

FLASH LEGAL # 001203

MANDATORY TRAINING ON PAY EQUITY

DEADLINE FOR REPORTING IN THE SUT: NOVEMBER 30, 2026

Dear Clients and Friends:

In compliance with the Organic Law for Pay Equity Between Women and Men and Ministerial Agreement No. MDT-2025-006, private-sector employers are required to implement annual training processes for all their personnel, with a minimum duration of 40 hours per year. Such training must address, among other topics, the following:

- Labor rights of women and men.
- Gender equality.
- Prevention and eradication of violence and discrimination in the workplace.
- Equal pay for work of equal value, from a perspective of equality and non-discrimination.

Attention: Registration Deadline

Through Ministerial Agreement No. MDT-2025-185, the deadline for reporting the training corresponding to the year 2025 was extended, on a one-time basis.

The deadline for registering these actions in the Unified Labor System (Sistema Único de Trabajo - SUT) is **November 30, 2026**.

Accordingly, we recommend verifying in a timely manner that the required training and other actions have been conducted and that the corresponding information has been duly registered within the established deadline.

Subsequent Compliance Obligations

Once this exceptional deadline has been met, employers must report the actions corresponding to each year in January, in accordance with applicable regulations.

Recommendation

Employers are advised not to defer compliance with this obligation until the final deadline. It is important to coordinate with Human Resources to conduct the required training, retain the corresponding supporting documentation, and register the information in the SUT in a timely manner, in order to prevent potential contingencies arising from noncompliance with labor obligations.

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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