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Global Recruitment & Staffing

Destination Guide

Argentina



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Working Conditions

Working Hours and Flexibility

In Argentina, working hours are typically limited to 48 hours per week. Flexibility and remote work are common in tech and freelance sectors. Overtime is legally compensated.

Popular Industries and Professions

In Argentina, agriculture, technology, energy, and tourism stand out. Professions like software development, agricultural engineering, and gastronomy are popular.

Employee Rights and Benefits

In Argentina, employees are entitled to job security, paid leave, health insurance, and overtime pay. Labor unions play a significant role in protecting workers' rights.

Work-Life Balance Insights

In Argentina, work-life balance is valued. It's common to dedicate time to family and social life outside work hours. Vacations and public holidays support this balance.

Social Security

Health Insurance and Services

In Argentina, the social security system includes healthcare. Both employees and employers contribute to premiums, with public and private services offering various options.

Pension and Unemployment Insurance

In Argentina, social security covers pensions and unemployment. Employees contribute regularly and get pensions at retirement, with temporary aid for the unemployed.

Family Support Programs

In Argentina, the social security system provides family support through child allowances and maternity leave benefits. Additional assistance is available for low-income families.

Disability and Maternity Benefits

In Argentina, the social security system provides pensions and healthcare for individuals with disabilities. Working mothers are entitled to maternity leave and paid time off.

Taxes

Employer

In Argentina, employers contribute 20.4% to social security, 6% to health, and fees for health checks. Income tax is progressive, with additional pension and insurance contributions.

Employee Payroll Taxes

In Argentina, employees pay 11% for pension, 3% for public health insurance (PAMI), and 3% for the social health fund, deducted from their salary for social systems.

Employee Income Tax

In Argentina, income tax ranges from 5% to 35%, based on brackets. The lowest bracket (0 - 173,834.61 ARS) is taxed at 5%, and higher brackets increase progressively.

Tax Reporting and Filing

In Argentina, income tax ranges from 5% to 35%, based on brackets. The lowest bracket (0 - 173,834.61 ARS) is taxed at 5%, and higher brackets increase progressively.

Employment Termination

Termination Process

In Argentina, employers contribute 20.4% to social security, 6% to health, and fees for health checks. Income tax is progressive, with additional pension and insurance contributions.

Notice Period

In Argentina, notice periods vary: 15 days during probation, 1 month for <5 years, and 2 months for >5 years. Employers can pay wages instead of notice.

Severance Pay

In Argentina, severance pay includes seniority compensation, notice period payment, unused vacation, proportional 13th-month salary, and special compensation in certain cases.

Probation Periods

By law, the probation period for new permanent employees is 3 months. Fixed-term contracts should be avoided unless justified, as they convert to permanent contracts beyond limits.