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Adecco

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Analysis of the work environment  
in **Latin American countries**

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# Introduction

This study presents a detailed analysis of the labor situation and the regulation of agency work in Latin American countries.

The analysis covers Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru and Uruguay considering various key aspects for each country. Each chapter focuses on a specific country and covers the following tasks:

**General file of the country:** Includes information on the Executive branch and relevant indicators in labor matters.

**Executive Branch:** The work of the Executive is summarized and the person in charge of labor issues is identified along with the main institutions in the field.

**Legislative Branch:** An updated view of the correlation of forces in Congress is offered.

**Legislative process:** The route that a bill or reform follows until its enactment is detailed.

**Work environment:** The main actions in labor matters during the last years are summarized. Subsequently, each of them is analyzed in depth.

**Agency work regime:** The current situation of agency work is described in each country.

**General balance:** The future scenario of the country is analyzed, contemplating declarations and intentions of reforms in labor matters.





**ARGENTINA  
BRAZIL  
CHILE  
COLOMBIA  
ECUADOR  
MEXICO  
PERU  
URUGUAY**

The background is an aerial photograph of a region in Latin America, showing a complex network of roads, rivers, and agricultural fields. The entire image is overlaid with a semi-transparent red filter. A white circular arc is positioned around the text, starting from the top right and curving around the bottom left.

# Analysis of the work environment in Latin American countries

## Adecco assessment and positioning

In our organization, we decisively support all actions that contribute to improving the working conditions of workers in **Latin America and the world**. We recognize that the region is going through a process of regulatory transformation that seeks to balance labor rights and economic competitiveness. However, we firmly believe that any reform or new legislation must be implemented gradually, allowing companies to adapt in a sustainable way. This approach avoids negative impacts that could harm both organizations and the workers themselves.

In addition, we highlight the importance of promoting a labor framework that combines flexibility, formality and training. These elements are essential to meet the challenges of current markets and to maximize the results of these reforms. Only through a balanced and collaborative approach will we be able to strengthen labor and economic development in the region, benefiting all sectors involved.

In this context, temporary employment agencies represent an alternative model that not only generates formal job opportunities, but also facilitates the flexibility that current markets require. In Europe, for example, this model has proven to be an effective tool to combat labor informality and promote inclusion in the labor market. Countries such as the Netherlands and Germany have integrated temporary employment as a solution to respond to demand spikes in strategic sectors, allowing workers to access social benefits and training, while offering companies the agility they need to compete.

**In Latin America, where levels of labor informality exceed 50% in some countries, temporary employment agencies can be a key driver to reduce this problem.** These models promote formality by guaranteeing that hired workers enjoy labor rights and social security, closing the gap between informal employment and decent employment.

**Another significant trend in Latin America is the regulation of employment through digital platforms.** This movement seeks to improve the benefits and security of workers who depend on these platforms while ensuring fair competition in the labor market. However, it is essential to safeguard the labor flexibility that these models offer, as it provides opportunities for many individuals who need adaptable working conditions to balance their personal and professional lives. A balanced approach will be key to ensuring that these regulations benefit workers without compromising the dynamic nature of platform-based work.

Therefore, we consider that any labor reform must recognize and support these schemes as part of an inclusive and dynamic labor ecosystem. **By combining flexibility, formality and training, labor and economic development in the region is strengthened, benefiting workers, companies and society in general.**

We hope that this analysis of the regional work environment becomes a useful reference tool for key decision makers in their organizations. Our objective is to offer a clear and informed perspective that facilitates the design of labor strategies aligned with market needs and that promote sustainable development in Latin America.



## ARGENTINA





# ARGENTINA - Country File

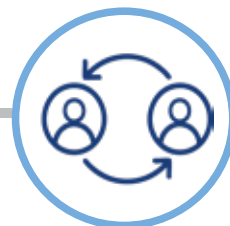
## Labor Indicators



**46.6**  
**Population**  
million (2023)



**6.1%**  
**Unemployment rate**  
(2023)



**50.4 %**  
**Informal Trade**  
Informal trade (%Total em-  
ployment)



**0.3 %**  
**Working poverty**  
**rate\***  
(2023)



**34.7 %**  
**Women in**  
**management positions**  
(2023)

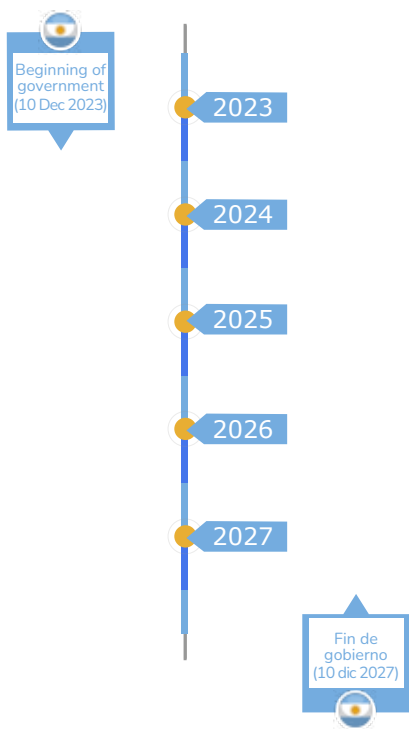


**49.5 %**  
**Labor Market**  
(%of GDP)

\*Percentage of employees living on less than US\$2.15 a day



# ARGENTINA - Executive Branch



## President

Javier Gerardo Milei  
(2023 - 2027)

Javier Milei is a member of the party La Libertad Avanza, he is at the beginning of his 4-year term with the possibility of being reelected once in 2027.

With an approval rating of 52% (Mitofsky, July)<sup>1</sup> and without the majority in Congress, Milei has achieved the approval of the Law of Bases, the legislative project of the ruling party, which establishes the legal framework for the profound transformation of Argentina's economic and social model.<sup>2</sup>

## Ministry of Labor, Employment and Social Security



## Minister

Julio Cordero

Cordero is part of the structure of the **Ministry of Human Capital**. Prior to his appointment, he served as head of the labor legal department of the construction company Techint<sup>3</sup>.

Currently, he is responsible for **negotiating with unions on labor matters**.

### Institutions of the Ministry of Labor Relations

- Undersecretary of Employment and Job Training
- Undersecretary of Labor
- Undersecretary of social security
- Federal Labor Council
- Superintendence of Work Risks



# ARGENTINA - Composition of Congress

## Chamber of Deputies

**71**  
Out of Coalition

Absolute majority  
(130)

Qualified majority  
(172)

**82**  
Ruling party

**104**  
Opposition

**257**

Ruling

Out of Coalition

Opposition



38



37

3

Independencia

3



CREO

1



34

16



8

6

INNOVACIÓN FEDERAL

2



2

2



1



99



5

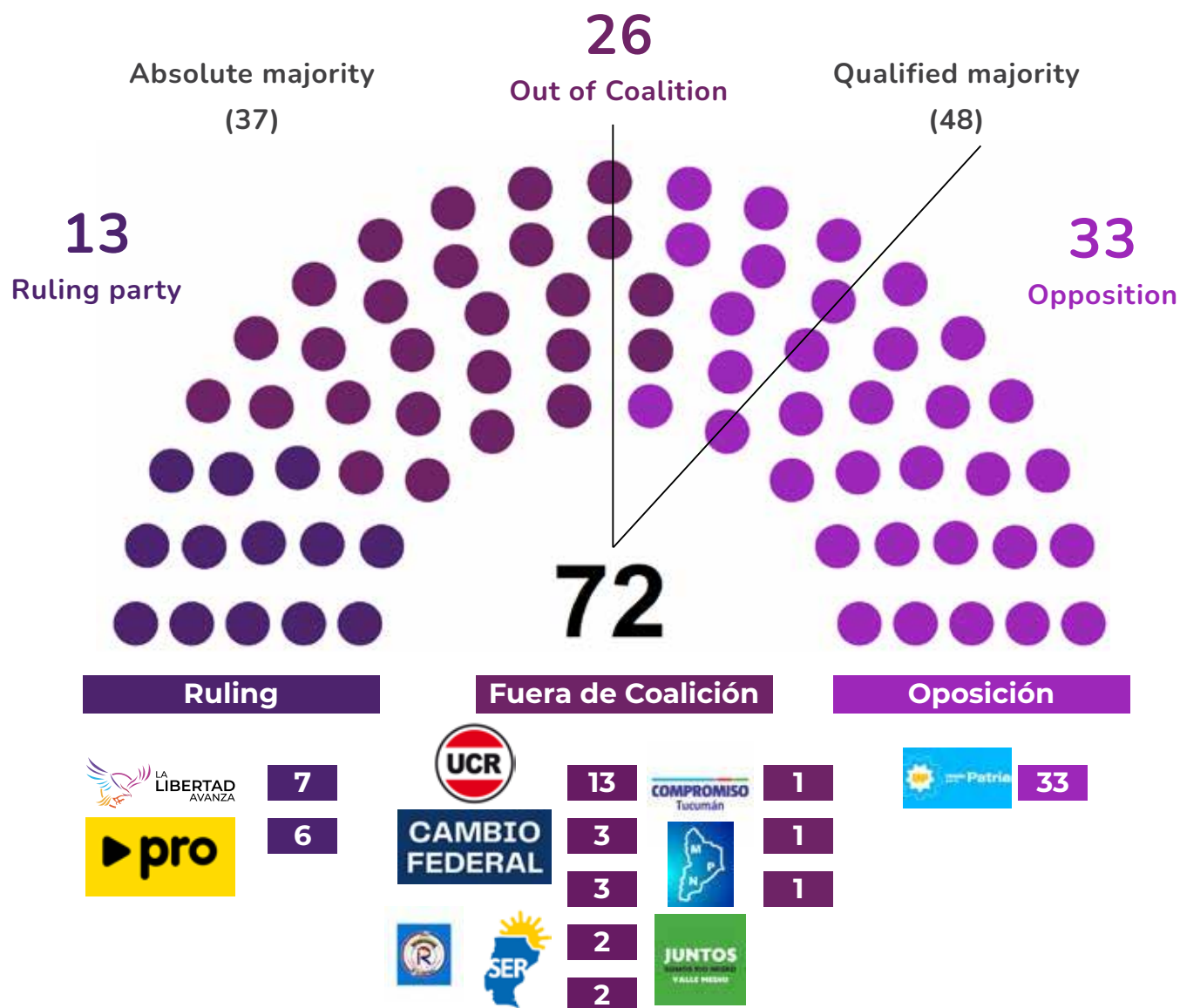
Argentina currently has a Chamber of Deputies divided into 15 political parties, where the ruling party has only 32% of the seats.

Not having a majority within the House, the ruling party needs to reach agreements with other parties to achieve the approval of reforms.



# ARGENTINA - Composition of Congress

## Chamber of Senators



Argentina's Chamber of Senators is divided into 11 political parties, where the ruling party has only 18% of seats. Not having a majority within the House, the ruling party needs to reach agreements with other parties to achieve the approval of reforms.



# ARGENTINA - Legislative Process

## 1st Constitutional Procedure



### Right of initiative

Presented in the House of Origin, which can be the Senate or the Chamber of Deputies.

The bill is drafted



### Congress

The bills are first discussed in working commissions and later in the Senate. To move on to the full discussion, an Opinion from the Commission is required.

Si se rechaza el proyecto no puede volver a tratarse en las sesiones de ese año

It includes the discussion and vote in general on its fundamental ideas, the reports of commissions and the discussion that it reviews article by article.

## 2nd Constitutional Procedure



### Reviewing Chamber

Bills approved in the House of Origin go to the Reviewing Chamber.

If the bill is rejected, it cannot be discussed again in the sessions of that year

The reviewing chamber also hears and votes in general and in particular.

## 3rd Constitutional Procedure



### Return to the House of Origin

1. If the Chamber of Origin accepts the modifications, the text of the revising Chamber is sanctioned.
2. If the original wording persists, it needs to reach the same majority or a higher majority than that of the Reviewing Chamber for it to be sanctioned.

If no disagreements



### Enactment or Presidential veto

**Enactment:** The legislative process is completed.  
**Veto:** in whole or in part. In the case of partiality, it may partially enact the part not vetoed when it does not distort the spirit of the bill.



# ARGENTINA - Work Environment

## Relevant Labor Reforms during the government of Javier Milei

Argentina has experienced a significant change in government, moving from a center-left administration under Alberto Fernández to a libertarian government under the leadership of Javier Milei. The recently passed Ley de Bases (Framework Law) contemplates changes in Argentina’s labor legislation. Regarding its content, it is a limited version of the labor chapter of DNU 70/2023, stopped by Justice. The labor reforms are contained in Title V – Labor Modernization and has a mix of clauses of an operational and programmatic nature.

### Ley de Bases (Framework Law)

Ley de Bases (Framework Law) seeks to **modernize and make the Argentine labor market more flexible**, to promote **competitiveness and job creation**.

<p>Amendments to the Employment Contract Law</p>	<p>It contemplates changes in SCOPE OF APPLICATION AND PRESUMPTION OF EXISTENCE OF EMPLOYMENT CONTRACT. It excludes from the presumption of application of the LCT (Art. 2) “the contracting of works, services, agencies and all those regulated in the Civil and Commercial Code of the Nation.” that verify the issuance of official receipts or invoices on behalf of the provider. It is intended to highlight the difference between an employment contract and those provided for in the National Civil and Commercial Code. (art 1251 CCyC). This modification is related to the reform of art. 23 of the LCT and independent workers.</p>
<p>Promotion of Registered Employment Título IV</p>	<p>Through which <b>employers are given the possibility of regularizing current employment relationships</b>.</p>
<p>Modernization Labor Título V</p>	<p>It establishes the <b>simplification of the registration of labor relations</b>. New labor relationships must be registered through a procedure that guarantees <b>simple, immediate, expeditious registration</b>; and conducted by electronic means. In addition to the registration simplification, the big change for the activity is the change in registration criteria. Establishes the legality of the registration carried out by the employer who does so in cases where there is an interposition of his figure or agency work. Registration in the cases of art 29 (Intermediation) and 30 (Agency work) by any of the parties involved in the link is effective. New formula of art 29 on outsourcing: Employer is “only” the one who registers the employment relationship (regardless of solidarity)</p>
<p>Derogations</p>	<p>The provisions referring to the lack of registration, or deficient registration, the so-called “Labor Fines” that increase the costs in the management of labor relations, in the Contracting Law, the employment law and law 25,323 are repealed.</p>
<p>Severance Fund</p>	<p>It establishes that the employer and the union “may replace” the compensation provided for in article 245 LCT with a fund or system for termination of employment.</p>



# ARGENTINA - Work Environment

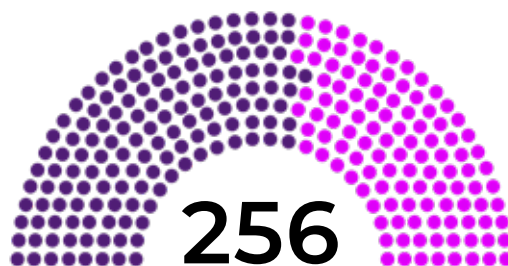
## Ley Bases (Framework Law)

Lew 27.742

Approved in Congress:  
28 June 2024

Entry into force:  
8 July 2024

### Vote Ley de Bases



In favour 147

Abstention 2

Against 107

A legislator was absent from the vote.

Ley de Bases and Starting Points for the Freedom of Argentines”, it consists of 238 articles, which include the reform of the State, the promotion of registered employment and labor modernization. It only includes 2 chapters on labor reforms.

On 07/08/2024, Law 27,742 (“LAW OF BASES AND STARTING POINTS FOR THE FREEDOM OF ARGENTINES”) was published in the B.O. - The Law and the labor modifications introduced therein are valid as of 07/09/2024, except in the chapters or titles where otherwise stated. - Except for cases in which a specific period is established, the national Executive Branch will regulate the law within a maximum period of ninety (90) days from its entry into force and will dictate the complementary, interpretative or explanatory rules that are necessary to your application. - On 09/25/2024, regulatory decree 847/2024 of the “LAW OF BASES AND STARTING POINTS FOR THE FREEDOM OF ARGENTINES” was published in the B.O. It came into force on the day of its publication in the Official Gazette.

After months of debate, the Lower House approved Law 27,742, which includes labor reforms that have been the subject of intense discussion and analysis..<sup>4</sup>

In labor matters, there are four major changes:

- Amendments to the Employment Contract Law
- Promotion of Registered Employment
- Labor modernization
- Repeal of Law 25,323

Changes in the Labor Fines Regime (Chapter VI – Repeals). repeals the aggravated compensation system for unregistered or poorly registered employment of LNE No. 24,013 (arts 8 to 17 and 120, subsection a) and equivalent in the Reg. Esp. Personnel of Private Houses (art. 50 law 26,844); in Law No. 25,323, Law No. 25,013 and Law No. 25,345, among others.

The Ley de Bases seeks to modernize and make the labor market more flexible, however, its success will depend on its implementation and the judicial criteria in its application. These reforms seek to represent a significant step towards a labor market more adapted to current realities.



# ARGENTINA - Work Environment

## Amendments to the Employment Contracts Law

Law 20,744

The Ley de Bases modifies the **Employment Contract Law** to exclude from this regulatory framework those relationships that are “contracts for works or professional or trade services”. In addition, it **establishes the extinction of sanctions and criminal actions for evasion of contributions to employers, in exchange for regularizing the worker, to encourage registration.**<sup>9</sup>

### Main Modifications<sup>10</sup>

#### Scope of Application of the LCT

The cases in which the employment contract regime will not be applicable are addressed. The most novel inclusion is given by the exclusion of the application of the Employment Contract Law to the contracting of works, services, agency and all those regulated in the Civil and Commercial Code of the Nation.

#### Presumption of the existence of an employment contract

The Ley de Bases establishes that the presumption of the existence of an employment relationship will not be applicable when it comes to contracting works or professional services or trades, and receipts or invoices are issued.

#### Contractors and outsourcing

It validates the registration made by the direct employer, regardless of whether that employee is later designated to perform tasks through outsourcing, as a contractor for another company, or turns out to be an employee of a company dedicated to providing personnel.

#### Probation Period

Introduces changes to the trial period of the employment relationship. The new legal text establishes a trial period that goes from 3 to 6 months, which can be extended to 8 months in companies with 6 to 100 employees, and to 12 months in companies with up to 5 employees.

#### Contractors and intermediaries

It empowers workers hired by contractors or intermediaries to request the main company to withhold and give in payment on behalf of their employer, the amounts owed by way of remuneration, indemnities or other rights appreciable in money arising from the employment relationship.

#### Maternity protection

It maintains the maternity leave periods, but now grants an option to the pregnant person so that they can enjoy more time with their baby, once the birth has occurred. The leave period is 90 days and the person will be able to work up to a maximum of 10 days before childbirth and have more days after childbirth until they reach 90 days.

#### Just cause for dismissal

It establishes that active participation in blockades or occupations of establishments may constitute serious labor injury. In addition, it will be presumed that there is serious injury when during a direct action measure the freedom to work of those who do not adhere to the measure of force is affected, through acts, facts, intimidation or threats.

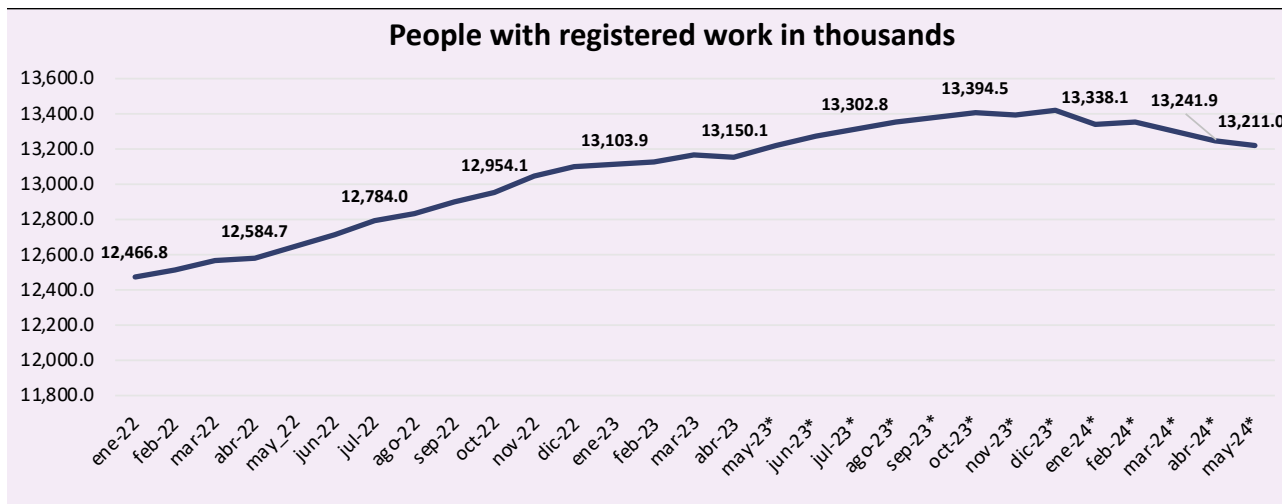
#### Discriminatory dismissal: Aggravated compensation, but without reinstatement

It orders the incorporation of an article to the LCT (art. 245 bis) to the effect that in the event of a dismissal due to discrimination, the proof of the fact will be in charge of the person invoking the cause, and in cases in which the judgment corroborates the discriminatory origin of the dismissal, the convicted employer must pay (in addition to the severance pay) a special aggravated compensation that will amount to 50% of the compensation for dismissal without just cause.



# ARGENTINA - Work Environment

## Promotion of Registered Employment



Prepared by the author with data from the government of Argentina<sup>5</sup>. \*Provisional data

The total number of registered employees in the country reached 13.2 million people in May 2024. Compared to the previous month, the **number of people with registered jobs fell by 0.2% (22 thousand fewer people)**. Since **October 2023**, a drop in the number of registered jobs has been observed. **From 13.3 million registered jobs, it fell to 13.2 million jobs in May 2024**.<sup>6</sup>

It is expected that with the new Law, **registered employment will increase since it promotes it**.

### Ley de Bases contemplates relevant aspects for the promotion of registered employment:

#### Art.76

It gives employers the possibility of regularizing current employment relationships that had begun before July 9, 2024. This grants the possibility of regulating unregistered employment relationships, as well as regularizing employment relationships that were poorly registered.

#### Art.78

It will include incentives for cash payments, and benefits for Micro, Small and Medium-sized Enterprises. The period that may be regularized reaches a maximum of the last 60 months of the employment relationship.

#### Art.77

It establishes the effects that may be contemplated with registration: Extinction of criminal action for the misappropriation of social security resources and the forgiveness of infractions, fines and sanctions linked to the lack of registration. Deregistration from the Registry of Employers with Labor Sanctions. Forgiveness of debts for the lack of payment of contributions and contributions.

#### Art.79

Each employer will have 90 days from the entry into force of the regulation (not from the entry into force of the Law) to regularize employees and be able to enjoy the benefits described.



# ARGENTINA - Work Environment

## Labor Modernization

**Ley de Bases seeks to simplify the registration of new labor relationships, guarantees immediate and agile registration.<sup>7</sup>**

### Main points of labor modernization<sup>8</sup>

1. It establishes the simplification of the registration of labor relations. This enables that new labor relationships must be registered through a procedure that guarantees a simple, immediate, expeditious registration; and to be carried out by electronic means.
2. It provides for an agile and simplified mechanism for pay slips, especially for companies with up to 12 employees. In addition, the simplification aims to have the employment relationship registered when it is carried out by any of the persons involved.
3. The worker may report the lack of employment registration by electronic means, and the system must issue a certificate of said report.
4. In the event that there is a ruling that determines the existence of an unregistered employment relationship, the Ley de Bases establishes that judges must bring this circumstance to the attention of the Federal Administration of Public Revenues (AFIP) – National Administration of Social Security (ANSES). If the ruling shows that the employment relationship was wrongly framed as a contract for work or services, the payments that the person had made to the social security system in his capacity as self-employed person will be deducted from the debt determined by the AFIP.
5. Another of the modifications is due to the Single Registration System of art. 18 of Law 24,013, which will concentrate the registration of the employer and the affiliation of the worker to the National Social Security Institute, to the family benefit funds and to the national health system provider chosen by the worker. In addition, it will concentrate the registration of workers who benefit from the comprehensive unemployment benefit system



# ARGENTINA - Work Environment

## Repeals <sup>12</sup>

### Repeal of fines for lack of labor registration

All fines provided for by the National Employment Law referring to lack of registration, or deficient registration, were repealed.

Among the repealed fines, in addition to those derived from not registering the employment relationship, there are also for registering a later date of entry or a lower income than the real one.

### Repeal of the fine for failure to submit work certificates

The fines referring to the **failure to deliver the certificates of services and remuneration** were repealed.

### Repeal of Law 25,323 and 24013

The Law of 2 articles that **increased compensation amounts** in case (1) that at the end of the employment relationship, it was not registered or poorly registered and in case (2) that the worker had to initiate a claim to receive his compensation.



# ARGENTINA - Work Environment

## Severance Fund

Law 20,744

The Ley Bases establishes that the **employer and the union “may replace” the compensation** provided for in article 245 LCT with a fund or system for termination of employment.

The aforementioned article 245 LCT is the norm that since 1974 establishes the compensation system in Argentina, through which it is established that if the employer without stating a valid cause decides to terminate the employment relationship, he must pay the employee compensation whose amount will be equivalent to one month's salary for each year of service he has provided and, If there is a fraction of the accumulated period of time greater than three months, that fraction will be taken as one more year of seniority for the purposes of calculating compensation.

What the Ley Bases now proposes is a faculty that, in order to be exercised, requires the will of the employer and the union, which is nothing other than a **collective negotiation where the workers will be represented by the corresponding union entity.**

If the employer and the union decide to opt for the severance fund, **the Law authorizes employers to contract a private system at their own expense, in order to cover the compensation** and/or the sum freely agreed between the parties in the event of termination by mutual agreement<sup>11</sup>

## Figure of Independent Workers with Collaborators

This new inclusion refers to the case of the **independent worker who has other collaborators to carry out a project.**

The new legal text establishes that the **independent worker may have up to 3 other independent workers to benefit from a unified special regime** that will be regulated.

There will not be a relationship of dependency between the contractor and the collaborators, but it will be an autonomous relationship, unless it is evident that these people received remuneration (economic dependence) or that they were subject to a labor regime under orders and instructions and sanctioning regime (what is known as technical, legal dependence).



# ARGENTINA - Agency Work

## Temporary Work Regime

Law 20,744

Argentina defines and regulates agency work in Law 20.744 that regulates the regime, the operation of Agency work and Delegation – Solidarity and temporary work, which is regulated by art 29 Bis LCT and regulatory decree 1694/06. which is regulated by art 29 Bis LCT and regulatory decree 1694/06.

### Art.32 Definition

Those who totally or partially transfer the establishment or exploitation enabled in their name to others, or hire or subcontract, whatever the act that gives rise to it, works or services corresponding to the normal and specific activity of the establishment, within or outside its scope . , must require their contractors or subcontractors to comply adequately with the regulations relating to labor and social security organizations.

The assignors, contractors or subcontractors must also demand from their assignees or subcontractors the number of the Unique Labor Identification Code of each of the workers who provide services and proof of payment of remunerations, a signed copy of the monthly payment vouchers to the system. of social security, a current bank account of which he is the holder and coverage for work risks. This responsibility of the principal to exercise control over compliance with the obligations that the assignees or subcontractors have with respect to each of the workers who provide services may not be delegated to third parties and each of the receipts and certificates must be exhibited at the request of the principal. worker and/or the administrative authority. Failure to comply with any of the requirements will make the principal jointly and severally liable for the obligations of the assignees, contractors or subcontractors with respect to the personnel they employ in the provision of said work or services and that arise from the employment relationship, including its termination and the obligations of social security". The provisions inserted in this article are applicable to the specific solidarity regime provided for in article 32 of Law 22,250. (Paragraph incorporated by art. 17 of Law No. 25,013 B.O. 09/24/1998).

### Art.33 Subordinate companies

Whenever one or more companies, even if each of them had its own legal personality, were under the direction, control or administration of others, or in such a way related that they constitute a permanent economic group, for the purposes of the obligations contracted, they will be by each of them with their workers and with the social security organizations, jointly responsible, when fraudulent maneuvers or reckless driving have been involved.

### Art.108 Temporary work

Despite company's name, a temporary employment contract will be considered to be when the worker's activity is carried out under the dependence of an employer for the satisfaction of specific results, taken into account by the latter, in relation to extraordinary services determined in advance, or extraordinary and transitory requirements of the company, farm or establishment. It will also be understood that this type of relationship exists when the relationship begins and ends with the execution of the work, the execution of the act or the provision of the service for which the worker was hired.

The employer who claims that the contract covers this modality will be responsible for proving his assertion.



## ARGENTINA - Job Prospects

### General Balance



**Javier Milei achieved** a triumph with the passing of the Ley de Bases and Starting Points for the Freedom of Argentines.

In labor matters, the Ley de Bases seeks to modernize and make the labor market more flexible, to promote competitiveness and job creation. In terms of agency work, it validates

the registration made by the direct employer; it may not be considered clandestine.

However, the approval of the Ley de Bases was marked by **protests, repression and rejection by a sector of the population of Argentina.**

The reality is that, while the **government hopes that this relaxation will lead companies to hire staff as employers** could hire more as they are not afraid of facing labor lawsuits that lead to bankruptcy, **repealing fines for the personnel registration process could reduce the cost of breaking the law.** Therefore, compliance is discouraged, which will lead to an increase in unregistered employment, that is, the opposite effect to that expected.



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## Approved reforms in Latin America in recent years

Reform	Argentina	Brazil	Chile	Colombia	Ecuador	Mexico	Peru	Uruguay
Reduction of working hours			✓	✓				
Minimum wage			✓			✓		
Remote Work			✓			✓		
Pension Reform				✓		✓		✓
Labor Rights			✓		✓	✓	✓	✓
Labor Flexibility	✓						✓	✓
Incentives for Companies	✓		✓		✓		✓	✓
Agency Work					✓*	✓	✓	✓
Digital Application Workers			✓					

\* In Ecuador, agency work was prohibited in 2008.

## Reforms in discussion in Latin America

Reform	Argentina	Brazil	Chile	Colombia	Ecuador	Mexico	Peru	Uruguay
Reduction of working hours						✓		
Increase in minimum wage						✓		
Remote Work				✓				
Pension Reform			✓					
Labor Rights				✓		✓		
Labor Flexibility and Job Creation				✓				
Agency Work				✓				
Digital Application Workers	✓	✓		✓	✓	✓	✓	✓

In terms of work in digital applications, **there is an evident tendency to regulate the issue in the region.** 7 of the 8 countries analyzed have dialogues or initiatives promoted by the Executive or by the National Assembly. It is expected that in the coming years there will be significant progress on the subject.

# LATAM AGENCY WORK ANALYSIS

Country	AGENCY WORK STATUS	PARTICULARITIES OF AGENCY WORK	JOINT LIABILITY
Argentina	<b>Yes</b> agency work	Allows agency work <b>even in core activities</b> of the contracting company.	The contracting company is <b>jointly liable</b> for the obligations contracted with the workers.
Brasil	<b>Yes</b> agency work	Allows agency work <b>even in core activities</b> of the contracting company.	The contracting company is <b>subsidiarily responsible</b> for the obligations contracted with the workers.
Chile	<b>Yes</b> agency work	Allows agency work <b>even in core activities</b> of the contracting company.	The parent company is <b>jointly liable</b> for the employment and provisional obligations.
Colombia	<b>Yes</b> agency work	Allows agency work <b>even in core activities</b> of the contracting company.	The beneficiary of the work <b>will be jointly liable</b> with the contractor, <b>except when the work is different from the line of business of the contracting company.</b>
Ecuador	<b>No</b> agency work is not allowed.	It allows <b>agency work for complementary</b> activities (Surveillance-security, food, courier and cleaning).	The company that hires workers for complementary activities <b>will be jointly liable.</b>
México	<b>No</b> agency work is not allowed.	Outsourcing of <b>specialized services that are not part of core activity is allowed.</b>	The parent company is <b>jointly liable</b> for the employment and provisional obligations.
Perú	<b>Yes</b> agency work	<b>Prohibits core business outsourcing</b> (This could change if decree 001-2022 TR is repealed).	The contracting company is <b>jointly liable.</b>
Uruguay	<b>Yes</b> agency work	Allows agency work <b>even in core activities</b> of the contracting company.	The contracting company is <b>jointly liable</b> for the subcontracted workers.

\* In Ecuador and Mexico, the agency work is prohibited. In Ecuador it is allowed only in complementary activities, and in the case of Mexico, only the subcontracting of **Specialized Services** is permitted in activities complementary to the corporate purpose of the company.

\*\* In Brazil, it is subsidiarily responsible.



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