







Colombia*

* information updated as of December 2019

REFORM AGENDA

LEGAL TEXT	AREA FOR WOMEN'S ECONOMIC EMPOWERMENT	ACTION	CURRENT TEXT (TO BE REFORMED)
Substantive Labour Code (4 June, 1951).	Paternity leave 	Reform 	CHAPTER V. MATERNITY PROTECTION AND PROTECTION OF MINORS. Article 236. Leave around the time of giving birth and incentives for adequate care and attention for the newborn. Paragraph 2. The spouse or life partner shall have the right to eight (8) working days of paid paternity leave. <div style="border: 1px solid black; padding: 5px; width: fit-content;"> RECOMMENDATION: Extend paternity leave. </div>
	Protection of domestic workers 	Reform 	Article 162. EXCEPTIONS IN CERTAIN ACTIVITIES 1. The following workers are excluded from the regulation on maximum legal working hours: b) Domestic work, either in cities or in the countryside; NOTE: Paragraph b) was declared CONDITIONALLY CONSTITUTIONAL by the Constitutional Court by Sentence C-372 of 1998, in the sense that domestic workers who live in the house of the employer, may not have working hours exceeding 10 hours per day. Article 175. EXCEPTIONS. 1. Work during obligatory days of rest is only permitted where it is repaid or where paid compensatory rest is given: C) In the work of domestic workers and private drivers, <div style="border: 1px solid black; padding: 5px; width: fit-content;"> RECOMMENDATION: Ensure domestic workers the same conditions and labour rights enjoyed by other workers. </div>
Law No. 100 (23 December, 1993) which establishes the comprehensive social security system and other provisions	Social security 	Reform 	Article 33. Requirements for Obtaining Old-Age Pension. In order to have the right to the old-age pension, the person must satisfy the following conditions: 1. Have reached the age of fifty-seven (57) for women, and sixty-two (62) for men. 2. Have made a minimum of 1.300 weeks of contributions at any time. <div style="border: 1px solid black; padding: 5px; width: fit-content;"> RECOMMENDATION: Review contributory requirements in pension systems in line with gender-differentiated retirement ages to prevent discriminations in pension coverage. </div>