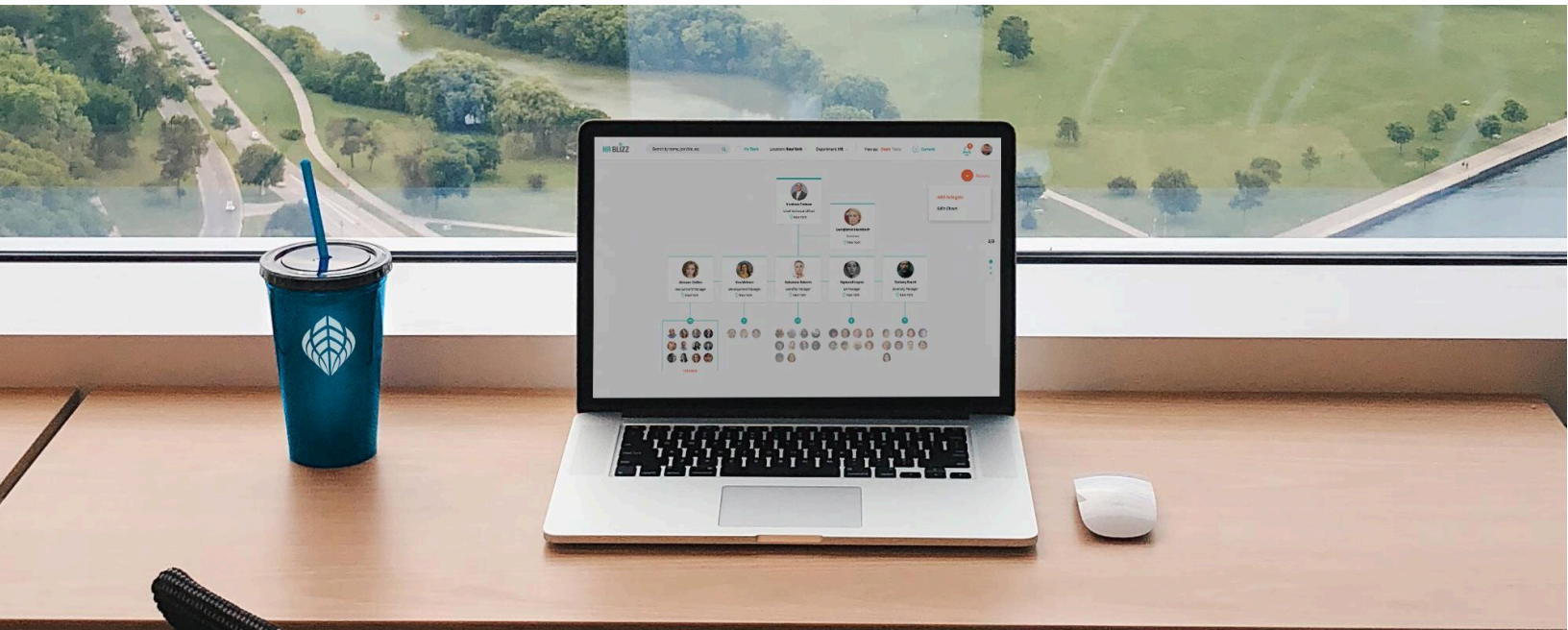


Statutory Change Alert

Colombia – Changes Minimum Wage, Social Security
And UVT value – 1 January 2025



COLOMBIA



Jan 7, 2025

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22k+ Clients Worldwide	97% Client Retention Rate	1.5X Annual Revenue Growth
95k+ Largest Single Country Payroll	25M+ Pay Slips per Annum	0 Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate certificate





Changes in Minimum Wage, Social Security, and UVT Value

On December 26, 2024, the president of Colombia decreed an increase of 9.54% in the minimum wage. As such, the following minimum wages will be applicable, effective January 1, 2025.

- Minimum salary - COP 1,423,500
- Transportation allowance - COP 200,000
- Integral minimum salary - COP 18,505,500

The change in the minimum wage has the following impact on the Social Security Contribution:

Components	Number of Minimum Wage(s)	Amount (COP)
Social Security Floor	1	1,423,500
Social Security Ceiling	25	35,587,500
Ceiling of IBC for exemption of Health and parafiscal contributions company contribution	10	14,235,000

In addition, the National Directorate of Taxes and Customs (DIAN) has issued Decree No. Resolution No. 000193 on December 4, 2024, setting the tax value unit (UVT) at COP 49,799, effective January 1, 2025.

Consequently, the following has increased:



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Components	UVT Equivalent	Amount (COP)
Maximum deductible value for dependents	32	1,593,568
Maximum deductible value Health	16	796,784
Maximum deductible value of housing interests	100	4,979,900
Monthly 40% deductible ceiling (includes deductible health, housing, dependents, 25% exempt, voluntary contributions, and AFC contributions)	111.67	5,561,054
Cap 40% annual deductible (includes deductibles of health, housing, dependents, 25% exempt, voluntary contributions, and AFC contributions)	1340	66,730,660
Cap 25% monthly exemption	65.83	3,278,268
Cap 25% annual exemption	790	39.341210

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.

They already trust Mercans





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+1 877 MERCANS (637 2267) | Toll-Free

Europe: +44 20 328 777 62
Americas: +1 646 798 5541
Middle East: +971 43 999 260
Asia: +81 50 5539 5354

info@mercans.com | mercans.com

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