

The woman who cleans your house



If someone works in your home on a regular schedule, even 1 day a week, paid cash, with nothing signed, the law treats it as a job. You're the employer.

What she's owed, from her first day, in proportion to the days she works

- Severance (cesantías): 1 month's pay for each year worked. It goes into her severance fund every year and is paid out when the job ends.
- Interest on the severance: 12% a year, paid to her in January.
- Bonus (prima): 1 month's pay a year, half by June 30 and half by December 20. ^[2]
- Paid vacation: 15 working days a year.
- Transportation allowance, in proportion to her days, if she earns up to 2 minimum wages. ^[1]

What you have to do

- A written contract, even for 1 day a week, with the pay, the days and the hours. Required since the 2025 labor reform (Law 2466 of 2025, Article 33). ^[1]
- Pay into her health care, pension, work-accident insurance (ARL) and family-benefits fund (caja de compensación), in proportion to her days, through the PILA payment system. The ARL has to be active from her first day in your home. ^[1]

2026 numbers

- Minimum wage: 1,750,905 pesos a month. Transportation allowance: 249,095 pesos a month. ^[1]
- Minimum for a day of domestic work: 76,394 pesos, counting base pay, transportation and the paid Sunday share. ^[1]

If it goes wrong

- She can file a claim for 3 years after each payment came due. Severance only comes due when the job ends, so it covers the whole time she worked for you. ^[3]
- Late-payment penalty: 1 day's pay for each day of delay after the job ends. Above the minimum wage it stops at 24 months and turns into interest. At the minimum wage or less, it has no limit. A judge decides it and weighs whether you acted in good faith. ^[4]
- Example: 2 days a week at 85,000 pesos for 20 months, nothing ever paid, comes to about 3 million pesos (severance about 1.2 million, bonus about 1.2 million, vacation about 600,000, interest about 100,000), before social security and penalties. Our own count.

Do this

- Sign a written contract and enroll her through PILA.
- Set a little aside each month. Pay the interest in January and the bonus in June and December.
- Keep every receipt. When the job ends, pay her final settlement (liquidación) in full and get it signed.

SOURCES (click to open)

1. Infobae, March 19, 2026: the written contract, social security and the 2026 figures [infobae.com](https://www.infobae.com)
2. Ámbito Jurídico: the bonus for domestic workers (Law 1788 of 2016) [ambitojuridico.com](https://www.ambitojuridico.com)
3. Supreme Court, Labor Chamber, ruling 35201, September 21, 2010: severance comes due when the job ends [normativa.colpensiones.gov.co](https://www.normativa.colpensiones.gov.co)
4. Constitutional Court, ruling C-892 of 2009: the penalty limit applies only above the minimum wage [corteconstitucional.gov.co](https://www.corteconstitucional.gov.co)