



Governing Body

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Institutional Section

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Developments in the full implementation by the Government of the Bolivarian Republic of Venezuela of the agreed plan of action to give effect to the recommendations of the Commission of Inquiry in respect of Conventions Nos 26, 87 and 144

1. In the context of its assessment, in November 2023, of the actions taken by the Government of the Bolivarian Republic of Venezuela to comply with the recommendations of the Commission of Inquiry set up to examine the complaint relating to the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), at its 349th Session, the Governing Body:
 - (a) took note of the report on the activities carried out and the developments concerning the implementation of the action plan and reiterated its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;
 - (b) urged the Government to accelerate the implementation of the commitments adopted in the action plan as updated by the Social Dialogue Forum in February 2023, in order to achieve concrete results without delay;
 - (c) regretted the rescheduling of the fourth session of the Social Dialogue Forum while taking due note of the continued commitment of the Government and the social partners of the Bolivarian Republic of Venezuela to engage in social dialogue;
 - (d) welcomed the imminent posting of an ILO special advisor to the country and expected the Government to quickly facilitate his deployment to the country in November 2023 to

accompany and support the implementation of the action plan and the preparation of the fourth session of the Social Dialogue Forum to be held at the beginning of February 2024;

- (e) requested the Director-General to continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry, the related Governing Body decisions and the effective application of Conventions Nos 26, 87 and 144 in law and practice, and to submit to the 350th Session (March 2024) of the Governing Body a further report on any developments concerning the above.¹

► Report of the Director-General on the fourth in-person session of the Social Dialogue Forum – Caracas (1–2 February 2024)

2. In his previous report to the Governing Body, the Director-General noted that: (i) an ILO mission, which was headed by the Director of the International Labour Standards Department, went to the Bolivarian Republic of Venezuela from 3 to 7 October with the aim of participating in the fourth session of the Social Dialogue Forum; (ii) when it arrived in the country, the mission was informed that the conditions were not conducive to holding the Forum, so the ILO delegation and the Minister of the People's Power for the Social Process of Labour held, each in turn, bilateral meetings with the workers' and employers' organizations in the country which planned to participate in the rescheduled Forum; and (iii) a tripartite meeting was held in which the heads of the employers' and workers' organization reaffirmed their commitment to social dialogue, suggested that the fourth session of the Forum should be held in February 2024, reaffirmed the importance of continuing to implement the agreements reached at the third Forum, and emphasized the role played by the ILO in the country, and the importance of having an ILO expert to accompany the dialogue process.
3. In order to follow up on the Governing Body's decision and give his full support to the process, the Director-General continued to communicate with the social partners in the country and with the Government, finalizing the details of the arrival of the ILO special advisor, Mr Christian Ramos, to the Bolivarian Republic of Venezuela. The Director-General acknowledges and appreciates the steps taken by the Government to ensure that, since November 2023, Mr Ramos has been accompanying and supporting the implementation of the plan of action and the preparation of the fourth session of the Social Dialogue Forum in the Bolivarian Republic of Venezuela. Since his arrival in the country and to date, Mr Ramos has continued to communicate regularly and openly with the Government and the social partners in the country and has held several meetings in which he has reiterated the full willingness and commitment of the Office to continue working together to ensure the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144. At the meetings held with the Minister of People's Power for the Social Process of Labour, the commitments that the Government of the Bolivarian Republic of Venezuela has undertaken in the context of the Social Dialogue Forum, and the content of the latest decision of the Governing Body, were reviewed. Moreover, following meetings with the Minister and the social partners, an agenda was established for the fourth in-person session of the Forum, which was scheduled to take place in Caracas on 1 and 2 February 2024,

¹ GB.349/INS/11(Rev. 1).

combining bipartite and tripartite meetings, in the light of the recommendations of the Commission of Inquiry.

4. The fourth in-person session of the Social Dialogue Forum took place as agreed and the following employers' and workers' organizations participated through their spokespersons:
 - the Federation of Chambers and Associations of Commerce and Production of Venezuela (FEDECAMARAS);
 - the Federation of Craft, Micro, Small and Medium-Sized Business Associations of Venezuela (FEDEINDUSTRIA);
 - the Bolivarian Socialist Confederation of Urban, Rural and Fishery Workers of Venezuela (CBST-CCP);
 - the Independent Trade Union Alliance Confederation of Workers of Venezuela (CTASI);
 - the Confederation of Workers of Venezuela (CTV); and
 - the General Confederation of Labour (CGT).
5. The Government was represented by the Minister of the People's Power for the Social Process of Labour and the Deputy Ministers for the Integrated System of Labour Inspection and Social Security, and for Labour Rights and Relations, and their advisors, as well as the Permanent Representative of the Bolivarian Republic of Venezuela to the United Nations Office and other international organizations in Geneva, and his advisors.
6. During the two-day Forum, the tripartite constituents reviewed the developments in 2023 and early 2024 in terms of what was agreed in the plan of action adopted in February 2023 at the third Social Dialogue Forum on Margarita Island:
 - (a) With regard to Convention No. 26: (i) a total of 13 tripartite meetings were held between February and August 2023 to discuss the issue of determining an appropriate a method for holding consultations on and fixing the minimum wage, which resulted in the development of a method; (ii) a meeting was held in October 2023 to clear up doubts about the method, share the background note and explain the method; (iii) the consultation process began on 15 January 2024 with the establishment of the minimum wage advisory group, a technical group composed of four government representatives, four employer representatives and four worker representatives; (iv) the first plenary meeting on minimum wage consultation was held on 25 January 2024, the agenda of which was the presentation of indicators by the Government, as well as other references, opinions, considerations and points of view of the participating sectors; and (v) the first report of the advisory group was presented and the dates of the upcoming sectoral meetings were decided on 29 January 2024. The ILO special advisor, Mr Christian Ramos, attended the tripartite meetings held on 15, 25 and 29 January 2024.²
 - (b) As regards Convention No. 144: (i) in 2023, ILO officials provided training to government entities involved in the collection of information for the submission of the reports requested under article 22 of the ILO Constitution; (ii) training was also provided to representatives of the Ministry of People's Power for the Social Process of Labour, and from employers' and workers' organizations on international labour standards, in particular for

² The documents provided by the Government in relation to the method for fixing the national minimum wage appear in Appendix II.

Conventions for which a report is requested under article 22 of the ILO Constitution; and (iii) the Government submitted the draft reports requested under article 22 of the ILO Constitution to the workers' and employers' organizations participating in the Social Dialogue Forum.

- (c) Lastly, as to Convention No. 87, the Government stressed that: (i) there has been progress on the issue of returning land to the leaders of FEDECAMARAS; (ii) no formal complaints in relation to the Workers' Production Councils have been received; (iii) meetings have been coordinated with the National Electoral Council with a view to clarifying the optional nature of its participation in trade union elections; (iv) the six trade unionists were released on conditional bail in December 2023; (v) the pending cases of detainees are awaiting due process; and (vi) administrative settlement mechanisms regarding trade union dues will be coordinated. The workers' organizations stressed the lack of tangible progress in compliance with Convention No. 87 and referred to the persisting climate of trade union persecution and criminalization of protest. They reported the arrest, on 17 January 2024, of Professor Víctor Venegas, President of the National Federation of Education Unions and Schools of Venezuela; they referred to the trade unionists who are still in detention for issues related to their trade union activities and called for the full release of the trade unionists who were released in December 2023 and the regularization of their legal status. They also indicated that there are serious problems with the functioning of the National Register of Trade Union Organizations and that it should be decentralized. The workers' organizations also stressed that a resolution on the optional nature of the participation of the National Electoral Council in trade union electoral processes must be adopted, and that the payment of withheld trade union dues, as well as compliance with and new negotiations of collective agreements in the public administration, must be resolved as soon as possible. The representatives of FEDECAMARAS emphasized that the Workers' Production Councils undermine freedom of association and economic freedom and stressed that the pending land list cases must be resolved as soon as possible.
7. All the participants in the Forum emphasized the significant role played by the ILO special advisor in promoting social dialogue and especially welcomed the support and assistance received since November 2023 in the implementation of the plan of action and in the preparation of the fourth session of the Social Dialogue Forum. The participants in the Forum also noted the importance of holding meetings throughout the year, both quarterly plenary meetings and bimonthly technical meetings on the implementation of Conventions Nos 26, 87 and 144.
8. Following bipartite meetings and a tripartite plenary meeting, the participants in the fourth session of the Forum adopted a document entitled "Follow-up to and updating of the plan of action resulting from the Social Dialogue Forum in the Bolivarian Republic of Venezuela", in which they agreed to continue taking measures to expand and strengthen social dialogue in the country and to update the plan of action relating to Conventions Nos 26, 87 and 144, in accordance with the recommendations of the Commission of Inquiry, as follows:
 - (i) hold quarterly plenary meetings, as well as bimonthly technical meetings with the social partners in the world of work on compliance with Conventions Nos 26, 87 and 144, in 2024. The timetable of the agreed meetings appears at the end of Appendix I. It is also agreed that in 2024 bilateral meetings will be held at the request of the parties.
 - (ii) record the establishment of the technical body responsible for agreeing on a method for holding consultations on and fixing the minimum wage. This body met its objective with the approval of the consultation method. On 15 January 2024, the advisory group met and

formally established the procedure for the consultation method, which will be carried out in accordance with the timetable, with a view to holding consultations on the adjustment of the national minimum wage, and presenting the report on their outcome, taking into account the relevant economic and social and labour indicators and variables, including the impact of the illegal unilateral coercive measures on the country.

- (iii) continue to improve and strengthen consultation mechanisms on international labour standards, including the process for the preparation and sending of reports for the 2024 period at least one month in advance.
- (iv) continue to promote consultation with the National Assembly on legislation that affects the world of work.
- (v) promote, through the Ministry of People's Power for the Social Process of Labour before the National Electoral Council, the unification of the criteria regarding the optional nature of its participation in the electoral processes of trade union organizations in the exercise of their autonomy and make this widely known in a clear manner, in accordance with its competences.
- (vi) hold meetings at the request of the interested parties on the activity of the Workers' Production Council and its possible interference in freedom of association.
- (vii) hold meetings with the Ministry of People's Power for the Social Process of Labour and the trade union confederations to discuss and follow up on issues related to the withholding of trade union dues in order to regularize the deduction and payment of such dues.
- (viii) identify, by means of regular meetings, institutional formulas or processes to strengthen the functioning of the National Register of Trade Union Organizations and continue to address particular cases submitted by workers' organizations.
- (ix) encourage the relationship between the National Land Institute and FEDECAMARAS on the cases raised with a view to their resolution.
- (x) as part of cooperation between the authorities, the Ministry of People's Power for the Social Process of Labour will hold meetings between the Office of the Public Prosecutor and employers' and workers' organizations to report on cases of arrest and judicial proceedings or preventive/non-custodial measures presumed to relate to the exercise of trade union activities.
- (xi) emphasizing the significant role played by the ILO special advisor in promoting social dialogue and supporting the implementation of the plan of action and the preparation of the fourth session of the Social Dialogue Forum, it is agreed to continue relying on his technical assistance for the next Social Dialogue Forum.
- (xii) the Government and the social partners agree to hold a session of the Social Dialogue Forum soon and will assess possible dates.
- (xiii) it is agreed to continue receiving ILO technical assistance on matters relating to the implementation of the plan of action, as well as training on international labour standards and social dialogue.

► Information received between November 2023 and February 2024

Information sent by the Federation of Chambers and Associations of Commerce and Production of Venezuela

9. In a communication dated 9 February 2024 addressed to the Director-General of the ILO, FEDECAMARAS indicated that it welcomed the fact that the Government had accepted ILO technical assistance and the recommendation of the Governing Body of November 2021 to hold the Social Dialogue Forum in Venezuela, as it had enabled better relations between the tripartite partners and brought them closer to the establishment of an effective social dialogue, even though the Government had not yet formally accepted the recommendations of the Commission of Inquiry. FEDECAMARAS also stated that the assistance of Mr Christian Ramos had been invaluable and recognized by all the social partners, despite how little time had passed. It also indicated that progress had been made on Convention No. 26, since a methodology for fixing the minimum wage, as well as the creation of an advisory council for its discussion, had been agreed upon after several meetings. It further indicated that, given the macroeconomic conditions in the country, the final calculation of the minimum wage was complex in the light of the various economic indicators available. FEDECAMARAS also indicated that, while it had noted progress on Conventions Nos 87 and 144, some issues still needed to be discussed, such as those relating to the Workers' Production Councils and the return of confiscated lands to the employers' leaders. In this regard, it expressed its willingness to set an agenda of meetings, scheduled and agreed with the Government, to be held in the coming months, to address any outstanding issues, such as having a more direct relationship with the National Assembly, to discuss economic and labour legislation to continue moving towards a productive economy through social dialogue. Lastly, in the light of the progress made, FEDECAMARAS respectfully requested the ILO to continue to accompany this process, with the continued presence of Mr Christian Ramos, as it considers that the next stage of the social dialogue must be approached in a firm and professional manner, given the challenges and commitments that lie ahead in a year that will be one of important decisions on economic, labour and social issues.

Information sent by workers' organizations

10. In a communication dated 25 January 2024, the CTV reported that on 17 January 2024, Professor Víctor Venegas, President of the National Federation of Education Unions and Schools of Venezuela (FENATEV-Barinas), was arrested at the organization's headquarters. In its communication, the CTV indicated that the union headquarters was violently raided by police officers and agents of the Bolivarian National Intelligence Service without a warrant, and that it is not known where Mr Venegas is being held or in what physical conditions, how he is being treated or what is his state of health. The CTV requested the urgent intervention of the ILO to ensure that the physical and moral integrity of Professor Víctor Venegas is respected and that he is guaranteed his rights under the Venezuelan Constitution and ILO Conventions.
11. In a communication dated 13 February 2024, the CTV referred to the systematic policy of trade union persecution, coordinated with the Office of the Public Prosecutor and the judiciary, resulting in the criminalization of trade union activity and labour protest in the country. In this regard, the CTV indicated that to date the Government has not provided any explanation for the detention of Professor Víctor Venegas, nor has it provided information about the

conditions of the release on conditional bail of the six trade unionists sentenced to 16 years in prison without any evidence for the alleged offences: Mr Alcides Bracho, Mr Alonso Meléndez, Mr Emilio Negrín, Mr Gabriel Blanco, Mr Néstor Astudillo and Mr Reynaldo Cortes. The CTV also referred to the arrest of Professor Robert Franco, Secretary General of the Carupano branch of the Teachers' Union in the state of Sucre. It also indicated that legislation that expressly states that trade unions can conduct their elections without the technical assistance of the National Electoral Council must be enacted and that the National Register of Trade Union Organizations should be reformed so that it serves as a register of publicity, not of control of trade union organizations. The CTV emphasized that the Decent Work Agenda must be the foundation of any labour policy in the country; it stressed that it is committed to dialogue to channel the legitimate disputes between the capital and workers and that its sole objective in participating in the Social Dialogue Forum is to defend the rights of the entire working class and to make progress in the wage review and respect for freedom of association. At the same time, the CTV indicated that it hopes that the Government will decree a significant increase in the minimum wage by March at the latest. It also indicated that it welcomes the fact that Mr Christian Ramos will continue to help the Forum achieve the ultimate objective of the recommendations of the Commission of Inquiry, namely national reconciliation with social justice.

* * *

12. It is now for the Governing Body to decide how to proceed, in the light of the available information, in follow-up to its previous discussions in November 2020; March, June and November 2021; March, June and November 2022; and March and November 2023.³

► Draft decision

13. The Governing Body:

- (a) **took note of the report on the fourth Social Dialogue Forum held from 1 to 2 February 2024 while reiterating, once again its call to the Government of the Bolivarian Republic of Venezuela to accept and implement in full the recommendations of the Commission of Inquiry adopted in 2019;**
- (b) **urged the Government to further accelerate the implementation of all the commitments adopted in the action plan as updated by the Social Dialogue Forum in February 2024, in order to achieve tangible results without delay, in particular in relation to areas in which no progress has been made;**
- (c) **noted with appreciation that an ILO special adviser was posted in the country since November 2023 and that his support in the implementation of the action plan and the preparation of the fourth session of the social dialogue forum had been greatly valued by all constituents;**
- (d) **requested the Government to make the necessary arrangements allowing the ILO special advisor to continue providing the said support on a constant basis in the country, including in relation to the preparation of the next social dialogue forums;**

³ GB.340/PV, paras 181–264; GB.341/PV, paras 286–389; GB.342/PV, paras 118–142; GB.343/PV, paras 267–307; GB.344/PV, paras 434–480; GB.345/PV, paras 68–118; GB.346/PV, paras 421–460; GB.347/INS/13(Rev.1) and GB.349/INS/11(Rev.1).

- (e) requested the Director-General to continue collaborating with the Government and the social partners of the Bolivarian Republic of Venezuela on the full implementation of the recommendations of the Commission of Inquiry, the related Governing Body decisions and the effective application of Conventions Nos 26, 87 and 144 in law and practice, and to submit to the 352nd Session (October–November 2024) of the Governing Body a further report on any developments concerning the above.

► Appendix I

Follow-up and updating of the plan of action resulting from the Social Dialogue Forum in the Bolivarian Republic of Venezuela – fourth in-person session of the Social Dialogue Forum (Caracas, 1 and 2 February 2024)

The ILO constituents in the country, meeting in the city of Caracas on 1 and 2 February 2024, in the framework of the third session of the Social Dialogue Forum and represented by the authorities and organizations indicated below, agree to continue taking measures to expand and strengthen social dialogue in the country and to update the plan of action relating to Conventions Nos 26, 87 and 144, in accordance with the recommendations of the Commission of Inquiry, as follows:

- (i) hold quarterly plenary meetings, as well as bimonthly technical meetings with the social partners in the world of work on compliance with Conventions Nos 26, 87 and 144, in 2024. The timetable of the agreed meetings appears at the end of this document. It is also agreed that in 2024 bilateral meetings will be held at the request of the parties.
- (ii) record the establishment of the technical body responsible for agreeing on a method for holding consultations on and fixing the minimum wage. This body met its objective with the approval of the consultation method. On 15 January 2024, the advisory group met and formally established the procedure for the consultation method, which will be carried out in accordance with the timetable, with a view to holding consultations on the adjustment of the national minimum wage, and presenting the report on their outcome, taking into account the relevant economic and social and labour indicators and variables, including the impact of the illegal unilateral coercive measures on the country.
- (iii) continue to improve and strengthen consultation mechanisms on international labour standards, including the process for the preparation and sending of reports for the 2024 period at least one month in advance.
- (iv) continue to promote consultation with the National Assembly on legislation that affects the world of work.
- (v) promote, through the Ministry of People's Power for the Social Process of Labour before the National Electoral Council, the unification of the criteria regarding the optional nature of its participation in the electoral processes of trade union organizations in the exercise of their autonomy and make this widely known in a clear manner, in accordance with its competences.
- (vi) hold meetings at the request of the interested parties on the activity of the Workers' Production Council and its possible interference in freedom of association.
- (vii) hold meetings with the Ministry of People's Power for the Social Process of Labour and the trade union confederations to discuss and follow up on issues related to the withholding of trade union dues in order to regularize the deduction and payment of such dues.
- (viii) identify, by means of regular meetings, institutional formulas or processes to strengthen the functioning of the National Register of Trade Union Organizations and continue to address particular cases submitted by workers' organizations.

- (ix) encourage the relationship between the National Land Institute and FEDECAMARAS on the cases raised with a view to their resolution.
- (x) as part of cooperation between the authorities, the Ministry of People's Power for the Social Process of Labour will hold meetings between the Office of the Public Prosecutor and employers' and workers' organizations to report on cases of arrest and judicial proceedings or preventive/non-custodial measures presumed to relate to the exercise of trade union activities.
- (xi) emphasizing the significant role played by the ILO special advisor in promoting social dialogue and supporting the implementation of the plan of action and the preparation of the fourth session of the Social Dialogue Forum, it is agreed to continue relying on his technical assistance for the next Social Dialogue Forum.
- (xii) the Government and the social partners agree to hold a session of the Social Dialogue Forum soon and will assess possible dates.
- (xiii) it is agreed to continue receiving ILO technical assistance on matters relating to the implementation of the plan of action, as well as training on international labour standards and social dialogue.

Ministry of People's Power for the Social Process of Labour (MPPPST)

Federation of Chambers and Associations of Commerce and Production of Venezuela (FEDECAMARAS)

Federation of Craft, Micro, Small and Medium-Sized Business Associations of Venezuela (FEDEINDUSTRIA)

Bolivarian Socialist Confederation of Urban, Rural and Fishery Workers of Venezuela (CBST-CCP)

Independent Trade Union Alliance Confederation of Workers (CTASI)

Confederation of Workers of Venezuela (CTV)

General Confederation of Workers (CGT)

► **Timetable of meetings to be held in 2024**

Months	1st week	2nd week	3rd week	4th week
February				Technical meeting on Convention No. 144
March			Technical meeting on Convention No. 26	
April		Technical meeting on Convention No. 87.		
May	Plenary meeting on the world of work			Technical meeting on Convention No. 144
June			Technical meeting on Convention No. 26	
July		Technical meeting on Convention No. 87		
August	Plenary meeting on the world of work		Technical meeting on Convention No. 26	Technical meeting on Convention No. 144
September		Technical meeting on Convention No. 87		
October			Technical meeting on Convention No. 26	
November	Plenary meeting on the world of work	Technical meeting on Convention No. 87		
December				

* Bilateral meetings at the request of the parties.

► Appendix II

Background note on the method for fixing the national minimum wage

1. In February 2023, the Social Dialogue Forum was held with the participation of the trade union organizations CBST-CCP, CTV, CTASI and CGT and the employers' federations FEDECAMARAS and FEDEINDUSTRIA, with ILO technical assistance. The agreements reached included a plan of action to improve compliance with the ILO Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), which was ratified by our country in November 1944.
2. In accordance with the plan of action, a technical body was established consisting of worker, employer and government spokespersons, who, in a climate of respectful dialogue and following an in-depth discussion, agreed on a method for fixing the national minimum wage, which will enable better compliance with national legislation and improved compliance with Convention No. 26.
3. It should be noted that the method for fixing the national minimum wage serves the purpose of implementing and demonstrating the broad consultations that were held to hear the opinions of the various social organizations, particularly those directly related to labour issues, in accordance with the provisions of section 129 of the Organic Labour and Workers Act.

Method for fixing the national minimum wage

4. The minimum wage will be adjusted every year by the National Executive, following a study and by means of a decree. In this framework, broad consultations will be held to hear the opinions of the various social organizations and socioeconomic institutions. This method describes the way in which the consultations on the minimum wage will be held with the national confederations of workers and the national federations of employers, as social organizations directly related to labour issues.
5. The consultation process will begin on the third Monday of January every year ¹ with the **establishment of the advisory group** composed of four government representatives, four employer representatives and four worker representatives. The government representatives will include representatives from the ministries responsible for the social process of labour and planning. The worker and employer representatives will be determined by the worker and employer sectors, ensuring inclusion and consensus.
6. When it is established, the advisory group will define the date, place, number of spokespersons and participants to convoke the government, worker and employer sectors to a **plenary meeting**. The **plenary meeting** must be held within five working days of the establishment of the advisory group and have as its agenda the presentation of indicators by the Government, as well as other references, opinions, considerations and points of view of the participating sectors.
7. With regard to economic, social and labour indicators and those related to exogenous factors, the Government will provide official data on:
 - Population indicators of minimum wage recipients, including the active population employed in the formal sector, the segment of the so-called informal economy that provides

¹ The date ranges from 15 to 21 January depending on the calendar of the specific year.

services, in an employment relationship, to enterprises with no more than five workers; and retirees or pensioners (old age, disability and survivors).

- Indicators related to poor households, based on information on the basic needs to be considered for defining unsatisfied basic needs (taking into account social benefits and protection related to the mission system, utility subsidies and direct allocations to workers and households).
 - Consumer Price Index (CPI) and, if possible, appropriation of GDP in the economy as an important indicator of fair distribution of wealth.
 - Basic food basket (explaining the products contained therein, as well as the average number of persons per household to be taken into account for its calculation).
 - Indices related to workers' income, such as the average income of workers reported by employers to the National Register of Work Entities and the Remuneration Index (disaggregated by gender and sector).
 - Advances in collective bargaining agreements involving broad sectors of the economically active population.
 - Emergency income and direct allowances for workers, as well as non-wage allocations that affect workers' income (such as the "socialist cestaticket").
 - The national budget approved for the current year.
 - Indicator of the impact of unilateral coercive measures on workers and their families (developed in consultation with the ministries responsible for planning and finance, as well as the Venezuelan Anti-Blockade Observatory).
8. At this initial meeting, the indicators provided by the employer and worker sectors can also be presented, including various formulas for fixing the minimum wage.
 9. At the **second meeting of the advisory group**, minutes containing a summary of the plenary meeting will be prepared, and sectoral meetings (worker sector and employer sector) will be scheduled, taking into account that these meetings must be held within ten working days of the plenary meeting.
 10. **Sectoral meetings** will be held for the purpose of discussing and reaching a consensus on the minimum wage adjustment based on the inputs provided in the review of indicators. The advisory group will participate in these meetings through the members of the corresponding sector and the government members (to provide explanations on the indicators if necessary).
 11. The **third meeting of the advisory group** will prepare minutes summarizing the stakeholders' proposals and considerations on the minimum wage, which will be presented at the following plenary meeting. Moreover, the following plenary meeting will be convoked within ten working days of the sectoral meetings.
 12. The following **plenary meeting** will begin with a summary of the stakeholders' proposals and considerations regarding the minimum wage for discussion. At this meeting, efforts will be made to reach a consensus, but if this is not possible, the points of agreement and dissent will be noted. Additional meetings will be held, if necessary, and be kept as short as possible to avoid overextending the period of the consultation.

13. The **advisory group** will hold a fourth and final meeting to prepare the report on the outcome of the consultations to be submitted to the Office of the President, unless the plenary meeting has deemed it necessary to convoke additional meetings.
14. The advisory group will make the necessary arrangements when the plenary or sectoral meetings consider it necessary to hold additional meetings and try to keep them as short as possible to avoid overextending the period of the consultation. Both the advisory group and the plenary and sectoral meetings may avail themselves of ILO technical assistance.
15. It is understood that there may be additional consultations as the situation warrants. Such consultations will be held based on the following procedure:
 - One or more of the national confederations of workers or the national federations of employers may submit a request in writing to the Ministry of People's Power for the Social Process of Labour for the advisory group to initiate special consultations on the fixing of the minimum wage.
 - The request for special consultations must be duly justified.
 - Requests for special consultations cannot be submitted less than 90 days after the end of the last consultation cycle.
16. Special consultations will be held in accordance with the procedures established for the ordinary consultation cycle for fixing the minimum wage, reducing the duration, if the situation allows, to no more than half the ordinary cycle.