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Social Protection and Labor Inclusion in Green Transitions

HEMISPHERIC WORKSHOP — SESSION 3

Strategies, Achievements, Challenges and Lessons from the Ministry of Labor and Social Welfare



El Salvador

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To protect workers from climate risk and ensure that the benefits of the transition are inclusive.



Occupational Safety and Health (OSH)

Climate risks integrated
into occupational prevention



Social Protection

Mechanisms against
climate shocks and reskilling



Labor Inclusion

Priority groups with
enabling conditions

Integrated Climate Risks

-  Heat stress and solar exposure
-  Extreme rainfall and flooding
-  Disease vectors
-  Chemical exposure

High-Risk Sectors — Prioritized

-  Agriculture
-  Construction
-  Waste management
-  Transport / logistics
-  Outdoor work



Bridges between social protection, short-term training and labor intermediation

The integrated approach ensures that those who lose their jobs due to a climate event have immediate economic support, rapid training and access to new job opportunities in a continuous and coordinated manner.

Priority Groups



Women



Youth



Persons with disabilities



Informal sector population



Vulnerable territories

Enabling Conditions



Scholarships and economic support



Care services



Transportation



Skills certification



Comprehensive support



Achievements

- Greater visibility of climate OSH as an employment agenda
- "Decent work" integrated into national climate action
- Strengthening of labor inspection
- Expansion of employability programs focused on groups with the greatest barriers



Challenges

- High informality: reduces actual coverage of OSH and social protection
- Data limitations: need to measure climate impacts on employment and productivity



Lessons

- The transition is most effective when OSH + training + inclusion are planned together
- Social dialogue is a necessary condition for the sustainability of change



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**“El Salvador reaffirms its
commitment to a just, inclusive
transition centered on workers”**

THANK YOU!



El Salvador
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