



**Labor, Social Security and Global
Mobility Division**
Forvis Mazars in Colombia

**forvis
mazars**

Why Forvis Mazars?

Support During the Critical Moments That Define Your Business Success

Throughout your business journey, you will face defining events that shape the future of your organization and drive its value. Whether you are seeking to complete a mergers and acquisitions transaction, conduct a forensic investigation, challenge a matter in court, restructure your business, or secure funding for a major investment, these moments require expert guidance and strategic insight.

Our global team of financial advisory professionals is prepared to help you address the financial challenges you may encounter. We work closely with you to provide tailored, practical, and technical advice to guide you through these critical moments.

Our Approach

The scope of our services is broad and diverse, but our approach is always centered on three core principles:

1. We remain relentlessly focused on helping you and your business maximize value and achieve your ambitions and objectives.
2. We take the time to understand your organization and its specific circumstances to ensure that our approach is **personal, pragmatic, and productive**.
3. We provide practical advice to help you make key business decisions with **clarity and confidence**.

Global

We are Forvis Mazars Group, an independent member of **Forvis Mazars Global**, a leading global professional services network. Operating as an integrated international partnership across more than **100 countries** and territories, we specialize in audit, tax, legal, outsourcing, consulting, financial advisory, and sustainability services.

With the expertise and knowledge of more than **40,000 professionals** worldwide, we support clients of all sizes at every stage of their development.



Country Group

Colombia - Panama - Ecuador



16

Partners



+350

Professionals

Forvis Mazars in Colombia



15

Partners



4

Cities

- Bogota
- Barranquilla
- Cali
- Medellín



+350

Professionals

Forvis Mazars in Colombia is the first firm in the country to obtain B Corp Certification.

Certified



Corporation

We are transforming the future of business as the **first firm** providing audit, tax, legal, outsourcing, consulting, financial advisory, and sustainability services to become a **B Corp in Colombia.**

We are proud to share that we have been recognized by **Legal 500** as a recommended firm in **Tier 1 for Cali and Medellín, and Tier 4 in Tax.**

Legal**500**

Our Memberships



INSTITUTO NACIONAL
DE CONTADORES PÚBLICOS
COLOMBIA



CCI FRANCE COLOMBIA



INSTITUTO COLOMBIANO
DE DERECHO TRIBUTARIO



ANALDEX
ASOCIACIÓN NACIONAL DE COMERCIO EXTERIOR



AMCHAM
COLOMBIA
CÁMARA DE COMERCIO
COLOMBO AMERICANA



Fenalco

Legal Advisory in Labor Law and Related Areas, with a Focus on Conflict Prevention Within Your Organization

Labor relations are dynamic and evolve alongside society. Regulations, means, and forms of work are in constant flux, largely driven by advancements in information and communication technologies (ICT). In such a rapidly changing environment, it is crucial to have the necessary tools that enable you to adapt to organizational dynamics, **maximizing benefits for your business.**

At Forvis Mazars, our labor law team ensures that your company stays at the forefront by guaranteeing compliance with labor obligations, optimizing resources, and minimizing risks. We have an interdisciplinary team that supports you in all matters related to **Labor Law and Social Security**, as well as cross-cutting legal issues, providing comprehensive guidance at all times.

Our Approach

Our legal advisory services have a **corrective and preventive purpose**, aimed at eliminating poor labor practices within your organization and strengthening those that foster better development of human capital. We support your business through all stages of the employment relationship and assist in resolving conflicts before administrative or judicial entities, always striving for the best possible resolution of disputes in favor of your organization's interests.

We understand that each client requires **personalized attention**, which is why Forvis Mazars has a highly qualified team dedicated to offering **practical solutions to your daily challenges.**



Our Services

Through our **Labor Division**, we offer the following services:

Consulting

We address labor-related inquiries arising from your business operations, issuing timely and practical legal opinions to resolve concerns. Additionally, we draft the necessary documentation within the framework of both individual and collective labor relations, including Employment contracts, Addendums, Minutes, Policies, Regulations, Workplace harassment procedures, Advisory services regarding your Company's relations with Trade Unions or non-unionized worker groups, among others.

Immigration and Global Mobility

We provide comprehensive support for all processes before the Colombian Ministry of Foreign Affairs to obtain any type of visa or permit that allows individuals to reside or work in Colombia. This support includes all necessary arrangements for the transit of employees or collaborators to and from Colombia.

Social Security

We verify compliance with obligations under the General Social Security System, whether for independent workers or employers, ensuring adherence to legal requirements and minimizing risks.

Disciplinary Proceedings

We offer specialized support in the management and execution of labor disciplinary processes, ensuring they are carried out fairly, lawfully, and efficiently, with the goal of minimizing risks and guaranteeing compliance with internal policies and applicable regulations.

Our Services

Labor Litigation

We represent clients in legal proceedings before judicial authorities at all levels, including cassation appeals. Additionally, we provide support in agreements, settlements, and judicial conciliations, ensuring the best possible outcome for our clients.

Social Security Litigation and Claims

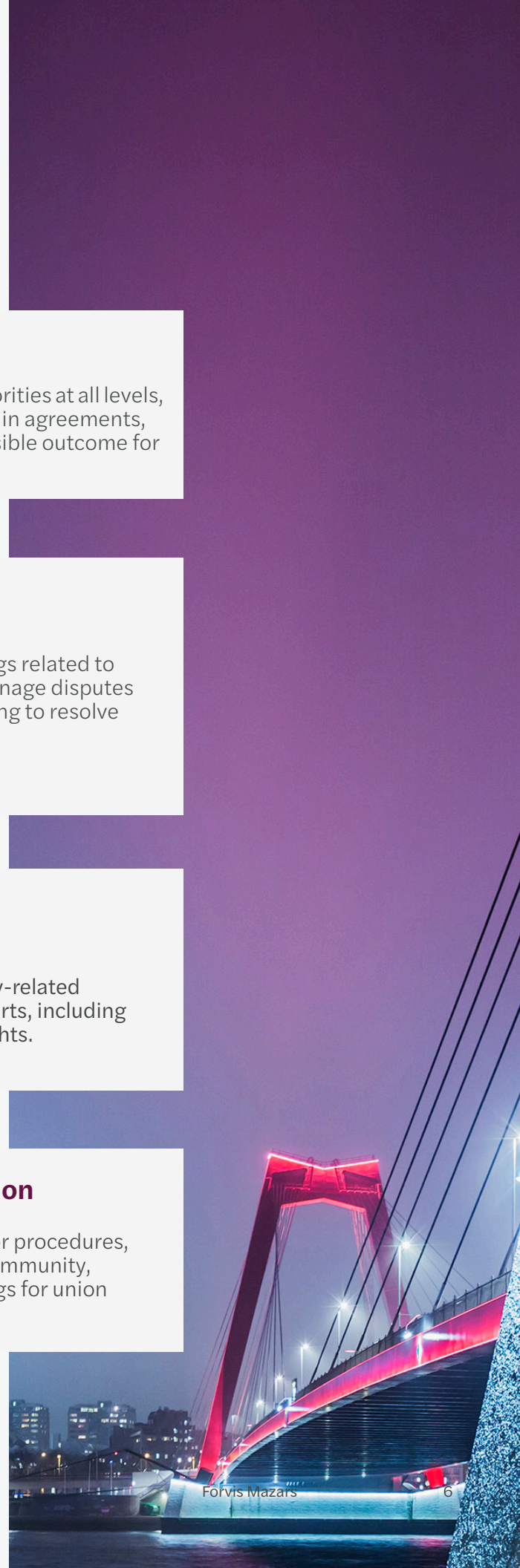
We represent you in judicial and/or administrative proceedings related to Social Security matters, including pension claims. We also manage disputes with entities within the General Social Security System, working to resolve any discrepancies or conflicts that may arise.

Administrative Labor Litigation

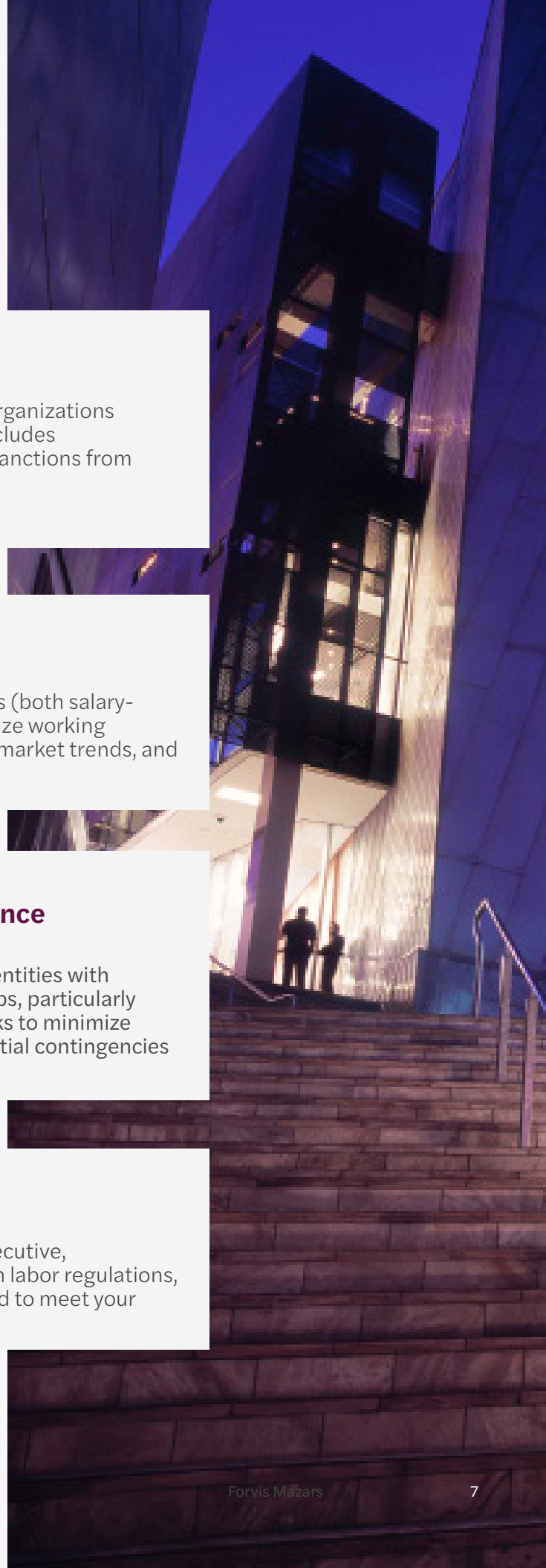
We advocate for your organization in labor and Social Security-related litigation against public entities before the administrative courts, including annulment proceedings and annulment with restitution of rights.

Special Proceedings Before Ordinary Jurisdiction

We provide legal counsel throughout all stages of special labor procedures, including Executive labor proceedings, Lifting of trade union immunity, Legal qualification of strike illegality and summary proceedings for union dissolution and cancellation.



Our Services

A photograph of a modern building at night, featuring a large, illuminated staircase in the foreground. The building has a glass facade and is lit up from within, creating a warm glow against the dark sky. The staircase is made of stone and has a metal railing. Two people are visible walking up the stairs. The overall scene is a mix of architectural and urban photography.

Labor Compliance Audit

We conduct comprehensive internal assessments within organizations to verify compliance with labor obligations. Our process includes recommendations and corrective actions to help prevent sanctions from administrative or judicial authorities.

Compensation Schemes

We design and implement customized compensation plans (both salary-based and non-salary-based) for your employees to optimize working conditions. Our schemes consider resource management, market trends, and the specific corporate strategies of your organization.

Labor, Payroll, and Social Security Due Diligence

We audit compliance with labor obligations of third-party entities with whom your organization maintains commercial relationships, particularly in the context of corporate acquisitions. Our approach seeks to minimize risks associated with such operations and to identify potential contingencies effectively.

Training Programs

We provide training sessions for personnel at all levels (executive, managerial, administrative, and operational) on Colombian labor regulations, ensuring that your workforce is qualified and well-equipped to meet your organization's labor needs.

Our Services

UGPP Advisory

We assist companies and independent workers at every stage of the process of determining social security parafiscal obligations, before the Pension and Parafiscal Management Unit (UGPP). We offer comprehensive support to access benefits and perform detailed diagnoses with recommendations to ensure compliance with contribution obligations, preventing or reducing potential sanctions.

Special Procedures Before the Ministry of Labor

We provide support for all legal processes requiring authorization from the Ministry of Labor, including Overtime authorizations, Employment of minors, Teleworker registration, Mass layoffs, Dismissal permits for protected employees. Additionally, we offer legal counsel to help you respond to inquiries and investigations initiated by this entity.

Collective Bargaining

We provide interdisciplinary guidance for negotiations with trade unions and non-unionized workers, aiming to reach the best possible agreements for all parties involved. While our approach acknowledges the social aspects of negotiation, we tailor our strategies to specific industry needs, optimizing client resources for the best outcomes.

Alternative Dispute Resolution Mechanisms

We advise and assist in Alternative Dispute Resolution (ADR) mechanisms, such as Mediation, Extrajudicial conciliation and Arbitration. These tools help resolve labor disputes efficiently and amicably, avoiding the costs and delays associated with judicial processes.

Our Team

We provide **high-quality teams** led by solicitors specialising in employment law, with experience across key sectors and ongoing support from both junior and senior professionals. We go beyond the immediate challenge to find the solution that works best for your business.



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Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading global professional services firm. Operating as an internationally integrated partnership in over **100** countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over **40,000** professionals across the globe to assist clients of all sizes at every stage in their development.

Visit forvismazars.com to learn more.

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