

Legal update

Recent Labour Developments

August 2017

Law 1857 of 2017

“Which modifies Law 1361 of 2009, adding and completing protection measures for families”

Law 1857 of 2017 broadens the purpose of Law 1361, 2009 in order to enhance emotional, economic and cultural resources, in a democratic environmental and far-reaching context to reinforce the family as an institution.

From a labour perspective, said law allows employers to: (i) adapt working schedules to fulfill family purposes, and (ii) agree to flexible schedules for the said purpose.

Additionally, it establishes the obligation of the employer to: provide, promote and organize one working day every six months in order to support family integration.

In this sense, the employer shall comply with the following obligations:

- Assign one working day every six months in order to promote family integration for the employees, by organizing it directly or through the family compensation fund (*Caja de Compensación Familiar*).
- Grant one working day every six months in order to promote family integration, if it is not possible to promote and organize any activity directly.
- Agree to a complementary working schedule, in order to compensate for the above-mentioned working days.

It may be concluded that such working days are not vacations, and do not affect the mandatory rest period established under Colombian labour legislation.

For further information, please contact one of the following lawyers:

> Isabella Gandini García	Bogotá	+571 746.4602	isabella.gandini@nortonrosefulbright.com
> Mauricio Montealegre	Bogotá	+571 746.6072	mauricio.montealegre@nortonrosefulbright.com
> Daniela Hernández	Bogotá	+571 746.5565	daniela.hernandez@nortonrosefulbright.com

Norton Rose Fulbright Canada LLP, Norton Rose Fulbright LLP, Norton Rose Fulbright Australia, Norton Rose Fulbright South Africa Inc and Norton Rose Fulbright US LLP are separate legal entities and all of them are members of Norton Rose Fulbright Verein, a Swiss Verein. Norton Rose Fulbright Verein helps coordinate the activities of the members but does not itself provide legal services to clients.

References to “Norton Rose Fulbright”, “the law firm”, and “legal practice” are to one or more of the Norton Rose Fulbright members or to one of their respective affiliates (together “Norton Rose Fulbright entity/entities”). No individual who is a member, partner, shareholder, director, employee or consultant of, in or to any Norton Rose Fulbright entity (whether or not such individual is described as a “partner”) accepts or assumes responsibility, or has any liability, to any person in respect of this communication. Any reference to a partner or director is to a member, employee or consultant with equivalent standing and qualifications of the relevant Norton Rose Fulbright entity.

The purpose of this communication is to provide general information of a legal nature. It does not contain a full analysis of the law nor does it constitute an opinion of any Norton Rose Fulbright entity on the points of law discussed. You must take specific legal advice on any particular matter which concerns you. If you require any advice or further information, please speak to your usual contact at Norton Rose Fulbright.