



Governing Body

356th Session, Geneva, 23 March–2 April 2026

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 evaluation, in November 2025, 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 355th Session the Governing Body:
 - (a) deplored the lack of progress in the implementation of the recommendations of the Commission of Inquiry adopted in 2019 and the measures requested by the Governing Body at its 352nd (October–November 2024) and 353rd (March 2025) Sessions;
 - (b) recognizing that the Social Dialogue Forum serves as a unique and invaluable platform for inclusive national social dialogue, urged the Government of the Bolivarian Republic of Venezuela to convene the fifth session of the Forum as soon as possible, in order to continue fostering trust, advancing social dialogue, and promoting national reconciliation and social justice, as foundations for lasting peace and prosperity in the Bolivarian Republic of Venezuela;
 - (c) while welcoming the outcome of consultations with the social partners, under the Social Dialogue Forum, which led to the identification of a method for setting minimum wages,

urged the Government to proceed with its implementation with the participation of all the concerned organizations;

- (d) noted with deep concern that the lack of follow-up on the commitments made in the action plan agreed upon at the Social Dialogue Forum had led not only to a lack of progress, but even to setbacks, particularly in light of serious allegations of violations of trade union rights, matters which are being examined by the Committee on Freedom of Association and to whose recommendations it referred;
- (e) deeply regretted that, despite its repeated calls, the Government had not made the necessary arrangements for an ILO special adviser on social dialogue to support the implementation of the action plan and the preparation of the sessions of the Social Dialogue Forum;
- (f) requested the Director-General to organize before the next session of the Governing Body a virtual meeting with the Government and the social partners, in order to discuss areas and modalities of cooperation, as a preparatory step to the holding of the fifth Social Dialogue Forum and to report thereon at its 356th Session (March–April 2026);
- (g) invited the Government to submit to the Director-General, by 31 January 2026, information on any further concrete measures taken in relation to subparagraphs (b), (c), (d) and (e) above, with a view to transmitting the information to the Governing Body at its 356th Session.

► Report of the Director-General on developments in the Bolivarian Republic of Venezuela

- 2. In follow-up to the Governing Body's discussion at its 355th Session (November 2025), on 16 December 2025 the Director-General sent a letter to the Minister of People's Power for the Social Process of Labour in which he transmitted the full text of the Governing Body's decision.

Information received between November 2025 and March 2026

Information sent by the Government

- 3. In a communication dated 24 February 2026, the Government indicated that, while it has expressed formally and publicly its disagreement with the decisions adopted by the Governing Body at its 352nd, 353rd and 355th Sessions, held in October–November 2024, March 2025 and November 2025, respectively, this does not undermine its complete commitment to the obligations undertaken with the Organization in support of human and labour rights in the country. It also noted that it continued to promote social dialogue as a state policy, in coordination with the most representative organizations of workers and employers, considering it to be an ideal mechanism for ensuring peace, stability and the smooth functioning of the world of work in the Bolivarian Republic of Venezuela.
- 4. The Government indicated that over the last decade the Bolivarian Republic of Venezuela had been the target of multiple attacks of various kinds and provided details of military action carried out on 3 January 2026 on Venezuelan territory by the Government of the United States of America in violation of international law. The Government highlighted the negative impact that these actions had had on the peace and stability of the nation, as well as on the economic,

political and social spheres of the country. It noted that this had affected production and domestic revenue generation and, consequently, the guarantee of labour rights and social security, including wages and pensions. It also indicated that the Government had not ceased in its endeavours to reverse the situation by developing specific policies, programmes and actions aimed at restoring the well-being of the Venezuelan people. In this context, mechanisms for dialogue with the various actors in the world of work in the country had been maintained and strengthened in relation to Conventions Nos 26, 87 and 144.

On the application of Convention No. 26

5. In the communication under reference, the Government stated that on 19 January 2026 the consultation process on the minimum wage for 2026 was launched, in accordance with the method agreed on in 2023. It indicated that the advisory group had held its first meeting and that the relevant statistical data had been submitted. The first plenary meeting was held on 24 February 2026, during which statistics were provided and the initial views of the social partners heard, the results of which would be included in a non-binding document for information, to be submitted to the Office of the President of the Republic. It specified that this consultation process was conducted in accordance with article 129 of the Basic Act on Labour and Workers (LOTTT), which established consultations with social organizations and institutions in the socio-economic sphere, a practice which it said was in line with the obligations arising from the Convention.

On the application of Convention No. 87

6. In its communication, the Government stated that since January 2026 various citizens subject to legal proceedings for incidents that occurred between 2015 and 2025 had been released from prison, including a number of trade union leaders linked or not to cases before the Committee on Freedom of Association. The persons in question are: Yanny González (Case No. 3451), released from prison on 10 January 2026; Carlos Julio Rojas (Case No. 3451), released from prison on 14 January 2026; Juan Valor (Case No. 2763), released from prison on 16 January 2026; Carlos Alberto Gómez (Case No. 3451), released from prison on 25 January 2026; Eduardo Torres (complaint submitted to the ILO by the Independent Trade Union Alliance Confederation of Workers (CTASI) not associated with any case before the Committee on Freedom of Association), released from prison on 30 January 2026; Javier Tarazona (Case No. 3451), released from prison on 1 February 2026; Robert Franco (Case No. 3451), released from prison on 8 February 2026; Yuri Salas (Case No. 3451), released from prison on 9 February 2026; José Luis Subero (not associated with any case before the Committee on Freedom of Association), released from prison on 14 February 2026; William Lizardo (Case No. 3451), released from prison on 14 February 2026; José Elías Torres (Case No. 3451), released from prison on 14 February 2026; Régulo Reina (Case No. 3451), released from prison on 22 February 2026; and Roberto Campero (not associated with any case before the Committee on Freedom of Association), released from prison on 9 February 2026. The Government indicated that in none of these cases had the detentions been related to the exercise of trade union activities.
7. It also indicated that an Amnesty Law was published on 19 February 2026 (Special Official Gazette No. 6990) for political offences committed between 1999 and January 2026, which expressly excluded serious violations of human rights, intentional homicides and corruption offences, and the implementation of which involved a special monitoring committee made up of different political party factions from the Venezuelan Parliament.
8. Regarding other matters relating to the Convention, the Government indicated that conversations were ongoing regarding land holdings associated with executives from the

Federation of Chambers and Associations of Commerce and Production of Venezuela (FEDECAMARAS) with a view to exploring possible solutions. Referring to the Workers' Production Councils (CPT), it indicated that, while in its view these bodies were not violating freedom of association, for the purposes of moving forward with the issue, it had been agreed to work on the regulations to implement the constitutional law of the CPT.

On the application of Convention No. 144

9. In the communication under reference, the Government reported that consultations had been undertaken with the social partners on various questionnaires and reports required by the ILO.
10. Lastly, the Government indicated that it planned to hold the fifth edition of the Social Dialogue Forum in the second fortnight of April 2026, reaffirming its readiness to continue consolidating the foundations for dialogue among the actors in the world of work in Venezuela.

Information sent by the workers' organizations

11. In a communication dated 20 February 2026, the International Trade Union Confederation (ITUC), the Trade Union Confederation of the Americas (CSA) and the CTASI expressed their rejection of the military operation conducted by the Government of the United States of America in the territory of the Bolivarian Republic of Venezuela on 3 January 2026. The three organizations condemned all forms of violence, urged a return to diplomatic channels and expressed their opposition to any regime change resulting from foreign interference.
12. In communications dated 6, 10 and 15 March 2026, the National Union of Workers of Venezuela (UNETE) and the Confederation of Autonomous Trade Unions (CODESA) expressed serious concerns regarding the lack of progress made in the implementation of the recommendations of the Commission of Inquiry and the recommendations of the Governing Body in that respect. They requested the Office to continue its efforts: (i) to secure the presence in the country of the ILO expert on social dialogue, with the appropriate guarantees; and (ii) for the UNETE, CODESA and the Single Workers Confederation of Venezuela (CUTV) to be included in the social dialogue taking place in the country. The organizations stressed that it is imperative to re-establish spaces for substantive debate that translate into good faith dialogue. They also emphasized that the active presence of the ILO and its technical assistance are essential to ensure that the State engages in dialogue with all the social partners, without exception.
13. In a communication dated 14 March 2026, the Confederation of Workers of Venezuela (CTV) reported that the virtual tripartite meeting prior to the fifth Social Dialogue Forum was not convened. It requested that the Government be made aware of the need to appoint an ILO official to help to achieve results at the next meeting on social dialogue scheduled in April.

On the application of Convention No. 26

14. In their communication, the ITUC, the CSA and the CTASI welcomed the continuation of discussions on wage-fixing mechanisms, as well as the plenary meeting on economic indicators. At the same time, they said that the minimum wage had remained unchanged since March 2022, with major repercussions for workers' purchasing power, and encouraged the effective implementation of the consultation method agreed at the Social Dialogue Forum, with a view to tangible results for workers. They took note of the ongoing legal and institutional debates relating to constitutional wage guarantees and considered it essential for the social partners to call on ILO technical assistance – recommended by the Governing Body – in respect of wage-fixing, in order to: (i) institutionalize the wage-fixing mechanism and effective social dialogue; (ii) strengthen the consultation method agreed at the Social Dialogue Forum on the

wage-fixing methodology; (iii) ensure the regular availability of economic indicators to inform negotiations; (iv) share comparative experiences, including in situations with extraordinary public revenues and social protection funds; and (v) establish an agenda for wage-fixing and its periodic updates.

15. In their communications, the UNETE and CODESA welcomed the outcome of the consultations held with the social partners that led to the identification of a method for setting minimum wages in November 2023 but regretted that the methodology had not yet been applied. In this regard they indicated that: (i) the minimum wage had been frozen since March 2022 at 130 bolivars, which currently corresponds to US\$0.26; (ii) the wage has been replaced by a comprehensive income of US\$160, of a non-wage nature; and (iii) the family food basket hit US\$677 at the end of January, according to the Centre for Documentation and Social Analysis of the Venezuelan Teachers' Federation (CENDAS-FVM). They also reported that the Government raised the non-wage income provided to counter the economic war from US\$130 to US\$150; in their view this is only a stopgap measure that continues the Government's policy of replacing wages with discretionary bonus mechanisms.
16. In its communication, the CTV states that tripartite meetings were held regarding a possible increase in the minimum wage, but that they have not yet yielded any results.

On the application of Convention No. 87

17. In the communication under reference, the ITUC, the CSA and the CTASI: (i) welcomed the recent release of 14 trade unionists, although they expressed their concern about the 12 who remained in detention; (ii) noted with satisfaction the approval of the General Amnesty bill; (iii) called attention to the situation of almost 300 former National Assembly workers who have not yet been reinstated, and urged the authorities to allow them to be reinstated or to provide effective remedies in line with international labour standards and principles of fairness; (iv) remained critical of the role of the National Electoral Council in matters affecting workers' organizations and encouraged the resumption of dialogue with workers' organizations to ensure that procedures fully respect freedom of association and the principles enshrined in Convention No. 87; they recalled that, in order to achieve this, the agreements reached at the Social Dialogue Forum on respect for trade union autonomy and non-interference in electoral processes must be complied with; and (v) emphasized the importance of continuing to interact with the Committee on Freedom of Association, encouraging the Government to continue to provide it with up-to-date information and to move forward with implementing its recommendations. In this respect, they considered that addressing the outstanding issues identified by the Committee on Freedom of Association – such as reinstatement, protection against anti-union discrimination and guarantees against interference – would contribute significantly to the strengthening of social dialogue and trust among the social partners.
18. In their communications, the UNETE and CODESA observed with concern the release from prison of citizens who should never have been deprived of their freedom. The organizations stressed that freedom of association requires an environment free from violence and pressure and indicated that the use of the judicial system to imprison and then "release" people under discretionary conditions constitutes harassment. The State must indicate whether all those "released from prison" enjoy full freedom and whether their cases have been completely closed. If precautionary measures remain, it would mean that the Convention is still being violated by maintaining a pending threat against trade union leaders to limit their capacity for union action. They added that the Amnesty Law would only constitute real progress if it translated into full and unconditional freedom for the social partners, ending the criminalization of trade union activities. The organizations added that, while there have been

some releases, the national climate of restrictions and persecutions is now exacerbated by the institutionalization of digital citizen surveillance mechanisms and the use of messaging systems for anonymous reporting, which, far from guaranteeing peace and promoting social dialogue, operate as a tool of coercive social intelligence that allows the State to act selectively and rapidly against trade union autonomy, to the detriment of grassroots organization.

19. The UNETE and CODESA also recalled that the exercise of peaceful mobilization is an essential aspect of the Convention and pointed out in this regard that the legitimate trade union gatherings to defend wages and pensions held in March 2026 were labelled as “conspiratorial actions” aimed at “causing chaos in the country”, which, in the organizations’ view, “seeks to criminalize the exercise of freedom of association”.
20. In its communication, the CTV indicates that the release of trade union leaders confirms the existence of a systematic state policy of persecution for exercising trade union rights. It states that although the releases took place and the Amnesty Law of 19 February 2026 even benefited people who had not committed any crimes, there has been no compensation for damages, guarantees that it will not happen again or reinstatement of unfairly dismissed workers, including almost 300 former National Assembly workers. It also calls for assistance in cases such as that of Omar Escalante, who was convicted without evidence and is in a precarious state of health, and those of Robert Franco and Daniel Romero, whose cases demonstrate that restrictions on freedom of association remain.
21. Furthermore, in a communication dated 19 March 2026, the UNETE and CODESA reported that on 17 March 2026 the judiciary formally denied applications for legal protection under the Amnesty Law submitted by several trade union leaders, including Reynaldo Cortés, Alcides Bracho, Emilio Negrín, Gabriel Blanco, Alonso Meléndez and Néstor Astudillo, arrested in 2022, sentenced for conspiracy, criminal association and terrorism, and released in December 2023, but still subject to precautionary measures that “restrict their movement and the full exercise of their rights”, which, in their view, demonstrates that the State is operating a judicial “revolving door”.

On the application of Convention No. 144

22. In the aforementioned communication, the ITUC, the CSA and the CTASI recognized the importance of the legislative initiatives currently under debate, including those relating to hydrocarbons, social protection, wages and socio-economic rights. At the same time, they expressed their concern at the extent to which representative workers’ organizations, particularly the CTASI, are being consulted in those debates. They indicated that systematic, institutionalized dialogue would contribute greater clarity and sustainability to those reforms, and they emphasized their willingness to participate constructively in tripartite social dialogue with technical assistance from the ILO. Lastly, they considered that sustained commitment, transparency and inclusive tripartism will be vital in securing lasting progress and strengthening labour relations in the Bolivarian Republic of Venezuela.

Cooperation with the Office

23. Following the Governing Body’s last meeting, the Director-General sent a letter to the Ministry in which he transmitted the full text of the decision that had been adopted. In that letter he indicated the Office’s full willingness to organize, as soon as possible, the virtual meeting with the Ministry and its team, as well as the social partners, requested by the Governing Body in order to consider areas and modalities of cooperation as a preparatory step to the holding of

the fifth Social Dialogue Forum. The Director-General reiterated that willingness in later communications. To date, it has not been possible to organize that meeting.

24. In parallel, the Office has had regular exchanges with the Permanent Mission of the Bolivarian Republic of Venezuela to the United Nations Office and other international organizations in Geneva regarding the follow-up given to the Governing Body's decision. As part of those exchanges, one of the priority issues that the Office has followed up at the highest level concerns the situation of detained trade union leaders. Since the Governing Body's last meeting, 15 trade union leaders have been released, while 11 continue to be deprived of liberty.
25. Similarly, the Office, and particularly the ILO Office for the Andean Countries, has continued its close collaboration and coordination with the United Nations country team in order to exchange information and define joint action, taking into account the recommendations of the Commission of Inquiry. Likewise, against the current backdrop, the Office is participating in discussions that seek to define a United Nations initiative to promote an economic recovery with a social dimension, in line with international labour standards and the recommendations of the ILO supervisory bodies.
26. It should be recalled that five active cases and six cases in follow-up relating to the Bolivarian Republic of Venezuela are currently under consideration by the Committee on Freedom of Association. The Committee has drawn the Governing Body's attention to the serious and urgent nature of three of the five active cases. Those cases have been examined by the Committee at its most recent meetings. Within that framework, the Committee has examined serious allegations of violation of freedom of association, such as the criminalization and bringing to court of trade union action by means of arbitrary detention and the imprisonment without due process of various trade union leaders, as well as allegations of persecution, intimidation and harassment against trade unionists and trade union leaders.¹
27. It should also be recalled that at its December 2025 meeting, the Committee of Experts on the Application of Conventions and Recommendations examined the application of Conventions Nos 26, 87 and 144 by the Bolivarian Republic of Venezuela. In its comments, the Committee took note of the discussions that had taken place at the Governing Body's meetings concerning the progress made to ensure compliance with the recommendations of the Commission of Inquiry.
28. In relation to **Convention No. 26**, the Committee: (i) noted that consultations had taken place on the establishment of the method for fixing the minimum wage, although it was alleged that some trade union confederations had not participated; (ii) observed that during those consultations a method had been agreed for fixing the minimum wage that had been submitted in a report to the authority responsible for fixing that wage; (iii) noted with deep concern that that method had not been applied and that the minimum wage had not been updated since 2022, despite the continuous and rising inflation; and (iv) firmly urged the Government, with the participation of the employers' and workers' organizations concerned, to apply without delay the method or methods agreed upon for fixing the minimum wage.
29. With regard to **Convention No. 87**, the Committee took note of allegations relating to the arbitrary detention of 14 trade union leaders between January and November 2025. The Committee deplored the gravity of the allegations and expressed its deepest concern at their

¹ Case No. 3451, Reports Nos 408 and 412, October 2024 and November 2025. Case No. 3441, Report No. 409, March 2025. Case No. 3277, Report No. 409, March 2025. Case No. 2254, Report No. 411, June 2025.

implications for the possibility of the free exercise of the rights guaranteed by the Convention. With reference to the recommendations of the Commission of Inquiry and the Committee on Freedom of Association, the Committee strongly urged the Government to take the necessary measures to ensure the immediate release of any trade unionist who might be held in prison in relation to the exercise of the legitimate activities of their organization. The Committee firmly encouraged the Government to address those issues within the context of the meetings agreed to in the plan of action, and during the next session of the Social Dialogue Forum.

30. The Committee once again reiterated the recommendations of the Commission of Inquiry in relation to legislative issues and urged the Government, in the context of institutionalized social dialogue, to submit to tripartite consultation without further delay the revision of the laws and standards, such as the Basic Labour Act, which raised problems of compatibility with the Convention in light of the conclusions of the Commission of Inquiry (such as those on trade union registration, "electoral abeyance" and the Workers' Production Boards). The Committee once again requested the Government to include in the above tripartite dialogue the discussion of the impact on the exercise of freedom of association of the Constitutional Act against hatred and for the promotion of peaceful coexistence and tolerance, and any measures needed to ensure that the application of the Act did not restrict or suppress the exercise of freedom of association. The Committee not only deplored the lack of progress in the adoption of the requested measures but also noted the serious setbacks in the possibility of exercising freely the trade union rights guaranteed by the Convention. It therefore strongly urged the Government to take the necessary action to ensure, with ILO technical assistance, through institutionalized dialogue and in accordance with the indications in the report of the Commission of Inquiry, full compliance with its recommendations, so that it was possible in the near future to note specific progress, including the measures agreed upon by the partners in the plan of action updated during the fourth session of the Social Dialogue Forum and any other measures agreed upon in the next session, which was expected to be held in the very near future.
31. In relation to **Convention No. 144**, the Committee took note of the observations of employers' and workers' organizations that indicated that although progress had been made at the four sessions of the Social Dialogue Forum, there was no follow-up mechanism, and the Forum had not been convened since February 2024. The different organizations highlighted the need to reestablish the Forum with the full participation of the most representative organizations and to reactivate the ILO's technical assistance, including in-person support by the ILO special adviser on social dialogue. In that context, the Committee, referring to its comments on the application of Convention No. 87, urged the Government: (i) to take without delay all necessary measures to ensure the holding of effective tripartite consultations with the most representative organizations of employers and workers, enjoying in law and in practice freedom of association; and (ii) to adopt the necessary measures to ensure compliance with the Convention and to provide information on the date, agenda and concrete results of the fifth session of the Social Dialogue Forum. It also strongly encouraged the Government to avail itself of the technical assistance of the Office, in particular through the reinstatement of in-person support by the ILO special adviser on social dialogue, in order to ensure the effective reactivation of the Social Dialogue Forum.
32. The Committee also took note that the Government had provided information on measures intended to strengthen social dialogue and to ensure the implementation of the Convention, including the development of a methodology to review, with the social partners, draft reports relating to ratified Conventions. The Committee took note of the social partners' observations, which indicated that those drafts had been received late and that it was necessary to allow

longer time frames to ensure the effectiveness of consultations. The Committee regretted the lack of comprehensive information on all the tripartite consultations required by the Convention and requested detailed information on the consultations held on each of the issues relating to international labour standards, and on the measures taken to ensure that consultations on draft reports were carried out in sufficient time to allow for a genuine substantive discussion.

33. The Committee requested the Government to reply in full to the comments relating to Conventions Nos 26, 87 and 144 in 2026.
34. The Governing Body is now called upon to decide how to proceed in light of the information available to it, as a follow-up to its previous discussions of November 2020, March, June and November 2021, March, June and November 2022, March and November 2023, March and November 2024, and March and November 2025.²

► Draft decision

35. **Regretting the lack of progress in the implementation of the recommendations of the Commission of Inquiry adopted in 2019 and the measures requested by the Governing Body at its 352nd (October–November 2024), 353rd (March 2025) and 355th (November 2025) Sessions, the Governing Body:**
 - (a) **expressed its firm expectation that, with the Office’s technical assistance, preferably in person, the fifth session of the Social Dialogue Forum to be held in the second half of April 2026 would result in the adoption of an updated action plan leading to the full implementation of the recommendations of the Commission of Inquiry in order to advance social dialogue and promote national reconciliation and social justice as foundations for lasting peace and prosperity in the Bolivarian Republic of Venezuela;**
 - (b) **welcomed the release of several trade union leaders between January and March 2026 and urged the Government to address the serious violations of trade union rights examined by the Committee on Freedom of Association by implementing its recommendations, as a matter of priority;**
 - (c) **repeated its call to the Government to make the necessary arrangements to enable the Office to deliver technical assistance, preferably in person, to the social partners during and between sessions of the Social Dialogue Forum;**
 - (d) **took note of the launch of the consultation process to determine the 2026 minimum wage, which has remained unchanged since 2022, and urged the Government to set the minimum wage or wages in line with the agreed methods;**

² 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), GB.349/INS/11Rev.1), GB.350/INS/12(Rev.1)/Decision, GB.352/INS/12(Rev.1), GB.353/INS/8(Rev.1), GB.353/INS/8(Rev.1)/Decision, GB.355/INS/9(Rev.1) and GB.355/INS/9(Rev.1)/Decision.

- (e) invited the Government to submit to the Director-General, by 21 September 2026, information on concrete measures taken in relation to subparagraphs (a) to (d) above, with a view to transmitting the information to the Governing Body at its 358th Session (November 2026).**

► Appendix

Follow-up to 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 fourth 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 (MPPPST) 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 MPPPST 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 MPPPST 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 adviser 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.