



## Newsletter

# New Labor Obligations Subject to Progressive Compliance in Colombia

Recent regulatory provisions in labor matters in Colombia **impose on employers obligations of immediate and progressive compliance**. Their non-compliance may give rise to administrative and sanctioning contingencies. In particular, the months of June and July concentrate relevant regulatory milestones that require operational, contractual, and compliance adjustments.

These obligations do not stem from a single reform, but rather from a regulatory framework that includes **Law 2101 of 2021, Law 2466 of 2025, and Resolution 610 of 2026**, among other supplementary provisions.

In this context, it is essential that employers **verify not only the formal adoption of the measures, but also their effective implementation**, proper traceability, and the retention of supporting documentation. The foregoing is particularly relevant in light of the intensification of monitoring activities by the labor authority and the increase in requests related to compliance with labor obligations.

Set forth below are the main regulatory changes grouped by subject matter:

1. Regulatory amendment – Law 2466 of 2025

Topic	Obligation	Effective date	Key recommendations
<b>Amendment of the Internal Work Rules (IWR)</b>	Amendment in accordance with the provisions of Law 2466 of 2025.	June 25, 2026	Amend the internal work rules, disciplinary manuals, and internal sanction-management procedures.
<b>Publication and dissemination of the (IWR)</b>	Compliance with the publication procedure set forth in the Colombian Labor Code (CST), including posting at the workplace, digital dissemination, and formal internal communication.	June 25, 2026	Ensure publication through both physical and virtual media, supported by traceability records and evidence of dissemination.
<b>Telework</b>	Formalization of the arrangement, reporting to the ARL and the Ministry of Labor (SISTEL), implementation of the Occupational Health and Safety Management System (SG-SST), and assurance of the right to disconnect from work.	June 25, 2026, without prejudice to obligations of immediate application and those enforceable as of the activation of the platform (SISTEL).	Implement reporting traceability, update internal policies, and ensure compliance with occupational health and safety obligations.
<b>Labor inclusion of persons with disabilities</b>	Implementation of the mandatory hiring quota and adoption of reasonable accommodations within the work environment, in accordance with the number of active employees.	June 25, 2026	Verify compliance with the statutory hiring quota for persons with disabilities, obtain the corresponding certification, and ensure timely reporting of employment contracts to the Ministry of Labor.

2. Increase in the surcharge for Sunday and Holiday Work - Law 2466 of 2025

Aspect	Content
<b>Sunday and holiday surcharge</b>	Increase in the surcharge for Sunday and holiday work to 90%, in accordance with the gradual implementation scheme provided by law, until it reaches 100% in 2027.
<b>Effective date</b>	<b>July 1, 2026.</b>
<b>Implication</b>	It entails the review and adjustment of shift scheduling, payroll parameterization, and labor cost structures, as well as the proper identification and payment of Sunday and holiday work in order to avoid labor contingencies and claims for wage differences.

### 3. Reduction of Working Hours – Law 2101 of 2021

Aspect	Content
<b>Maximum workweek</b>	Progressive reduction of the maximum legal weekly working hours until reaching 42 hours, without reduction of salary or employees' vested rights.
<b>Effective date</b>	<b>July 15, 2026.</b>
<b>Observation</b>	It requires the reorganization of shifts and workloads, the review of operating and productivity schemes, as well as adjustments in payroll parameterization and working-time control. It does not require the execution of contractual addenda; however, it does require formal communication to employees and documentary support of the implemented adjustment.

### 4. Lactation Rooms – Resolution 610 of 2026

Aspect	Content
<b>Lactation rooms in the workplace environment</b>	Mandatory implementation of family-friendly lactation rooms in the workplace environment, with minimum standards of infrastructure, hygiene, privacy, and equipment to guarantee the right to breastfeeding during the workday.
<b>Effective date</b>	April 13, 2026. Immediate application pursuant to Resolution 610 of 2026 issued by the Ministry of Health and Social Protection.
<b>Implication</b>	It entails the adaptation of physical spaces or the implementation of alternatives permitted by law, the designation of a responsible person, the maintenance of adequate sanitary conditions, and the keeping of records of use, cleaning, and control. Failure to comply may result in administrative requirements and sanctions from the competent authorities.

The set of recent regulatory provisions evidences a significant [transformation of Colombian labor law](#), which requires employers to adopt an approach focused not only on document updates updating, but also on effective implementation, ongoing monitoring, and verifiable traceability of compliance with labor obligations.

In this context, [companies must implement comprehensive labor compliance](#) reviews that include regulatory updating, validation of their operational implementation, and consolidation of supporting documentation, in order to mitigate risks associated with inspections and labor contingencies.

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