



# NOTICIAS

OCT 2019

## THE RUTEC: OFFERS A BENEFICIAL AND USER-FRIENDLY TOOL AIMED FOREING EMPLOYERS AND WORKERS IN COLOMBIA.

2019-01-25

“ 4,104 foreign workers are registered in the RUTEC, as the companies have reported”.

1. 50.1% of the foreigners reported in this registry are Venezuelan, followed by the United States, Spain, and Brazil.
2. The RUTEC where foreign workers are registered in Colombia is not an Employment Route.

### What is the RUTEC?

The Minister of Labor Alicia Arango has launched the Single Registry of Foreign Workers in Colombia -RUTEC- through the Labor Migration Policy Management Group of the Mobility and Training for Work Directorate.

The RUTEC is an electronic means implemented by the Ministry of Labor that allows registering and certifying foreign workers in the country and in which more than 4 thousand workers are already registered.

The information obtained may allow the Mobility and Training for Work Directorate to characterize the migrant labor population and achieve supervision of their situation, working conditions and adequate compliance with labor regulations.

The Minister of Labor, Alicia Arango Olmos, reiterated that in the RUTEC, not only companies and independents can register Venezuelan workers who work in the country, but of all nationalities, while clarifying: "It is not a route of employment, is not a work permit or a requirement to access a job, it is not a certificate that is requested to join EPS, Pensions, Family Compensation Fund, and ARL and much less, is a Special Permit of Permanence, or a measure of regularization for foreign population ". That is not at all what it is about. Currently, there are more than four thousand registered workers.



# MINTRABAJO AND ILO WILL WORK TOGETHER TO IMPROVE LABOUR CONDITIONS FOR ALL COLOMBIAN WORKERS

2019-01-30



The Minister of Labor, Alicia Arango Olmos and members of the International Labor Organization (ILO), they met in order to develop a joint cooperation agenda aimed at improving working conditions in the country framed in the Decent Work and tripartite dialogue policy.

During the meeting, the Minister expressed the gratitude that has with this international body, bearing in mind also that 2019 will mark its 100 years.

"For the National Government, the ILO represents very important support in labor issues, for that reason we see the need to continue working together to consolidate in the country an employment policy that allows closing gaps and transforming the quality of life of Colombian workers ", Minister Arango Olmos mentioned.

The Minister also noted the key role of strengthening issues such as social protection floor, training of labour inspectorates, trade union registration (union archive), freedom of association, social dialogue, sustainable

ventures and quality jobs creation with the aim to strengthen the workforce and to enhance our productivity. In turn, Carlos Rodríguez Díaz, Deputy Director of the ILO's Regional Office for Latin America and the Caribbean, expressed the desire of the ILO to make joint efforts for the benefit of Colombian workers, which respond to the development of the 2030 Agenda for Sustainable Development approved by the General Assembly of the Nations United, with actions focused on the fight against poverty, Decent Work and to fostering peaceful and inclusive societies.

Also taking part was Philippe Vanhuynegem, Director - ILO Office for the Andean Countries, accompanied by Roberto Villamil, Senior Specialist for Employer's Activities - ILO; Eduardo Rodríguez, Senior Specialist, Workers 'Activities; Ítalo Benjamín Cardona, Labour Law and Labour Administration Specialist . Were also in attendance, the Deputy Minister of Employment and pension, Andrés Felipe Uribe; the head of the cooperation and international relations office, Gloria Gaviria; IVC Director, Jairo Cardozo; Fundamental Rights of the Ministry of Labor; Director of Fundamental Rights Unit of the Ministry of Labour, Fernando Aguirre.

## MINTRABAJO LAUNCHED 'SINGLE WINDOW' FOR PROCEDURES AND SERVICES IN ANTIOQUIA, ATLÁNTICO AND VALLE DEL CAUCA

2019-02-07

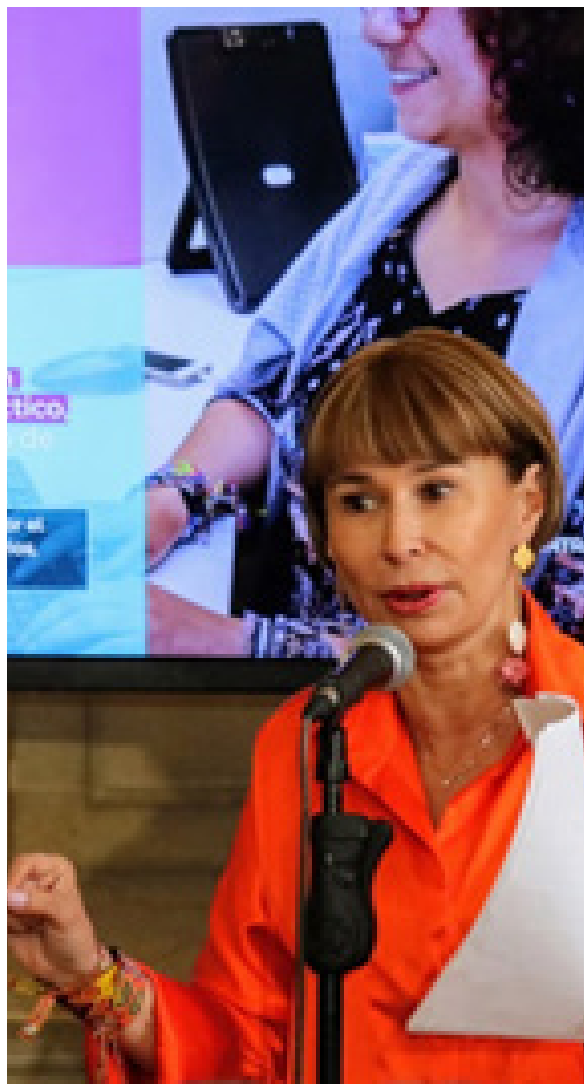
**F**rom Thursday, February 7, Minister Alicia Arango announced that the Single Window of Procedures and Services of the Ministry of Labor will be operational in the departments of Antioquia, Atlántico and Valle del Cauca.

"This tool, created by the Directorate of Inspection, Surveillance, and Control, makes it easier for citizens to access the procedures and services of the Ministry such as requests for work, issuance of certificates, authorizations or permits, saving both time and money ", Said the Minister of Labor, Alicia Arango Olmos.

In November of last year, the platform that only worked in Bogotá was launched. To date, about 400 procedures have already been carried out. In the view of the Minister of Labor, more cities with this tool allows employers, workers, trade unionists and citizens at large, have the facility to perform their procedures online thus avoiding unnecessary movements and long queues.

It is important to note that the Single Window makes it possible to carry out 20 procedures online: eleven that entrepreneurs can do, three for unions and six for citizens. All this with only three steps for filing: data of the procedure, the sender and documents of the procedure.

To get access to the Single Window of Procedures and Services, click on the following link: [bit.ly/2Niieh0](http://bit.ly/2Niieh0).





**W**ith the main objective of generating fair and just working conditions for men and women, Grupo Energía Bogotá (GEB) joined the Gender Equality Management System `Equipares`.

This achievement was praised by the Ministry of Labor and the United Nations Development Program (UNDP).

Facing the signing of the agreement of wills to be part of the seal, the Minister of Labor, Alicia Arango Olmos, was very satisfied and mentioned that "reducing existing gender gaps allows not only companies but Colombia, to achieve an economic and social development that enhances skills, competitiveness and boost productivity".

"Gender equality is an objective that we have put on the table from the National Government and that is why we bet you to join efforts with companies for the implementation of this management system that allows identifying, attacking and measuring the gender gaps in the world of work," said the head of the labor portfolio.

Likewise, Astrid Álvarez, president of Bogota Energy Group expressed her gratitude for the reception of the program and her enthusiasm for working together with this initiative that seeks to close gender gaps.



## THE BOGOTA ENERGY GROUP JOINS THE GENDER EQUITY SEAL OF MINTRABAJO

2019-02-11

For its part, Lina Arbeláez, Manager, Poverty, and Inequality. Reduction Area. (UNDP), explained that this policy of gender equality adopted by organizations impacts and changes the quality of life of workers in the country.

The Equipares Seal seeks to identify gaps between men and women in organizations in the following labor dimensions: recruitment and selection, remuneration and salary, promotion and professional development (women in decision-making positions), work environment, labor harassment and sexual harassment, training and education, non-sexist communication and inclusive language and reconciliation of work, family and personal life.

To date, the seal has reached more than 68 companies impacting the lives of more than 140,000 men and women, aiming at the achievement of the Sustainable Development Goals (SDG), especially gender equality, Decent Work, economic growth and the reduction of inequalities.

### Participation:

The sector of the economy of "Gas, Energy and Water Supply" is the sector that registers predominantly male participation (23.1% women / 76.9% men).

The gender wage gap today is 17.5% among urban men and women; in rurality, it is around 45%.

The unemployment rate for women is 12.3%, that of men is 7.2%.

Woman spends approximately 19.5 hours more per week than the man in household tasks.

## “THE MINISTRY OF LABOR AIMS TO STRENGTHEN LABOR INSPECTION”: MINISTER ALICIA ARANGO

2019-02-13

**D**uring her speech in the training course "Strengthening of inspection, surveillance and control, collective bargaining and conflict resolution," the Minister of Labor, Alicia Arango Olmos, indicated that one of her major purposes at the head of the Ministry of Labor is strengthening and improve the knowledge of labor inspectors for the good performance of their role in Inspection, Surveillance, and Control throughout the national territory.

The head of the labor portfolio also noted that the training of the Labor Inspectorate should not only focus on the development of knowledge but should have a practical component through an experiential methodology. "From the Ministry, we want to expand their knowledge through innovation and encourage new training methodologies with more focused training," he added.

Also, Minister Arango Olmos mentioned that the Ministry should focus and prioritize much more in the territorial ones that are in the whole country, where important decisions on labor issues originate. "We want to strengthen the programs, training and employment policy that we are creating in all regions," he said.

The objective of the event, carried out by the International Labor Organization (ILO) and the Ministry of Labor, in addition to seeking to broaden the knowledge of labor inspectors regarding their functions and day-to-day activities, seeks to enhance their skills, as such This is reflected in their capacity to work and in the efficiency and effectiveness that citizens need.

Italo Cardona, Labour Law and Labour Administration Specialist of the ILO, also participated in the seminar; Jairo Cardozo, director of Inspection, Surveillance, and Control of the Ministry of Labor; and labor inspectors of the territorial directorates of several regions of the country.



**R**esolution 0312 of 2019 will allow the minimum standards required of companies some flexibility according to the number of workers each company has.

With the objective of setting standards that offer the possibility of adapting to the particular needs and conditions of each employer and also guarantee compliance with the minimum levels of safety and health of Colombian workers, the President of the Republic, Iván Duque Márquez and the Minister of Labor, Alicia Arango Olmos, socialized the adjustments that were made to the Minimum Standards of Occupational Health and Safety Management System for employers and contractors.

The announcement made at Casa de Nariño, responds to the need to recognize that the productive sector and employment generator has different characteristics of each activity, and taking into account that one of the obstacles faced by MSMEs and the agricultural sector in The implementation of the system is the complexity of the standard and the high costs necessary to comply with it.

"You can not demand a micro-enterprise with few employees and small profits, make high investments that ultimately lead to the closure of the company and the destruction of employment. On the contrary, our commitment as a National Government is to help these small,

## 656 THOUSAND MIPYMES AND AGRICULTURAL SECTOR WILL BENEFIT WITH NEW REQUIREMENTS OF THE SAFETY AND HEALTH SYSTEM AT WORK

2019-02-19

medium and small businesses to grow, to teach them to take care of their workers by giving them tools that they can implement in an easy and practical way," said President Ivan Duque.

The modification proposes a management system adjusted to the size and capacity of each company, classifying them by employee ranks as follows: companies with 10 or fewer workers, those with 11 to 50 workers, and finally, companies with more than 50 workers.

Also, the Minister highlighted that "656 thousand MSMEs, and especially the agricultural sector, will benefit from the new requirements of the Occupational Health and Safety System, which seek to enable the small business to carry out the process in an agile and furthermore effective action allowing an impact on the quality of life of workers and the productivity of companies".





## Data:

Fasecolda data show that by December 2017 the number of companies by size was as follows: From 1 to 10 workers: 575,235 companies, from 11 to 50 workers: 81,130 companies and from 51 workers onwards: 23,592, for a total of 679,957 Business.

According to a study carried out by Acopi, in a micro and small company the costs derived from the implementation of the Occupational Health and Safety Management System (SG-SST), amount to approximately \$ 6,700,000.

As of November 2018, in Colombia, there were 10,520,717 workers affiliated to the General System of Occupational Risks. There were reported 597,280 cases of people injured in their jobs and unfortunately did not return 501 workers for fatal accidents. Compared to 2017, there is a reduction in the accident rate and mortality, since there were 572 fatalities and close to 680,000 work accidents.

According to the ARL, of the total number of companies affiliated to the General System of Occupational Risks, only 15,586 companies have a high level of development of the SG-SST, 351,963 with an intermediate level and 82,512 with an initial level



# “WE MUST FIGHT TO INCREASE THE LABOR MARKET PARTICIPATION OF WOMEN” ALICIA ARANGO

2019-03-01

**W**ithin the framework of the event "Women's Contribution to the 2030 Agenda": Measures for the full social security protection of women in Ibero-America.

The Minister of Labor, Alicia Arango Olmos, referred to the actions that Colombia must take to improve the wage gaps and the differences in the participation of women in the labor market.

The minister pointed out that among the actions that should be considered in order to close the wage gaps and the differences in the participation of women in the labor market on the part of the companies in the country are: the development of gender policy, the stereotype dismantling, flexible hours. In this sense, The Government is implementing within the National Development Plan, a minimum level of social protection that will especially help women because it will allow them to work part-time. The woman, who by accruing less than a minimum wage, will be entitled to an annual annuity income through the Periodic Economic Benefits (BEPS), which will serve her for old age.

Likewise, work is being done on entrepreneurship issues through empowerment programs for women, promoting teleworking, assured Minister Arango.



The meeting organized by the Vice Presidency of the Republic and the Ibero-American Social Security Organization-OISS, at the Salitre office and business centre, Bogotá, was attended by the Vice President of the Republic, Mrs. Marta Lucía Ramírez; Mrs. Martha Veleño, the executive vice-president of the Chamber of Commerce of Bogotá; Mrs. Gina Magnolia Riano, the General Secretary of the Ibero-American Social Security Organization (OISS) and the Vice-Presidents of the Republic of Costa Rica, Guatemala, Panama and the Dominican Republic. Other prominent women also attended who are in senior positions from Latin America, who analyzed concrete measures that allow equal opportunities and treatment in the world of work that facilitate the closing of the social protection gap.

The minister also referred to the salary difference between men and women. In the urban sector, he pointed out that men earn 17% more than women and in rural areas, men earn more than 45% than women. She added 'Equal pay for equal work must be the overriding principle'.

During her speech, Vice President Marta Lucía Ramírez emphasized among other things, challenges for Women's Contributions to the 2030 Agenda, such as institutional strengthening, having goals, having an accurate and up-to-date information system, creating a Women's Business Council and to show the role of women in terms of daily management, their contributions and capacities.

At last, the Minister of Labor added: "the Ministry of Labor we will continue encouraging and strengthening programs such as the Equipares Seal, in which 73 companies are already linked and whose purpose is to reduce the labor gaps between men and women in organizations."

1. The unemployment rate was 12.4% for females in 2018 and 6.7% for males.
2. Disparities between the wages of men and women are on 18.7% in urban areas and 44.7% in rural areas to the disadvantage of women.
3. SENA's Public Employment Agency (APE) placed 9,300 job offers for women in the country.

**D**uring the celebration of International Women's Day, the Minister of Labor, Alicia Arango Olmos, jointly with the Vice President of the Republic, Marta Lucía Ramírez; Presidential Adviser for the Equity of Women, Ana María Tribín and the General Director of SENA, Carlos Mario Estrada, opened to the National Day of Employment and Entrepreneurship for Women, which offered 9.300 jobs were placed for women of the country.

SENA's Public Employment Agency (APE) simultaneously began this day in 50 regional offices in the country to bring the supply and demand for employment closer together and it is expected that in the next two weeks they will be occupied by women. The employer offers his vacancies and conducts interviews with those who carry his resume with the profiles required to do the pre-selection process later.

Minister Alicia Arango stressed the importance of women: *"Colombian women are the driving force for economic development and we must take advantage of all their virtues to move the country forward and to enable them to access work and entrepreneurship"*.



## THE LABOR SECTOR COMMITTED TO EMPLOYMENT AND WOMEN'S ENTREPRENEURSHIP

2019-03-08

She also ensured in four years the country will have a different result in the figures that today are on women: "Unemployment for women in 2018 almost doubled to that of men; was 12.4% and for men was 6.7%. Likewise, the wage gap is detrimental to women, since it is 18,7% in urban areas and 44.7% in rural areas".

The employment rate of women is 47.6% and for men 69.9%.

Likewise, the minister said that the Labor Sector will promote an agenda of labor equity that includes men and women as a driver of economic and social development for the country: "Generate new parameters and social schemes in the labor sphere, where it is understood that incorporating women in a fair and equitable manner represents an investment in terms of competitiveness, productivity and work environment".

For its part, Vice President Ramírez highlighted the minister's leadership who has been carrying out in the social sectors and in the workers; her concern to make women more and more acceded to work, to entrepreneurship in better conditions.

She added: "we work together in the government of President Iván Duque to close the wage gap against women, which is unjustified. "

During the meeting, a bid sealed by the Emprender Fund operated by SENA was also presented for \$ 2 billion. "This state seed capital fund is the largest in Latin America to finance entrepreneurial initiatives developed by women entrepreneurs, innovative and creative, expecting to generate nearly 2 thousand jobs," said Director General of SENA Carlos Mario Estrada.

## MINTRABAJO AND FEMALE SOCCER PLAYERS ANALYZE THEIR EMPLOYMENT SITUATION

2019-03-11



The Minister of Labor, Alicia Arango, met with Executive Director of the Colombian Association of Professional Footballers -Acolfutpro-Carlos González, who was accompanied by Luis Alberto García, General Secretary of Acolfutpro, Natalia Gaitán and Isabella Echeverri professional players, to analyze the situation that Colombian women's football goes through in the workplace.

The players demand respect for their right to work and the same opportunities as their male colleagues. Isabella Echeverri said: "The players of the professional league are all united to find at the

hand of the minister solutions for the problems we are having at this moment". We only ask that the same courtesy be accorded to us, without sex or employment discrimination and the creation of the Colombian professional female league.

The minister acknowledged the difficult moment that women's football is going through and invited Colombian football directors to dialogue and seek equity.

From the outset of her administration, the minister has been committed to the vindication of women's rights in all arenas.

## THE MINISTRY OF DEFENSE AND THE TRADE UNION ORGANIZATIONS MANAGE TO CONCLUDE A COLLECTIVE LABOR AGREEMENT THANKS TO THE MEDIATION OF MINTRABAJO

2019-03-13

**T**he mediation efforts by the Vice-Ministry of Labor Relations and Inspection, Carlos Alberto Baena, allowed the Ministry of National Defense managed to finalize a collective labor agreement with its trade union organizations Sindopon and Asemil.

With the signing of this collective agreement, it was possible to materialize ten points of the document presented in the negotiation between the parties.

"As part of the Ministry of Labor, it is very rewarding to help through working tables to carry out negotiations of this nature through social dialogue, and thus, achieve consensus, which generates peace and harmony within the entities and companies," said Vice-Ministry of Labor Relations and Inspection.

The official said that the National Government is committed to promoting social dialogue as an expeditious mechanism to reach agreements on labor matters, which contributes to the creation of decent workspaces with guarantees for all.





## MINTRABAJO AND NESTLÉ, ALLYED WITH YOUTH EMPLOYMENT

2019-03-13

In order to build fabric in favor of youth employability in Colombia, the Minister of Labor, Alicia Arango Olmos, met with the President of Nestlé of Colombia, Antonio Núñez and the Vice President of Human Resources of the Company, Óscar Eduardo Recio.

In the Minister's office, the dairy multinational made an official presentation of the initiative for young people that has generated 700 direct employment opportunities in Colombia in the last 3 years for young people between 18 and 30 years to have a job opportunity.

"We are going to establish a firmer contact to continue working for young people in the country through four areas of work where orientation, training, and allies are generated because our purpose is to be the most important promoter of youth employment in Colombia", said the vice

president of Human Resources of the Company in Colombia, Óscar Eduardo Recio.

On the other hand, the minister highlighted the interest and connection of the private company with the country and especially with the youth. "We are targeting the generation of youth employment, the relevance and training for work because Colombia, can not continue with youth unemployment that is at 17 percent and is what we have to avoid" Alicia Arango.

The minister proposed forming a working group to lead this initiative and socialize good practices on the part of the company against the involvement of young people in the company that currently has 20 allies of private companies. The vice minister of Employment and Pensions, Andrés Felipe Uribe, also participated in the meeting.



## COLOMBIA PRESENTS ACTIONS FOR THE RECOMMENDATIONS OF THE LABOR COOPERATION AGREEMENT BETWEEN CANADA AND COLOMBIA

2019-03-26

Canada and Colombia, through officials of their respective Ministries of Labor, held meetings last March for three days, in order to demonstrate the actions taken for the recommendations of the action plan of Canada with Colombia and their respective updates of information.

To the day organized and conducted by the Office of Cooperation and International Relations of the Ministry of Labor of Colombia, headed by Dr. Gloria Beatriz Gaviria, was added the active participation of SENA, the Office of the Attorney General of the Nation, the UNP, the Ministry of Defense, the Supreme Court of Justice, trade

unions (CUT, CTC, USO and SINTRAINAGRO) and Andi.

The Government of Colombia thanks the Government of Canada for the cooperation it has given us and the interest in moving towards compliance with the recommendations of the report in accordance with the reality of our country and reaffirms its commitment to consolidate efforts in labor recognizing the importance of make effective the exercise of the rights of Colombian workers; prevent, investigate and effectively punish illegal intermediation and subcontracting; sanction violence against trade union leaders and fight against impunity and violence in the country.



## OCRI ATTEND THE WORKSHOP ON "THE UNITED NATIONS SYSTEM COMPARATIVE ADVANTAGE" TO DEFINE THE SCOPE OF UNDAF 2020 - 2030

2019-03-04



**E** Last March, the Workshop on "The United Nations System Comparative Advantage" was held at the Colombia Cancillería (Ministry), what started to define The United Nations Development Assistance Framework – UNDAF, Colombia 2020 - 2030.

The Workshop was led by the Foreign Ministry, Colombian Presidential Agency of International Cooperation - APC - and The National Planning Department - DPN -. The format used was in U,

that is, on the one hand, there were the Entities of the SNU, in the center the moderators and on the other hand, the representatives of the government entities. It was divided into four sessions: Prosperity, Planet, People and Stability, legality and coexistence.

Mrs. Gloria Beatriz Gaviria, Head, Cooperation and International Relations Office, participated actively in the workshop as part of the ministry of labor which was part of the Prosperity section.