



Organización  
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# EXECUTIVE SUMMARY

## Final Report

Comparative analysis of labour policies  
in provincial governments of Argentina

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ILO Country Office for Argentina



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The paper entitled "Comparative analysis of labour policies in provincial governments of Argentina" aims to explore, on a comparative basis, the nation's active labour market policies. All of Argentina's provinces as well as the Autonomous City of Buenos Aires were used as subject matter.

The analysis centers on what are referred to as "active labour market policies", which are government measures intended to help citizens find quality employment. In addition to helping job seekers optimize their qualifications and productivity, these policies aim to improve the balance between labour supply and demand, facilitate the creation of productive jobs and ensure contact between job seekers and employers.

These policies are based on different training and education programs, employment subsidies and public employment programs, and support for self-employment and micro businesses.

This study, conducted under the Commission for Employment and Professional Training of the Federal Labour Council and the International Labour Organization (Argentina Office), is organized in blocks that analyze different labour policies and their impact on the provinces that were compared.

The first part of the paper provides context on these labour policies and does so from both a national and provincial perspective. That is to say, this initial approach to the subject matter seeks to help the reader appreciate the role of the State and governments at all levels, be it facilitator, advocate or effector of employment-related policies.

Although the core topic of this report is the role of provincial governments in employment and training in Argentina, the first section examines the actions of all three levels of government in Argentina in relation to employment and training. In this vein, we bring into focus the role of the State as policy-maker, responsible for establishing the regulatory framework, procuring funds and facilitating the implementation of strategies that stimulate employment throughout the nation. In the same way we mention the facilitator, advocate and effector role of provincial governments, which undertake the administration of instruments, resources and organization of processes, we also bring to light the importance of municipal governments as articulators of local supply and demand and interaction with beneficiaries.

Next, and the second content block, we analyze the implementation of national policies in provincial territories from January to November 2018. These actions, quantified under the concept of "subsidy payouts" (monetary relief allocated to a beneficiary by activity per month), provide an overview of levels of implementation, where the following provinces in particular are of note: Buenos Aires, Tucumán, Santa Fe, Córdoba and Jujuy in professional training and education; Buenos Aires, Córdoba and Santa Fe in employment services, and Tucumán, Buenos Aires and Salta in payouts for employment subsidies.

We also expound on the actions that were taken by region and analyze the highest number of payouts by policy type in each section of the territories. According to this survey, the Central region maintains the highest number of payouts in conjunction with active labour policies, followed by the Northwest region. In the first case, primarily in terms of professional training and employment services, it is because it encompasses the largest population in the country, and in the Northwest, we infer that it is due to the impact of the Inter-Harvest Program (continuing the entry of seasonal workers during the yerba mate harvest season).

This section underscores in particular the contributions of the Youth with More and Better Work Program, sponsored by the Ministry of Labour, Employment and Social Security, during its final implementation stage. This program, which supports access to information about the job market and offers different career orientation activities, saw 1,305,093 people join in 538 different municipalities. The report details, province by province, the program's varying degrees of penetration, as well as the three stages of participation of its beneficiaries: joining, participating in activities and subsidy payouts.

This section also expounds on the effects of the training and employment insurance, a tool that targets unemployed members of particularly vulnerable populations. According to the data surveyed, from May 2006 to September 2018, basic subsidy payouts for this insurance were allocated to a total of 676,072 people.

The next topic in the paper analyzes the implementation of provincial policies. It should be noted that the analysis took into account the data on the twelve surveyed provinces as well as information provided by other provinces. The variables analyzed were: type of action, description, benefits, beneficiaries, goals and corresponding area.

According to the data provided, out of the surveyed provinces (Chubut, Córdoba, La Pampa, Santa Fe, La Rioja, San Juan, Corrientes, Santiago del Estero, Tucumán, Tierra del Fuego, Autonomous City of Buenos Aires and Buenos Aires), Córdoba and Buenos Aires present the greatest number of local provincial-level programs. It is of interest to examine the variables analyzed in the comparative charts because it is precisely in these details relating to types of actions, areas of government involved, participants and beneficiaries, where we find the essence of this paper.

The data presented also serves to make assessments of the institutional aspect; meaning, those areas and sectors of provincial governments where labour policies are designed and implemented. According to this information, there are six provinces whose areas of Employment depend on Government Ministries, while in eleven provinces these areas depend on provincial Ministries and Departments of Labour (there are four provinces that do not have a structure specifically assigned to employment).

Lastly, the report hypothesizes some future challenges based on the conclusions stemming from the data analyzed. In this sense, we weigh in on the fact that a large number of provinces, half of Argentina's provinces, implement local employment policies in their territory, primarily in relation to professional training and education.

Provinces play a crucial role in implementing active labour market policies. These policies should emanate from an integral approach, within the context of a focus on territorial economic development, consisting of economic policies, sector strategies and social dialogue.



This report emphasizes that the latter presents arduous work involving horizontal and vertical public-private coordination, as well as a particular look at the different contexts and realities of the entire nation, in a federally-structured country, with the diversity that this entails and with all of the actors involved in the matter.

The challenge is to empower provinces in their role as facilitators, advocates and executors of actions that create jobs. And in this sense, one of the recommendations upheld is to reinforce their involvement, providing them with the tools they need to foster tripartite dialogue between government, workers and employers, taking an integral approach at both the sector and territorial level.

These tools should also include allocation of necessary resources by the federal government. When complemented by sound regional assessments and contributions from counterparts in the provinces, they can ensure the elaboration of a Federal Employment Plan that overcomes limitations and prioritizes an active labour market policies approach.