Colombia's Equal Pay Law (Ley 1496 de 2011) — Gender-Neutral Job Valuation and Labour Audits, With a Long Implementation Gap (Cautionary Case)

Gender Equality · Good practice · Colombia

Quality score: 30/100

Evidence strength: Cautionary / limited

Summary

Colombia's Law 1496 of 2011 requires equal pay for equal work, objective gender-neutral job valuation and Ministry of Labour audits, with fines of 50–500 monthly minimum wages. Regulatory gaps long delayed full implementation.

Key dimensions

Dimension	Score
Achievement / evidence	0/1
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-11-05

Congress of Colombia / Ministry of Labour — accessed 2026-11-05

ILO NORMLEX comments on Colombia — accessed 2026-11-05

Ámbito Jurídico — ¿Y la equidad salarial de género para cuándo? — accessed 2026-11-05

Ministerio de Justicia — Igualdad salarial en Colombia — accessed 2026-11-05

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