

ACTION SHEET



Design of the Comprehensive Plan for the Promotion of Employment in Uruguay (PIPE)

Line of action:
**ACTIVE EMPLOYMENT
POLICIES**

Areas:
SOCIAL POLICIES

Scope:
URUGUAY

THE CHALLENGE OF MODERNISING EMPLOYMENT SERVICES

Latin America and the Caribbean face the greatest employment challenge in recent decades. The Covid-19 pandemic caused the loss of 26 million jobs in the region in 2020. Another 20 million people decided to withdraw from the job market¹.

This situation was not unknown to Uruguay as a country. However, despite the threat it poses, the destruction of jobs can also open up opportunities to improve employability, specifically by more closely acquainting people with training, not only young people, but also people over 45 years of age, who to a large extent have suffered the loss of a job and for who it is more difficult to find a new one. This approach involves developing new management models in employment and vocational training policies, segmenting the public, giving priority to the most vulnerable, also incorporating other fundamental elements in modern times, such as the digitisation of services and the need to strengthen skills in this area.

In this context, Uruguay has decided to move forward with regard strengthening active employment policies (PAE) as the most expeditious means of providing applicants and unemployed workers with the possibility of accessing decent jobs and promoting



The PIPE proposes innovative actions linked to employment policies based on prospective analysis of employment needs and the future of vocational training and support for new sources of employment in the territories.

entrepreneurship. The Ministry of Labour and Social Security (MTSS) through the National Employment Directorate (DINAE), with the support of EUROsociAL+, has developed the Integral Plan for the Promotion of Employment (PIPE), whose purpose is

twofold: to join efforts with workplace institutions to benefit the vulnerable population seeking to enter the labour market; and strengthen programmes and projects to support people in searching for and finding work alternatives.

¹ Labour Outlook 2021, Transiting the labour crisis through the pandemic: towards a people-centred employment recovery, ILO Regional Office.



Basic lines of the Comprehensive Plan for the Promotion of Employment (PIPE)

The PIPE aims to support young people, women and those over 45 who aspire to a first job or who are in a situation of short or long-term unemployment in the context of the Covid-19 crisis and post-crisis, as well as freelance workers so they can have access to job opportunities. This takes place through the provision of innovative employment services.

On the one hand, it seeks to identify new job opportunities and human talent profiles required in sectors and activities of the economy and the provision of social, cultural and environmental services through the implementation of a forward-looking labour system; on the other hand, to promote employment through awareness, information and accompanying those aspiring to join incentive hiring and employment promotion programmes.

Its principles are based on decent work, the social value of work, the appreciation of the working person, participation and social dialogue, equality and equity, comprehensive development and accountability. The PIPE will be supported by a results monitoring and evaluation system ensuring control over the execution of its roadmap, products and effective responses for the beneficiary population through the services provided.

Such work complements the previous support that EUROsocial+ provided in the process of organisational restructuring and strategic planning to improve the coordination of active employment policies in Uruguay. In turn, the Uruguayan Parliament approved a new framework, the text of which was proposed by the MTSS, in order to provide the actions of the Comprehensive Plan for the Promotion of Employment with legal support.²

EUROSOCIAL'S SUPPORT

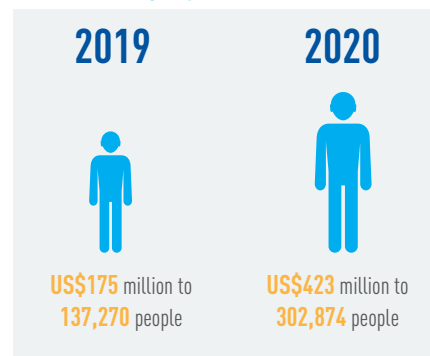
Since February 2021, the EUROsocial+ Programme has accompanied DINAE in the design of the PIPE and in the construction of the Labour Market Prospecting System to identify employment opportunities and professional training needs, as well as in the design of its monitoring and evaluation, which is being carried out with the support of the AGESIC (Agency for Electronic Government and Information and Knowledge Society) of Uruguay. The design of the Plan has drawn on the exchange with other public sector experiences from Europe and Latin America

that have made known their active employment policies in the context of COVID in view of the need to promote and rethink processes, policies and programmes that facilitate access to options to contain and mitigate the consequences for the population, especially the most vulnerable sectors (with a focus on young people, women and people over 45 years of age in urban and rural areas).

The PIPE seeks to promote services to promote employment in the most vulnerable population, in their dual role as beneficiaries and strategic actors in the development of the country and territories. The Plan is conceived as using the integration between professional training, employment services, business development, entrepreneurship, the stimulation of job creation to promote active employment policies; and it is projected from the review and design of proposals for the generation of active employment policies, according to the needs of the labour market, with a gender perspective and emphasis on groups with greater difficulties in initially getting into work and those reintegrating into the workplace.

In addition, the PIPE is part of the economic recovery plans, so that employment services

Unemployment benefits

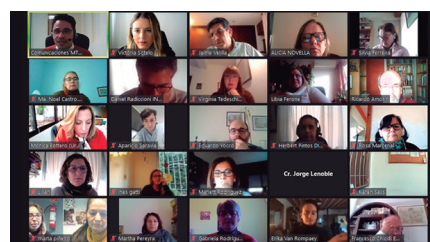


Data from the Social Security Bank (BPS)

can be coordinated with other public policies linked to economic revitalisation and social protection. Guidance and support services for self-employment are of particular relevance, especially for self-employed workers. In the case of supply chains, which are going to have a preponderant role in the post-crisis stage, their mapping will be carried out to project national and territorial programmes of vocational training and skills training aimed at achieving higher levels of productivity. SMEs are also included within this due to the fact that they constitute a job-creating sector in the territories.

Within the framework of support, EUROsocial+ has promoted a series of meetings between the National Directorate of Employment of Uruguay and different national organisations to present the objectives and thematic axes of the PIPE. In addition, it has fostered dialogue and exchanging of experiences between technicians in the Latin American and European public employment services from Germany, Argentina, Colombia, Costa Rica, Spain and Italy to get to know details about the implementation and monitoring of policies, main actions and lessons learnt for the promotion of employment in the current and future context.

For more information



Design of the Comprehensive Plan for the Promotion of Employment | Ministry of Labour and Social Security | Validation meeting with Uruguayan Government institutions.

² A law to promote employment for vulnerable sectors of the population, through which it is sought to reactivate the labour market, provide support for employers who hire the most vulnerable segments of the population in terms of employment, support companies that hire young people (15 to 29 years of age). While people over 45 and people with disabilities will receive a discount on their obligations with respect to the Social Security Bank (BPS).