

COLOMBIA'S LABOUR MEASURES IN RESPONSE TO COVID-19



**COOPERATION AND
INTERNATIONAL RELATIONS
OFFICE'S NEWSLETTER**

JULY 2020 // MINISTRY OF LABOUR

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ILO GLOBAL SUMMIT

COVID-19 AND THE WORLD OF WORK: BUILDING A BETTER FUTURE OF WORK

Colombia actively participated on the different work sessions organized by the International Labour Office (ILO), within the framework of the World Summit held in July, which took place virtually due to the special emergency conditions that the planet is going through.

During July 1st and 2nd, the regional conferences were held. On the second day, the Americas region focused its discussion on the issue of productive reactivation and decent work in the Americas.

The Minister Ángel Custodio Cabrera Báez participated on the panel on the bases for the recovery of the labour markets in the medium and long term and the construction of a better normality.

“The current crisis that does not discriminate countries neither because of their size nor because of their wealth, hits us all and for that same reason our duty is to face it without populism, without demagoguery”.

Iván Duque Márquez
President of Colombia

This being the opportunity to present to their colleagues and the international community the initiative to establish the Employment Mission, through which Colombia will generate a space in which different actors will achieve consensus and propose proposals regarding public policies that will help to overcome the crisis that the world of work is going through as a consequence of COVID-19.

Subsequently, from July 7th to 9th, the World Summit was held, a space in which the leaders of each of the member states participated. The President Iván Duque in his speech made a brief balance of the measures that the Colombian government has taken to mitigate the social impact of the pandemic and called for global solidarity to move forward together from the crisis we are facing.



CONSTITUENTS' DAY

“We cannot fall into the dilemma where the defense of health and the defense of life are opposed to the defense of economic and social development. Without good health we will not have good development, and without good development we will not have good health systems”

Iván Duque Márquez

President of Colombia



The President Iván Duque's speech took place on July 8th during the Constituents' day. During this day, the Heads of State of all member countries of the ILO presented how they have faced the challenges imposed by COVID-19.

During its intervention, the president of Colombia first referred to the sectors of the economy that have been affected by the crisis generated by the coronavirus, such as trade and tourism, among others, affecting employment rates.

The President also emphasized the need to face in parallel the challenge of saving lives and saving jobs. In order to achieve this, support should be given to “micro, medium and large companies that are the ones that boost development and expand the middle class worldwide”.

Measures taken in the country from a health point of view, have allowed Colombia to maintain low fatality rates due to COVID-19, but at the same time, the Government has managed to implement actions to protect jobs.



Some of the actions taken include strategies such as "Program of credits with a guarantee of **90%** from the nation to protect labour payrolls", the "subsidy of **40%** of a legal minimum wage in force for formal employers that covers about **3 million** people, and the" subsidy for the premium salary or bonus that is paid in June".

The president Duque did not overlook the problem of informal workers, a concern that was mentioned repeatedly during the development of the Summit. He pointed out how the impulse to programs such as Ingreso Solidario, Familias en Acción, Jóvenes en Acción, Colombia Mayor and VAT refund programs represent "aid to more than **30 million** Colombians and **10 million** families."

Finally, the President Duque reiterated that equity and social protection are and will continue to be the flags of this Government. In compliance with the Political Constitution of this country, companies have a social function for which they must continue to ensure their protection, considering that these flags will be the ones that will impulse development in order to face these moments of adversity.

***"We are a resilient country.
After this pandemic we will be a
better society, more cooperative,
more innovative, more creative,
more caring, more human"***
Iván Duque Márquez
President of Colombia



"ILO Global Summit on COVID-19 and the World of Work – Building a better future of work"



REGIONAL EVENT OF THE AMERICAS: PRODUCTIVE REACTIVATION AND DECENT WORK IN THE AMERICAS

EMPLOYMENT MISSION:

INNOVATIVE PROPOSAL TO OVERCOME THE CRISIS



Sr Angel CUSTODIO CABRERA

Ministro de Trabajo, Colombia

In the framework of the events of the ILO regional and world summit, the Minister Ángel Custodio Cabrera Báez initially pointed out the particular conditions in Colombia that have caused employment rates to show a more marked decline than in other countries in the region. cause of COVID-19. The Colombian government has been proactive and seeks solutions to these new adverse conditions that the country and the world are experiencing.

This is why the Minister presented the Employment Mission to his colleagues and the international community.

With this innovative proposal, it is intended to reach an agreement between employers, employees and the government regarding the public policies that will be implemented to overcome the current crisis.



The Mission will discuss relevant issues such as changes in the employment structure and new forms of hiring and has the following main objectives:

- ✓ Understand in a comprehensive way the behavior of the different indicators and phenomena that have an impact on employment in the last 10 years.
- ✓ Comprehensively diagnose public policies, programs, norms and institutions that have affected the labour market since the 1990s.
- ✓ Propose strategies and policy instruments that are implementable and applicable, as well as follow-up mechanisms for these measures.
- ✓ Look at what is happening in the workplace.

The Employment Mission must contemplate the new realities facing the planet and the world of work in particular.

An example of this is the emergence of new platforms and technological applications and the new forms of contracting that they pose.

In the same way, it must consider innovation in training, qualification and human development. All of the above must be included within a renewed regulatory framework, which takes into account the different characteristics of Colombian cities, regions and populations.

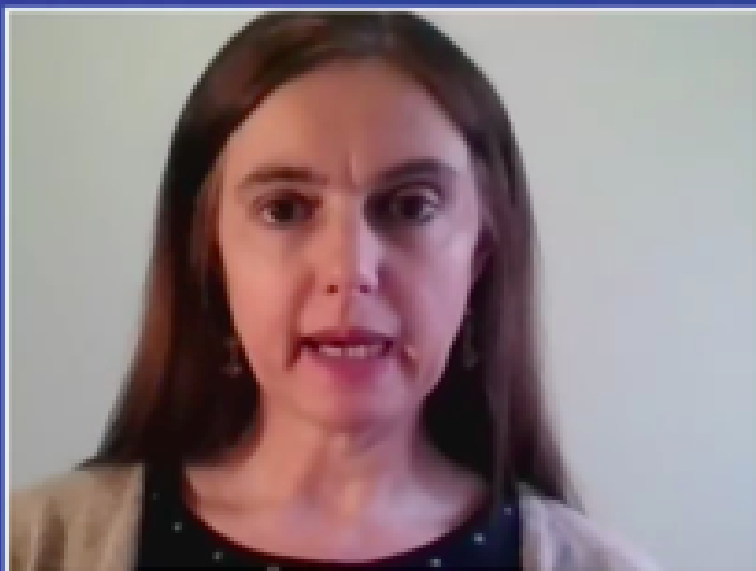




A relevant aspect of the Employment Mission is that it will have an international head of mission.

This gives an additional value to this proposal since it will have an external and impartial vision, which with its knowledge and experience will contribute to the success of the mission in a significant way.

The head of mission joins the advisory council made up of members of the Colombian government, unions and workers, in order to gather all points of view and agree on interests and solutions. Finally, to complement this comprehensive vision, the Mission will have three expert tables made up of members of the academy, national and international experts, and delegates from the workers' centrals.





To conclude, the Minister emphasized the importance of having the ILO during the implementation and development of the Mission, but also in the process of recovery and transformation that is coming as a consequence of the challenges that COVID-19 posed to the world of work. The cooperation and solidarity of the international community play a fundamental role in the global recovery.



Organización
Internacional
del Trabajo

AMÉRICA LATINA

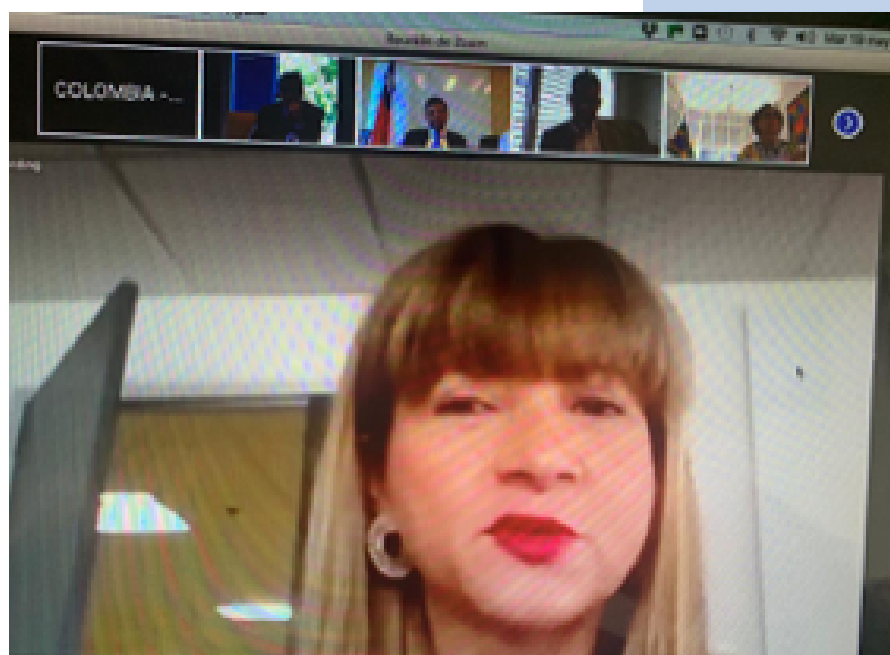
▶ #NoContagiamosAlEmpleo

▶ **Reactivación productiva
con trabajo decente**



ILO PRESENTS RECOMMENDATIONS FOR MITIGATING THE NEGATIVE EFFECTS OF COVID-19

The Cooperation and International Relations Office participated in a meeting of the ILO Latin America Group (GRULAC) in which the Deputy Director of ILO Policy, Deborah Greenfield, the Deputy Director of Programs Abroad and Partnerships, Moussa Oumarou and the Regional Director for Latin America and the Caribbean, Vinicius Carvalho Pinheiro, presented recommendations for the region in relation to mitigating the negative impacts of COVID-19 for workers and companies.



May 19th of 2020

COLOMBIA IN THE OECD



June 23rd of 2020

POST ACCESS PROCESS IN PROGRESS FROM COLOMBIA TO THE OECD

The Vice Minister of Labour Relations, Ligia Stella Chaves participated in the meeting "Launch of Colombia's Post Access Process to the OECD". The virtual meeting was organized and chaired by the Vice President of the Republic, Martha Lucía Ramírez, and was also attended by representatives of all public institutions in the country with post-accession commitments to the OECD that are part of the committee.

The meeting was attended by the Deputy Director and SHERPA, Gabriela Ramos, Director of the Committee on Employment, Labour and Social Affairs (ELSAC), Mr. Stefano Scarpetta, who presented the significant progress made by Colombia in the four recommendations of the Committee on labour matters such as the fight against informality;

compliance with labour law; guarantees to collective bargaining and the fight against union violence.

Similarly, the Vice Minister Ligia reiterated the commitment of the Ministry of Labour to advance working to comply with the post-access recommendations, and improve the guarantees and protection of Colombian workers.



OECD MINISTERIAL SUMMIT ON INFORMALITY AND SOCIAL INCLUSION FOR LATIN AMERICA AND THE CARIBBEAN



OECD



The Minister of Labour, Ángel Custodio Cabrera Báez, participated on July 16 in the Virtual Social Inclusion Ministerial Summit for Latin America and the Caribbean: “Informality and Social Inclusion in the Times of Covid-19”, whose objective was to bring together ministers and high-level officials from the labour, planning, economic and social development sectors to engage in a productive debate on the additional complexities that the Covid-19 crisis poses for the advancement of social inclusion in the region. This is to provide opportunities to identify and anticipate ways to go formal and resume job creation, as well as to encourage much-needed consensus-building on the socioeconomic reforms that will be implemented after the COVID-19 crisis.

The head of the labour portfolio participated as a panelist in the sub-panel on resumption of employment, of the panel "Resuming employment and growth with better opportunities for vulnerable groups (women, migrants, indigenous groups and youth)" together with the Director for LAC, International Labour Organisation, Vinicius Pinheiro; the Minister of Labour and Social Security of Uruguay, Pablo Mieres; the Minister of Labour and Labour Development of Panama, Doris Zapata; and the Minister of Labour of Haiti, Elise Gelin.

During his speech, the Minister highlighted the work being carried out at the national level to protect Colombian workers affected by the economic crisis generated by the pandemic, the support to MSMEs as generators of employment in the country and the importance of protecting informal workers.



ROUND TABLE OF THE OECD MINISTERIAL COUNCIL: "INCLUSION AND EMPLOYMENT POLICIES FOR RECOVERY"

On July 7, the Vice Minister of Employment and Pensions, Andrés Felipe Uribe, participated in the Second Round Table of the OECD Ministerial Council. This time the objective was to discuss the "Policies of inclusion and employment for recovery", on the occasion of the Launch of the OECD Employment Outlook Paper.

Ministers from OECD member countries from all regions of the world held an exchange of views on the policies they have used to protect people and employment during isolation, as well as protect vulnerable sectors.

Within the debate, they focused on reviewing public policies to advance in the economic recovery of the countries, especially policies on employment and inclusive growth in the post-pandemic.

The Vice Minister Uribe explained the measures implemented by the Government of Colombia during the health, economic and social emergency, which aim at protecting employment and guaranteeing decent work, promoting an inclusive scene.

The measures have been implemented taking into account the perspectives and impact on the employee and the employer, to generate alternatives that reduce the burdens on both actors. As well as the generation of scenarios that protect the worker and provide the productive sector with tools that allow them to continue their activities and therefore fulfill their labour obligations and the preservation of jobs.

OECD



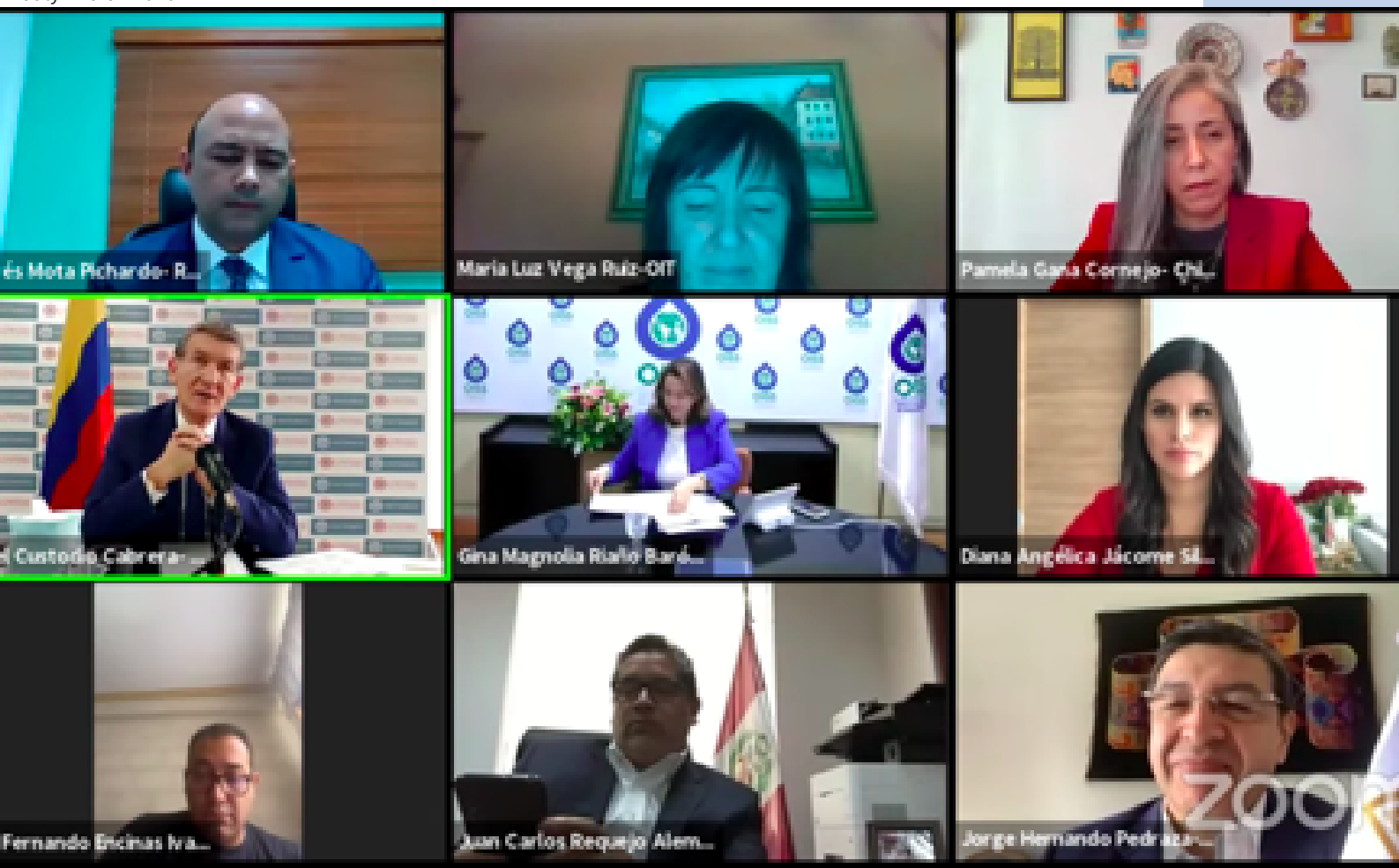
THE MINISTRY OF LABOUR AND THE SSIO IN THE FACE OF COVID-19

The Minister Ángel Custodio Cabrera Báez participated in the Ministerial Dialogue Web Seminar promoted by the Ibero-American Social Security Organization (OISS) and the Andean Community (CAN), to deal with topics such as "Advances and regulation of non-face work and its relationship with health and safety at work in the context of Covid-19".

The head of the labour portfolio highlighted how the pandemic has allowed us to visualize the main challenges for the future of work in Colombia, such as informality. The regulatory framework for Teleworking, sanctioned since 2008,

with Law 1221 and the new figure of Work at Home, created within the framework of the pandemic with the purpose of protecting jobs, was mentioned, highlighting that both figures maintain the rights and conditions of workers and are promoted for the economic reactivation phase. In turn, the presentation of a bill to regulate Work at Home focused on the issue of occupational hazards was announced; The initiation of procedures to regulate the social security of workers through technological platforms was mentioned, in order to guarantee their coverage established in article 205 of the National Development Plan (PND) 2018 - 2022.

July 2nd of 2020





PROGRAMME FOR SOCIAL COHESION IN LATIN AMERICA





EUROsocial+ It is a cooperation program between the European Union and Latin America that contributes to reducing inequalities, improving levels of social cohesion and institutional strengthening in 19 Latin American countries. By supporting its processes of design, reform and implementation of public policies, focusing its action in the areas of gender equality, democratic governance and social policies.

This program is financed by the European Commission, which since 2005 has been offering a space for peer learning and the exchange of experiences between counterpart institutions in both regions, favoring the use of a wide catalog of relevant tools for each process.

Through an invitation from APC (Colombian Presidential Agency for International Cooperation) in February, the Ministry's International Cooperation team met with a Eurosocial delegation that visited the capital of Colombia.

With which it was agreed to advance a proposal in order to obtain cooperation for the preparation of a legislative reform aimed at regulating part-time and/or hourly work. During the months after the meeting, work was done on the action proposal which was approved on July 9th, and a letter of agreement will be signed.

This approved study contemplates the development of an input for decision-making in the development of part-time work legislation with the aim of promoting compliance with the Sustainable Development Goals, mainly with regard to Decent Work and its activities. four strategic objectives that guarantee its fulfillment in all types of employment:

-  Create employment and income
-  Guarantee the rights of workers
-  Extend social protection
-  Promote social dialogue to update and generate public policies.

June 12th

Commemoration of the world day

against child labour



In the framework of the virtual conversation **#NoChildLabour** conducted by the Ministry of Labour and installed by the President of the Republic, Iván Duque Marquez. The Colombian president sent a message of commitment and solidarity with the country to eradicate child labour and all forms of exploitation.

"Today is a day that reaffirms the commitment of society, which is embodied in article 44 of our Constitution, where the rights of children take precedence over the rights of others. Today we reject child labour. Today we reject those attacks that often occur and that cause so much damage in our children. Today the voice of the world joins today to reject child labour, to protect them, to look after their rights. But, additionally, to always look them a path of opportunity. This will be the year of childhood in Colombia. I have no doubt. The Year of Child Protection

*Iván Duque Márquez
President of Colombia*



June 12nd of 2020

Now more than ever
#NoChildLabour



Likewise, the Minister of Labour, Angel Custodio Cabrera Báez during the meeting of World Day Against Child Labour, **#NoChildLabour**. He explained that during two years of government, there has been a decrease in the rate of child labour in Colombia. Achieving the goal established in the National Development Plan, which establishes that by the end of the four-year term of government the child labour rate of 5.5% in the country. **Of the 797 thousand minors who were working in 2017, more than 2010 thousand stopped working in 2018 and 2019, which is why the child labour rate went from 7.3% to 5.9% in 2018 and then to 5.4% in 2019.**

"The support that the government is doing with the social and isolation programs has to include family members and be able to help young people get away with other opportunities: "Free time for children and young people, more education, with social and preventive programs that the National Government has, public and private entities has a great task to leave."

Minister of Labour Ángel Custodio Cabrera Báez



"We want children growing up happy, learning in schools, playing in parks and with a future with their families. Now more than ever to give this to Colombia, better children and young people, and it is the commitment, our alliance as a country".

Minister of Labour Ángel Custodio Cabrera Báez

Now more than ever
#NoChildLabour



ICBF Director Lina María Arbeláez said: **"We must eliminate any form of child labour that will limit the possibility of development, dignity and well-being of children and adolescents of our country"**.

The cities that have certainly reduce the child labour rate: Bogotá, Bucaramanga, Pereira, Cúcuta, Ibagué, Montería, Cartagena, Villavicencio, Tunja, Florencia, Popayán, Valledupar, Quibdó and Neiva.

According to the work carried out by the Directorate of Fundamental Rights in harmony with the ICBF, the sectors in which children between the ages of 5 and 17 have mainly child labour activities: livestock, hunting, forestry and fishing (244 thousand children), in the manufacturing industry (79 thousand), and commerce, hotels and restaurants (175 thousand), according to the DANE report of the last quarter of 2019.

This process to eradicate the scourge of child labour experienced by Colombian boys, girls and adolescents, is carried out with strategic allies of civil society such as:

The project of Somos Tesoro, Colombia Avanza, Pilares, Palmafuturo, initiatives for the Government of the United States Department of Labour. Likewise, the Colombia Network Against Child Labour and the International Labour Organization (ILO), which provides technical support.

Among the advanced actions, Colombia has a Public Policy for the Prevention and Eradication of Child Labour and Private Protection of Workers, progress is made in regulatory adjustments in Decree 859 of 1995 for institutional and intersectoral strengthening, and within the framework of the National Committee on the Eradication of Child Labour (CIETI) that allows to involve the governors and mayors in the leadership of actions against this problem in their territories.

Now more than ever
#NoChildLabour



DANE figures indicate that the main reason why boys and girls work in Colombia is to contribute to the family's economic activity.

These initiatives have been worked articulately with the ICBF, under the leadership of the Presidential Council for Competitiveness and Public-Private Management.

Finally, the head of the labour portfolio added that with the reality of the emergency, the impact on family and personal life is undoubted, where households are hit hard by the death of a family member, the loss of employment or the significant decrease in the resources of the household economy, before which he said that:

"With the measures adopted by the government, it is intended to preserve the employment of citizens and in this way avoid affecting directly the children's life."

"This government will continue making coordinated efforts to continue generating results and eradicate child labour in the country"

Minister Cabrera Báez pointed out.



Now more than ever
#NoChildLabour



EMPLOYMENT AND PRODUCTIVITY MEASURES IN RESPONSE TO COVID-19

Since March, the entire government team has made efforts to minimize the social and economic effects that the pandemic has posed to the country. Regarding the labour portfolio, the Ministry of Labour has led the issuance of regulations that seek to maintain employment, which are summarized below:

- ▶ **Decree 488 (27/03/20):** The Ministry of Labour proposes alternatives to keep employment: 1) Retirement of severance pay in private funds, an amount that compensates for the reduction in monthly income. 2) Enjoy early, collective or accumulated vacations. 3) Dependent or independent workers who have become unemployed will be able to access benefits from the Unemployment Protection Mechanism: economic aid of two Current Legal Monthly Minimum Wage (SMMLV).
- ▶ **Circular 33 (17/04/20):** Employment protection measures: compensable paid leave, modification of the working day, salary agreement, modification and suspension of extra-legal benefits and agreement of conventional benefits.

- ▶ **Resolution 876 (01/04/20):** Determines the exercise of preferential power of the central level of the Ministry of Labour with respect to procedures filed in the territorial directorates and special offices against requests from employers for suspension of activities and collective dismissals; defines the priority actions to continue the labour inspection and establishes that the procedural deadlines for the procedures that are brought before the Ministry of Labour do not run (Modifies Resolution 784 from April 17 of 2020 in which it suspended its actions until March 31).

- ▶ **Decree 770 (06/03/20):** The Ministry of Labour to prevent the massive circulation of workers and avoid contagion by COVID-19, establishes as alternatives to the ordinary working day: 1) The organization of successive work shifts that do not exceed 8 hours a day and 36 hours a week. 2) The distribution of the ordinary 48-hour week to 4 days a week.

- ▶ The Ministry of Labour creates the assistance program for workers in contractual suspension, corresponding to a monthly value of **\$ 160,000 (COP) for up to 3 months.**



► The Ministry of Labour to guarantee the first payment of the service bonus allowed: 1) That the employer and worker agree on the form of payment, up to 3 payments with a maximum date of December 20, 2020. 2) The creation of the **Support Program for the Payment of the Service Bonus**, consisting of granting a natural person, legal entity, consortium and / or temporary union, a monetary contribution of a state nature equivalent to the number of employees (reported in the PILA of June) multiplied for \$ 220,000 (COP).

► **Decree 771 (03/06/20):** The Ministry of Information Technologies and Communications creates the digital connectivity aid, which will be recognized by the employer in replacement of the transport aid to workers who earn up to 2 Current Legal Monthly Minimum Wage (SMMLV) and are developing the work at home.

Within the **Formal Employment Support Program (PAEF)**, the Payroll Payment Subsidy was created that seeks to give employers who have had a 20% reduction in their billing in April 2020 compared to the same month last year or Between January and February, a contribution of up to 40% of the value of the current legal monthly minimum wage (351,000 (COP)) for each employee, for a single time during the months of May, June, July and August 2020.

► **Service Bonus:** the National Government created the **Service Bonus Payment Support Program - PAP**, through which employers are subsidized, with an income reduction of at least 20% compared to the previous year, half of the payment of the bonus corresponding to June for all workers who earn up to one million pesos per month. Likewise, it is allowed for these employers, prior agreement between the worker and the employer, that the payment of the maximum June bonus can be deferred until December 20; This will apply to the resources that the employer must draw: both the unsubsidized part of the minimum wage workers, as well as for all other workers.

► Additionally, as the country prepares for a reactivation of activities, the Ministry of Labour has advanced initiatives in order to adapt to the new normal, these are:

The guidelines to be followed in the "Work at home" modality were defined, specifying what refers to: the working day, labour, union and social security guarantees, the subordinate power between worker and employer and hygiene and safety measures at work that the Administrators of Labour Risks (ARL), the employer and the worker must comply with.

▶ To face the effects of the Covid-19 pandemic, the Ministry of Labour in coordination with the National Planning Department (DNP) has led the proposal to create an Employment Mission that seeks to design an offer of strategies and instruments financially and legally viable policy and aimed at improving the performance of the labour market, where social dialogue will prevail and which will include employers, workers, universities and other sectors, as well as representatives of the different government entities national.

▶ **The International Labour Organization (ILO) announced technical and financial support for the Employment Mission in Colombia and confirmed participation in both the advisory council and the thematic tables.**

▶ **Finally, it is important to point out that the protection of employment must respond to joint work between different sectors of the economy, for which the Ministry has worked jointly with the finance and trade portfolios, which has resulted in financial support to entrepreneurs and micro entrepreneurs through tax relief and credit lines.**





COLOMBIA ASSUMED PRESIDENCY PRO TEMPORE OF THE ANDEAN COMMUNITY (CAN) IN IT ´S 50 YEARS

The Colombian government and the General Secretariat of the Andean Community celebrated in February of this year, the 50 years of the creation of this integration mechanism.

The Cooperation and International Relations Office of the Ministry of Labour has articulated with the Foreign Ministry, with the accompaniment of the Directorate of Professional Risks and the Directorate of Pensions and Other Benefits, in the development of the work plan of the CAASSSST (Andean Committee of Authorities of Social Security, Safety and Health at Work),

within the framework of the Pro Tempore Presidency of Colombia in the CAN, which was formally assumed on July 8th, 2020.

On May 29th and July 9th, the Office of Cooperation and International Relations participated in the development of the CAASSSST Declaration on Covid-19 during the sessions held with the delegates of the member states.

BOLIVIA • COLOMBIA



ECUADOR • PERÚ





VICE MINISTER OF LABOUR RELATIONS AND INSPECTION LEADED MEETING OF PROGRESS OF THE HUMAN RIGHTS COMMISSION

The Vice Minister of Labour Relations and Inspection, Ligia Stella Chaves; led the virtual meeting of the **Human Rights Commission**, arranged by the Ministry.

At this first session, the Vice Minister made a special focus on its commitment to guaranteed the Human Right protection, and moreover, on the importance of joining efforts between agencies and unions to build together scenarios to improve the conditions of Colombian labours and union leaders.

During the first meeting of the year, attendants discussed about important issues such as threats received by union leaders and the explanations of commitments made at 2020 commissions towards to achieve the different agreements.

In this way, the Ministry delivered a clear message about how the Colombian government will continue combating violence against unions and promoting the labour rights respect.





The virtual event also was attended by Chief of Cooperation and International Relations Office, Gloria Gaviria Ramos; Fundamental Labour Rights Director, Mauricio Rubiano and representatives of others entities and partners such as National Unit of Protection, General Procuracy, Presidential Office for Human Rights, Ministry of Education, Ministry of National Defense, National Judiciary Council, unions (CGT, CUT, National School of Union Workers), National Police, Colombian Commission of Jurists, Office of the General Attorney and National Business Association of Colombia.

Within the conclusions participants agreed a further session on September 2020, when they will evaluate the schedule of commitments from the government, unions and other members. Thus, Ministry of Labour continue progressing in its engagement to guarantee Colombians rights.





TRAINING AND CAPACITY-BUILDING FOR THE STRENGTHENING OF THE TOURISM SECTOR IN THE PACIFIC ALLIANCE

The Ministry of Labour, through its Cooperation and International Relations Office currently coordinates the Technical Labour Group (TLG) of the Pacific Alliance, which is composed of the Ministries of Labour of Peru, Chile and Mexico.

Due to the health emergency, the TLG developed a project during the months of April, May and June in order to mitigate the negative impacts of COVID-19, in the framework of a call by the Pacific Alliance Cooperation Fund.

The objective of this project is to strengthen the tourism sector through the generation of a shared offer of free online courses and training tools among the countries of the Pacific Alliance focused on sectoral needs, promoting the future certification of acquired skills and their recognition in each of the member countries..

On 6 July 2020, this project was selected as one of four to be funded by the Cooperation Fund by the members of the High Level Group of the Alliance, which is made up of the Deputy Ministers of the Ministries of Trade and Foreign Affairs of the four countries. In addition, it will have the financial and technical support of EuroSociAL+, so the course offering will also include European Union courses aimed at the tourism sector.

Finally, the project aims to be a pilot model of virtual training that can be replicated to other economic sectors affected by the pandemic.



INSPECTION, SURVEILLANCE AND CONTROL MEASURES IN TIMES OF COVID-19

The declaration of social, economic and ecological emergency by the National Government has generated a substantial change with respect to compliance with inspection, surveillance and control of labour standards. However, from the direction of ISC, the following measures and good practices have been taken:

✓ In replacement of the physical visits of the inspectors to the work sites, inspection actions have been deployed, such as documentary evidence from employers and procedures with the use of information and communication technologies, optimizing time and costs for inspectors, who do not have to travel.

✓ Follow-up of the biosafety protocols in the institutions that provide health services and authorization to the members of the COPASST to evaluate the prevention measures, with emphasis on the delivery of personal protection elements in the quantity, quality and adequate form. The ARLs participate in these meetings, who analyze and issue a concept. In cases of ratings lower than 90%, the Committee meetings.

Parity are accompanied by a labour inspector. Since May, this monitoring has been carried out through weekly COPASST meetings, however with the improvement of epidemiological indicators, they have been carried out monthly in institutions with low risk.

Attending with priority, the 9,323 cases of possible violation of workers' rights, the head of the labour portfolio, ordered the suspension of the terms of the procedures, procedures and functions in charge of the territorial directorates and other dependencies of the central level.

Through Resolution 1294 of 2020, the suspension of terms of 26 procedures has been lifted, which are carried out virtually. Due to the prioritization of Law 1610, the protection of the rights of 128,135 workers who had been affected by their employers, due to the pandemic, has been achieved.

This situation has allowed the design of measures and actions that can be maintained once the health emergency ends.



STRENGTHENING THE TRIPARTITE SOCIAL DIALOGUE AT THE TERRITORIAL LEVEL

The Departmental Subcommittees on Wage and Labour Concertation (SDCPSL) have to date served more than 53 collective labour disputes and socio-labour conflicts.

In this way, the Ministry of Labour, through the Directorate of Fundamental Rights, has accompanied the dialogue tables, achieving important rapprochements between the parties, avoiding reaching administrative or judicial processes before the ordinary labour jurisdiction, for breach of the agreements, collective agreements, or violation of labour rights in issues such as contract suspensions, failure to deliver biosafety elements in times of the Covid-19 Pandemic, failure to pay salaries for health sector professionals and others.

CETCOIT is a space for tripartite social dialogue, which is in charge of dealing with disputes arising in matters regulated by ILO conventions 87, 98 and 154, relating to the rights of association, freedom of association and collective bargaining.

➤ From 2012 to 2020, 239 cases were treated, achieving the subscription of agreements in 152 cases, that means, it has had a performance of 64%, which has allowed:

- Recognition of the rights of association, freedom of association and collective bargaining.
- Improve labour relations.
- The de-judicialization of labour disputes.
- Withdrawal of complaints to the ILO.
- Compliance with recommendations made by the ILO Committee on Freedom of Association.

➤ The following cases are currently highlighted:

- SINTRAERONUTIC - CIVIL AERONAUTICS: The inclusion of the payment of a labour liability of Civil Aeronautics workers was achieved in the national budget law.
- GM COLMOTORES-SINTRAIME, Bogota Sub-Director: The subscription of the collective working convention and respect for workers' rights in the current crisis covid 19 was achieved.
- BAVARIA-SINTRAEMSICOL: The start of the collective bargaining process was achieved with the possibility of the subscription of the collective working convention.



Given the dynamism of the moment, regulatory provisions have been adopted that govern all the inhabitants of the national territory, and considering the need to recognize that crises affect labour relations, the labour mediation strategy was designed in moments of COVID 19, achieving:

➤ Legal analysis of a First Phase, with a total of 70 cases, which follow a succinct procedure based on the figure of mediation, which with its development is intended to:

- Protecting employment
- Defending workers' incomes
- Implement decent and dignified work concepts.

➤ From the Directorate of Fundamental Labour Rights, they have intervened with important advances:

- **SPORTS SECTOR - FOOTBALL PLAYERS:** Mediation was carried out with the Ministry of Sports, the different Sports Clubs and with ASOFUTPRO, in order to present a biosafety protocol for the reactivation of sports activities and job protection. At CLUB ONCE CALDAS, it was mediated so that the reduction of wages is for the whole year, safeguarding jobs.

- **COMMUNITY MOTHERS SECTOR:** It was achieved before the ICBF of the Regional de Caldas, about an average of 30 community mothers who provided their services before the COMSALUDCOP operation.

- **LATAM COMPANY:** Mediation is being made between the directors of the LATAM company and the ACDAC union organization for the protection and guarantee of job stability for a group of 523 workers, of whom authorization has been requested to dismiss. The revision of the current collective agreement is on the dialogue table (Decree 4108 of 2011).

➤ In this way, the Government of Colombia through the Ministry of Labour and the participation tables, continue to seek to generate a positive response to the cases in which an intervention has been provided:

- Social dialogue table of Puerto Wilches.
- Hospital Rosario Pumarejo de López.
- Sintrabgsalinas and Sintrasales Trade Union Organizations.
- Mining Corridor.

In this way, the Cooperation and International Relations Office and the Directorate of Fundamental Rights of the Ministry of Labour continue to join forces to provide guarantees in the framework of tripartism in Colombia, strengthening social dialogue and concertation in the national territory.



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