



COMISIÓN PERMANENTE
DE CONCERTACIÓN
DE POLÍTICAS
SALARIALES Y LABORALES

NATIONAL COMMISSION ON CONCERTATION OF WAGE AND LABOUR POLICIES

NATIONAL TECHNICAL SECRETARIAT

2014



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¿What is The National Commission on Concertation of Wage and Labour Policies?

- ✓ The Commission was created in 1991 by the Constitution and was regulated by the laws 278/96 and 990/05. The Constitutional Court of Colombia has declared legal those laws in Decisions C-815/99 and C-531/05.
- ✓ The Act 278/96 establish the integration of the National Commission on Concertation and set the economic criteria for the negotiation of minimum wage.



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¿Who are the members of The National Commission on Concertation of Wage and Labour Policies?

Government

- Labor Department (Ministry)
- Finance and Fiscal Department (Ministry)
- Agriculture Department (Ministry)
- Industry & Trade Department (Ministry)
- National Planning Department

Workers

- General Confederation of Workers, CGT
- Unitary Confederation of Workers, CUT
- Confederation of Workers of Colombia, CTC
- Democratic Confederation of Pensioners of Colombia, CDP

Employers

- National Entrepreneurs Association of Colombia , ANDI
- National Retail Federation of Colombia, FENALCO
- National Banking Association, ASOBANCARIA
- Colombian Farmers Association, SAC
- Association of Small & Medium Business of Colombia, ACOPI



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¿What are the functions of the National Commission on Concertation of Wage and Labour Policies?

Promote good working relationships

Contribute to the settlement of collective Labour Disputes

Arrange or agree the national wage policy

Jointly arrange the labour policy



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THE PROCEDURE FOR THE NEGOTIATION ON MINIMUM WAGE

1. Establish the methodology and calculation of the labour productivity in the Tripartite Committee Productivity

2. Analysis and discussion of minimum wage setting by the members of the Commission at regular sessions until December fifteen

If one part is not agree

3. Who disagree should mandatorily explain in writing the reasons for the exception in the next forty-eight hours

4. The parts are required to study these qualifications and establish their position in front of them in the end of the forty-eight hours

5. The Commission have to meet to seek consensus before December thirty

6. The Government issued a Decree with the minimum wage increase, which will contain the tripartite agreement, or otherwise, shall be established according to the economic parameters established by law



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LEGAL PARAMETERS FOR MINIMUM WAGE INCREASE

The Article 8 of Act 278/96, and the judicial compilation of the Constitutional Court of Colombia (Decision C-815/99, C-531/05) to agree that the minimum wage should take into account the following economic criteria:

Consumer
Price Index
next year

Central Bank of
Colombia

Consumer
Price Index
year to date

National
Statistics
Department

Gross
Domestic
Product

National
Statistics
Department

Labour
Productivity

Tripartite
Committee
Productivity



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LEGAL PARAMETERS FOR MINIMUM WAGE INCREASE

Year	Minimum Wage Increase (%)	Consumer Price Index (%)	Productivity (%)	GDP (%)
2001	8,0	7,65	-0,6	1,7
2002	7,4	6,99	1,2	2,5
2003	7,8	6,49	0,1	3,9
2004	6,6	5,5	3,9	5,3
2005	6,9	4,85	1,6	4,7
2006	6,3	4,48	4,9	6,7
2007	6,4	5,69	4,0	6,9
2008	7,7	7,67	-0,4	3,5
2009	3,6	2,0	-4,0	1,7
2010	4,0	3,17	-0,2	4,0
2011	5,8	3,73	1,0	6,6
2012	4,02	2,44	0,7	4,0
2013	4,5	1,94	0,8	4,7



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Andrés Mauricio Ramírez

aramirezp@mintrabajo.gov.co

José Enrique Osorio

Josorioc@mintrabajo.gov.co

María de los Ángeles Mejía

mmejiag@mintrabajo.gov.co