Uruguay OHS Regulatory Update

Uruguay OHS Regulatory Update — October 2026

Uruguay's Labor Inspectorate regulation changes (Decree 224/026). It takes effect 60 days after publication: November 30, 2026, counting calendar days. Lifting a preventive shutdown can take up to 72 h, the company and the committee are invited on the walk-through, and the reduction on a minor fine drops from 30% to 10%.

Nov 30, 2026

Takes effect

60 days after publication (art. 56), counting calendar days.

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IN BRIEF

1. **Uruguay's Labor Inspectorate has a new rulebook**
   Decree 224/026: published October 1, 2026, in force 60 days later.
2. **What changes in an inspection visit**
   Visits are still unannounced, at any time (art. 7).
3. **The Inspectorate's time limits**
   More time to investigate, less to close the case file.
4. **Worth reviewing before November 30**
   None of this is new paperwork.

01

Uruguay's Labor Inspectorate has a new rulebook

Decree 224/026: published October 1, 2026, in force 60 days later. It was the only general-scope OHS regulation published in the Official Gazette (Diario Oficial) this month.

Takes effect
Nov 30, 2026
60 days after publication (art. 56), counting calendar days.

To lift a preventive shutdown
up to 72 h
Previously, 24 h. Work doesn't resume without the inspector's written clearance (art. 30).

Reduction on a minor fine
10%
Previously, 30%. If it was corrected on time and is paid within 10 business days (art. 54).

Decree 224/026

Sep 16, 2026
Signed

Oct 1, 2026
Published in the Official Gazette

Nov 30, 2026
In force (60 calendar days)

> **Replaces Decrees 371/022 and 19/023**
> It brings together in a single text the powers, organization and procedure of the General Labor and Social Security Inspectorate (Inspección General del Trabajo y de la Seguridad Social, IGTSS) (art. 58). Cases already under way before it takes effect keep the old rules (art. 57).

02

What changes in an inspection visit

Visits are still unannounced, at any time (art. 7). What's different is the walk-through, the shutdown and the fine.

Reduction on a minor fine fixed on time



Topic	Until now (371/022)	Once in force (224/026)
Walk-through on environmental conditions	If there was a union or a committee, the inspector could be accompanied by one of its representatives (art. 25)	The inspector must invite a company representative and, if there is one, a union or committee representative; it goes on the record (art. 22(b))
What can be shut down as a precaution	Premises, sections, machines or equipment (art. 8(g))	Adds tasks (art. 8(g))
Lifting the shutdown	Within 24 h at most (art. 33)	Within 72 h at most; work doesn't restart without the inspector's clearance (art. 30)

Topic	Until now (371/022)	Once in force (224/026)
Time to fix what was ordered	Up to 15 business days; more if construction work is needed (art. 29)	Up to 15 business days; more if the fix needs actions that take longer (art. 26)
Minor fine, fixed on time and paid promptly	30% reduction, paid within 10 days (art. 51)	10% reduction, paid within 10 business days (art. 54)

03

The Inspectorate's time limits

More time to investigate, less to close the case file.

Inspection proceedings

3 months

From the first action, extendable by the same period (art. 32). Previously, 2 months.

Legal Division report

60 days

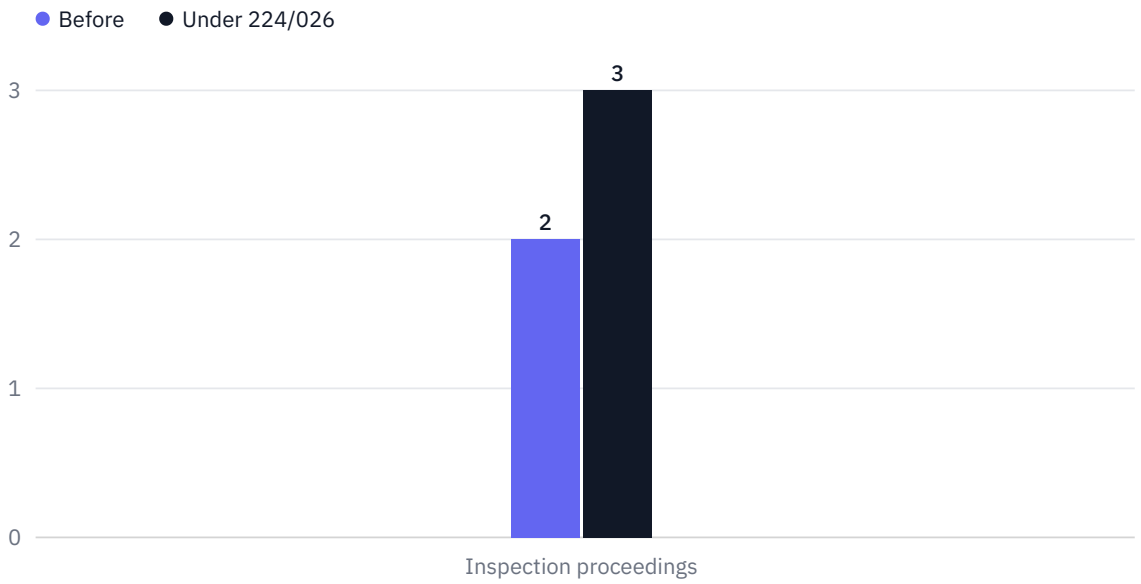
From receipt of the case file (art. 34). Previously, 90 days.

Full investigation

12 months

From the first action, extendable once (art. 36). The previous 18-month limit ran from when the file reached the Legal Division: they measure different things and don't compare directly.

Time limit for inspection proceedings, in months (without extension)



04

Worth reviewing before November 30

None of this is new paperwork. It’s knowing who does what on the day the inspector shows up.

1. **Who goes along on the walk-through?**
   On a visit about environmental conditions, the company will be invited and it goes on the record. Make it someone who knows the plant and its controls (art. 22(b)).
2. **Is the correction documented?**
   If a task or a machine is shut down, lifting it is requested with documentary proof, and it can take up to 72 h from that request (art. 30).
3. **Who reads the Unified Work Roster inbox?**
   Summonses arrive at the email on the Unified Work Roster (Planilla de Trabajo Unificada) or at the registered electronic address, with the date, the time and the documents to bring (art. 21(b)).
4. **Where is each order’s deadline tracked?**
   Up to 15 business days. If the fix takes longer, a reasonable deadline is set; it helps to request it with the reason (art. 26).
5. **Can documents be sent electronically?**
   They can be submitted electronically under the guidelines of the Ministry of Labor and Social Security (Ministerio de Trabajo y Seguridad Social, MTSS) (art. 25).

05

Sources

1. Decree 224/026 (Decreto 224/026), IMPO
   www.impo.com.uy/bases/decretos/224-2026
2. Decree 371/022 (Decreto 371/022), current consolidated text, IMPO
   www.impo.com.uy/bases/decretos/371-2022
3. Decree 19/023 (Decreto 19/023), original text, IMPO
   www.impo.com.uy/bases/decretos-originales/19-2023
4. Official Gazette (Diario Oficial), indexes from October 1 to 28, 2026, IMPO
   www.impo.com.uy/diariooficial/2026/10/01/indice.pdf
5. Resolution 27/026 of the ARNR (Resolución 27/026 de la Autoridad Reguladora Nacional en Radioprotección), Official Gazette of October 27, 2026, IMPO
   www.impo.com.uy/diariooficial/2026/10/27/documentos.pdf

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