International Labour Organization

▶ GB.349/INS/11(Rev.1)

Governing Body

349th Session, Geneva, 30 October–9 November 2023

Institutional Section **INS**

Date: 3 November 2023
Original: Spanish and English

Eleventh item on the agenda

Report concerning developments on 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 March 2023, of the progress made by the Government of the Bolivarian Republic of Venezuela in ensuring compliance with the recommendations of the Commission of Inquiry set up to examine the complaint relating to the failure of the Bolivarian Republic of Venezuela to implement 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 347th Session, the Governing Body:

(a) noted the report of the third session of the Social Dialogue Forum, which was held from 30 January to 1 February 2023, and at which 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" (see complete text in appendix to this document) [1] was adopted, while reiterating its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;

[1] The expected results and agreed measures are set out in the annex to the plan of action.

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(b) requested 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 continue achieving concrete results without delay;

(c) 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 and the effective application of Conventions Nos 26, 87 and 144, in law and practice, and to submit to the 349th Session (October–November 2023) of the Governing Body a further report on any developments concerning the above; and

(d) requested the Director-General to engage with the Government so that an ILO expert on social dialogue accompanies and supports, on a continuous basis, the implementation of the action plan. [2]

▶ Report of the Director-General on the activities conducted in the preparation of the fourth session of the Social Dialogue Forum, including an ILO mission to the Bolivarian Republic of Venezuela (3–7 October 2023)

2. In order to follow up on the Governing Body's decision of March 2023 and give his full support to the process, the Director-General continued to communicate freely with the Government and the social partners in the country. In June 2023, the Director-General held an in-person meeting with the Minister of People's Power for the Social Process of Labour, at which they reviewed the important commitments that the Government of the Bolivarian Republic of Venezuela had undertaken in the context of the Social Dialogue Forum, with the technical assistance of the ILO, and the content of the latest decision of the Governing Body. At the meeting, the Director-General reiterated the full willingness and commitment of the Office to continue engaging with the Government and the social partners to ensure the full implementation of the recommendations of the Commission of Inquiry and the effective application of Conventions Nos 26, 87 and 144 in law and practice. The Director-General also indicated his focus on the need to move forward on a number of outstanding issues, such as the consideration and resolution of the situation of the trade union leaders who have been deprived of their freedom, and the appointment of an expert in social dialogue who accompanies and supports the Government and the social partners, on a continuous basis, in the implementation of the plan of action developed at the Social Dialogue Forum. In follow-up to this meeting, the Director-General wrote to the Minister on 1 August 2023 to request information on the status of all the matters addressed and to reiterate his focus on the need to move forward on all outstanding issues.

3. In line with the above and with the aim of supporting the implementation of the activities envisaged in the plan of action adopted at the third Social Dialogue Forum, the Office supported over ten tripartite meetings held in the Bolivarian Republic of Venezuela between February and August 2023, during which the methods for fixing the minimum wage and compliance with the agreed timetable on effective annual consultation relating to international

[2] GB.347/INS/13(Rev.1).

labour standards were addressed. After having set up a working party with regard to fixing the minimum wage, and on the basis of the timetable of activities agreed upon at the third Social Dialogue Forum, between 16 February and 24 August 2023, a total of 13 tripartite meetings were held, at which the determination of methods for fixing the minimum wage was addressed. Furthermore, regarding the activities agreed upon in the plan of action on effective annual consultation relating to international labour standards, between February and August, a series of meetings were held, at which: (i) the Government submitted to workers' and employers' organizations the report on the General Survey on the Labour Administration Convention, 1978 (No. 150) and the related Recommendation (No. 158), under article 19 of the ILO Constitution (27 February 2023); (ii) training was provided by ILO officials for nine government entities involved in the collection of information for the submission of the reports requested under article 22 of the ILO Constitution (29 May 2023); (iii) ILO officials delivered training to representatives of the Ministry of the People's Power for the Social Process of Labour, and from workers' and employers' organizations on international labour standards, in particular for Conventions for which a report is requested under article 22 of the ILO Constitution (13 July 2023); and (iv) the Government submitted to the workers' and employers' organizations participating in the Social Dialogue Forum the draft reports requested under article 22 of the ILO Constitution (11 August 2023).

4. In September 2023, the Director-General spoke virtually with the Minister of the People's Power for the Social Process of Labour and, in follow-up to this conversation, an agenda was established for the fourth in-person session of the Forum, which was scheduled to take place on 5 and 6 October 2023 in the city of Valencia (Bolivarian Republic of Venezuela), and at which bipartite and tripartite meetings would be held, in the light of the recommendations of the Commission of Inquiry.

5. 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 Forum on the date that had been agreed with the Ministry of the People's Power for the Social Process of Labour, and to facilitate dialogue. In parallel to the arrival of the mission in the country, several workers' and employers' organizations sent a series of communications to the Government, as a result of which the Government considered that the conditions were not conducive to the holding of the fourth session of the Social Dialogue Forum and suggested that the Forum be rescheduled for the beginning of the following year.

6. In order to clarify the situation and determine the next steps to be taken, both 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. After these meetings, on 6 October, a private tripartite meeting was held at the headquarters of the Ministry of the People's Power for the Social Process of Labour, which was attended by the heads of the following workers' and employers organizations: the Bolivarian Socialist Confederation of Men and Women Workers in Urban and Rural Areas and Fishing of Venezuela (CBST-CCP); the Independent Trade Union Alliance Confederation of Workers (CTASI); the Confederation of Workers of Venezuela (CTV); the General Confederation of Labour (CGT); the Federation of Chambers and Associations of Commerce and Production of Venezuela (FEDECAMARAS); and the Venezuelan Federation of Craft, Micro, Small and Medium-sized Business Associations (FEDEINDUSTRIA). The Government was represented by the Minister of the People's Power for the Social Process of Labour. Part of the ILO delegation attended the meeting as witnesses.

7. The ILO delegation noted the elements mentioned by the participants of the meeting and indicated that it understood that there were seven points of convergence:

(1) The participants reaffirmed their commitment to social dialogue and confirmed that they would attend the next session of the Forum.

(2) They agreed that the path to be defined should be the result of consensus among the stakeholders.

(3) They agreed that it was necessary to handle communication with care in order to preserve social dialogue and continue to build trust.

(4) They underscored the importance of preparing the fourth session of the Forum and reviewing the working methods that had been adopted to date and focusing on results.

(5) They suggested that the fourth session of the Forum should be held at the beginning of February 2024.

(6) They reaffirmed the importance of continuing to implement the agreements reached at the third Forum, while prioritizing first and foremost Conventions Nos 26 and 87.

(7) They emphasized and appreciated the role played by the ILO in the country, and the importance of having an ILO expert to accompany the dialogue process.

▶ Information received between March and November 2023

Information sent by the Government

8. By means of communications dated 3 and 4 August 2023, the Government indicated that: (i) consultations were held with all the social partners with regard to laws related directly or indirectly to the world of work, and that consultations, exchanges and meetings were held with the National Executive on matters of interest for the different stakeholders; (ii) regarding the methods for fixing the minimum wage, in accordance with Convention No. 26 and the plan of action of February 2023, a working group was set up, that met nine times to define a method for effective consultation with stakeholders for fixing the minimum wage which, in accordance with the national legal system, is within the remit of the National Executive; (iii) concerning Convention No. 87, during the first week of August, meetings with workers' and employers' organizations were held in order to review the individual agendas of each organization, and to address matters including land, trade union elections and the functioning of the National Register of Trade Union Organizations; and (iv) in no case do the Workers' Production Councils conflict with trade union activities and that, to date, no specific complaints or allegations have been received for investigation.

9. Regarding the 16-year prison sentence handed down to Mr Gabriel Blanco, Mr Néstor Astudillo, Mr Reynaldo Cortés, Mr Alcides Bracho, Mr Alonso Meléndez and Mr Emilio Negrín, the Government indicated that these persons were sentenced for having committed acts of conspiracy against the State, which are offences established in the Criminal Code. The Government added that the respective court proceedings had judicial guarantees, that the right to due process was respected, that the Government cannot influence court decisions due to respect for the separation of powers, and that, in any case, those who were sentenced can appeal. In a communication dated 28 September 2023, the Government sent a copy of the ruling in question, which was handed down on 17 August 2023, and which imposed a 16-year prison sentence for the offence of conspiracy and association.

10. By means of a communication dated 17 October 2023, the Government referred to the events that led to the rescheduling of the fourth session of the Social Dialogue Forum (see paragraphs 5 and 6 above) and indicated that, as a result of the bilateral and tripartite meetings that were held on 4, 5 and 6 October, within the framework of a frank and constructive dialogue, it was considered that the fourth session of the Forum should be held in February 2024 in the Bolivarian Republic of Venezuela with ILO technical assistance. The Government reaffirmed its commitment to social dialogue as a mechanism to continue working towards improving the application of ratified international labour standards, and indicated that it is aware of and attentive to the matter of the ILO expert on social dialogue to accompany and support the application of the plan of action of the Social Dialogue Forum. The Government also referred to the 16-year prison sentence handed down on 17 August 2023 to Mr Emilio Negrín, Mr Gabriel Blanco and others. In this regard, while the Government indicated that the sentence was not final and that the High Court could confirm, amend or revoke the sentence in the framework of due process, it recalled that the sentence was not imposed on the grounds of any trade union activity but for having committed the offences of conspiracy and association established in the Criminal Code and the Basic Act against organized crime and funding of terrorism. Lastly, the Government indicated that it had called all the stakeholders participating in the Forum to a meeting scheduled for 19 October 2023 in order to discuss the method for fixing the minimum wage.

11. In a letter dated 31 October and received on 2 November 2023, the Minister of People's Power for the Social Process of Labour informed the Director-General that he welcomed the appointment of an ILO expert on social dialogue and that he looked forward to receiving Christian Ramos in the near future for a first working meeting to undertake an evaluation and a diagnosis of the way forward to improving social dialogue and preparing the 4th forum of social dialogue to be held in February 2024.

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

12. In communications dated 8 June and 1 September 2023, FEDECAMARAS indicated that it appreciates the Government's acceptance of ILO technical assistance and the recommendation of the Governing Body to hold the Social Dialogue Forum, which has allowed for a better relationship among the tripartite stakeholders with the possibility of moving towards the establishment of effective social dialogue, but that the Government has still not formally accepted the recommendations of the Commission of Inquiry. FEDECAMARAS indicated that, while various meetings had been held mainly on Convention No. 26 for the establishment of a method to fix the minimum wage, there are some weaknesses in the dialogue process, which make decision-making by consensus difficult and time-consuming, and which, to date, have hampered the achievement of further concrete results. FEDECAMARAS indicated that it is necessary to improve the structure of the dialogue process, particularly through the establishment of closer and more formal follow-up mechanisms that would increase the efficiency of the process and promote greater consensus, and thus have a real impact on the world of work. FEDECAMARAS underscored the need to adopt measures that would enable discussions at tripartite meetings to lead to concrete results. FEDECAMARAS stated that it remains committed to the dialogue process and highlighted that it is necessary to move forward with the appointment of an ILO expert on social dialogue.

Information sent by workers' organizations

13. In June, August and September 2023, the Office received a series of communications from workers' organizations, the content of which is summarized below.

14. In communications dated 12, 13 and 14 June 2023, the CTASI and CTV reported that Mr Daniel Romero, Mr Leandro Azocar and Mr Juan Cabrera, leaders of the Single Trade Union of Workers in the Steel and Allied Industries, had been arrested arbitrarily and without a warrant by the Directorate-General of Military Counter-Intelligence on 11 June 2023. The CTASI and CTV indicated that the leaders had been organizing a strike at the company and had been arrested for carrying out trade union activities, after having been protesting against the response to a list of demands. The CTV also recalled that Mr Rodney Álvarez had not been reinstated in his job and his situation had therefore not been resolved, despite his release. Furthermore, the CTASI carried out an assessment of compliance and non-compliance with the recommendations of the Commission of Inquiry, expressed hope that an agreement would be reached with the Government on the appointment of an expert on social dialogue and stressed the need to expedite the process for agreeing on the method of wage consultation and the method for adjusting or increasing wages.

15. In a communication dated 2 August 2023, the CTASI, the Confederation of Autonomous Trade Unions (CODESA) and the National Union of Workers of Venezuela (UNETE) requested urgent action by the ILO after the union and social leaders, Mr Gabriel Blanco, Mr Néstor Astudillo, Mr Reynaldo Cortés, Mr Alcides Bracho, Mr Alonso Meléndez and Mr Emilio Negrín had been sentenced to 16 years' imprisonment. These organizations reported not only a lack of legal safeguards at the trial, but also violations of due process, since the prison sentence was handed down without the witnesses for the prosecution having been heard and without evidence for the alleged offences having been presented. The organizations claimed that the judgment delivered on 1 August 2023 compromised the exercise of freedom of association and undermined the Social Dialogue Forum, and recalled that Mr Emilio Negrín had participated as a CODESA delegate at the first Forum in April 2022.

16. In a communication dated 22 September 2023, the CTASI requested, inter alia, that: (i) an ILO expert on social dialogue be appointed in the Bolivarian Republic of Venezuela to support and assist, on a continuous basis, the implementation of the plan of action on the ground; (ii) the sentenced trade union leaders, Mr Gabriel Blanco (CTASI), Mr Emilio Negrín (CODESA) and Mr Reynaldo Cortés (CTV); the accused trade union leaders, professors Javier Tarazona and Robert Franco, and Ada Macuare; and the two trade union leaders at the basic State enterprise Siderúrgica del Orinoco (SIDOR), Mr Leonardo Azócar and Mr Daniel Romero, be released; (iii) the Government respond to the joint proposal on the wage-fixing method, completed on 24 August 2023; and (iv) a comparative and schematic review be carried out of the percentage of cases in which progress had been made or had stalled with regard to each of the violations described in the report of the Commission of Inquiry, the new complaints made to the Committee on the Application of Standards and the agreements and plans, in order to determine the rate of compliance and reassess the working methods. The CTASI also acknowledged and thanked all public officials who had participated in and followed up on the social dialogue in the Bolivarian Republic of Venezuela for their efforts and due diligence, and affirmed its commitment to continue the dialogue, as a process aimed at realizing the rights of workers, and the search for social justice.

* * *

17. 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 2023. [3]

▶ Draft decision

18. **The Governing Body, on the recommendation of its Officers:**

(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.**

[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; and GB.347/INS/13(Rev.1).

▶ Appendix I

Follow-up to and updating of the plan of action resulting from the Social Dialogue Forum in the Bolivarian Republic of Venezuela (third in-person Social Dialogue Forum, Margarita Island, 1 February 2023)

The ILO constituents in the country, meeting on Margarita Island from 30 January to 1 February 2023 in the framework of the third session of the Social Dialogue Forum and represented by the authorities and organizations indicated below,

Recognizing the importance of continuing to implement the plan of action relating to Conventions Nos 26, 87 and 144, agreed in the context of the three in-person sessions of the Social Dialogue Forum in the Bolivarian Republic of Venezuela (April and September 2022 and January 2023), described in detail in the appendix,

Reiterating the importance of guaranteeing the measures for the exercise of freedom of association, including the optional nature of the assistance provided by the National Electoral Council (CNE) to trade union organizations in their elections,

Recognizing the efforts of all actors in the world of work, reiterating the importance of having a dynamic technical body to address the issue of wages and analyse the indicators essential for the development of comprehensive, sustainable policies to be recommended to the President of the Republic for a life of dignity for the whole Venezuelan people,

Reaffirming the willingness of all signatories to continue with the social dialogue process as a follow-up to the decisions of the ILO Governing Body, relating to the recommendations of the Commission of Inquiry,

Agree to:

- update the plan of action as follows:

  (i) establish a technical body to develop, with the participation of representatives of the signatory organizations and as part of the comprehensive policy to boost production in order to restore workers' purchasing power, a method for fixing the minimum wage, which must be dynamic and take into account the relevant economic and social and labour indicators and variables, including economic growth and external factors that have an impact on society, including the effects of illegal unilateral coercive measures in the country. The meetings of this technical body will take place between February and April 2023;

  (ii) improve and strengthen consultation mechanisms on international labour standards, including the process for the preparation and sending of reports for the 2023 period, and continue to promote consultation with the National Assembly on legislation linked to the world of work;

  (iii) coordinate meetings between workers' organizations and the electoral authority (CNE) in order to address issues relating to their electoral processes in the exercise of their autonomy;

  (iv) determine issues related to Workers' Production Councils raised by employers' and workers' organizations;

(v) workers' trade union confederations will submit lists of trade union organizations to the MPPPST relating to the withholding and payment of trade union dues;

(vi) review particular cases relating to the National Register of Trade Union Organizations (RNOS), submitted by workers' organizations;

(vii) strengthen the relationship between the National Land Institute (INTI) and FEDECAMARAS through meetings relating to the cases raised;

(viii) as part of cooperation between the authorities, the MPPPST will request 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 legitimate trade union activities. Such activities are described in detail in the appendix.

- strengthen actions to implement the social dialogue process in order to address the issues included in the appendix, by holding bipartite meetings between the MPPPST and workers' and employers' organizations at their request;
- request the ILO's technical assistance on matters relating to the implementation of the plan of action.

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 (CBST-CCP)

Independent Trade Union Alliance Confederation of Workers of Venezuela (CTASI)

Confederation of Workers of Venezuela (CTV)

General Confederation of Workers (CGT)

Annex

Timetable of activities by Convention

Convention No. 26

Expected results	Measures	Activities	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Determination of methods for fixing the minimum wage and effective consultation procedures, within the framework of Convention No. 26	Establishment of a technical body to determine methods for fixing the minimum wage and effective consultation procedures	• Configuration of the technical body (composition) • Establishment of its work plan	Week of 13–17 February 2023	Representatives of workers' organizations, employers' organizations, Government	Tripartite meetings	Technical assistance from the Office
	Determination by the technical body of a dynamic method for fixing the minimum wage (taking into account economic as well as social and labour variables and indicators and the external factors referred to in the text of the declaration)	At least two meetings to determine the method for fixing the minimum wage	Between February and April 2023	Representatives of workers' organizations, employers' organizations, Government	Tripartite meetings	Technical assistance from the ILO wages specialist

Expected results	Measures	Activities	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
	Submission to the relevant decision-making authority of a duly substantiated proposal for a minimum wage, resulting from consultation within the technical body		Before 30 April 2023	Representatives of workers' organizations, employers' organizations, Government (MPPPST and other competent authorities)	Tripartite meetings	Technical assistance from the ILO wages specialist

Convention No. 87

1.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
Handling of allegations of stigmatization and discrediting	Submission by the organizations concerned of updated lists with information identifying cases of allegations relating to the Government	As appropriate	Competent authorities and representatives of the employers' and workers' organizations concerned, and the MPPPST	Bipartite meetings	The ILO receives information on allegations and the handling thereof Information on progress to the CEACR
	Channel and submit, as appropriate, to the corresponding authorities	Dates/time frames to be determined, as appropriate			
	Bipartite meetings between the Government and employers' and workers' organizations to take follow-up measures	Recurrent in accordance with the cases to be dealt with			

2.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
Effective handling of cases relating to land raised by FEDECAMARAS (related to the Convention)	Coordination of meetings with the National Land Institute (INTI) concerning cases raised by FEDECAMARAS. Follow-up will be undertaken on a case-by-case basis	First meeting (week of 13 February 2023)	INTI, representatives of the organizations concerned and MPPPST	Monthly bipartite meetings	The ILO receives information on specific progress in this respect Detailed information on meetings actually held and specific results to the CEACR
	Submission by FEDECAMARAS of updated lists of specific cases for follow-up by the competent authorities	Monthly follow-up meetings and/or communications to the organization concerned, in accordance with each case			

3.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
Effective handling of allegations relating to cases of detentions and judicial proceedings or preventive/non-custodial measures presumed to relate to the exercise of legitimate trade union activities	Organization of bipartite meetings to process allegations relating to cases of detentions and judicial proceedings or preventive/non-custodial measures presumed to relate to the exercise of legitimate trade union activities	First meeting (week of 13 February 2023) Monthly meetings at the end of each month	Competent authorities (in particular the Office of the Public Prosecutor), representatives of the organizations concerned and the MPPPST	Monthly bipartite meetings Requisite steps by the MPPPST before the Office of the Public Prosecutor or other competent authorities	The ILO receives information on allegations and their handling by the MPPPST Detailed information on meetings actually held and specific results to the CEACR
	Adoption of an annual schedule of bipartite meetings with the MPPPST, taking into account that meetings will be held when there are cases to be dealt with	First meeting (week of 13 February 2023)			
	Submission of updated lists to the MPPPST (with information identifying cases) of allegations previously substantiated for each sector concerned, for processing	One week in advance of the planned monthly meeting			

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
	The MPPPST will refer the allegations received to the Office of the Public Prosecutor or other authority concerned and obtain information in each case	Upon receipt of updated lists			
	Follow-up of cases and of information received by the Office of the Public Prosecutor	Monthly meetings between the MPPPST and the organizations concerned at the end of each month, in accordance with the cases submitted			

4.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
Effective handling of allegations relating to trade union registration procedures and election processes	The MPPPST will coordinate meetings between workers' organizations and the electoral authority (CNE) in order to address issues related to their electoral processes in the exercise of their autonomy	Meeting during the first half of February 2023 Monthly follow-up meetings in the last week of each month when specific allegations are made	The organizations concerned, the MPPPST and other competent authorities (such as the CNE)	Meetings between the MPPPST, CNE and the organizations concerned, as determined by the parties	The ILO receives information on allegations, handling and specific results Possibility of requesting ILO technical assistance Information on progress to the CEACR
	The organizations concerned communicate their allegations to the MPPPST	At the end of each month			
	The MPPPST makes an assessment and reports to the organization concerned at a bilateral follow-up meeting	Monthly follow-up meetings in the last week of each month			
	Trade union organizations submit particular cases relating to the National Register of Trade Union Organizations (RNOS) to the MPPPST The MPPPST reviews particular cases and takes appropriate follow-up steps towards their resolving them	Follow-up meetings in respect of specific cases	Organizations concerned and the MPPPST	Meetings between the MPPPST and the organizations concerned, as determined by the parties	

5.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
Management of the approach to payment of union dues to the workers' organizations concerned	Submission to the MPPPST by the workers' organizations concerned of lists related to the deduction and payment of trade union dues	As submitted and follow-up once per month	MPPPST and workers' organizations concerned	Bipartite meetings (between the workers' organizations concerned and the MPPPST)	The ILO receives information on the lists, follow-up and resolution of the issues Information on progress to the CEACR

6.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and assistance
Effective handling of allegations of presumed interference by Workers' Production Councils in the autonomy of employers' and workers' organizations or in the relations between them	The organizations concerned communicate their allegations to the MPPPST specifying the workplaces concerned and the circumstances	In the event of allegations	Organizations concerned and the MPPPST	Bipartite meetings (between the organizations concerned and the MPPPST)	The ILO receives information on allegations and handling Information on progress to the CEACR
	The MPPPST: (i) conducts inquiries and, in consultation with the organizations concerned, determines the measures that may be necessary to ensure that there is no interference and that the relevant corrective measures are applied; and (ii) informs the organization concerned and offers to hold a bilateral follow-up meeting	Dates/time frames to be determined, further to allegations			
	Extension by the MPPPST of deadline for the receipt of further observations relating to the Regulations pertaining to the Constitutional Act on Workers' Production Councils	Deadline for the submission of observations: 17 February 2023	Workers' and employers' organizations		The ILO receives information on the observations submitted Information on progress to the CEACR

Convention No. 144

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Establishment of an agreed timetable for the current year (2022) relating to effective consultation on international labour standards for the preparation of reports under Article 5(1)(d) of Convention No. 144	Definition of consultation procedures relating to reports on ratified Conventions	28 April 2022	Ministry of People's Power for the Social Process of Labour (MPPPST) Representatives of employers' and workers' organizations Other official authorities concerned that possess information of relevance to the reports on ratified Conventions	Dispatch of written communications sufficiently in advance Meetings (tripartite/bipartite) with employers' and workers' representatives to discuss the content of the reports	ILO technical assistance for the training of Government representatives and representatives of employers' and workers' organizations on the preparation of reports and the consultation procedure
	Virtual meeting with the ILO to discuss technical issues relating to the requested reports	June 2022			
	Dispatch by the Government of draft reports on ratified Conventions to employers' and workers' organizations (17 reports in 2022)	Between 15 July and 10 August 2022			
	Meetings with representatives of employers' and workers' organizations to disseminate the reports	8 and 11 August 2022			
	Definition of consultation procedures relating to international labour standards	29 September 2022	MPPPST Representatives of employers' and workers' organizations	Tripartite meetings during the second session of the Social Dialogue Forum	

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Compliance with the agreed timetable on effective annual consultation relating to international labour standards	Training programme on international labour standards	November 2022 and on the same date in subsequent years	MPPPST Representatives of employers' and workers' organizations Other official authorities concerned	Workshops with employers' and workers' organizations and tripartite workshops with representatives of the government authorities concerned and employers' and workers' representatives	Organization by the ILO
	Meeting for the dissemination of reports that the State is required to submit under article 19 of the Constitution of the ILO	February 2023 and on the same date in subsequent years	MPPPST Representatives of employers' and workers' organizations Other official authorities concerned	Tripartite meetings to discuss the content of the reports	Technical assistance from the ILO
	Training programme on international labour standards prioritizing Conventions for which a report is requested	April 2023 and on the same date in subsequent years	MPPPST Representatives of employers' and workers' organizations Other official authorities concerned	Workshops with employers' and workers' organizations and tripartite workshops with representatives of the government authorities concerned and employers' and workers' representatives	Organization by the ILO
	Preparatory meeting for the International Labour Conference and follow-up on the matters adopted	By 12 May 2023 at the latest and on the same date in subsequent years	MPPPST Representatives of employers' and workers' organizations	Meeting with employers' and workers' organizations and tripartite workshops with representatives of the Government and employers' and workers' representatives	ILO technical assistance and participation

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
	Dispatch by the Government of draft reports on ratified Conventions, sufficiently in advance, grouped by subjects, to employers' and workers' organizations	By 15 July 2023 at the latest and on the same date in subsequent years	MPPPST Representatives of employers' and workers' organizations	Dispatch of written communications	Possibility of ILO technical assistance for the preparation of reports
	Thematic meetings with the representatives of employers' and workers' organizations to disseminate reports with the ILO's technical support	Week of 1 August 2023 and on the same date in subsequent years	MPPPST Representatives of employers' and workers' organizations	Tripartite meetings to discuss the content of the reports	ILO technical assistance and participation
Continuing consultations on legislation relating to the world of work	Coordination to continue to promote consultation in the National Assembly on legislation relating to the world of work	During the consultation periods established by the National Assembly	MPPPST National Assembly Representatives of employers' and workers' organizations	Meetings to discuss legislation relating to the world of work	ILO technical assistance

*** The sections of the table highlighted in grey correspond to the activities carried out since April 2022 and those highlighted in green to the activities carried out between April and September 2022.

▶ Appendix II

Ministerio del Poder Popular para el Proceso Social del Trabajo
Nº 767

Caracas, 31 de octubre de 2023.

Señor
GILBERT HOUNGBO
Director General de la Oficina Internacional del Trabajo
Organización Internacional del Trabajo (OIT)
Ginebra, Suiza.

Honorable Señor Director General, Sr. Houngbo:

Muy respetuosamente me dirijo a usted en ocasión de extenderle un cordial saludo, en nombre del Presidente de la República Bolivariana de Venezuela, ciudadano Nicolás Maduro Moros y en el mío propio.

Sirva igualmente la presente para dar respuesta a su comunicación de fecha 20 de octubre de 2023, mediante la cual nos hace referencia a la postulación por parte de ese organismo internacional del Sr. Christian Ramos, especialista en materia de diálogo social y normas internacionales del trabajo como experto de la OIT para que acompañe y apoye la aplicación del plan de acción del Foro de Diálogo Social, de acuerdo a la decisión adoptada durante la 347ª reunión del Consejo de Administración, de marzo de este año.

En este sentido Señor Director General, tengo a bien informarle el beneplácito de nuestro país, de recibir próximamente al Señor Ramos para una primera reunión de trabajo, evaluación y diagnóstico de los objetivos planteados. Esperamos que con su experiencia nos ayude a mejorar el dialogo que hemos venido construyendo con los actores del mundo del trabajo en Venezuela a partir del mes de noviembre del 2023 y a concretar con éxito la realización del cuarto Foro de Diálogo Social Previsto el mes de febrero del 2024.

Solicitamos muy respetuosamente, que esta información sea puesta del conocimiento del Consejo de Administración.

Sin otro particular al cual hacer referencia, aprovecho la ocasión, señor Director General, para expresarle mis sentimientos de más alta estima y consideración.

Atentamente,

REPÚBLICA BOLIVARIANA DE VENEZUELA
MINISTERIO DEL PODER POPULAR PARA EL PROCESO SOCIAL DE TRABAJO
DESPACHO DEL MINISTRO

FRANCISCO ALEJANDRO TORREALBA OJEDA
Ministro del Poder Popular para el Proceso Social de Trabajo
Decreto Nº 4.689 de fecha 16 de mayo de 2022,
Gaceta Oficial de la República Bolivariana de Venezuela
Nº 6.701 Extraordinario de fecha 16 de mayo de 2022.

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Misión Permanente de la
República Bolivariana de Venezuela
ante la Oficina de las Naciones Unidas
y demás Organismos Internacionales
con sede en Ginebra

N° 1690- 2023

La Misión Permanente de la República Bolivariana de Venezuela ante la Oficina de las Naciones Unidas y demás Organismos Internacionales con sede en Ginebra, saluda atentamente a la Oficina Internacional del Trabajo (OIT), en la oportunidad de remitir en **Anexo** (**1**) la comunicación N° 767 de fecha 31 de octubre de 2023, mediante la cual el Ministro del Poder Popular para el Proceso Social de Trabajo de Venezuela, señor Francisco Torrealba Ojeda, brinda respuesta al Director General de la OIT, señor Gilbert Hougbo, con respecto a la designación del señor Christian Ramos, especialista en materia de diálogo social y normas internacionales del trabajo, como Experto de la OIT.

La Misión Permanente de la República Bolivariana de Venezuela ante la Oficina de las Naciones Unidas y demás Organismos Internacionales con sede en Ginebra, aprovecha la ocasión para renovar a la Oficina Internacional del Trabajo (OIT), las seguridades de su más alta consideración.

Ginebra, 02 de noviembre de 2023

REPÚBLICA BOLIVARIANA DE VENEZUELA
MISIÓN PERMANENTE EN GINEBRA

Oficina Internacional del Trabajo (OIT)
Ginebra