



URUGUAY

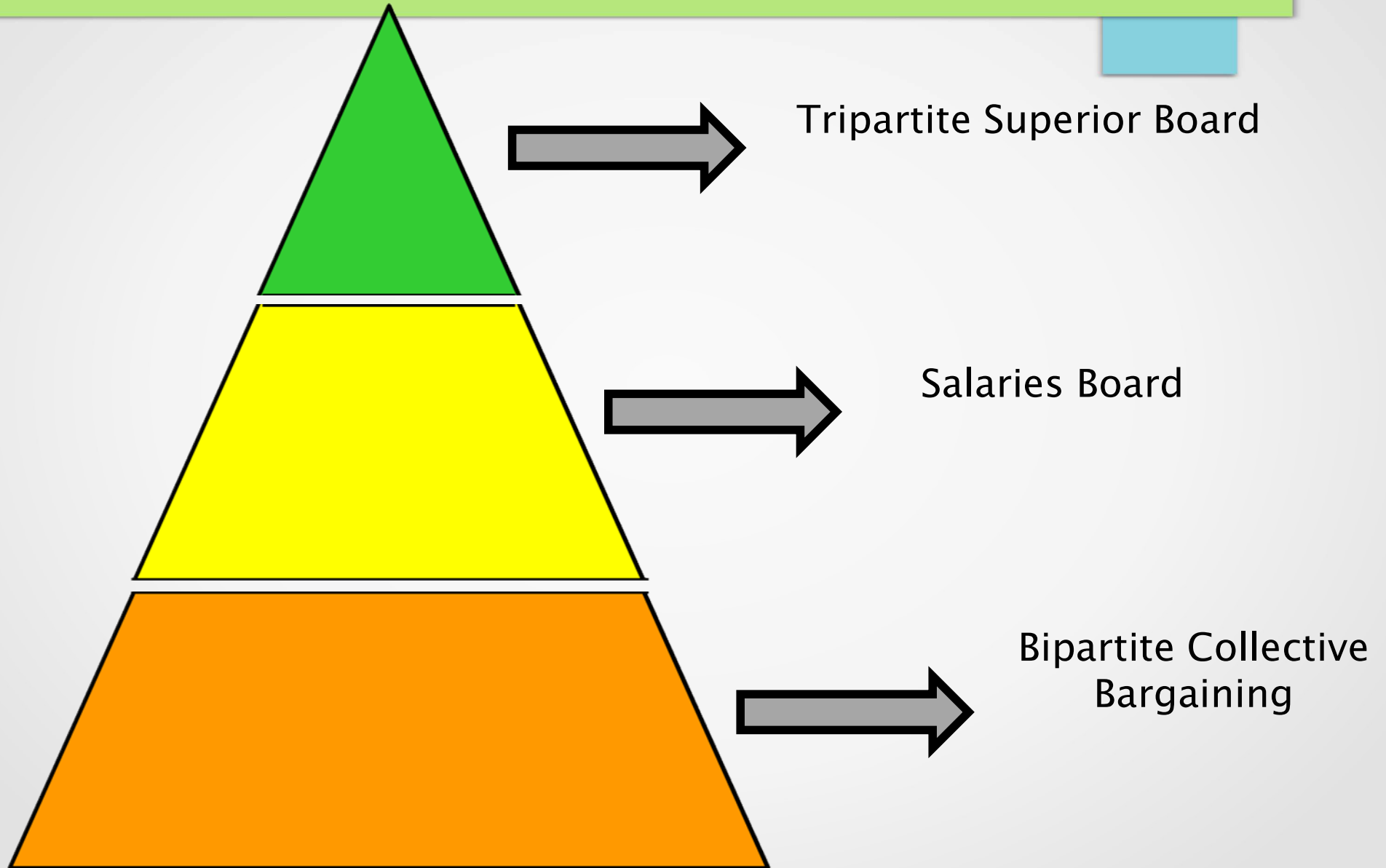
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PART I

The Social Dialogue System in Uruguay. Basic concepts.



Three levels in collective bargaining



Some experiences of the TSB

- Classification of the economic sectors in the Salaries Board system.
- Regulation of working time when working far away from towns
- Enquiry before approving laws (night work, the work of the disabled persons, youth's employment, fostering employment and labour credits guarantee).

PART II

Benefits convened through collective bargaining
ref. balance bewteen labour and family life





A. Salaries Board

(sectoral and tripartite collective bargaining)

Gender clauses

Year

Number of gender clauses

2005

21

2006

38

2008

97

2010

107

2014

250

2016

287

Summary

- › General (declarative) clauses.
- › Leave in cases of gender violence (**Afterwards-----Law No. 19.580**)
- › Leave to take care of family members.
- › Schedule's flexibilities for workers with family responsibilities.
- › Reducing working time for pregnant workers and supplying suitable conditions for lactation.
- › Others.

a) Leave to take care of family members.

- **Animal pharmaceutical companies:** 24 hours per year for **women** with young or disabled children.
- **Chemical industry, perfumes and paints:** leaves of 64, 32 and 72 hours per year for **women** with children up to 15 years old or disabled, for medical/ school purposes, when having at least 6 months in the company. The 1st two sectors extend the benefit for parents. **For men: 24 hours per year.**
- **Bakeries:** 8 days per year for workers with disabled children. If exceeding, it shall be considered an authorised absence.
- **Therapeutic companion business:** 6 days per year for workers with children of up to 21 years old, partners or other relative in charge of, in case of admission + 5 days service per year for workers with more than 2 years in the company.
- **Construction:** 64 hours for workers and workers' young children with terminal illness.
- **Several sectors:** paternity leave

b) Schedule's flexibilities for workers with family responsibilities

Rice mills: One free day per year for **mothers** of children in school age in order to attend end of course's event. **Working men under same circumstances may ask for schedules's flexibility.**

Rice mills and oil makers: Workers with family responsibilities may ask for schedule's flexibility or may have authorised absence when they need to take care of ill close relatives (partner, children, parents, grandchildren in charge).

Gastronomy and transport: workers with young children have priority when choosing training schedules in the company.

c) Reducing working time for pregnant or lactating workers and supplying suitable conditions for lactation.

- **Dairy industry/ gastronomy:** half working time reduction for lactating workers, up to one year.
- **Textile industry:** additional ½ hour (paid) + ½ hour (unpaid) for lactating workers, up to 4 months.
- **Meat processing plants:** 2 daily hours less of work for lactating women, up to 10 months.
Law No. 19.161 (part time subsidy for caring, up to 6 months for father or mother)
- **Dairy industry and rice mills:** lactating rooms (mandatory in all cases).
Law No. 19.530 (lactating room when more than 20 women; otherwise: sufficient conditions).

d) Other clauses

Chemical industry: reinstall fired pregnant or recent mothers. Period: since the employer knows pregnancy, maternity leave and 6 months after.

Transport: permanent staff with children up to 16 years old receive a payment (aprox 50 usd).

Meat processing plants: payment when getting married, having a child or adopting (aprox. 70 usd).

Several sectors: school supplies, vouchers and/or special discounts, specially to workers with children attending to school, although some sectors extend the benefit to highschool.

Textile industry: quarterly revision of the worksheet in order to detect eventual differences between women and men's salaries.

Educative & Social Centers *FOEB*



Educative & Social Centers *FOEB*



Educative & Social Centers *FOEB*



Social Funds

- **Construction:** school supplies, leisure activities for the whole family, english & computer lessons for workers' children; voucher for pregnant workers.
- **Metallurgic industry (Law No. 19.444):** several social needs.
- **Press:** contributions in case of workers' or relatives' illness; school supplies.



B. Bipartite collective bargaining

Main issues

- a) leave to take care of ill (close) relatives.
- b) schedule's flexibilities to attend school activities and to care for young children.
- c) schedule reduction for lactating workers and lactating rooms.

Kindergardens

SNIC- National Integrated Caring System (Law No. 19.353)

Among other actions, together with INAU*, the SNIC gives support to companies and unions to generate care centers.

Currently there are 8.

*INAU: Children and Teens' National Institute

PART III

Future?

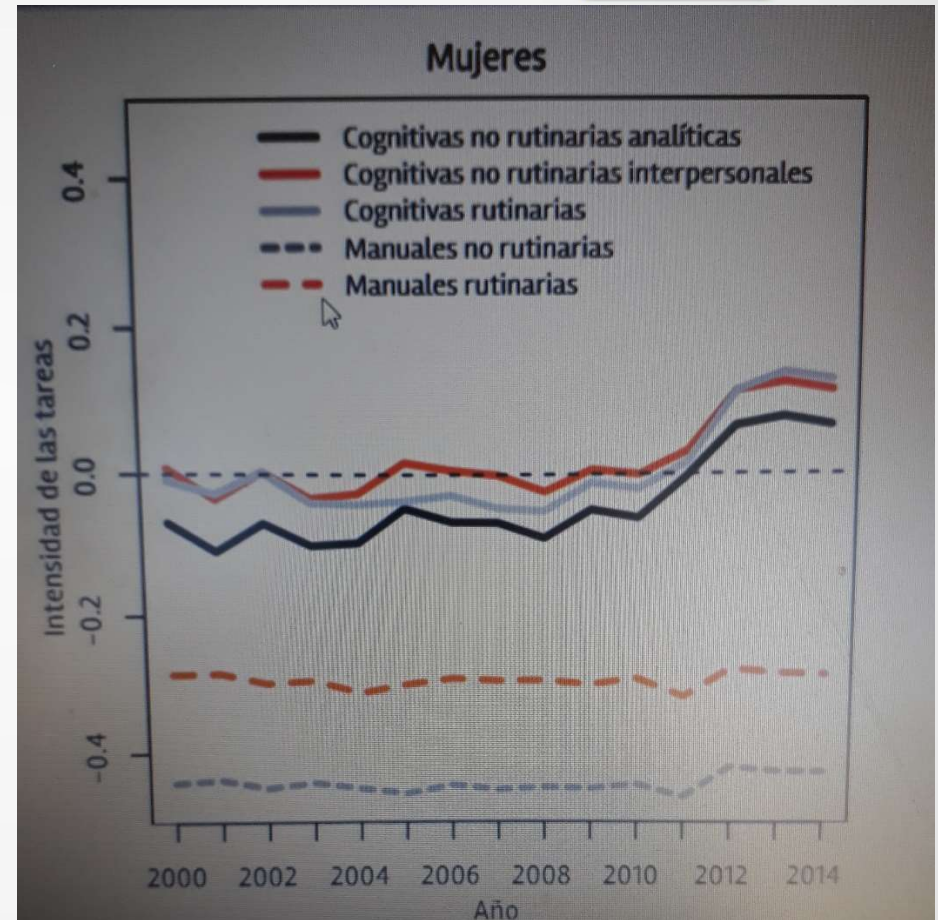
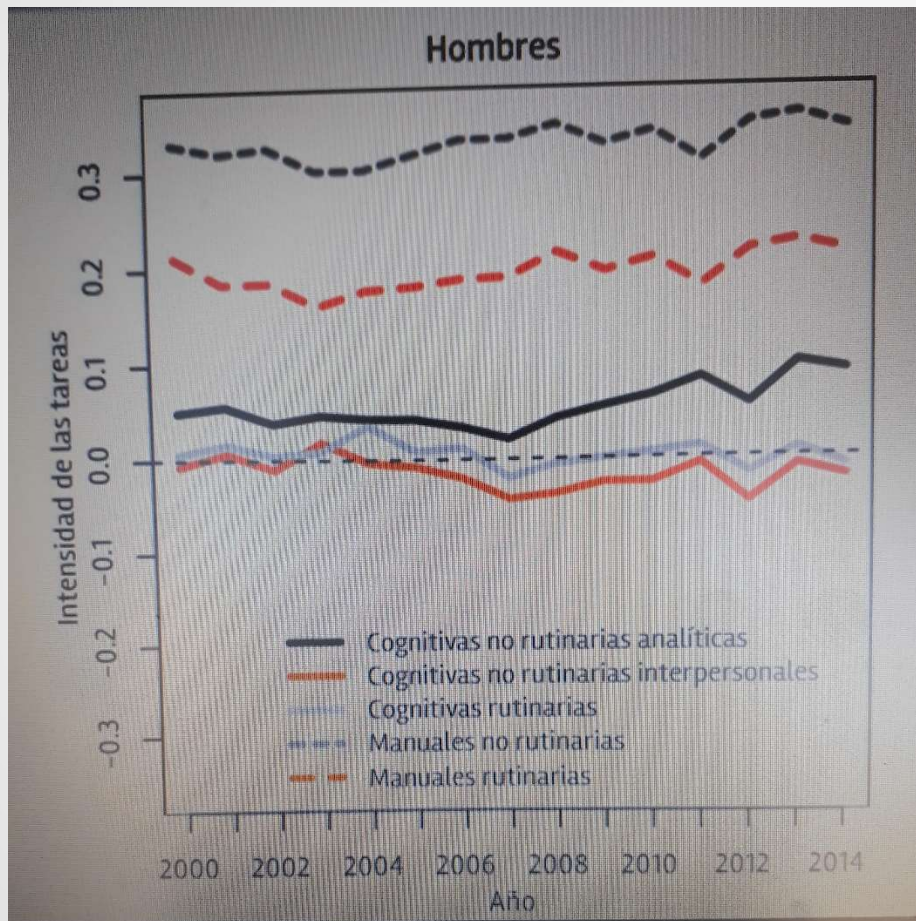
BRAVE NEW WORLD



Aldous Huxley

Men

Women



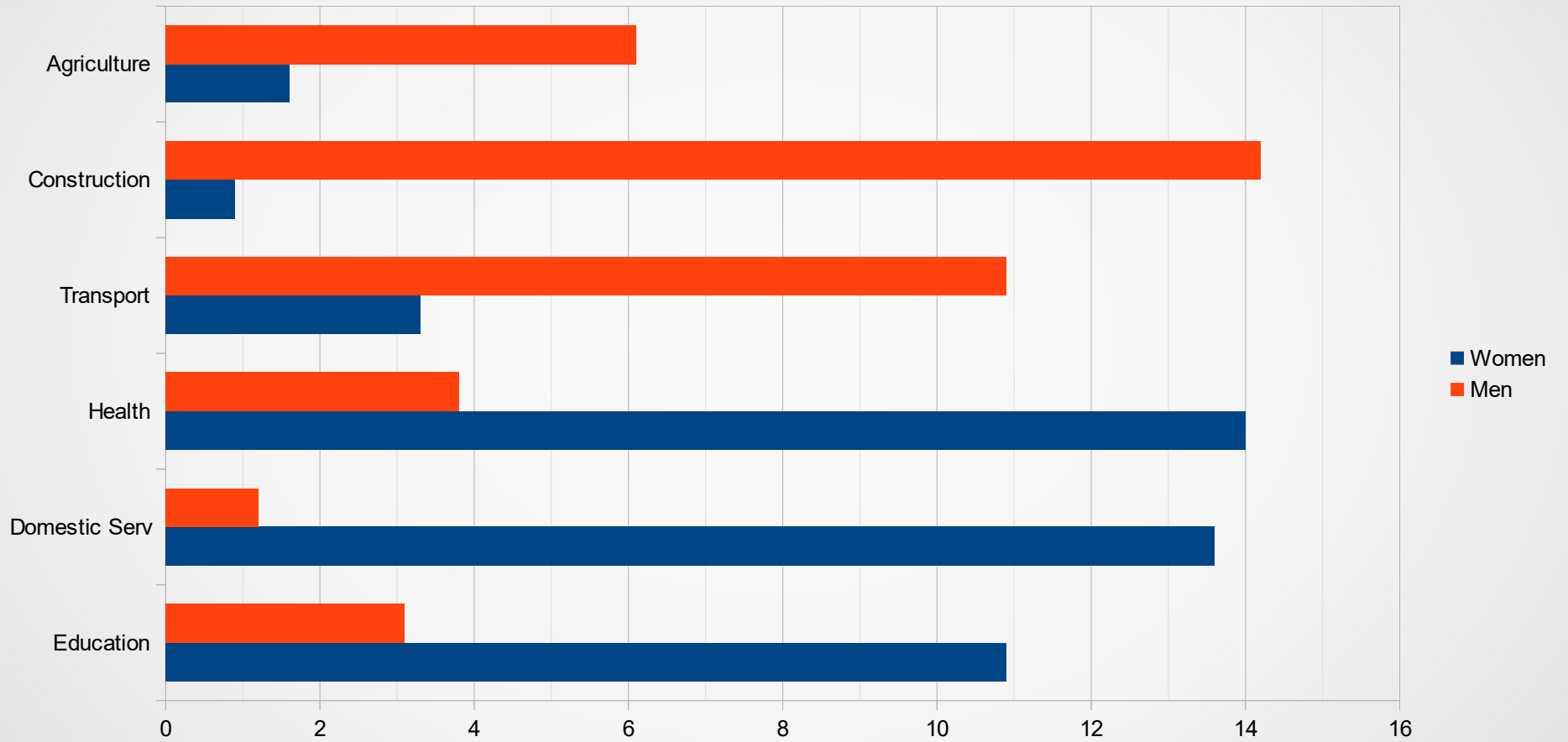
(Source: Planning & Budget Office)

Automation risk (SECTOR)

Sector	Risk
Agriculture, forestry & fishing	85%
Food, beverages & tobacco	78%
Real state & financial act.	78%
Transportation & storage	77%
Mineral & metal products	76%
Administrative & support	75%
Transport equipment	75%
Commerce	74%
Textile & leather	72%
Construction	72%
Electric machinery	71%

Sector	Risk
Mining & quarrying	70%
Electricity, gas & water	69%
Wood & paper	68%
Chemicals, rubber & plastic	67%
Refining petroleum products	66%
Households as employers	59%
Public administration	57%
Information & communication	53%
Professional, scientific & technical activities	48%
Education & health	33%

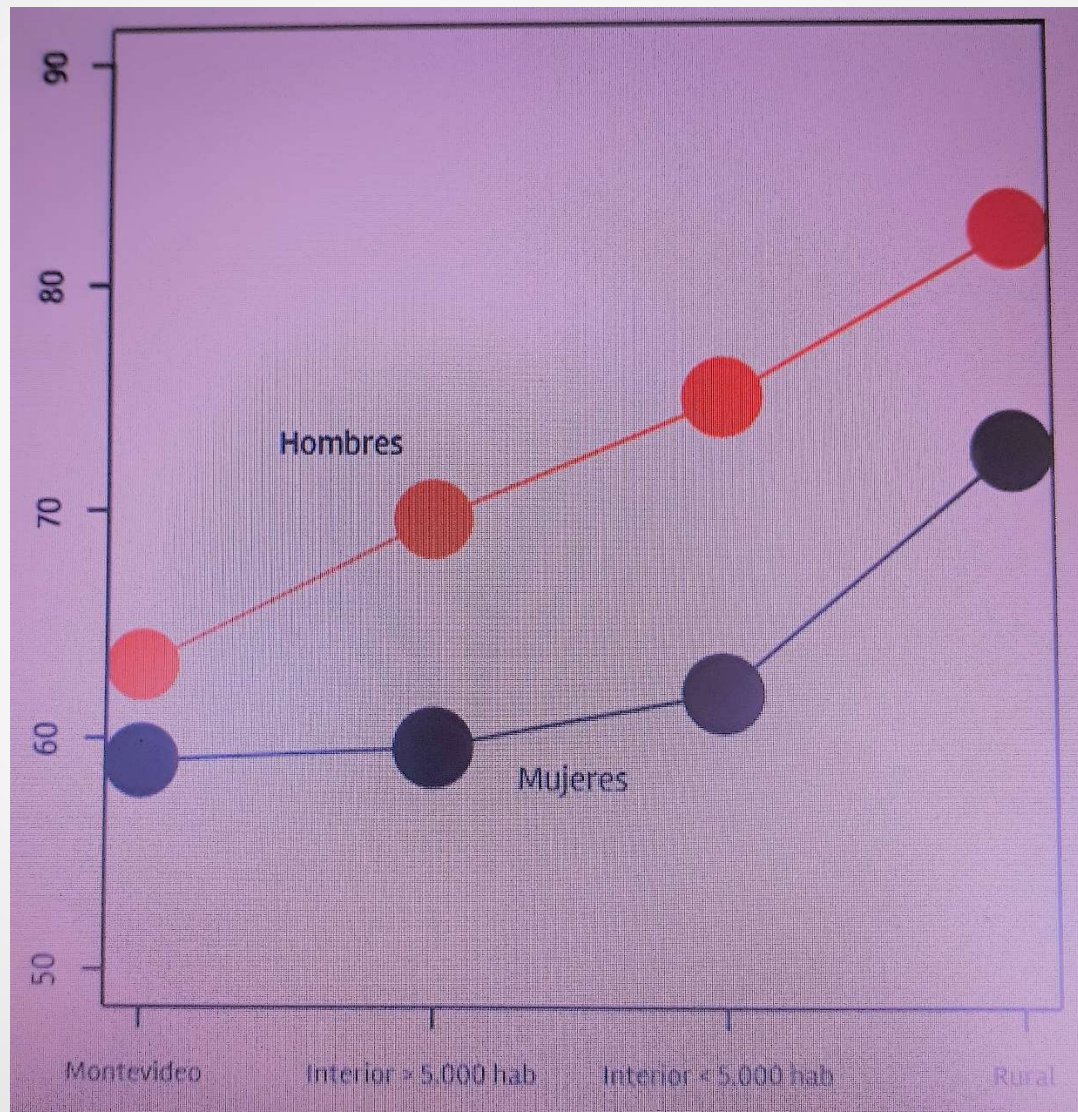
2015



Automation risk (GENDER)

Women	60%
Men	68%

Automation risk GENDER/ LOCATION





FINAL COMMENTS

The role of the (labour) law?

- Keep and improve the institutional spaces for collective bargaining and the adequate guarantees for freedom of association.
- The principles of labour law.
- Collective autonomy.