



NOBOA, PEÑA & TORRES
ABOGADOS ECUADOR

FLASH LEGAL # 001172

“(1) EXTENSION OF THE DEADLINE TO REPORT TRAINING PROGRAMS; (2) SUSPENSION OF THE WORKING DAY ON JANUARY 2, 2026; AND (3) STATUTORY MINIMUM WAGE FOR 2026”

Dear Clients and Friends:

We hereby inform you of the most recent measures adopted by the Executive Branch during December 2025, which have implications for labor matters:

1) Extension of the Deadline to Report Training Programs:

On December 4, 2025, Ministerial Agreement No. MDT-2025-185, issued by the Ministry of Labor, was published. Said agreement amends Ministerial Agreement No. MDT-2025-006, which contains the Regulations for the Implementation of the Compliance Process with the Obligations Established under the Organic Law on Equal Pay between Women and Men. The relevant provisions establish the following:

The deadline to report to the Ministry of Labor (the “SUT”) is extended until November 30, 2026, with respect to:

- Annual training programs of at least **40 hours** on the following topics: (a) Labor rights of women and men; (b) Gender equality; (c) Eradication of violence and non-discrimination within the company or workplace; and (d) Other related matters aimed at establishing work of equal value.
- Actions evidencing awareness-raising regarding the value of workers from a gender equality and non-discrimination perspective.

2) Suspension of the Working Day on January 2, 2026:

On December 17, 2025, Executive Decree No. 249 was issued by the President of the Republic, pursuant to which the following was ordered:

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Edificio Citibank, 2do piso. Teléfono (593-2) 2 970-193 / 195 / 198 / 199

Guayaquil: Junín 114 y Malecón Simón Bolívar, Edificio Torres del Río, 8vo piso.
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- The suspension of the working day throughout the national territory, for both the public and private sectors, on Friday, January 2, 2026.
- The suspended working day shall not be subject to recovery.

3) Statutory Minimum Wage for 2026:

Through Ministerial Agreement No. MDT-2025-195, issued by the Ministry of Labor and published in the Supplement to Official Gazette No. 187 dated December 18, 2025, the Statutory Minimum Wage (SMW) applicable to workers in general for the year 2026 has been set at USD 482.00 per month, representing an increase of USD 12.00 compared to the statutory minimum wage in force during 2025.

We trust that this information, which does not constitute legal advice as it is of a general nature, will be of assistance. Should you have any specific inquiries, we will be pleased to assist you.

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