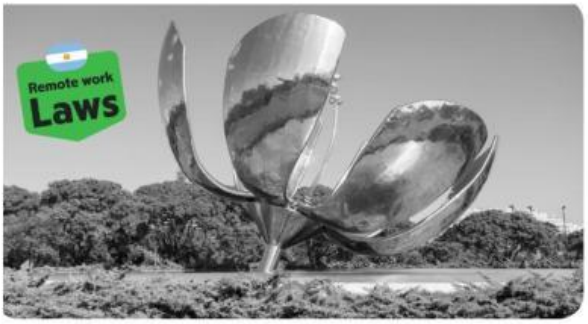
TRABAJO EVALUATIVO Nº3

INGLÉS TÉCNICO – INSTITUTO "FEDERICO GROTE"

Exercise 1 – REMOTE WORK

Glossary – keywords:

Law: n. ley
Hire: v. contratar
Employer: n. empleador
Employee: n. empleado
Workspace: n. espacio de trabajo
Rights and obligations: n. derechos y obligaciones
(**Regulatory**) **Framework**: n. marco (regulatorio)
Comply with: v. cumplir con
Compliance: n. cumplimiento
register: v. registrar
uphold: v. defender, mantener
bill: n. proyecto de ley
ensurer: n. aseguradora



Remote Work 7 mins to read

Remote Work Laws in Argentina: Guide for Employers & Employees

Katie Parrott Updated date August 15, 2025

Argentina has a lot of skilled professionals, and in recent years, more of them have changed the traditional office for home **workspaces**, coworking hubs, or even their favorite cafés.

The government introduced **Law No. 27.555** — **the Telework Law** — in August 2020 to ensure that the **rights and obligations** in a traditional workplace would carry over to the virtual one.

Introduced in April 2021 under **Decree No. 27/2021**, this law includes one of Latin America's most comprehensive telework **frameworks**. It details how remote work arrangements must be established, what resources **employers** must provide, and how **employee** rights are safeguarded, whether work is performed in the office, at home, or in a hybrid setup.

(…)

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Hiring Remote Employees in Argentina

Complying with the Telework Law is only one component of hiring legally in Argentina. Employers must also follow additional Argentine labor laws that apply to both **on-site** and **remote** workers.

Personal Data Protection Law (Law No. 25.326)

Argentina's data protection law sets out strict rules for how employers handle employee information, to protect privacy and ensure that personal data is used responsibly. It requires employers to:

- **Register** their HR databases with the national registry
- Maintain a lawful basis for processing employee data
- **Uphold** rights of access, correction, and deletion

Employers must also follow rules on transferring personal data internationally. A **bill** to align the law more closely with the EU's **General Data Protection Regulation** (GDPR) is currently under discussion, which could broaden these obligations in the future.

Workplace Safety Law (Law No. 19.587)

Employers are responsible for workplace hygiene and safety, even when the workplace is an employee's home. Under SRT Resolution 1552/2012, employers must notify their occupational risk **insurer** (ART) of the telework location, schedule, and tasks. Accidents that occur there during working hours are presumed to be work-related.

INTERPRETACIÓN – RESPONDA SEGÚN EL TEXTO:

1- ¿Cuándo salió la ley 27.555 y de qué trata?

_____

2- ¿De qué trata la ley 25.326 y qué protege?

_____

3- ¿Qué dice la ley 19.587 sobre el trabajo remoto?

_____

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Exercise 2 – LEAVES



GLOSSARY – KEYWORDS:

annual paid leave: n. vacaciones pagas
statutory leave: n. permiso/licencia reglamentaria
be entitled to: v. tener derecho a
law: n. ley
length: n. longitud

In Argentina, remote employees **are entitled to** the same mandatory leave benefits as in-office employees under the national labor **laws** and the specific Teleworking Law (Law 27,555).

Annual Paid Leave

The amount of annual paid leave is based on the employee's length of service with the company:

- 14 calendar days for employees with up to 5 years of service.
- 21 calendar days for employees with between 5 and 10 years of service.
- 28 calendar days for employees with between 10 and 20 years of service.
- 35 calendar days for employees with more than 20 years of service.

Annual leave is generally scheduled between October 1st and April 30th, with advance payment. Employees with less than six months of service in their first year may receive leave at the employer's discretion.

Other Mandatory Leaves

Remote employees are also eligible for other **statutory leaves**:

- There are at least 15 paid public holidays annually.
- Paid sick leave varies by service length and family status, from 3 to 12 months with full pay.

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- Maternity leave is 90 days of paid leave, typically around the due date, with an option for six months unpaid leave.
- Paternity leave is 2 paid days.
- Marriage leave is 10 calendar days.
- Bereavement leave is 3 days for the death of a spouse, child, or parent.
- Exam leave allows up to 2 days per exam, max 10 days yearly.

Key Remote Work Provision

The Teleworking Law includes the right to digital disconnection. Remote workers are not required to respond to work communications outside of working hours or while on leave.

TRUE OR FALSE. Coloque V (verdadero) o F (falso) según corresponda. Justifique los falsos:

1. Los trabajadores remotos tienen las mismas licencias por derecho que los trabajadores presenciales.

   _____

2. Corresponden 14 días de vacaciones para los empleados que tienen entre 5 y 10 años de antigüedad en el puesto.

   _____

3. Las vacaciones se toman entre el 30 de abril y el 1 de octubre.

   _____

4. La licencia por duelo otorgan 3 días por la muerte de abuelos.

   _____

5. La licencia por examen otorga hasta 2 días por examen, con un máximo de 10 días por año.

   _____

Traduzca el último párrafo (en rojo) sobre el teletrabajo:

_____
_____
_____
_____
_____

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Exercise 3 – MODO IMPERATIVO

Coloque las palabras en los espacios para completar las sugerencias a cada problema:

dry – back – eating – wear – noise – helmet – lighting

🚒 Occupational Health and Safety Problems and Advice

Problem	Advice / Recommendation
1. Workers don't wear protective gloves when handling chemicals.	Always _____ proper gloves to prevent skin irritation or burns.
2. The factory floor is often wet and slippery.	Keep the floor _____ and clean; use warning signs when it's wet.
3. Employees lift heavy objects without assistance.	Use proper lifting techniques or ask for help to avoid _____ injuries.
4. There is too much _____ in the production area.	Wear ear protection to prevent hearing damage.
5. Some workers don't use helmets in construction zones.	Always wear a _____ to protect your head from falling objects.
6. The _____ in the workspace is poor.	Improve lighting to reduce eye strain and prevent accidents.
7. Workers eat in areas with hazardous materials.	Designate a clean, safe _____ area away from chemicals.

maintenance – exit – ventilation – report

8. Emergency _____ are blocked by boxes.	Keep emergency exits clear at all times.
9. Machines are not properly maintained.	Schedule regular _____ to avoid malfunctions and injuries.
10. Employees ignore fire drills.	Take fire drills seriously to know how to act in real emergencies.
11. There's not enough _____ in the workshop.	Install fans or ventilation systems to ensure clean air.
12. Workers don't report minor accidents.	Always _____ any incident, even small ones, to prevent bigger problems.

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Problem	Advice / Recommendation
13. People use damaged electrical cords.	Replace damaged _____ immediately to prevent electric shocks.
14. There are no _____ kits available.	Make sure first aid kits are accessible and fully stocked.
15. Employees work long hours without breaks.	Take regular _____ to rest and stay alert during work.

first aid – cables – breaks

Traduzca por lo menos 5 problemas (columna de la izquierda):

1.

2.

3.

4.

5.

GOOD JOB!



LIVEWORKSHEETS