



NOBOA, PEÑA & TORRES
ABOGADOS ECUADOR

FLASH LEGAL # 001171

“AMENDMENT TO MINISTERIAL AGREEMENT NO. MDT-2024-013 THAT ISSUED THE GUIDELINES FOR THE REGISTRATION OF GENDER EQUALITY PLANS”

Dear Clients and Friends:

We hereby notify you that, on December 4, 2025, the Ministry of Labor published Ministerial Agreement No. MDT-2025-184, which *amends Ministerial Agreement No. MDT-2024-013 that issued the Guidelines for the Registration of Gender Equality Plans*. The relevant provisions state as follows:

- The deadline for registering Gender Equality Plans on the Ministry of Labor's SUT platform (*SUT - Sistema Único de Trabajadores*) **is extended until December 31, 2026.**
- Upon expiration of this deadline, the labor regulatory authority will initiate inspections and impose corresponding sanctions for non-compliance.
- Employers who have previously registered their Gender Equality Plans in physical format are not required to undergo a new registration process through the SUT platform, except in the following cases:
 - a. Where there is a change in the company's legal name, merger, corporate spin-off, transformation, voluntary early dissolution, or liquidation that results in an increase or decrease in the number of employees to the minimum threshold required by the Regulations.
 - b. Where the number of employees increases or decreases to the minimum threshold required by the Regulations.
 - c. Where there are sanction resolutions arising from complaints, favorable resolutions on prior authorizations for dismissal, or lawsuits for workplace harassment, sexual harassment, discrimination, or violence against women filed by an employee against another employee or against the employer.

Ministerial Agreement No. MDT-2025-083, which had extended the deadline for registering Gender Equality Plans until December 31, 2025, is hereby repealed.

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We hope that you find this general information helpful. Please note that it is not intended to constitute legal advice. Should you have any specific inquiries, we would be pleased to provide further assistance.

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