

Argentina

Worker Classifications

Managerial and supervisory positions are excluded from regulations on working hours and overtime.

Fixed Term Contracts

Fixed-term contracts may be used only under exceptional circumstances in Argentina and cannot exceed five years in total duration. They may not include probationary periods. If renewed successively without an objective reason, it may be deemed an indefinite contract. Fixed-term contracts may be terminated early with at least one month's notice, but no more than two. If terminated early, the Worker is entitled to the remaining salary through the contract's original end date. Early termination may also require severance equal to one full month's salary for every 12 months of service.

Probationary Periods

Probationary periods are permitted in Argentina only in indefinite contracts and for a maximum of three months. During the probationary period, either party may terminate the contract by granting 15 days' prior notice or pay in lieu of notice. Probationary periods are not applicable to fixed term or temporary contracts.

Holidays

Workers in Argentina recognize approximately 19 paid public holidays. Work performed on a public holiday is payable at 200%.

Vacation

After six months of service, Workers are entitled to 14 calendar days of paid vacation (more for Workers with 6+ years of service). Vacations must be taken at one time in between October and April each year. They may only be split into two periods under exceptional circumstances. Up to 1/3 of accrued but unused leave may be carried over from year to year. Any accrued but unused leave must be paid at the end of the engagement.

Sick Leave

While on sick leave, Worker wages are paid by the employer. Workers with less than five years of service and no dependents are entitled to three months of sick leave. Otherwise, they are entitled to six months. In any case, after five years of service, Workers are entitled to 12 months of sick leave. A medical certificate is required.

Working Hours

A standard workweek is 40 hours per week, eight hours per day. A regular work week for work performed during the day should not exceed 48 hours. Saturday afternoon and Sunday are considered days of rest. Overtime between Monday and Saturday afternoon is payable at 150%. Work performed on a day of rest is payable at 200%.

Argentina

Overtime

Part-time Workers are not allowed to work overtime. Overtime should in all cases be avoided, but if unavoidable must be limited to 3 hours per day, 30 hours per month, and 200 hours per year. It should be paid at 150% (or 200% on weekends or holidays). Overtime rules do not apply to managerial and supervisory positions.

Mandatory Bonuses

Workers are entitled to a 13th-month salary in Argentina, which is paid in two installments in June and December of each year.

Termination

Workers can terminate an employment contract with 15 days' notice. Except in cases of serious misconduct, a termination that is not initiated by the Worker requires adequate notice and severance. Notice depends on the length of service. Fixed-term contracts and Workers with less than 3 months service must be given at least 15 days' notice; Workers with between three months and five years' service must be given one month's notice; and Workers with five years of service or more must be given two months' notice. Severance is equal to approximately one month's pay for each year of service.

Resignation

Workers may resign with 15 days' prior notice.