



CÁLCULO DEL VALOR DE LA HORA HOMBRE PARA EL PERIODO 2024 - 2025

		Operador Metalmecánico	Operado de Equipo Pesado	Operador de Equipo Mediano	Topografo	Laboratorista	Operario	Oficial	Peón
Jornal Básico	JB	S/. 84.60	S/. 84.60	S/. 84.60	S/. 84.60	S/. 71.60	S/. 86.80	S/. 68.10	S/. 61.30
Bonificación Unificada de Construcción	BUC	32.00% S/. 27.07	32.00% S/. 27.07	32.00% S/. 27.07	32.00% S/. 27.07	30.00% S/. 21.48	32.00% S/. 27.78	30.00% S/. 20.43	30.00% S/. 18.39
Bonificación por Alta Especialización	BAE	22.00% S/. 18.61	10.00% S/. 8.46	8.00% S/. 6.77	9.00% S/. 7.61				
Leyes Sociales									
Liquidación	LIQ	15.00% S/. 12.69	15.00% S/. 12.69	15.00% S/. 12.69	15.00% S/. 12.69	15.00% S/. 10.74	15.00% S/. 13.02	15.00% S/. 10.22	15.00% S/. 9.20
Vacaciones	VAC	10.00% S/. 8.46	10.00% S/. 8.46	10.00% S/. 8.46	10.00% S/. 8.46	10.00% S/. 7.16	10.00% S/. 8.68	10.00% S/. 6.81	10.00% S/. 6.13
Dominical	DOM	17.28% S/. 14.62	17.28% S/. 14.62	17.28% S/. 14.62	17.28% S/. 14.62	17.28% S/. 12.37	17.28% S/. 15.00	17.28% S/. 11.76	17.28% S/. 10.59
Feridos	FER	3.99% S/. 3.37	3.99% S/. 3.37	3.99% S/. 3.37	3.99% S/. 3.37	3.99% S/. 2.85	3.99% S/. 3.46	3.99% S/. 2.71	3.99% S/. 2.44
Gratificación	GRAT	26.58% S/. 22.49	26.58% S/. 22.49	26.58% S/. 22.49	26.58% S/. 22.49	26.58% S/. 19.03	26.58% S/. 23.07	26.58% S/. 18.10	26.58% S/. 16.29
Escolaridad	ESC	29.90% S/. 25.30	29.90% S/. 25.30	29.90% S/. 25.30	29.90% S/. 25.30	29.90% S/. 21.41	29.90% S/. 25.95	29.90% S/. 20.36	29.90% S/. 18.33
Aportes del Empleador (Sobre Remuneración Afecta)									
ESSALUD	Essalud	9.00% S/. 16.13	9.00% S/. 15.22	9.00% S/. 15.06	9.00% S/. 15.14	9.00% S/. 12.10	9.00% S/. 14.83	9.00% S/. 11.51	9.00% S/. 10.36
SCTR	Sctr	3.00% S/. 5.38	3.00% S/. 5.07	3.00% S/. 5.02	3.00% S/. 5.05	3.00% S/. 4.03	3.00% S/. 4.94	3.00% S/. 3.84	3.00% S/. 3.45
Aporte a la AFP	A_AFP	1.00% S/. 1.79	1.00% S/. 1.69	1.00% S/. 1.67	1.00% S/. 1.68	1.00% S/. 1.34	1.00% S/. 1.65	1.00% S/. 1.28	1.00% S/. 1.15
Otros Pagos									
Bonificación por Movilidad Acumulada	MOV	S/. 7.20	S/. 7.20	S/. 7.20	S/. 7.20	S/. 7.20	S/. 7.20	S/. 7.20	S/. 7.20
Overol	OVE	S/. 0.60	S/. 0.60	S/. 0.60	S/. 0.60	S/. 0.60	S/. 0.60	S/. 0.60	S/. 0.60
Seguro de Vida	SV	S/. 0.20	S/. 0.20	S/. 0.20	S/. 0.20	S/. 0.20	S/. 0.20	S/. 0.20	S/. 0.20
Total Día		S/. 248.51	S/. 237.04	S/. 235.12	S/. 236.08	S/. 187.51	S/. 227.03	S/. 178.52	S/. 161.68
Valor HH		S/. 31.06	S/. 29.63	S/. 29.39	S/. 29.51	S/. 23.44	S/. 28.38	S/. 22.32	S/. 20.21
Si el obrero tiene bonificaciones, incrementara el valor de la hora hombre en el monto de la bonificación más los aportes correspondientes ya que esta foma parte de la Remuneración Afecta (RA)									
Bonificación por Altura (primer tramo)	7% JB	S/. 0.84	7% JB S/. 0.84	7% JB S/. 0.84	7% JB S/. 0.84	7% JB S/. 0.71	7% JB S/. 0.86	7% JB S/. 0.67	7% JB S/. 0.61
HH en altura		S/. 31.90	S/. 30.47	S/. 30.23	S/. 30.35	S/. 24.15	S/. 29.24	S/. 22.99	S/. 20.82
Bonificación por Contacto con el Agua	20% JB	S/. 2.39	20% JB S/. 2.39	20% JB S/. 2.39	20% JB S/. 2.39	20% JB S/. 2.02	20% JB S/. 2.45	20% JB S/. 1.92	20% JB S/. 1.73
HH en contacto con el Agua		S/. 33.45	S/. 32.02	S/. 31.78	S/. 31.90	S/. 25.46	S/. 30.83	S/. 24.24	S/. 21.94
Bonificación por Altitud	S/. 2.00	S/. 0.28	S/. 2.00 S/. 0.28	S/. 2.00 S/. 0.28	S/. 2.00 S/. 0.28	S/. 2.00 S/. 0.28	S/. 2.00 S/. 0.28	S/. 2.00 S/. 0.28	S/. 2.00 S/. 0.28
HH en altitud		S/. 31.34	S/. 29.91	S/. 29.67	S/. 29.79	S/. 23.72	S/. 28.66	S/. 22.60	S/. 20.49
Bonificación por laborar bajo la cota cero	S/. 1.90	S/. 0.27	S/. 1.90 S/. 0.27	S/. 1.90 S/. 0.27	S/. 1.90 S/. 0.27	S/. 1.90 S/. 0.27	S/. 1.90 S/. 0.27	S/. 1.90 S/. 0.27	S/. 1.90 S/. 0.27
HH bajo la cota cero		S/. 31.33	S/. 29.90	S/. 29.66	S/. 29.78	S/. 23.71	S/. 28.65	S/. 22.59	S/. 20.48
Bonificación por Alta Temperatura	S/. 3.50	S/. 0.49	S/. 3.50 S/. 0.49	S/. 3.50 S/. 0.49	S/. 3.50 S/. 0.49	S/. 3.50 S/. 0.49	S/. 3.50 S/. 0.49	S/. 3.50 S/. 0.49	S/. 3.50 S/. 0.49
HH por alta temperatura		S/. 31.55	S/. 30.12	S/. 29.88	S/. 30.00	S/. 23.93	S/. 28.87	S/. 22.81	S/. 20.70
Bonificación por Trabajo Nocturno	35% JB	S/. 2.99	35% JB S/. 2.99	35% JB S/. 2.99	35% JB S/. 2.99	35% JB S/. 2.53	35% JB S/. 3.07	35% JB S/. 2.40	35% JB S/. 2.16
HH en trabajo nocturno		S/. 34.05	S/. 32.62	S/. 32.38	S/. 32.50	S/. 25.97	S/. 31.45	S/. 24.72	S/. 22.37

NOTA: SE REALIZÓ EL CÁLCULO CON LA TABLA DE SALARIOS Y BENEFICIOS SOCIALES PARA EL REGIMEN DE CONSTRUCCION CIVIL SEGÚN EXPEDIENTE N° 00131-2024 MTPE/2.14. DEL 01.06.2024 AL 31.05.2025 PUBLICADO CON RESOLUCION MINISTERIAL N° 139-2024-TR EL 05 DE SEPTIEMBRE DEL 2024 EN EL DIARIO OFICIAL EL PERUANO


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