

Labor policy and public-private alliances in the Cuban context

Política laboral y alianzas público-privadas en el contexto cubano

Política trabalhista e parcerias público-privadas no contexto cubano



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Received: 2/02/2021

Accepted: 6/04/2021

ABSTRACT

Reflections on public labor policies have seen an effort to transcend the centralized macroeconomic dimension towards greater recognition of municipal labor management where challenges and opportunities are perceived that must be faced from new conceptions according to changes in the environment. Some of these conceptions are

directed to practices that recognize the active interaction and relational approach of public and private actors. In this sense, this article shows a general approach to labor policies, their incidence at the municipal level and the initiatives of public-private alliances, as instruments that contribute to the solution of public problems, from some experiences where the growing interest is visualized in promoting development and its proper functioning, it is recognized that there are relationships of all kinds that differ in purposes, scope, commitments, durations, etc. Through an exploratory / descriptive examination, the perspective of this type of alliances associated with the management of labor policies in the Cuban scenario is deepened. The objective is to reflect on the criteria for the conception of a methodology that contributes to the management of labor policy from public-private alliances in Cuban municipalities.

Keywords: labor policy; public-private alliances; context; methodology; municipalities

RESUMEN

Las reflexiones sobre las políticas públicas laborales evidencian un empeño para trascender de la dimensión macroeconómica centralizada hacia un mayor reconocimiento sobre la gestión laboral municipal, donde se perciben retos y oportunidades que deben ser enfrentados a partir de concepciones novedosas, conforme a los cambios del entorno. Algunas de estas concepciones se encaminan a prácticas que reconocen la interacción activa y el enfoque relacional de los actores públicos y privados. En ese sentido, el presente artículo muestra un acercamiento general a las políticas laborales, su incidencia a escala municipal y las iniciativas de las alianzas público-privadas, como instrumentos que tributan a la solución de problemas públicos, desde algunas experiencias donde se visualiza el interés creciente en promover el desarrollo y su buen funcionamiento, se reconoce que existen relaciones de todo tipo que difieren en propósitos, alcance, compromisos adquiridos, duraciones, etc. Se profundiza, mediante el examen exploratorio/descriptivo en la perspectiva de este tipo de alianzas asociadas a la gestión de las políticas laborales en el escenario cubano. Se declara como objetivo reflexionar sobre los criterios para la concepción de una metodología que contribuya a la gestión de la política laboral, desde las alianzas público-privadas en municipios cubanos.

Palabras clave: política laboral; alianzas público-privadas; contexto; metodología; municipios

RESUMO

As reflexões sobre as políticas públicas de trabalho mostram um esforço para transcender a dimensão macroeconômica centralizada em direção a um maior reconhecimento da gestão municipal do trabalho, onde se percebem desafios e oportunidades que devem ser enfrentados a partir de novas concepções, de acordo com as mudanças do ambiente. Algumas dessas concepções são direcionadas a práticas que reconhecem a interação ativa e a abordagem relacional de atores públicos e privados. Nesse sentido, este artigo apresenta uma abordagem geral das políticas de trabalho, sua incidência no nível municipal e as iniciativas de alianças público-privadas, como instrumentos que contribuem para a solução de problemas públicos, a partir de algumas experiências em que se visualiza crescente interesse em promover desenvolvimento e seu funcionamento adequado, reconhece-se que existem relações de todos os tipos que se diferenciam em propósitos, escopo, compromissos adquiridos, durações, etc. É aprofundado, por meio do exame exploratório/descritivo, na perspectiva desse tipo de alianças associadas à gestão das políticas trabalhistas no cenário cubano. O objetivo é refletir sobre os critérios para a concepção de uma metodologia que contribua para a gestão da política de trabalho, a partir de alianças público-privadas em municípios cubanos.

Palavras-chave: política de trabalho; parcerias público-privadas; contexto; metodologia; municípios

INTRODUCTION

On the way to locating the connectivity, territorial boundaries and spheres of competence of labor policies (LP), mention is made of the interest in recognizing their management at the municipal level, a process by virtue of which the transfer of competencies,

functions and attributions that broaden the effective power in the satisfaction of labor needs and demands of the context is assumed.

In this sense, the currents of analysis of some authors assume the management of labor policies (LPM) as part of the general and guiding framework of the dynamics of national public policies, with scale at the different levels of public administration and where the municipality is considered the one with the most concrete action. Such an approach recognizes LPs and their necessary link with municipal public and private actors.

It is precisely this link between public and private actors that has nuanced public strategies in the last decade and has gained important weight in the global development agenda, within the framework of cooperation policies, under the name of public-private alliances.

From researches on the international and national experience on public-private alliances, a considerable number of facts that have been implemented can be mentioned. Criteria by Preciado Awad and García López (2019), Botero and García (2018), Botero Chica (2017), Sandí Meza (2017) locate their practice as a tool that specifies and justifies the entry of actors as protagonists in the struggle to solve public problems and as a function of development.

Cuba's integration in these collaboration processes is an indispensable support in the updating of the economic and social model with substantial changes and the aspiration to achieve greater efficiency in economic activity towards this end. It is valid to highlight the decisions of the Government where the articulation of the state sector with the private sector¹ is encouraged, aimed at preserving the social conquests. These positions recognize the presence of a private sector in the economy which, although not new, is

¹ This paper focuses on the self-employment when referring to the private sector, since it is the most representative modality and is defined as: a form of non-state management, comprising natural persons who exercise a profession or trade or are authorized to act as employers in the performance of an activity and act as economic agents.

incorporated as a form of management with greater representativeness, mainly at the municipal level.

The combination of public-private alliances in various sectors of the Cuban economy makes it possible to diversify the economic and social actors who have the task of contributing to the advancement of the economy and society.

In this line, decentralizing the work of state-owned enterprises and giving way to new forms of private management constitutes an objective basis for their involvement and participation in decision-making on the social wealth created, to be beneficiaries of it and to contribute to a sovereign, socialist, democratic, prosperous and sustainable nation.

The private sector plays a dynamic role in local development (municipality or province) and this link acquires its own particularities, which is due to a set of internal and external variables.

In this sense, effective development strategies with possibilities of permanence over time require the harmonious participation of the actors and the execution of policies, particularly in the LP which executing agencies must adapt their programs and projects to the specific circumstances of the context and visualize the possibility of articulating with the private sector in the form of alliances and, therefore, incorporate new ways of doing, according to shared risks, organizational and operational systems.

Therefore, the objective of this research is to reflect on the criteria for the conception of a methodology that contributes to the management of LP, from PPAs, framed in the new Cuban context of updating at the municipal level.

This paper is based on the progress made by the transformations of the Cuban economic model with respect to the already existing conditions, which provide an opportunity to establish PPAs in the management of labor policy in the municipalities and advances to the analysis of methodological criteria for the proposal.

MATERIALS AND METHODS

The development of the work is based on the documentary analysis, mainly from the last five years, of different data sources: databases (Scielo, Redalyc, Doaj, Scopus), academic Google, open access journals and other reviews, from which information was obtained to describe the generalities about LP and municipalities, the general vision of public-private alliances as initiatives in the management of labor policies and the conditions of the Cuban contextual framework and particularly of the municipalities for the development of these alliances.

The support in the systemic method propitiates the general location in the examination of PPAs as an opportunity to manage labor policy in Cuban municipalities, from individual international experiences to national experiences. These were studied in isolation and relating them to the current Cuban context; it should be remembered that in order to be viable they must be articulated in a coherent manner with the descriptive elements of the PL, according to international standards and, in view of the possibility of a transfer, with the Cuban LP.

The deductive method acquires great value to establish the criteria of the methodology that contributes to the management of LP from the PPAs as a form of interacting cooperation in the municipalities. Analysis and synthesis predominate as work procedures and induction-deduction to determine work criteria under PPA management instruments to manage LP that are adapted to the Cuban scenario.

RESULTS AND DISCUSSION

General information on Labor Policies

The world context operates as a complex scenario, characterized by the deepening of the globalization process in international economic relations, where it is increasingly difficult to maintain harmony between organizations and their impact on society and the environment.

In this sense, the way of acting in the face of certain social and economic issues of public interest is beginning to change. Therefore, it is necessary to implement policies and

strategies based on the potential of localities, which generate social inclusion, solutions to problems with the participation of the whole society and local knowledge.

In the case of labor policy, as an aspect of social policies, reference is made to the study by Pedrero Nieto (2009) on the situation in Latin America, starting in the 1980s and 1990s, in which he describes a period of proliferation of flexibilization and deregulation of labor relations that considerably attenuated the conceptions, postures, guarantees and labor rights prevailing at the time and which resulted in adverse effects in different magnitudes on the labor market, the economy and workers' living conditions.

In this analysis, labor and its associated policies are seen as exhaustively studied categories and, although it is not in the interest of this publication to go into it in depth, we do start from the International Labor Organization's (ILO)² proposal to promote labor policies towards decent and dignified work in the globalized economy, elaborating and raising international labor standards in a single line, where economic growth, development and the creation of decent work go hand in hand.

Consistent with the above, it is understood that labor policies are not conceived in isolation, but are determined and established by an integrated relationship of macroeconomic policies. On certain occasions, labor policies seek to achieve other results at the same time, depending on the economic, social and political context in force at a given historical moment in each country and the characteristics of the relations between the actors directly involved.

Although LP is mentioned as part of the operation of important macroeconomic variables, the focus on the role of governments in managing labor policies to improve information relating supply and demand, improve worker training, reduce job losses and increase the rate of job finding, eliminate discouragement to work and excessive regulation and unemployment benefits is mentioned as valid. To this construct, the levels of public administration at which the LP are implemented are added.

² International Labor Organization: Specialized agency of the United Nations whose founding mission is: labor peace is essential to prosperity.

This issue has demanded a different look at government efforts to capture the needs of public and private organizations that, in the end, are the ones that employ large numbers of workers where opportunities are offered to use human talent for development.

The review focuses on the study of some responses to these demands; in this direction, public-private alliances as an alternative to the management of new projects are experiencing a palpable moment of boom and, in tune with this, in Cuba a favorable framework has been opened for their implementation since the updating of the Cuban economic model.

Management of labor policies and municipalities

When referring to the operating cycle of LPM, the fact that they are part of public policies is taken up again and, therefore, coincides with their management cycle. In this regard, it is appealed to the study by Torres Páez et al. (2018) where this author mentions that, from the different authors who address the subject, there is coincidence in two phases, implementation and evaluation, as well as different positions in the delimitation of precedents and that in all cases they refer to cycles, at a national or sectoral level. The development of this work is supported by the study of Gutiérrez, Restrepo and Zapata (2017) where he particularizes the cycle in formulation, implementation and evaluation.

The vision of this topic assumes a perspective of the municipality and labor policy as social constructions that are consumed in processes that evolve over time and adopt different expressions depending on the logics, according to the social actors involved, but with convergent intervention spaces for which a series of aspects are circulated, from which the organizational and methodological devices are set, in charge of fixing the LP.

The municipal vision of González Vukusich (2003) includes that it is not indicated as the mere physical scenario of economic activity, but rather implies a specific way of understanding the particular dynamics and synergies that occur at this level and is where alternatives for social policy are consolidated, where they began, in the 1990s, to be expressed in the concrete implementation of programs, projects and intervention mechanisms. They have also constituted one of the basic pillars for the justification and deepening of decentralization processes which, to a greater or lesser degree, have been a general trend in Latin American countries.

In this way, an important association is expressed between the consolidation of local development logics and the growing importance of the municipality, which gives it a special capacity to articulate and access the demands, interests and particularities of the municipal economic and social fabric.

In this sense, the management of municipal development³ stands out, highlighting the management of national, provincial and municipal (local) public policies as a mechanism of action to ensure constant and harmonious growth in municipal development projects from the public administration.

The analysis of the Foundation for Local Development and Municipal and Institutional Strengthening of Central America and the Caribbean (2011) is useful for the visualization of municipal actors, as it mentions the municipal government, intermediate organizations, trade union organizations, the business sector and educational institutions as the actors for the implementation of municipal employment instruments and policies. This framework would constitute the organizational field of intervention where they confront solutions and define proposals for action in the labor field.

As clear reflections for the empirical observation of this work, it was obtained: the systematization of LPM is part of the general and guiding framework of the dynamics of national public policies, it has a transversal approach with scale in the different levels of public administration, which can be the province or the municipality, with a determining weight in the autonomous initiatives in this area, so the need to clearly see the centralization-decentralization balance, the design of integrating instruments for the implementation and the balance in the exchange relations between the municipal work system and the local government, which are materialized in an organizational scheme, is manifested.

³ For the theoretical diagnosis, the indistinct search of the local as municipalities is included to refer to the same territorial space.

Overview of public-private alliances as initiatives in the management of labor policies

It is difficult to establish a common criterion that encompasses the concept of public-private alliances (PPA), as there have been multiple ways of defining them. What is mostly conceived is that it is considered as an instrument of collaboration for public problems; it is a way in which private and public actors collaborate and integrate under common objectives and where voluntariness prevails.

According to the Cideal Foundation (2014), public-private alliances are a strategy of action that has acquired great importance in recent times, with the predominant thought that they have become policy instruments. In order to validate these criteria, a search was conducted to analyze experiences and the behavior of PPAs in a boom period between 2010 and 2014, characterized by high amounts of financial contributions, number of partners, international cooperation offers and the increase in the number of countries that approved laws and regulatory frameworks for public-private alliances, according to Arteaga Prado, Alfonso Porraspita and Negrín Reyes (2020).

The theoretical-practical aspects of the PPA processes studied mention interesting experiences that have demonstrated their relevance, heterogeneity in the practices and didactic materials established to understand their characteristic features, formulas with different methodological conceptions are included and, as already mentioned, aimed at public problems: in this case, education, health, agriculture, infrastructure, public tranquility, etc., are related as examples.

A peculiar feature of these initiatives, which instruments have been studied and which are under the umbrella of the PPA-based commitment to labor issues, is that their scope is aimed at poverty reduction, employment generation and social inclusion, mainly at the local level. This is possibly due to favorable conditions that can only be found in these spaces and in which trust, operational proximity and commitment to achieving results prevail. However, although some aspects may be considered correct, it is not clear how LPM, based on PPAs, would be approached as an alternative that contributes to improvement, as a process with an integrative approach, strategic management and sustainability capable of involving the most relevant actors in a given context.

When analyzing the necessary components for LPM and its relationship with PPAs, it is considered as part of a more complex framework:

- It is a process
- Made up of public and private stakeholders
- Generates a cycle of formulation, execution and evaluation.
- Decision making
- Part of needs, interests and responsibilities
- Takes into account the general and particular environment in the area of LP.
- Improved LPM

Therefore, defining the management of labor policies, based on public-private alliances, implies conceiving a process where the formulation, implementation and evaluation of LPs, from their strategic nature, allows the integration of public and private actors with an active role in decision-making in the labor sphere, where interests and responsibilities are combined in close relation to the needs of the environment. All this translates into the establishment of instruments that allow for collaborative participation, the optimization of the balance in the dynamics of the labor market and that are oriented towards the improvement of labor policy interventions.

In the final exercise of reflection to associate PPAs in the management of labor policies, the need to achieve strong corporate relations on economic and social issues among the different actors through collective bargaining, coordinated and with broad coverage, aimed at correcting the main imbalances in the labor issue, stands out. From this, naturally arises the demand for a strong awareness of collaborative, voluntary and shared work.

Perspective of public-private alliances in the Cuban scenario

Associated with the possibility of a transfer, it should be noted that none of the PPA contributions studied are entirely compatible with the dynamics of the Cuban reality, where state participation in public administration and in the business sector, which are considered key sectors, and a private sector that, although it has developed strengths and competencies in municipal development, has its predominant form in self-employed workers.

For Cuba, as part of the new context, the new constitution of the Republic of Cuba (2019) and the Economic and Social Policy Guidelines should be analyzed, as well as the various policy decisions that have been made in recent years. The dynamics of these processes include, among other elements, the gradual process of separation of state functions from enterprises functions where the socialist state enterprise acquires special connotation, the incorporation of new forms of management and ownership, the increase in the importance of occupation in the non-state sector which, as Marquetti Nodarse and Marquetti Cortina (2019) propose, is conferred relative relevance in the global perspective of the country; all of them motivated towards the inclusion of novel and innovative forms in its social task. From the municipal perspective, it is worth noting that, as part of these political decisions, the aim is to enhance the levels of response by improving the management of local governments.

Espina Prieto and Echevarría León (2018) mention conceptions that underpin the strategy of changes launched with respect to social policies and, once again, they point out the recognition of private actors to contribute to the economy, employment and welfare of the population.

Along this path, there is an explicit political will, in the guidelines, to expand work in the private sector as another employment alternative, depending on the new organizational forms of production and services to be established, thus deepening the real understanding that: public and private actors work together, recognizing the potential of each one and the willingness to exchange, the interpretation of these actors as allies through a coordinated participation in the activities, in the management of resources, as well as the willingness of the Government to contribute to the implementation of horizontal and participatory mechanisms for joint work.

Today's dynamics does not conceive PPAs as a new issue, as practices have already been seen in transportation, lodging services, gastronomy, among others that expose voluntary, collaborative and formal relationships. These are conceived as an opportunity in a scenario that is going through the design of new policies, conception and implementation of a new regulatory framework for local development, the impulse for municipal management of self-employment and other non-state forms of economic management.

The observations made so far lead us to reflect on PPAs as a collaboration tool for carrying out projects, programs or providing services that have traditionally been designed and supplied by public administrations.

Perspective of public-private alliances for the implementation of labor policy in Cuba

In perspective, the circumstances of the current Cuban economy and, therefore, the social practice, require the transforming purpose in the ways of doing. This includes efforts and intensity in the debates for the evaluation of the degree of efficiency of policy implementation programs.

In this way, the need to apply the reasoning to labor policy management programs is framed, since it is a matter of understanding the reality and uniqueness of this management in a scenario where municipal autonomy and the opportunity to take advantage of the performance of the private sector are promoted.

The modifications underway allude to the study of procedures, ways of reasoning, operations and rules that frame the management of the LP and how they could be implemented from PPA, especially in those municipalities where private actors have a marked increase. This responds to the analysis of interrelations and influences of the environment with the management of labor policy, since they respond to the dialectic of adapting and changing according to needs.

Undoubtedly, the integration that characterizes PPA work adds value to any reflection that is carried out and, with respect to the topic in question, the integration of local actors in terms of labor policy management enhances work synergies and empowers them to achieve the objectives that have been set.

The process of knowledge, action and transformation required by the PPA-based labor policy management vision in Cuban municipal scenarios includes:

- Recognition of the governmental, provincial and municipal political framework, the legal framework that translates into government regulations for economic and social development that establish limits for action

- The analysis of the competencies of the actors that contribute to the articulation, harmony and transparency of the process:
 - The public sector has potential due to its knowledge of the public context, legitimacy, continuity and, in the case of the socialist state enterprise, experience and technological resources
 - The private sector with its management capacity and flexibility
 - Society with its role of social witness, impartial, accompanying and evaluating the processes
 - Administration Council and Assembly of the Municipal People's Power as vital actors, since the perception of the other stakeholders of the interest, leadership and vision to coordinate efforts depends on them
 - The Municipal Directorate of Labor and Social Security (DMTSS in Spanish) as the main client, whose role is to advise, guide, coordinate and control the approved national policies (PL and Social Security)
 - Municipal University Center: accompanies the sensitization and the innovation and training process

Criteria for the conception of a methodology that contributes to the management of LP from PPAs in Cuban municipalities

To establish the related criteria, the elements encompassing the conceptual forms of methods and methodologies were analyzed.

Methods are understood as tools that make it possible to investigate, clarify and categorize segments of reality that have been defined as problems, they can be valued as a set of orderly procedures that allow guiding the sharpness of the mind to discover and explain a truth. Their usefulness consists in the fact that they tend to order to turn a topic into a research problem and carry out the apprehension of reality (Aguilera Hintelholher, 2013).

On the other hand, according to Sánchez Roldan (2001), quoted by Gordillo Forero (2007), methodology is a logical construct that has a complete and univocal meaning within the framework of a scientific field or a given theory, it is formed from abstractions that constitute the basis of human thought. Ander Egg (2003) gives similar and useful

criteria when he states that it is the science or theory on the methods for the scientific knowledge of realities and for their transformation.

Although both instruments are understood and assumed as useful tools that allow the approach, understanding and argumentation of study problems, from the conceptual point of view, the methodology transcends the legitimate, instrumental examination to assume systemic and complex approaches that allow understanding the breadth and complexity of public policy scenarios and, in particular, in the LPs from the PPAs at the municipal level.

Likewise, the process of conception of the methodology is based on the following principles:

- The theoretical and empirical interrelation analysis of the processes established between the management of LPs, PPAs and public administration from the municipalities' conception, all adjusted to Cuban conditions and legislations. It allowed defining the essential structural-functional components of the methodology and determining their interrelationships
- The comparative analysis of different ways of acting in PPA management and their relationship with PLs and municipalities, which allows taking up the positive aspects and limitations that are considered in such a way that they are viable and applicable in the Cuban national context
- Discussion, collective and individual debate, consultation and feedback with specialists, experts, public and private actors and decision makers, related to public management and implementation of LP in municipal development

Another reasoning for the methodology proposal is a design based on the analysis of the integration and synergies of the efforts of those involved, as well as the co-responsibility and the perspective of constantly establishing a bank of good experiences, understood under a double approach to provide more viable initiatives and to try to identify the factors of success or failure that allow defining the effectiveness of the process.

Recognizes and relies on:

- The LP management cycle as part of public policy (formulation, implementation and evaluation as appropriate at the different levels of public administration)
- Logical order in the process to achieve PPAs as an instrument to solve public problems and thus legitimize the decision-making process through collaboration
- Specific capacities of the state and private sector at the municipal level for PPA development
- The analysis of the theoretical and empirical interrelationship processes established between LPs and PPAs
- The approach to the development of impact measurement, monitoring and evaluation strategies from PPAs

In order for these criteria to be successfully related, with strategic projection, emphasis should be placed on the strategies of those actors that act as agents of development and social image.

In addition to this, it is imperative to achieve work rhythms where:

- A harmonious relationship is established between labor policy-public administration-PPA.
- Break with inertia and establish transparent procedures and working methods based on ad hoc⁴ structures that allow effective management of LP from PPAs.
- Integration among local stakeholders (DMTSS, municipal administration, state sector, private sector and society) is conceived, with a collaborative approach in the conduct of LPM and expansion of the availability of human resources.
- Coherence between the strategic lines of development of a municipality and the project structure for LPM that incorporates the performance of the state and

⁴ It is a Latin expression used in Spanish with a meaning very similar to the original. According to the Real Academia Española, the term ad hoc is used to refer to what is said or done only for a specific purpose or to indicate that something is adequate, appropriate or specially arranged for an event.

private sector, each with specific capabilities and acting as agents of development, with a high capacity for impact on the social image.

- Strengthen and create spaces for coordination, meeting and dialogue for the joint work of stakeholders
- Add value to the LPM of a municipality by aligning the interventions and legitimacy of the private and state sectors as active and empowered stakeholders in close collaboration.
- Incorporation of new tools to PPA schemes in balance with national, provincial and municipal LP provisions.
- Broaden access to the municipality's human resources, as well as their education and training, and maximize the scope and benefits of the collaboration
- A systemic, strategic and process-oriented approach to stimulate collaboration in LPM through PPAs.

In these questions, the criteria for the conception of a methodology that contributes to the management of LP from PPAs in Cuban municipalities are developed and therefore to be considered according to the reflection of a social practice that needs to be transformed, according to the needs for change in the current Cuban context.

From the perspective of LP, its integration with other economic policies and decisions emanating from interests at different levels of public administration is vital to meet the demands of the labor sphere. These needs are described in dynamic scenarios that lead to the strengthening and better management of these policies. To this end, aspects are presented that enhance the role of public and private actors to work together in the form of alliances which, according to international experiences, are mainly aimed at solving problems of unemployment, poverty and social inclusion. Likewise, this type of alliance is mentioned in terms of managing LP, this time with a broader scope as it includes greater congruence between LP processes.

In recent years, there have been experiences of alliances between public and private actors in various parts of the world, there have been many practices that can be mentioned in this regard, have demonstrated advantages of working under collaborative models and in tune with this, in Cuba, the experiences of alliances articulated with the processes of social transformations have gained popularity, all accompanied by a

favorable framework for its implementation in the updating of the Cuban economic model.

The current Cuban situation requires advancing to a higher level where it is possible to articulate public and private actors so that they are recognized, in a formal way, in the effective work to manage the labor policy according to the needs expressed by the municipalities. This process demands depth in the analysis and establishes methodological criteria that raise the level of response in its management.

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Conflict of interest:

Authors declare not to have any conflict of interest.

Authors' contribution:

Yairín Arteaga Prado y Deysi Alfonso Porraspita designed the study, analyzed the data and prepared the draft.

Hiram Marquetti Nodarse was involved in the collection, analysis and interpretation of the data.

All authors reviewed the writing of the manuscript and approve the version finally submitted.



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