



HR LANDSCAPES:

Uruguay and the “Objetivo Empleo” Program

| FELIPE CARNEIRO



Uruguay, officially called the Eastern Republic of the Uruguay, is located in the southeastern part of South America, with Montevideo as the capital and largest city, and has an estimated population of 3.5 million people. Uruguay is one of the most developed countries in South America. It is known for its advanced education and social security systems and its liberal laws, being the first Latin American country to legalize same-sex and different-sex civil unions at a national level.

On June 8 this year, the Ministry of Labor and Social Security (Ministerio de Trabajo e Seguridad Social) launched the “Objetivo Empleo” program with the goal to create up to 3,000 jobs per year for long term unemployed workers by providing career guidance and by subsidizing labor costs for participating employers. Eligible participants must be between 18 and 65 years old and have less than nine years of formal education. The selection criteria will also take into account the individual’s social condition and years of unemployment. Companies that wish to participate will be able to hire up to 20% of current headcount and will receive an incentive to cover 60% of their labor costs for men and 80% for women during the first 12 months of employment. Employment orientation and career guidance sessions will be held in Employment Public Centers throughout the country (CEPES - Centros Públicos de Empleo).

Other countries should consider adopting some of the leading HR practices being implemented in such countries as Uruguay. Certainly “Objetivo Empleo” seems a promising solution to help address the global unemployment challenge upon us.

For more information (in Spanish): <http://www.mtss.gub.uy>

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