

COLOMBIA

REASONABLE ACCESS TO DECENT WORK

QUICK FACTS



(aga

Female Labour Force

42.9% (2019)

Minimum Wage

COP 877.803 per month (2020)

\$260.68 per month (2020)





















GDP per Capita

\$6,432,40 (2019)

Labour Force

26.78 M (2019)



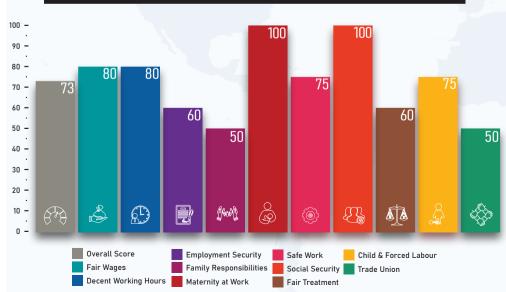


B: 18.2% (2019)

27.0% (2018) Source: World Bank;

International Labour Organization; WageIndicator Living Wages Database

LEGISLATIVE PERFORMANCE



1. Fair Wages Minimum wage (statutory or negotiated) Regular wage Overtime premium (±125%) Weekly rest work compensation (time-off) Night work premium 2. Decent Working Hours General working hours (±48 hours per week) Maximum working hours (±56 hours per week) Weekly rest (±24 hours) Personal protective equipment (free of cost) Training on health and safety Restriction on work (prejudicial to health of mother or child) Employment injury benefits 7. Social Security Old age pension Survivors' pension Unemployment benefits Paid public holidays Annual leave (±3 working weeks) New Personal protective equipment (free of cost) Training on health and safety Restriction on work (prejudicial to health of mother or child) Employment injury benefits Undage pension Survivors' pension Unemployment benefits Sickness benefits (±6 months) Invalidity benefits 3. Employment Security 60 8. Fair Treatment	75
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Annual leave (≥3 working weeks)	
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5. Employment Security 50 6. I all Treatment	60
Written employment contract Prohibition of employment discrimination	
Fixed term contract (5 years) Equal remuneration for work of equal value	
Probation period (≤3 months) ✓ Prohibition of sexual harassment	
Termination notice period (1 month) S Absence of restrictions on women's employment	8
Severance pay (≥14 days per year of service) ■ Basic labour protections for gig workers	8
4. Family Responsibilities 50 9. Child and Forced Labour	75
Parental leave Prohibition on child labour (≤15 years)	
Paternity leave (≥1 week) Age (employment entry ≥ compulsory schooling)	8
Flexible working arrangements Prohibition on hazardous work for under 18	
Nursing breaks Prohibition on forced labour	
5. Maternity at Work 100 10. Trade Union	50
Prohibition on inquiring about pregnancy	
Maternity leave (>14 weeks) Right to collective bargaining	Ø
Cash maternity benefits (≥66.67% of former wage) ✓ Right to strike	8
Source of maternity benefits (social insurance or state financing) Prohibition on replacing striking workers	
Protection from dismissals (pregnancy/maternity)	8

- ♦ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)
- § Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1
- ¶ Share of informal employment in non-agriculture (%), as measured under SDG 8.3.1