Hi, and welcome to this eBook about the highlights of SAP Country Version Argentina.
Objectives

At the end of this lesson, you will be able to:

- Explain the highlights of SAP Country Version Argentina
- Recognize the characteristics of the Argentinean legal framework
- Understand the criteria that determine the scope of Argentinean localization
- Determine whether a function should be included in the scope of Argentinean localization
- Identify the specific localization functions available in SAP HCM for Argentina

After completing this lesson, you will be able to:

- Explain the highlights of SAP Country Version for Argentina
- Recognize the characteristics of the Argentinean legal framework
- Understand the criteria beyond the scope of Argentinean localization, to determine whether a requirement is eligible for inclusion in the standard system, and
- Identify the specific localization functions available in SAP HCM for Argentina
The points on this agenda include:

- A brief description of the complexity of Argentinean labor legislation and the criteria used to establish the scope of SAP Country Version Argentina.
- The solutions developed to cover the scope, and
- Additional data including contacts and where to obtain more information.
Introduction to Argentinean Localization

Characteristics and criteria used to determine the scope

So let’s start with the brief introduction to Country Version Argentina.
Introduction to Argentinean Localization

Characteristics:
- High level of complexity
- Very dynamic and changeable legal framework
- Very difficult interpretation of spirit of the law
- Important challenge for local and multinational companies, especially when rolling out global templates to local subsidiaries

Criteria for new legal requirements:
- National jurisdiction
- General application to all industries/products
- Mandatory application

Argentinean labor legislation is:
- Highly complex,
- Has a very dynamic and changeable legal framework, and
- It is very difficult to interpret the spirit of the law.

The criteria that determine the scope of SAP Argentinean localization are:
- National jurisdiction: Only national labor legislation is considered. Other labor laws are out of scope.
- General application to all industries and products: The legal requirements for specific industries, activities, or agreements are not covered by Country Version Argentina.
- Mandatory application: Mandatory legal requirements are included, but if these present more than one option to comply with the legal requirement, then SAP chooses only one of the possible legal options to develop the solution.

To be included in the scope of Argentinean localization, a requirement must meet all of the listed criteria.
Localization Scope- Highlights

- Payroll Process
- Social Insurance
- Vacations and Leave
- Taxes
- Legal Reports

Now, let’s take a detailed look at the solutions that have been developed in SAP Country Version Argentina for HCM.
SAP Country Version Argentina for HCM covers the following processes:

- **Divisor 30**: Allows calculations related to payroll based on a monthly divider by 30 days, and not by calendar days.
- **Annual Extra Pay (SAC)**: An annual bonus paid in two installments at the end of each calendar half year.
- **Provision for Vacation and SAC Grossing Up**: A calculation of the provision for vacation and annual complementary salary (or SAC in Spanish).
- **Grossing up**: Allows you to calculate the gross payment of an employee based on a net amount.
- **Contract Termination**: In Argentina, legislation covering the rules of termination allows for different reasons for termination, together with the corresponding severance payments.
- **Advance Payments**: Special payrolls for salary advances, and
- **Guaranteed Net**: This is the net amount to be paid to certain employees.
The calculation includes contributions from employees and employers towards:
- SIJP (retirement)
- Welfare
- ART (occupational risk)
- INSSJyP (National Institute of Social Security for retirees)
- FNE (unemployment insurance)
- Family allowances, and
- Unions

It also includes the maximum and minimum limit-based remuneration for the withholding of social insurance (ex Tope Mopre).
As part of the standard system, the payroll process includes

Vacation, comprising:
- Standard vacation
- Compensation for vacation not taken
- Paid vacation not taken
- Provision for vacation

Leave due to industrial illness or accident (ART)

Other leave
- Special leave (including university examinations, blood donation, matrimonial leave, birth of a child, bereavement)
- Maternity leave
- Unpaid leave

Other leave is also included. This comprises:
- Special leave (including university examinations, blood donation, leave for marriage, birth of a child, or bereavement)
- Maternity leave, and
- Unpaid leave
Localization Scope – Highlights

Income Tax

- Income Tax: Fourth Category
- Income Tax: Another Employer

SAP Country Version Argentina for HCM covers income tax for fourth category income.
Finally, you can see details of the reports that have been developed for Social Insurance, Withholdings, Unions, ANSES, ART, and act 20744, articles 52 and 80.
You should now be able to:

- Explain the highlights of SAP Country Version Argentina
- Recognize the characteristics of the Argentinean legal framework
- Understand the criteria that determine the scope of Argentinean localization
- Determine whether a function should be included in the scope of Argentinean localization
- Identify the specific localization functions available in SAP HCM for Argentina
Related Information

For more information on the topics discussed in this lesson, see the following references:

- service.sap.com/GKB: Globalization Knowledge Base
- Local contacts for Argentina: Argentina Local contacts
- Literature (Implementation of Country Versions for SAP ERP Systems):

For more information about topics discussed in this lesson, see the references listed here.
Thank You!

Contact information

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We hope that this eBook has been useful to you, and that you now know the highlights of SAP Country Version Argentina for HCM. Thank you for your attention during this session, and have a nice day !!!.