



Taxing Wages - Colombia

Tax on labour income

The **tax wedge** is a measure of the tax on labour income, which includes the tax paid by both the employee and the employer.

TAX WEDGE ON LABOUR INCOME

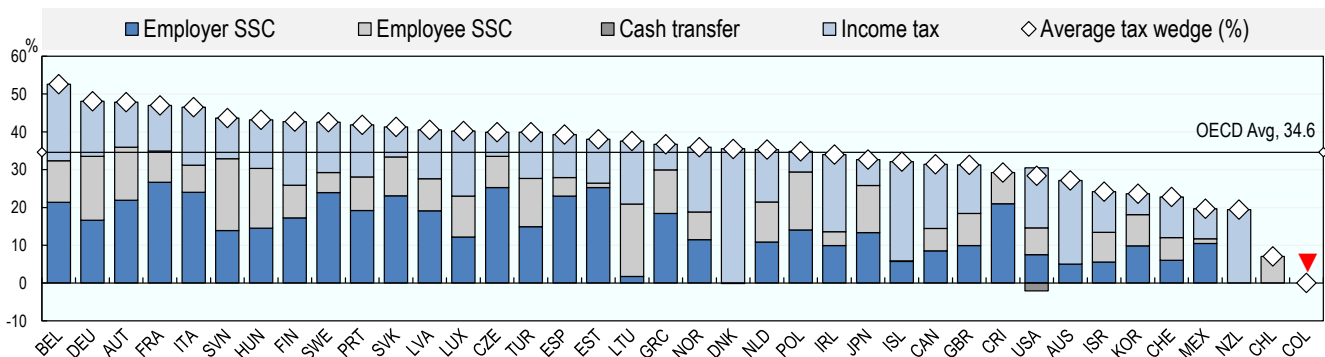
$$\frac{((\text{Personal income tax} + \text{employee and employer social security contributions (SSCs)}) - \text{Family Benefits})}{(\text{Total labour costs (gross wages} + \text{employer SSCs)})}$$

Single worker

The tax wedge for the average single worker in Colombia remained unchanged at 0.0% in 2020 and 2021. The OECD average tax wedge in 2021 was 34.6% (2020, 34.6%). In 2021, Colombia had the lowest tax wedge among the 38 OECD member countries, occupying the same position in 2020.

In Colombia, the single worker at the average wage level did not pay personal income taxes in 2021, whereas their contributions to pension, health and employment risk insurances are considered to be non-tax compulsory payments (NTCPs) and therefore are not counted as taxes in the Taxing Wages calculations. Please refer to the NTCP report (<https://www.oecd.org/tax/tax-policy/tax-database/non-tax-compulsory-payments.pdf>).

Average tax wedge: average single worker, no children



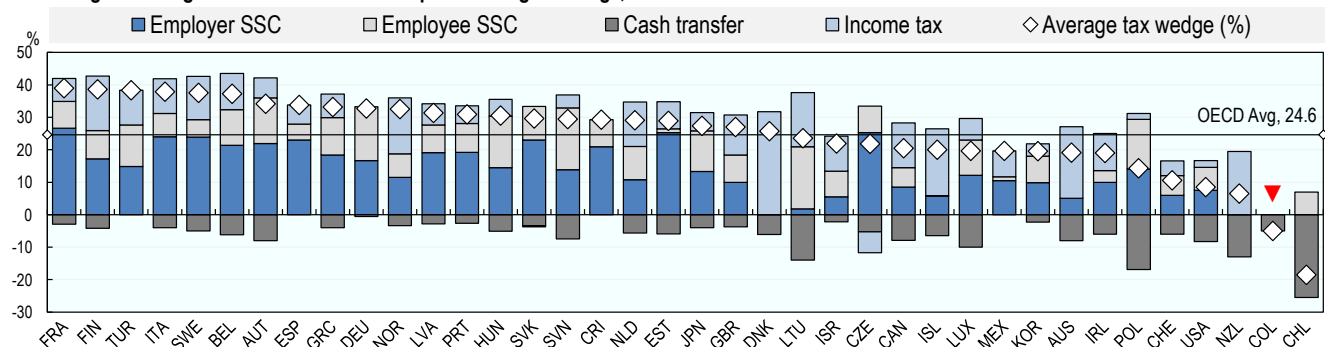
One-earner married couple with two children

The tax wedge for a worker with children may be lower than for a worker on the same income without children, since most OECD countries provide benefits to families with children through cash transfers and preferential tax provisions.

Colombia had the 37th lowest tax wedge in the OECD for an average married worker with two children at -5.0% in 2021, which compares with the OECD average of 24.6%. The country occupied the lowest position in 2020.

Child related benefits and tax provisions tend to reduce the tax wedge for workers with children compared with the average single worker. In Colombia in 2021, this reduction (5 percentage points) was less than the OECD average (10 percentage points).

Average tax wedge: One-earner married couple at average earnings, 2 children

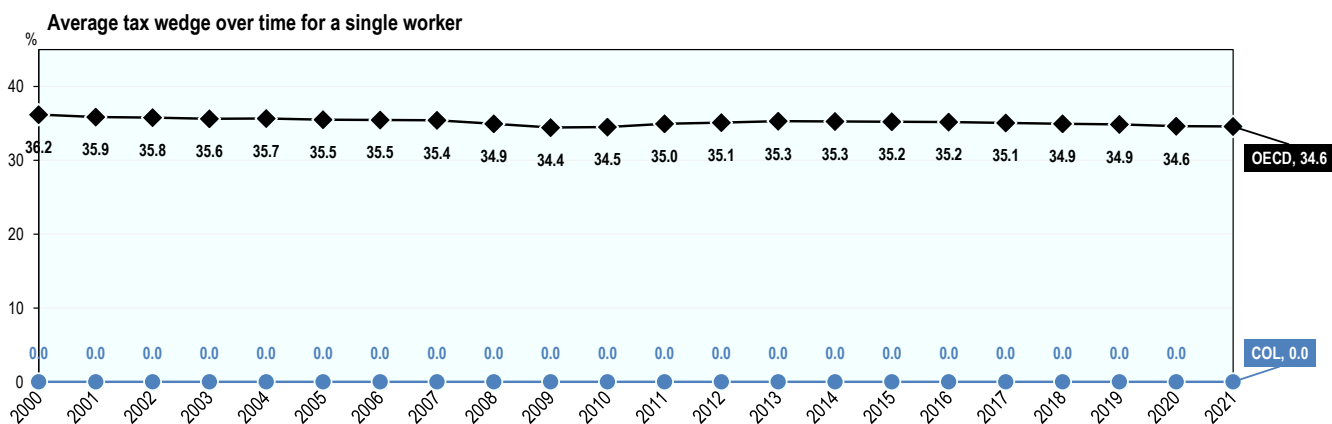




Tax wedge trends between 2000 and 2021

» In Colombia, the tax wedge for the average single worker remained at 0.0% between 2000 and 2021. During the same period, the average tax wedge across the OECD decreased by 1.6 percentage points from 36.2% to 34.6%.

Between 2009 and 2021, the tax wedge for the average single worker has been steady at 0.0% in Colombia. During this same period, the tax wedge for the average single worker across the OECD increased slowly to 35.3% in 2013 and 2014 before decreasing back to 34.6% in 2021.



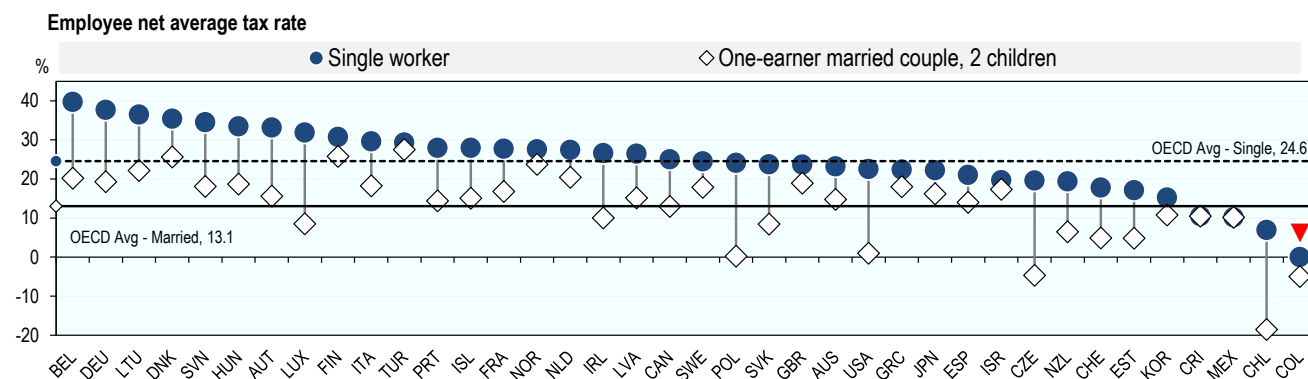
Employee tax on labour income

The employee net average tax rate is a measure of the net tax on labour income paid directly by the employee.

$$\text{EMPLOYEE NET AVERAGE TAX RATE} = \frac{(\text{Employee personal income tax and employee social security contributions}) - \text{Family Benefits}}{\text{Gross wages}}$$

» In Colombia, the average single worker faced a net average tax rate of 0.0% in 2021, compared with the OECD average of 24.6%. In other words, in Colombia the take-home pay of an average single worker, after tax and benefits, was 100.0% of their gross wage, compared with the OECD average of 75.4%.

» Taking into account child related benefits and tax provisions, the employee net average tax rate for an average married worker with two children in Colombia was -5.0% in 2021, which is the 37th lowest in the OECD, and compares with 13.1% for the OECD average. This means that an average married worker with two children in Colombia had a take-home pay, after tax and family benefits, of 105.0% of their gross wage, compared to 86.9% for the OECD average.



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