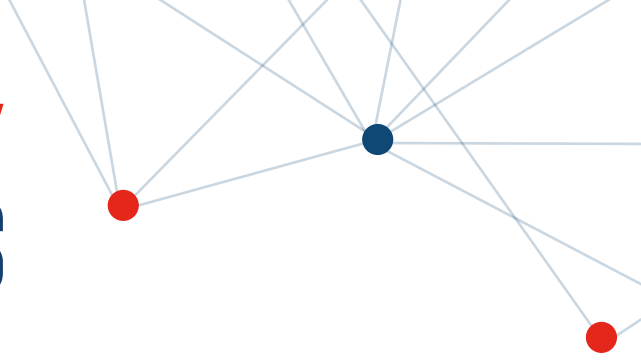




LABOR OBSERVATORY OF THE AMERICAS



DATA SHEET COLOMBIA

2023



Surface Area:

1,141,748 km²



Population 2018:

48.258.494 inhabitants¹

(last official census)



Population 2023:

52.215.503 inhabitants

(Estimated)



Economically Active Population -EAP-

(May-July 2023):

25.6 million (64.8%).
53.5% women and
77.1% men.



Gross Domestic Product (GDP) 2022:

344,632 million dollars²



GDP 2023:

In the second quarter, GDP increased 0.3% compared to the same period in 2022.

Population composition

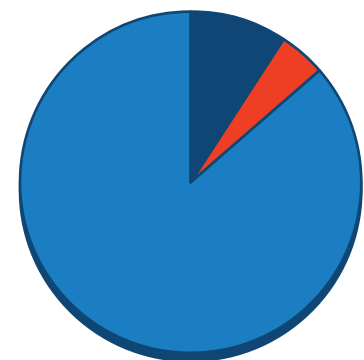
(as of 2018 official census):



51,2%
WOMEN



48,8%
MEN



9.34% of the population is black, Afro-Colombian, Raizal and Palenquera; 4.4% are indigenous; 0.006% are Rom or gypsies; and 86.4% are white or mixed race.

¹ The information in this data sheet has been consolidated based on the Statistics of the National Statistics Administrative Department (DANE).

² <https://statistics.cepal.org/portal/cepalstat/perfil-nacional.html?theme=2&country=col&lang=es>



Analysis of the socio-economic situation

Employment (July 2023):

The employment rate is 58.6% (23.2 million people), an increase of 5.1% compared to the same month in 2022. The employment rate for women is 47.1 % women and 71.0% for men.

Inactive Population (July 2023):

13.9 million people. Variation of -2.2% compared to July 2022 (14.2 million).

Unemployment (July 2023):

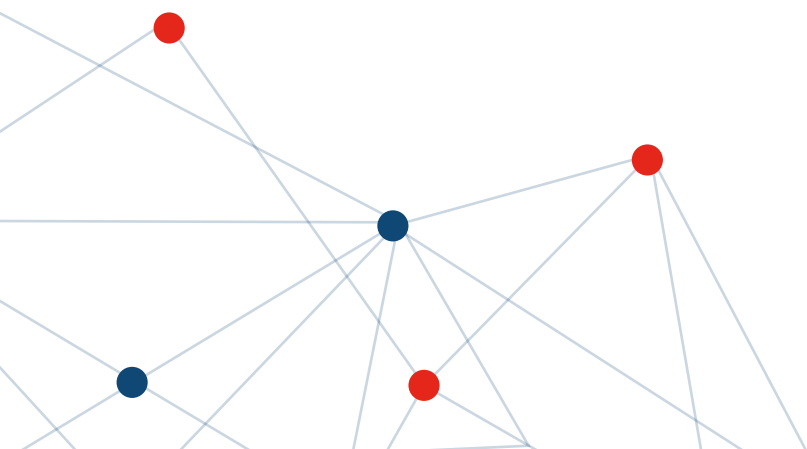
The unemployment rate is 9.6%, with a decline of 1.4 pp compared to the same month in 2022. 11.9% for women and 7.9% for men.

Informality (July 2023):

The proportion of the informally employed population is 56.4%, with a variation of -1.8 percentage points compared to July 2022.

Poverty (2022):

The national total of monetary poverty was 36.6% (18.3 million people) with a decline of 3.1 percentage points compared to 2021. Extreme monetary poverty stood at 13.9% with a variation of 0.1 percentage points compared to 2021. Multidimensional poverty was 12.9%, 3.1 percentage points less than in 2021 (16.0%).





Highlights of the 2023 Scenario

During the first year of his administration, Gustavo Petro, the first progressive president in the history of Colombia, promoted reforms in social security (health, pensions and labor) seeking to overcome the consequences of the neoliberal phase deepened by the right-wing governments of recent decades, ensure the universality of fundamental rights and reduce the social inequality that characterizes the country.

Faced with an unprecedented situation and a legislature marked by the presence of various trends, of the reforms presented in the first legislature in the Congress of the Republic, only the bills on health and pensions went beyond the initial discussions. The labor reform was not voted on and was presented again in the second legislative period. The obstacles to the reforms imposed by the traditional parties have generated dissatisfaction among labor confederations, students, teachers and various social sectors that have expressed their support for the government.

For the historically excluded pop-

ulation, Gustavo Petro's reforms represent the pathway to the structural changes required to achieve social justice. The spirit of health reform is to transform the role of the private sector in the provision of a fundamental public service that should not be subordinated to market interests. This reform generated most discussions and contradictions because right-wing parties and the economic sector, such as some banks that own the Health Promotion Entities (EPS), put pressure through the media for these entities not lose their centrality in the functioning of the health system and continue to receive profits from the percentage of resources allocated to them by the State.

The pension reform seems to be advancing more quickly with consensus on the need to adjust the current system that only provides pensions to 1 in 4 Colombians. Among other objectives, the bill seeks to protect 2.5 million older adults over 65 years of age who do not receive a pension, by providing them with a basic retirement income of 223 thousand pesos per



month (approximately USD 55), equivalent to the extreme poverty threshold. It also seeks to increase pension coverage and guarantee the right under conditions of equity.

The labor reform seeks to guarantee the rights and stability of workers, recover the surcharge on the payment for night, Sunday and holiday work; the elimination of outsourcing, and guarantee of labor rights in the most precarious sectors such as domestic work, rural work and digital platform work.

In the social sphere, towards the end of September the “Mobilization for Life” demonstration was carried out, characterized by various artistic expressions where more than 150.000 people, including indigenous people, students, workers, campesinos, Afro-descendants and residents of low-income neighborhoods expressed their support for the government and the reforms.

The government also made progress in the implementation of its Total Peace (Paz Total) policy, which seeks to negotiate with different armed groups: the National Liberation Army (ELN), dissidents, and criminal drug trafficking gangs such as the Clan del Golfo. Paz Total also seeks to implement

the peace agreements signed with the extinct FARC-EP guerrilla. So far there has been notable progress in the negotiation with the ELN with a bilateral ceasefire from August 2023 to January 2024 that may be extended depending on the progress of the Dialogue Committee. The High Commissioner for Peace has held conversations with seven other organizations.

Economically, in 2023 employment improved (unemployment fell to single digits) and foreign direct investment increased by approximately 70%; and the value of the Colombian peso increased by 23% against the US dollar, and inflation declined slightly. The economic outlook has surprised several sectors and shown the errors of analysts who, due to their neoliberal ideology, predicted that the arrival of Gustavo Petro to the government would cause the economy and foreign investment to drop due to loss of confidence among businessmen and investors.



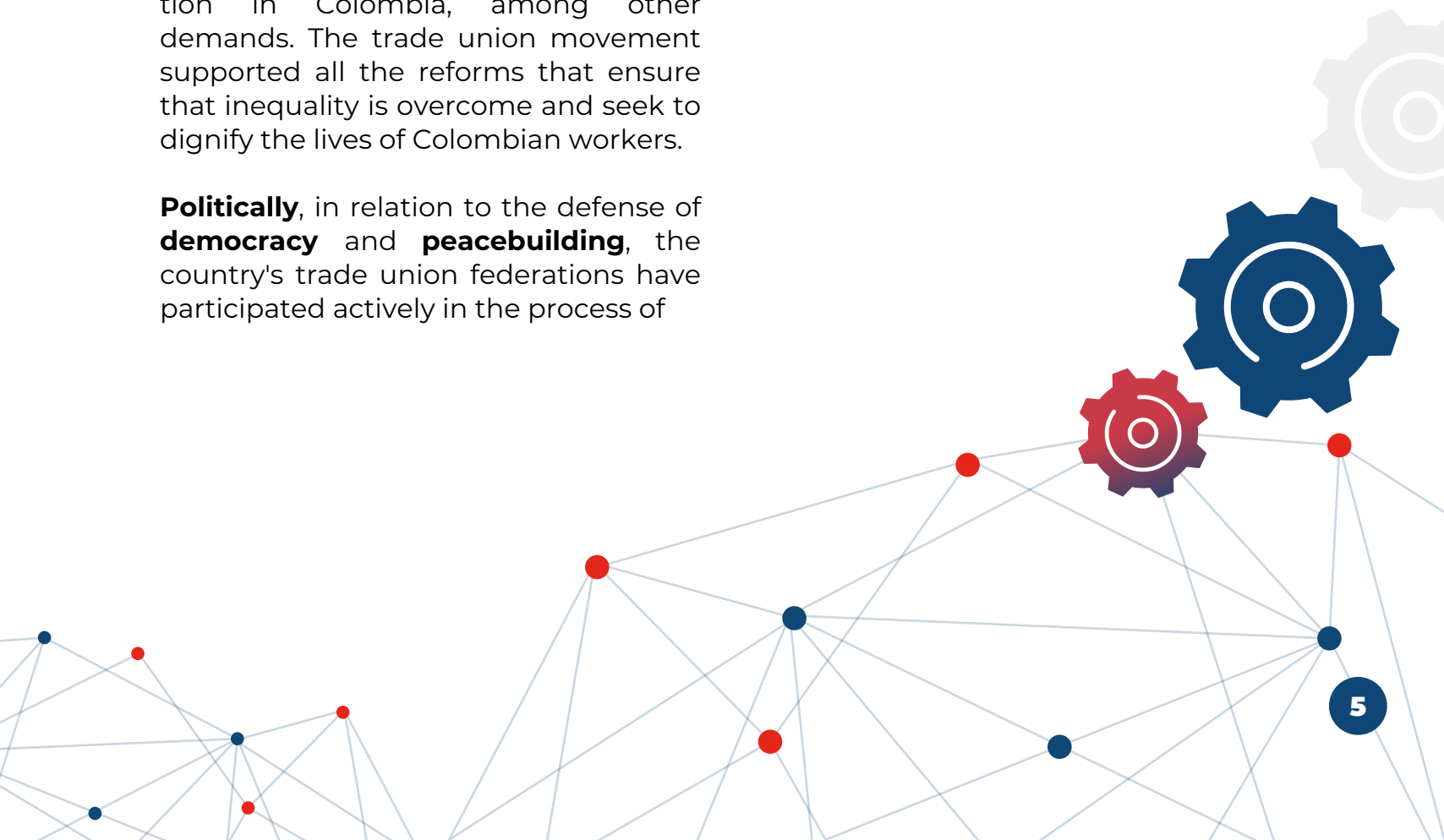


Actions of the Trade Unions and Other Social Sectors

In the **political dimension** and its relationship with the generation and promotion of **social alliances**, the Colombian labor movement actively participated throughout the country in promoting and calling for the mobilizations developed in July and September in support of the social reforms promoted by the national government, structurally contributing to the fight for the construction of a decent health system for workers and the Colombian people, and to confront policies and bills that restrict the teachers' right to protest; also advocating for the right to free public education in Colombia, among other demands. The trade union movement supported all the reforms that ensure that inequality is overcome and seek to dignify the lives of Colombian workers.

Politically, in relation to the defense of **democracy** and **peacebuilding**, the country's trade union federations have participated actively in the process of

redressing the trade union movement as political subject-victim of the armed conflict. With large participation in the event 'Redress the dreams of freedom', held on September 14, the government began to publicly recognize unionism as direct victim of the actions of different armed operators, legal and illegal, during the armed conflict suffered by Colombia for more than 6 decades. **It is noteworthy that to date more than 15,810 trade unionists have been victims of violations of their right to life, freedom and integrity.**



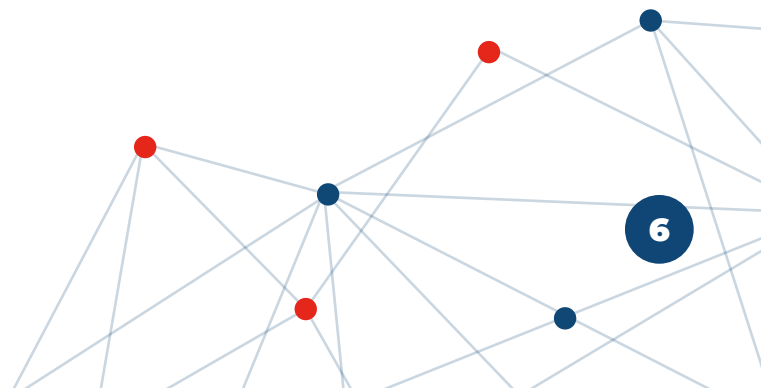


Regarding trade union actions, the Colombian workers' movement, given its historical contribution and dedication to peacebuilding and ending the armed conflict, is part of the National Participation Committee within the peace process with the ELN. In this scenario, the trade union federations deliver specific inputs based on the perspective and proposals of workers to achieve peace in the negotiations between the State and the insurgent group in different national and international instances.

As for **labor** and **equal opportunity and treatment**, national unionism expressed solidarity with the just fight of the National Union of Branch Workers, Services of the Transport and Logistics Industry of Colombia (SNTT) in the face of complaints of unfair dismissal of workers of the company by the Port Company of Barranquilla. Although this entity indicates reasons related to the economic crisis, trade unionism has indicated that the workers and their families are not the cause, but do suffer the consequences of said crisis, repudiating the company's actions and demanding the immediate reinstatement of the workers, calling for the recovery of a respectful work environment for all employees.

Also in the **political and labor scenario**, the trade union movement rejected what it considers a 'labor massacre' by the company Colombina S.A. against the workers affiliated to SINALTRAINAL, violating their rights of freedom of association and collective bargaining enshrined in the Political Constitution and in the laws. In June, an arbitration award was denounced based on the terms established in the Substantive Labor Code, and the list of just requests was presented in accordance with the terms established in the regulations in force. However, in July, 14 people affiliated to SINALTRAINAL were fired although they are protected by the circumstantial privilege conferred to them by the submittal of the list of petitions. Trade union federations continue to support the just demands of the labor movement in the face of the company's attempts to attack affiliated workers.

Economically, the First Ministerial Summit on "Inclusive, Sustainable and Equitable Global Taxation" was held on July 27 and 28 in the city of Cartagena, Colombia, where the trade union movement of the region participated actively in the framework of the process that the TUCA and the affiliated union federations are undertaking on the issue.





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With support from:

