance of its enjoyment.
Registration and authorization of establishments (Authorization and renewal of Work Center).	Immediately after hiring the first worker, the work center authorization must be processed for the first time. The work center authorization issued by the General Directorate of Labor Inspection of the Ministry of Labor and Social Welfare must be renewed annually.

At BLP we have a team that can assist you with the process.

For more information contact us at **info@blplegal.com**
or **+503 2205 9700.**