

Hiring in Uruguay is more difficult than hiring in your native country. You need to learn a whole new set of laws and onboard employees quickly so that they can start working for your country. However, many countries cannot focus on hiring while also trying to handle payroll, manage the parent company's operations, and source a new benefits plan. That's where Globalization Partners comes in.

We're global compliance experts with subsidiaries around the world, including in Uruguay. You can use our existing infrastructure to work in as little as a day. We'll hire employees through our PEO and assign them to work for your company, then make sure you meet Uruguay's employment compliance laws.

How to Hire Uruguay Employees

A standard agreement must preclude all hiring processes. You can use an indefinite- or fixed-term contract depending on what type of employment you need. Despite the type of contract, you should draft a strong, written contract that includes all important terms of employment, such as salary, working hours, benefits, and termination terms. Make sure all monetary amounts are listed in Uruguayan pesos.

Uruguay Employment Compliance Laws

Uruguay's main employment compliance laws are housed in the constitution, regulations from the Ministry of Labor, and the International Labour Organization (ILO). The ILO, in particular, sets nationwide requirements that make it easy for employers to follow the right laws.

After you hire employees, you must register them with the BPS and keep all records of employment, compensation, and taxes where both parties can access them for five years. Always make sure your employees sign the employment contract before their first day of work. Keep in mind that Uruguay's culture emphasizes trade unions and collective bargaining agreements (CBAs), which could outline separate laws that you must follow.

Best Ways to Onboard Your Uruguay Employees

After you learn how to hire Uruguay employees, you need to learn how to onboard them. You can choose how you want the onboarding process to go, but we recommend taking steps to make employees comfortable with their position and your company. Start with a robust training program that will help employees learn their role. Then, you can create events for all new hires to meet each other and even host a welcoming meeting or lunch to show their value to your company.

Benefits of Uruguay Hiring Outsourcing

Uruguay hiring outsourcing with Globalization Partners is the best way to work fast without keeping yourself up at night worrying about compliance. We'll give all your employees a positive hiring experience, and they can be productive from the start. Since our team acts as the Employer of Record, we'll be responsible for Uruguay employment compliance laws instead of you, which will give you the time to focus on building your subsidiary and parent company.

Work With Our Team Today

You don't have to figure out the entire expansion process on your own. Trust our team to make opening a location in Uruguay easy and fast. Contact us today to learn more about Uruguay hiring outsourcing.