



Governing Body

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Institutional Section

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Progress report on developments concerning the Social Dialogue Forum set up to give effect to the recommendations of the Commission of Inquiry with respect to the Government of the Bolivarian Republic of Venezuela

1. Within the framework of the evaluation by the Governing Body in June 2022, of the progress made by the Government of the Bolivarian Republic of Venezuela, to implement 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 345th Session, the Governing Body decided to request the Director-General to:
 - (a) 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
 - (b) submit to the 346th Session (October–November 2022) of the Governing Body a further report on any developments concerning the Social Dialogue Forum in order to give effect to the recommendations of the Commission of Inquiry.¹

¹ GB.345/PV/Draft; GB.345/INS/5/1(Rev.1).

▶ Report of the Director-General on the second in-person session of the Social Dialogue Forum (Caracas, 26–29 September 2022)

2. In his previous report to the Governing Body, the Director-General noted that the first in-person session of the Social Dialogue Forum had been held in Caracas, with the participation of the ILO, from 25 to 28 April 2022, with representatives of the country's tripartite constituents and the virtual participation of the Director-General, the result of which was a plan of action on the three Conventions that were the subject of the Commission of Inquiry's report. The plan of action contained an agreement to hold, in September 2022 with the ILO's technical assistance, a follow-up session of the Social Dialogue Forum concerning implementation of Conventions Nos 26, 87 and 144, and to continue in the meantime to hold bipartite meetings, as requested by the social partners, on the other matters pending in relation to the application of those Conventions.
3. As a follow-up to the Governing Body's decision to provide all possible support to the process, the Director-General continued to communicate freely with the Government and the social partners in the country. In particular, the Director-General held a virtual meeting with the new Minister of People's Power for the Social Process of Labour and, as a result, an agenda was produced for the second in-person session of the Forum in Caracas from 26 to 29 September 2022, combining bipartite and tripartite meetings, in the light of the recommendations made by the Commission of Inquiry (see timetable and terms of reference of the Forum in Appendix I).
4. The following employers' and workers' organizations participated in the second in-person session of the Social Dialogue Forum through their spokespersons:
 - Federation of Chambers and Associations of Commerce and Production of Venezuela (FEDECAMARAS);
 - Bolivarian Socialist Confederation of Urban, Rural and Fishery Workers of Venezuela (CBST-CCP);
 - Federation of Craft, Micro, Small and Medium-Sized Business Associations of Venezuela (FEDEINDUSTRIA);
 - Independent Trade Union Alliance Confederation of Workers of Venezuela (CTASI);
 - Confederation of Workers of Venezuela (CTV);
 - General Confederation of Workers (CGT).

The Government was represented by the Minister of People's Power for the Social Process of Labour, the Deputy Ministers for the Integrated System of Labour Inspection and Social Security, and for Labour Rights and Relations, and their advisers.

5. During the three and a half days of the Forum, with the good offices of the ILO officials, the tripartite constituents assessed the activities undertaken as part of the implementation of the plan of action adopted in April, that is:
 - (a) In relation to Convention No. 26, bipartite meetings were held in September between the Government and representatives of workers' (CBST-CCP, CTASI and CTV) and employers' (FEDECAMARAS and FEDEINDUSTRIA) organizations on defining the method for fixing

minimum wages, so as to consult on the criteria to be used as a basis for the decision to increase the minimum wage, together with the reference sources for economic, social and labour data.

- (b) As regards Convention No. 144: (i) on 28 April 2022, the consultation procedures were defined for the ratified Conventions; (ii) on 15 June 2022, a virtual meeting was held between the Ministry of People's Power for the Social Process of Labour (MPPPST) and the ILO on the requested reports; (iii) between 15 July and 10 August 2022, the Government shared the draft reports with the employers' and workers' organizations that had signed the plan of action; and (iv) on 9 and 11 August, the Government held two meetings, with the workers' and employers' organizations that had signed the plan of action, with a view to publishing the respective reports.
- (c) Finally, with respect to Convention No. 87: (i) on 24 August 2022, the ruling of 14 May 2021 to dismiss the case brought against a former President of the Venezuelan Confederation of Industrialists (CONINDUSTRIA) was approved;² and (ii) in relation to registration procedures and processes for union elections, on 6 May and 24 and 25 August 2022, the records of the annual assemblies of FEDECAMARAS (2018–21) were entered in the corresponding Secondary Register of Records. Two workshops were also organized on the subject with employers' and workers' organizations.³ More details on these activities are included in the communications received from the Government and the other social partners, summarized below.
6. During the second Forum, the need was highlighted to comply with the deadlines for implementing the plan of action and to produce brief notes at the end of the meetings containing a summary of the agreements and the next steps. In the case of Convention No. 144, agreement was reached to bring forward the start of the preparatory work for the dispatch of the 2023 reports and to submit the draft reports at least two weeks prior to the meetings at which the reports are made available to the social partners. Likewise, the possibility was raised for the organizations concerned, where appropriate, to submit evidence to the MPPPST, concerning the presumed violations of Convention No. 87, so that they may be dealt with effectively.
7. The participants in the second Forum agreed to update the plan of action (see Appendix II). The ILO constituents in the country recognized: (i) the importance of continuing to implement the plan of action concerning Conventions Nos 26, 87 and 144, a decision adopted at the first in-person session of the Social Dialogue Forum in the Bolivarian Republic of Venezuela (adopted on 28 April 2022); (ii) 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, and (iii) the willingness of all the signatories to continue with the social dialogue process in following up on the decisions of the ILO Governing Body, relating to the recommendations made by the Commission of Inquiry. On that basis, they agreed to:
- (a) update the plan of action adopted at the first in-person session of the Social Dialogue Forum in the Bolivarian Republic of Venezuela (April 2022), as follows: (i) set up a round table to devise the methods of fixing the minimum wage and hold a dialogue on other

² The case of Mr Garmendia was dealt with by the Commission of Inquiry.

³ As regards expected outcome 4 of the plan of action, no evidence was presented to the Ministry of Popular Power for the Social Process of Labour of the presumed interference of the Workers' Production Councils (CPT) in the independence of the employers' and workers' organizations, or in the relations between them.

- related matters; (ii) adopt and implement an agreed timetable on effective annual consultation relating to international labour standards; and (iii) since trade union elections are independent and, where they are held, undertake a plan of work with the electoral authority for the guidance and advice given to trade union organizations in their electoral processes, where they so request, bearing in mind the discussions held at the meeting between the workers' organizations and the CNE;
- (b) organize a follow-up session of the Social Dialogue Forum in February 2023, in accordance with the decision taken by the ILO Governing Body to deal with the subjects relating to compliance with Conventions Nos 26, 87 and 144;
 - (c) continue with the process of social dialogue so as to tackle the issues included in the timetable of activities; and
 - (d) request the ILO's technical assistance on matters relating to updating the plan of action.
8. The timetable which, as an appendix, forms part of the follow-up to and updating of the plan of action, includes the following activities relating to the three Conventions:
- (a) **Convention No. 26:** (i) setting up of a round table to devise the methods for fixing the minimum wage and hold a discussion on methodology and relevant indicators and sources for these and other related subjects; and (ii) organization of two training workshops for workers' and employers' organizations relating to indicators and methodology for fixing minimum wages.
 - (b) **Convention No. 144:** (i) development of training programmes (one of these prioritizes Conventions for which a report is requested); (ii) holding of a preparatory meeting for the International Labour Conference; (iii) dispatch by the Government of draft reports on ratified Conventions, sufficiently in advance and grouped by subjects, to employers' and workers' organizations; and (iv) holding of thematic meetings with representatives of employers' and workers' organizations in order to make the reports available.
 - (c) **Convention No. 87:** (i) processing of evidence of presumed stigmatization and discrediting of parties, including the submission to the relevant authorities by the organizations concerned of updated lists with information to identify the cases of evidence relating to the Government, and the holding of bipartite meetings between the Government and employers' and workers' organizations to consider and take relevant measures, and follow up on them; (ii) effective processing of evidence relating to cases of detentions and judicial proceedings or preventive measures as an alternative to detention, presumed to relate to the exercise of lawful trade union activities, including the submission of up-to-date lists (with information identifying cases) of evidence previously corroborated by each sector concerned, its individual submission to the Public Prosecutor's Office and other authorities concerned, and the holding of bipartite meetings to take the relevant measures; (iii) effective processing of evidence relating to trade union registration procedures and election processes, including the communication thereof by the organizations concerned, analysis, determination of relevant measures and information for the relevant organizations by the MPPPST, and the continuation of dialogue on the assistance provided by the CNE to trade union organizations in their electoral processes, where they request it; and (iv) processing of and effective follow-up to the evidence of presumed interference by Workers' Production Councils in the independence of employers' and workers' organizations, or in the relations between them, including the communication to the MPPPST of evidence by the organizations concerned, the conduct of inquiries and determination of measures to ensure that no

interference takes place and the relevant corrective measures are applied by the MPPPST, information is sent to the organizations concerned, and consultations held relating to the adoption of the Regulations under the Constitutional Law of the Workers' Production Councils.

9. On 28 September 2022, the Director of the International Labour Standards Department and officials from the Bureau for Workers Activities (ACTRAV) held a meeting with representatives of the following trade union confederations: National Union of Workers of Venezuela (UNETE), Confederation of Autonomous Trade Unions (CODESA), Single Confederation of Workers of Venezuela (CUTV) and the National Trade Union Coalition, during which the trade union representatives in question informed them that they had not been invited to participate in the second in-person session of the Social Dialogue Forum and requested their support to ensure that they were included in future sessions of the Forum. They also shared various pieces of additional information.
10. On the same day, the President of the CNE met with the representatives of the trade union confederations, CBST-CCP, CTASI, CTV and CGT, to hold a discussion on the technical advice and guidance functions provided by the Council in the electoral processes of the trade union organizations that request them.
11. When the Forum was held, measures were confirmed relating to the detention of three trade union representatives, held by the Directorate-General of Military Counter Intelligence (DGCIM) between 5 and 7 July 2022, and accused of the crimes of conspiracy and association with criminals, that is: Mr Emilio Negrín, President of the Federation of Court Workers, and a participant in the Social Dialogue Forum in April 2022, Mr Gabriel Blanco, Director of the Union of Workers of the National Assembly and CTASI, and Mr Reynaldo Cortés, a trade union representative of the CTV in the State of Guárico. It was also reiterated at the Forum that Mr Rodney Álvarez, a trade unionist, was released from an 11-year term of imprisonment, a decision that was confirmed without restrictions. Similarly, the Minister of People's Power for the Social Process of Labour was reminded that the request for reinstatement and the granting of fair compensation for the 11-year term of imprisonment, filed by Mr Álvarez, was still pending.⁴

► Additional information on the implementation of the Plan of Action in application of the recommendations made by the Commission of Inquiry

12. In addition to the communications contained in the Director-General's report presented to the Governing Body in June 2022,⁵ the Office received further communications from the Government on 21 July, 4 and 31 August, 13 September, and 3, 4 and 20 October 2022, from FEDECAMARAS on 1 September 2022, CTASI and CTV on 10 June 2022, UNETE and CODESA on 5 July 2022, and CTASI on 29 September 2022. Their content is summarized below and the texts of said communications, as well as the appended documents referred to in the communications, are available to Governing Body members for consultation.

⁴ Mr Álvarez's release was requested by the Commission of Inquiry.

⁵ GB.345/INS/5/1(Rev.1).

Information sent by the Government

13. In a communication of 21 July 2022, the Government stated that between 13 and 19 July bilateral meetings were held with the CBST-CCP, CTV, CTASI and CGT trade union confederations, and the FEDECAMARAS and FEDEINDUSTRIA employers' organizations, in order to discuss the various subjects relating to Conventions Nos 26, 87 and 144.
14. In a communication of 4 August 2022, the Government indicated that, as a follow-up to the virtual meeting with the Director-General on 27 July 2022, taking into account the principles of separation of powers and collaboration, it had contacted the Public Prosecutor's Office which, in relation to the cases discussed at the above meeting, informed it that: (i) Mr Emilio Negrín and Mr Gabriel Blanco were monitored for belonging to a subversive organization conspiring against the Government, the self-styled "Popular Resistance Unit"; (ii) their active participation in such an organization gave rise to plans designed to harm the Government, intended to sabotage and hinder the National Festival day on 5 July, in which the President of the Republic and senior military officials, together with other high authorities, would participate; (iii) they had been detained on the basis of the summary investigations conducted and evidence collected by the Public Prosecutor's Office, and were charged with the crimes of conspiracy and association with criminals, as provided for and sanctioned by the Criminal Code; (iv) the detentions bore no relation to the exercise of trade union activities by the persons concerned; and (v) the ILO would be kept informed with respect to their trials. As regards Mr Pablo Zambrano, the Executive Secretary of the Federation of Health Workers (FETRASALUD), the Government added that he had not been detained, as proven by his various trade union activities.
15. In a communication of 31 August 2022, the Government provided information in addition to its previous communications, to the effect that at the bilateral meetings mentioned in its communication of 21 July 2022, FEDECAMARAS informed the Government that it had been notified of the decision on 14 May 2021 of the 23rd Itinerant Court of First Instance responsible for reviewing dismissals under the Criminal Judicial Circuit of the Caracas Metropolitan Area, in which the case against Mr Eduardo Garmendia, the former President of CONINDUSTRIA, had been dismissed. As regards Convention No. 144, the Government indicated that: (i) it carried out effective consultations in the process of producing reports on the application of Conventions and Recommendations; (ii) it submitted the draft reports to workers' and employers' organizations as of 15 July 2022; and (iii) on 9 and 11 August, it had summoned those organizations to meetings to discuss the content of the draft reports. The Government added that the MPPPST was in the process of reaching agreement with the legislature, at the request of the social partners, on the participation of workers' and employers' organizations in the consultation phase of laws containing special arrangements on working conditions and the bill on workers with disabilities. In relation to Convention No. 87, the Government indicated that on 24 and 25 August 2022, two workshops had been held with workers' (CBST-CCP, CTASI and CTV) and employers' (FEDECAMARAS and FEDEINDUSTRIA) organizations on the procedures and requirements established in legislation, with respect to the National Register of Trade Union Organizations. The Government added that on 23 August 2022, the associations and chambers of the production sectors headed by the Presidents of FEDECAMARAS and FEDEINDUSTRIA had been incorporated in the National Council on the Productive Economy at a new meeting of the Council, led by the President of the Republic. The Government indicated that the meeting was intended to devise strategies to strengthen the country's different production sectors.

- 16.** In a communication of 13 September 2022, the Government stated that on 7 and 12 September bipartite meetings were held by the Government with representatives of workers' (CBST-CCP, CTASI and CTV) and employers' (FEDECAMARAS y FEDEINDUSTRIA) organizations, within the framework of the follow-up activities stemming from the plan of action agreed in April 2022, in order to make progress with the definition of the method for fixing minimum wages and consult on criteria and sources of economic, social and labour reference data linked to the analysis for fixing minimum wages. The Government indicated that at those meetings, held in a climate of respect and good will, the social partners and government representatives expressed their different points of view and their interest in continuing to work to define the method for fixing the minimum wage, which must remain over time but also take into account the current economic situation in the country. Likewise, the social partners made it clear that: (i) it is important for consultation meetings to be held in a structured and formal manner; (ii) they were interested to know how the indicators and elements are devised for the interpretation of data, by the National Statistics Institute (INE) and the Central Bank of Venezuela (BCV), for which reason a training activity with the Ministry of People's Power for Planning is scheduled; and (iii) the proposal put forward by the Government on the methods for fixing minimum wages, as part of the large-scale social dialogue in 2021, could serve as a basis for devising an agreed method of fixing minimum wages. The Government also indicated that the FEDECAMARAS representatives proposed producing a study on the various sources, in addition to the official one, which generate the basic basket of goods indicator.
- 17.** In its communications of 3 and 4 October 2022 sent to the ILO Director-General, the Government reiterated its gratitude for the ILO's support and technical assistance, which it hopes to continue receiving in the future. It also indicated its willingness to continue strengthening the application of the Conventions and agreements signed and ratified with the ILO.
- 18.** In its communication of 20 October 2022, the Government provided information on the following activities to implement the plan of action agreed in Caracas in September 2022: (i) on 11 October 2022, the public consultation was held with the employers' and workers' organizations on the Homeworkers' Act, in which the CBST-CCP, CTASI, CTV, CGT, FEDECAMARAS and FEDEINDUSTRIA participated; (ii) on 19 October 2022, a meeting was held with FEDECAMARAS and FEDEINDUSTRIA to make progress in defining requirements and procedures for the national registration of those organizations, and a round table was set up at which the proposals presented by the social partners were discussed; and (iii) on 20 October 2022, a tripartite meeting was held with the organizations affected by the results of the Social Dialogue Forum on the setting-up of a round table relating to the application of Convention No. 26. Similarly, the annex to the communication includes the detailed timetable of the activities planned until February 2023, for which purpose it is hoped that the ILO will provide technical assistance. The Government emphasized that it hoped that the third session of the social dialogue forum would take place from 6 to 10 February 2023. With respect to the request made by Mr Rodney Álvarez to be reinstated in his job and to receive the payment of lost wages and other benefits that he stopped receiving from the time when he was taken into detention, in Administrative Ruling No. 001 of 17 October 2022 the Labour Inspectorate of Puerto Ordaz ordered the labour body to pay all sums relating to Mr Álvarez's labour rights. It also dismissed the request to reinstate Mr Álvarez in his job, on the grounds that the case had lapsed, as the time period established in article 34(c) of the Regulations under the Basic Labour and Workers Act had expired. As regards the cases of Mr Emilio Negrín and Mr Gabriel Blanco, the Government stated that their detention was in line with the law, that the criminal trial against them related to the fact that they were presumed to have committed serious offences provided for under the Venezuelan legal system, and that the trial bore no relation to the exercise of

their trade union rights (the full text of the communication is contained in Appendix III of this document).

Information sent by FEDECAMARAS

19. In a communication of 1 September 2022, FEDECAMARAS indicated that although meetings were held between the parties in a respectful and cordial atmosphere, the dialogue process is subject to delays and weaknesses, as no structured tripartite consultation body has been set up and the meetings do not comply with the formalities recommended by the Commission of Inquiry and other ILO supervisory authorities (independent chair or secretariat, recording of minutes, agreed timetable of meetings, follow-up mechanisms on compliance with agreements).
20. In its detailed report attached to its communication, FEDECAMARAS indicated for each Convention:
 - (a) **Convention No. 26:** (i) the in-person meetings planned for July 2022 with the presence of the social partners, relevant technical specialists and official authorities concerned, to consult on reference criteria and data available for fixing the minimum wage, had not taken place by the beginning of September; and (ii) it is essential to hold tripartite consultations on methodology and have available official indicators such as Gross Domestic Product (GDP), labour market, normative food basket, etc., together with indicators of various sources.
 - (b) **Convention No. 87:** (i) on 6 May 2022, annual assemblies of FEDECAMARAS were entered in the Secondary Register of Records, corresponding to 2018, 2019, 2020 and 2021; (ii) on 23 August 2022 the President and other leading FEDECAMARAS officials were invited to the event of the National Council on the Productive Economy which included announcements on taxation and rates of collection, and the Government's intention to develop a new diversified economic model which is less dependent on oil; (iii) on 24 August 2022, the ruling of 14 May 2021 to dismiss the case brought against Eduardo Garmendia, former President of CONINDUSTRIA and former Treasurer of FEDECAMARAS, was approved by the 23rd Itinerant Court of First Instance responsible for reviewing dismissals under the Criminal Judicial Circuit of the Caracas Metropolitan Area, owing to lack of evidence in the events which occurred in 2014; (iv) as regards the list of large farms prioritized with measures for recovering land by the National Land Institute (INTI), identified by FEDECAMARAS for its priority attention, meetings were held between the parties concerned and that body to seek solutions, although no land was actually returned to the lawful owners, other than progress made by the INTI in the process of relocating the occupiers of two of the large farms contained in the list in question: Large farm 75 and Boralito Agricultural, S.A.; (v) on 12 August 2022, the union leader in Bolívar State and Second Principal Director of the Chamber of Commerce and Industry of the General Manuel Cedeño Municipality of Bolívar State, Mr Mario Manuel Lara Osto, was detained and charged with allegedly committing offences relating to the sale of gas; (vi) on 29 and 30 August 2022, the National Assembly deputy for Yaracuy, Mr Braulio Alvarez, disseminated hateful and intimidatory messages against the President of FEDECAMARAS, Mr Carlos Fernández, and of the Stockbreeders' Federation of Venezuela (FEDENAGA), Mr Armando Chacín, and other union leaders, as part of the process of returning occupied lands; (vii) the formation and activities of workers' production councils continue to be promoted, with 2,555 councils having been set up in companies; the President of the Republic mandated the MPPPST to draft regulations for such Councils, and a diploma in labour leadership is offered for Councils in companies in order to strengthen, among

other processes, the communication of information to the Deputy Minister for Education and Labour for Liberation, and on 30 August 2022, an attempt was made to set up a workers' production council in Procter & Gamble Lara State, but the Union of Workers of the company Procter & Gamble Barquisimeto (SINTRAPROB) declined and no workers wished to participate; (viii) on 25 August 2022, a workshop was held with employers' organizations (FEDECAMARAS and FEDEINDUSTRIA) on the Register of Trade Union Organizations. On this occasion, FEDECAMARAS reiterated the need for confidentiality and preservation of the commercial value of the lists of members, and their position whereby the relevant standards do not apply to employers' organizations; and (ix) meetings were held on various subjects with representatives of the MPPPST.

- (c) **Convention No. 144:** (i) on 9 August 2022, a meeting of the FEDECAMARAS and FEDEINDUSTRIA employers' organizations was held, led by the Deputy Minister for the Integrated System of Labour Inspection and Social Security, in order to obtain verbal comments on the draft reports submitted in the previous few days, via email; (ii) although there is an improvement in the consultation process, the reports still need to be made available earlier and a larger number of meetings held to review them; (iii) the direct consultation mechanism for workers' and employers' trade union organizations concerning labour and social and economic legislation of relevance and interest to the social partners has not been effective, since a number of laws, including the Basic Law on Special Economic Zones of 30 June 2022, have been published without consultation; and (iv) in July and August 2022, ten laws were approved upon first discussion, also without consultation, including the draft Special Workers with Disabilities Act and the Homeworkers Act.

Information sent by the workers' organizations

21. In a communication of 10 June 2022, CTASI and CTV requested the ILO's urgent intervention owing to the threats received by Mr Pablo Zambrano, the Executive Secretary of the Federation of Health Workers (FETRASALUD). In the communication, they stated that after participating in a peaceful demonstration called by FETRASALUD in relation to the human and labour rights of health workers and their levels of remuneration, Mr Zambrano received, via various social networks, public threats, inciting hatred and which could put his physical integrity and that of his family at risk. The communication also indicated that action would be taken on this situation with the competent authorities in the Bolivarian Republic of Venezuela, including before the Public Prosecutor's Office.
22. In a communication of 5 July 2022, UNETE and CODESA requested the ILO's urgent intervention, alleging: (i) the arbitrary detention of the President of the Federation of Court Workers (Mr Emilio Negrín) by officials of the Directorate-General of Military Counterintelligence (DGCIM), who arrived at his residence during the morning of 5 July 2022; and (ii) that Mr Negrín was transferred to one of the head offices of the Bolivarian National Intelligence Service (SEBIN). The communication also indicated that Mr Negrín participated in the Social Dialogue Forum that took place from 25 to 28 April 2022.
23. In a communication of 29 September 2022, the CTASI workers' organization submitted a list, corresponding to the period from January 2014 to September 2022, indicating 88 cases of custodial detention, preventive measures and alternatives to detention, and judicial proceedings against union leaders and workers, as well as information on the cases of workers that have been freed.

24. It is now the responsibility of the Governing Body to decide how to proceed in the light of the available information, following up on its previous discussions in November 2020, March, June and November 2021, and March and June 2022.⁶

▶ Draft decision

25. **The Governing Body, on the recommendation of its Officers:**
- (a) **recognized progress made while reiterating its call to the Government of the Bolivarian Republic of Venezuela to accept the recommendations of the Commission of Inquiry;**
 - (b) **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 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) in law and practice; and**
 - (c) **requested the Director-General to submit to the 347th Session (March 2023) of the Governing Body a further report on any developments concerning the Social Dialogue Forum and the implementation of the agreed action plan to give effect to the recommendations of the Commission of Inquiry.**

⁶ 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 and GB.345/PV/Draft, paras 68–118.

► Appendix I

Timetable of the second in-person session of the Forum and terms of reference

Timetable

Time	Monday, 26 September	Tuesday, 27 September	Wednesday, 28 September	Thursday, 29 September
9.00–12.30	Preparatory tasks	Tripartite round table: Convention No. 26 <ul style="list-style-type: none"> • Introduction (ILO) • Report on the implementation of the plan of action on the application of the Convention (Government) • Tripartite dialogue 	Tripartite round table: Convention No. 87 <ul style="list-style-type: none"> • Introduction (ILO) • Report on the implementation of the plan of action on the application of the Convention (Government) • Tripartite dialogue 	Tripartite round table: follow-up arrangements and timetable for enforcement of agreements from the Forum <ul style="list-style-type: none"> • Summary of issues dealt with • Adoption of agreements and definition of the follow-up by constituents • Follow-up on ILO technical assistance • Closure
12.30–14.00		Lunch break	Lunch break	
14.00–18.00	Setting-up of the Forum with high-level authorities Approval of the agenda by participants	Tripartite round table: Convention No. 144 <ul style="list-style-type: none"> • Introduction (ILO) • Report on the implementation of the plan of action on the application of the Convention (Government) • Tripartite dialogue 	Follow-up on the morning sitting; pending issues; necessary agreements Bipartite meeting area	

Terms of reference of the follow-up session of the Social Dialogue Forum in the Bolivarian Republic of Venezuela (Caracas, 26–29 September 2022)

1. **Participants:** all the organizations representing employers and workers that signed the Declaration of the First Social Dialogue Forum, and those which subsequently acceded to the Declaration, will be invited, together with the authorities of the Ministry of People's Power for the Social Process of Labour.
2. **ILO technical assistance and other matters:**
 - (a) The ILO will provide technical assistance in the sense that such assistance must be given as a whole, in application of the decisions of the Governing Body in November 2021 (GB.343/INS/9(Rev.1)/Decision), March and June 2022 (GB.344/INS/14(Rev.1)/Decision) and GB.345/INS/5/1(Rev.1)/Decision, and Conventions Nos 26, 87 and 144 shall be fully implemented.
 - (b) Although the organization, logistics and other general responsibilities concerning the holding of the Forum are entrusted to the national authorities, the ILO will continue to facilitate the smooth running of the sessions.
 - (c) The Government will provide catering services to all participants in the Forum in the same place where the event is held.
3. **Subjects for discussion:**
 - (a) Progress report on the [plan of action resulting from the Social Dialogue Forum](#) and the [timetable of activities by Convention](#) (see Appendices I and II).
 - (b) All the pending matters relating to the application of the Conventions concerned, including the following non-exhaustive list:
 - Convention No. 26:
 - The measures necessary to establish procedures, authorities or other institutionalized forms of social dialogue in order to ensure effective tripartite consultation with no exclusions on the fixing of the minimum wage.
 - Convention No. 87:
 - The measures necessary to guarantee a climate in which the social partners may carry out their lawful activities, ensuring full respect for civil liberties and trade union rights, including consultation processes on normative issues.
 - The measures necessary to guarantee respect for the independence of employers' and workers' organizations.
 - Convention No. 144:
 - Report on the consultation process that took place during the preparation of the 2022 reports.
 - Discussion of additional measures for the appropriate functioning of effective tripartite consultation procedures.

(c) Follow-up mechanisms:

- Forum follow-up session (February 2023);
- updating of the timetable for the enforcement of all the agreements concluded;
- arrangements for ILO technical assistance to support enforcement of the agreements.

4. **Guarantees, objectives and methodology, together with information for the ILO authorities:**

(a) The Forum implies the commitment of all the parties to respect the essential preconditions for an effective social dialogue, conducted in good faith and with real impact, with all the guarantees – respecting the independence and autonomy of the employers’ and workers’ organizations, and the agreements reached.

(b) The main objective of the Forum is to facilitate compliance with the ILO Governing Body decision of November 2021 and achieve specific results.

(c) The following are highlighted as initial objectives to facilitate the work and its impact on the application of the Conventions concerned:

- reaffirm the commitment of all the parties to make progress in good faith in complying with Conventions Nos 26, 87 and 144, in the light of the comments made by the ILO supervisory authorities;
- identify and prioritize the pending issues;
- agree on the most appropriate arrangements and the timetables for their effective introduction so as to achieve specific results, and follow-up mechanisms that are relevant, including the assistance which may be requested from the ILO.

(d) Minutes: minutes will be prepared for sessions, to reflect any agreement or commitment made as a result of the Forum. The Office will be available to produce draft minutes of the sessions of the Forum, if the tripartite constituents consider it relevant.

(e) Information for ILO supervisory authorities: the results of the Forum shall be transmitted for information and consideration by the ILO Governing Body and also to the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

5. **Tripartite adoption:** This document has been adopted in consultation with the Forum participants.

► Appendix II

Follow-up to and updating of the plan of action resulting from the Social Dialogue Forum in the Bolivarian Republic of Venezuela

The ILO constituents in the country, meeting in Caracas from 26 to 29 September 2022 within the framework of the second 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, resulting from the first in-person session of the Social Dialogue Forum in the Bolivarian Republic of Venezuela (adopted on 28 April 2022), described in detail in the annex,

Recognizing 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 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 adopted at the first in-person session of the Social Dialogue Forum in the Bolivarian Republic of Venezuela (April 2022), as follows: (i) set up a round table to devise the methods for fixing the minimum wage and discuss other related subjects; (ii) adopt and implement an agreed timetable on the effective annual consultation relating to international labour standards; and (iii) trade union elections shall be independent and, when they are held, a plan of work shall be launched with the electoral authority to provide guidance and advice to trade union organizations in their electoral processes, where they so request, taking into account the agreement reached at the meeting between the workers' organizations and the CNE. Such activities are described in detail in the annex.
- Organize a follow-up session of the Social Dialogue Forum in February 2023, in accordance with the decision of the ILO Governing Body, to deal with the issues relating to compliance with Conventions Nos 26, 87 and 144.
- Continue with the social dialogue process to deal with the subjects included in the annex.
- Request the ILO's technical assistance on the subjects related to updating 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 of Venezuela (CBST-CCP)

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

Confederation of Workers of Venezuela (CTV)

General Confederation of Labour (CGT)

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
Enhancement of methods for fixing minimum wages and effective consultation procedures, within the framework of Convention No. 26	Establishment of a timetable and development of a methodology on consultations relating to the fixing of minimum wages	Consultation meetings on criteria and sources of reference data on which those criteria will be based	July 2022	Representatives of employers' and workers' organizations	In-person (bipartite and/or tripartite) meetings with employers' and workers' organizations	Information sent to the ILO on the results of the meeting
		Tripartite meetings, as part of the Social Dialogue Forum, on the fixing of the minimum wage by the Government	September 2022	Representatives of employers' and workers' organizations	Social Dialogue Forum (bipartite and tripartite meetings)	Agreement to set up a round table to devise the methods for fixing the minimum wage and to discuss other related subjects, with the ILO's technical assistance
	Setting-up of a round table to devise the methods for fixing the minimum wage and to discuss other related subjects, with the ILO's technical assistance	Series of meetings to: (i) set up the round table and its operation (work plan); and (ii) establish methodology and relevant indicators and sources thereof for fixing the minimum wage	First meeting: October 2022 Other dates: to be determined according to the work plan, which includes a meeting prior to the February Forum, with the guidance of the ILO wages specialist	Workers' and employers' organizations Government and relevant technical public authorities Minimum wage specialists from each sector	Meetings with employers' organizations and workers' organizations, and tripartite meetings	ILO assistance in its different forms

Expected results	Measures	Activities	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
		Training workshop for workers' and employers' organizations on indicators relating to the fixing of the minimum wage	October 2022	Workers' and employers' organizations Government and relevant technical public authorities	Tripartite workshop	ILO participation
		Technical training workshop to expand knowledge of methodology for fixing minimum wages	November 2022	Workers' and employers' organizations Government and relevant technical public authorities Minimum wage specialists from each sector	Workshop facilitated by the ILO minimum wages specialist (in-person)	Presence of the ILO wages specialist

The sections of the table highlighted in grey correspond to the activities carried out since April 2022.

Convention No. 144

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Setting-up 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	Dispatch of written communications sufficiently early (Tripartite/bipartite) meetings with employers' and workers' representatives to discuss the content of the reports	ILO technical assistance for the training of representatives of the Government, and of employers' and workers' organizations, on the preparation of the reports and the consultation procedure
	Virtual meeting with the ILO for an exchange of views on technical issues relating to the requested reports	June 2022	Other official authorities concerned which possess information of relevance for the reports on ratified Conventions		
	Dispatch by the Government of draft reports on ratified Conventions (17 reports in 2022) to employers' and workers' organizations	Between 15 July and 10 August 2022			

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
	Meetings with representatives of employers' and workers' organizations to make reports available	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 at the second session of the Social Dialogue Forum	
Compliance with the agreed timetable on effective annual consultation relating to international labour standards	Training programme on international labour standards	November 2022 and the same date in succeeding 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 of employers and workers	Organization by the ILO
	Training programme on international labour standards prioritizing the Conventions for which a report is requested	April 2023 and the same date in succeeding 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 of employers and workers	Organization by the ILO
	Preparatory meeting for the International Labour Conference	May 2023 and the same date in succeeding years	MPPPST Representatives of employers' and workers' organizations	Meeting with employers' and workers' organizations, and tripartite workshops with representatives of Government, and of employers and workers	Technical assistance and participation of the ILO

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 to employers' and workers' organizations, sufficiently early and grouped by subject	15 July 2023 at the latest and the same date in succeeding years		Dispatch of written communications	Possibility of ILO technical assistance for the preparation of reports
	Thematic meetings with representatives of employers' and workers' organizations to make reports available with the ILO's technical support	Week of 1 August 2023 and the same date in succeeding years		Tripartite meetings to discuss the content of the reports	The ILO's technical assistance and participation

The sections of the table highlighted in grey correspond to the activities carried out since April 2022.

Convention No. 87

1.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Processing of evidence of presumed stigmatization and discrediting	Submission by the organizations concerned of updated lists with information to identify cases of evidence related 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 evidence and the processing thereof Information on progress sent 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 consider and take relevant measures	Recurrent in accordance with the cases to be dealt with			
	Bipartite follow-up				

2.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Effective processing of evidence relating to cases of detentions and judicial proceedings or preventive measures/alternatives to detention, presumed to relate to the conduct of lawful union activities	Submission of updated lists (with information identifying cases) of evidence previously corroborated by each sector concerned	As appropriate	Competent authorities, representatives of the organizations concerned and the MPPPST	Bipartite meetings	The ILO receives information on evidence and the processing thereof Information on progress sent to the CEACR
	Channel and submit the evidence received to the Public Prosecutor's Office or other authority concerned	Dates/time frames to be determined, with prioritization of cases			
	Bipartite meetings between the Government and the organizations to consider and take relevant measures				

3.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Effective processing of evidence relating to union registration procedures and election processes	The MPPPST: (i) provides information on the legislative procedures and requirements relating to the National Register of Organizations, including legal obligations; (ii) provides guidance (including adoption of relevant instruments) and mechanisms necessary to reform statutes and other questions relating to the registration of and elections for free and independent trade unions	Workshop with employers' organizations to clarify issues of entry into the National Register of Organizations: August 2022 Workshop with workers' organizations: August 2022	Organizations concerned, the Ministry of People's Power for the Social Process of Justice and other competent authorities (for example, CNE)	Bipartite meetings between the organizations concerned and the competent authorities	The ILO receives information on evidence, processing and results Possibility of requesting technical assistance from the ILO Information on progress sent to the CEACR

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
	The organizations concerned communicate their evidence to the Ministry of People's Power for the Social Process of Justice	As the organizations submit their evidence			
	<u>The Ministry of People's Power:</u> (i) <u>analyses and determines the relevant measures;</u> and (ii) <u>informs the organization concerned, offering the possibility of a bilateral follow-up meeting</u>	As appropriate, depending on when evidence arises			
	Continue the dialogue on the assistance given by the CNE to trade union organizations in their electoral processes	28 September 2022 (initial meeting) <u>Other dates to be determined</u>	Organizations concerned and the corresponding authorities	Meetings between the Ministry of People's Power for the Social Process of Justice, the CNE and the organizations concerned, as determined by the parties	Information on progress sent to the ILO Information on progress sent to the CEACR

The sections of the table highlighted in grey correspond to the activities carried out since April 2022.

4.

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
<p>Effective processing of evidence of presumed interference by Workers' Production Councils in the autonomy of employers' and workers' organizations or in the relations between them</p>	<p>The organizations concerned communicate their evidence to the MPPPST, specifying the labour centres concerned and circumstances</p>	<p>As appropriate</p>	<p>Organizations concerned and the MPPPST</p>	<p>Bipartite meetings (between the organizations concerned and the MPPPST)</p>	<p>The ILO receives information on allegations and processing Information on progress sent to the CEACR</p>
	<p><u>The Ministry of People's Power:</u> (i) <u>conducts inquiries and determines the measures that may be necessary (for example, contact with the Workers' Production Council concerned, etc.) to ensure that there is no interference and the relevant corrective measures are applied;</u> (ii) <u>the organization concerned is informed, offering the possibility of a bilateral follow-up meeting</u></p>	<p>Dates/time frames to be determined, as a follow-up to evidence</p>			

Expected results	Measures	Time frame	Authorities and representatives of employers' and workers' organizations	Procedure	ILO follow-up and technical assistance
Effective follow-up on the matters relating to Workers' Production Councils raised by employers' and workers' organizations	Consultations relating to the adoption of the Regulations under the Constitutional Law of the Workers' Production Councils	Initial meeting in the last week of October 2022 and follow-up meetings	Workers' and employers' organizations	Bipartite meetings (between workers' and employers' organizations) Conclusions will be produced, that will be submitted to the MPPPST for its consideration	The ILO receives information on the progress made Information on progress sent to the CEACR
		<u>Initial tripartite meeting on a date to be determined three weeks after the conclusions reached at the meetings between the employers' and workers' organizations, and follow-up meetings, are received.</u>	The MPPPST with workers' and employers' organizations	The MPPPST summons the workers' and employers' organizations	

▶ Appendix III

Communication of the Government of the Bolivarian Republic of Venezuela (20 October 2022)

Mr GILBERT F. HOUNGBO
Director-General of the International Labour Organization (ILO)
Geneva, Switzerland

20 October 2022

Honourable Director-General Hougbo,

I would like to take this opportunity to convey to you the greetings of the President of the Bolivarian Republic of Venezuela, Mr Nicolas Maduro Moros.

I would also like to inform you that as part of the results of the recently completed Social Dialogue Forum, held in Caracas from 26 to 29 September 2022, a timetable of work was produced for the enforcement of the plan of action resulting from the discussions, which is planned to continue from October 2022 until February 2023.

In that regard, I would like to inform you of some of the activities referred to in the above plan of work, that have taken place to date, which demonstrate our permanent commitment to the policy of strengthening social dialogue with the various social partners in the Bolivarian Republic of Venezuela, as well as our unfailing willingness to continue enhancing in the country the application of ILO Conventions Nos 26, 87 and 144. These activities include, in particular:

- On 19 October 2022, the sectoral meeting was held with the employers' organizations, FEDECAMARAS and FEDEINDUSTRIA, in order to make progress in defining requirements and procedures for the national registration of those organizations, in accordance with the current legal rules in Venezuela. For that purpose, a round table was set up, at which the proposals presented by the social partners were discussed, and we will continue working towards that goal.
- On 20 October 2022, a tripartite dialogue meeting was held with the workers' and employers' organizations affected by the results of the Social Dialogue Forum, at which discussions concerned the setting-up of a round table relating to the application of Convention No. 26 on the methods for fixing the minimum wage and other subjects of interest for the social partners. It is important to emphasize that the discussions took place in an atmosphere of respect and good will, and we are sure that we will continue progressing in that direction and produce relevant specific results.
- As regards the consultation with the social partners, on laws relating to the world of work, and specifically those which stem from or complement the Basic Labour and Workers Act, in accordance with the obligations resulting from Convention No. 144 on tripartite consultation, on 11 October 2022 the public consultation on the Homeworkers Act was held with the workers' and employers' organizations at the headquarters of the legislative authority, through the good offices of the Ministry of People's Power for the Social Process of Labour, in conjunction with the National Assembly. Representatives of the CBST-CCP, ASI-Venezuela, CTV, CGT, FEDECAMARAS and FEDEINDUSTRIA participated. Similarly, it is

hoped that the consultation on the Workers with Disabilities Act will be held in the coming days.

- As for the case of Mr Rodney Álvarez, identity card number 19.184464, following his request to the labour inspectorate of the city of Puerto Ordaz, Bolívar State, in which he claimed reinstatement in his job, and payment of lost wages and other benefits that he stopped receiving from the time when he was taken into detention, on 17 October 2022 the labour inspectorate issued Administrative Ruling No. 001, in accordance with the Basic Administrative Procedures Act, through which it orders the labour body inter alia to pay all sums relating to the labour rights of the citizen in question and dismisses the request for Mr Álvarez to be reinstated in his job, on the grounds that the case has lapsed, since the time period specified in article 34(c) of the Regulations under the Basic Labour and Workers Act has expired.

Similarly, Director-General, it is important to emphasize that it is planned to examine the case of the Bolivarian Republic of Venezuela during the 346th Session of the Governing Body, on 7 November 2022. It is planned to carry out other bipartite and tripartite activities linked to the application of Conventions Nos 26, 87 and 144, and we hope to provide information on the results of these activities within the same Governing Body session.

Likewise, as of the second half of November until February 2023 we hope to carry out other consultation and training activities with the social partners, for which purpose we hope to receive the valuable technical assistance of the ILO multidisciplinary team, both from its headquarters in Geneva and from the Regional Office for Andean Countries located in Lima. It is also planned to hold the third session of the Social Dialogue Forum from 6 to 10 February 2023.

Furthermore, in relation to the cases of assumed failure by the Venezuelan Government to comply with Convention No. 87, in the specific cases of Mr Emilio Antonio Negrín Borges and Mr Gabriel José Blanco Flores, we wish to state that their detention is in line with the provisions of the Constitution of the Bolivarian Republic of Venezuela, national laws and the international human rights treaties signed and ratified by the country. The criminal proceedings brought against them relate to the fact that they are presumed to have committed serious offences, provided for in the Venezuelan legal system, and bear no relation to the exercise of trade union rights. In addition, in the course of the proceedings the Venezuelan legal system makes available to the accused persons a series of judicial resources in order to guarantee their rights. Finally, the Bolivarian Republic of Venezuela confirms its willingness to continue providing information on the development of this case, as part of its commitment to cooperate with the competent international organizations, as is the case with the ILO.

In conclusion, Director-General, we reiterate the content of our communication No. 1130 of 3 October 2022 and again express the firm willingness and interest of our Government in complying with the commitments resulting from the second session of the Social Dialogue Forum, for which purpose we hope to continue counting on the support which the ILO has always offered to the actors in the world of work that operate in the Bolivarian Republic of Venezuela.

I take this opportunity to renew to you, Director-General, the expression of my highest consideration.

Yours sincerely,

Francisco Alejandro Torrealba Ojeda

Minister of People's Power for the Social Process of Labour

Social dialogue commitments					
Date	Subject	Activity	Type	Mode	Actors
19 October 2022 ¹	Convention No. 87 National Register of Trade Union Organizations	Meeting on the Register of Employers' Organizations	Sectoral	In person	FEDECAMARAS and FEDEINDUSTRIA
20 October 2022	Convention No. 26 Plan of work	Tripartite meeting on wage-fixing methods	Tripartite	In person	CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA
24-27 October 2022	Convention No. 87 Examination of specific cases	Bilateral meetings	Bilateral	In person	On request FEDECAMARAS (to be confirmed)
25 October 2022 ²	Convention No. 26 Sources of technical data and calculations	Workshop on wage-related indicators with the support of the Ministry of People's Power for Planning	Tripartite	Virtual	CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA
31 October 10 November 2022	Discussion of the case of the Bolivarian Republic of Venezuela at the 346th Session of the ILO Governing Body	346th Session of the Governing Body	Multilateral	In person	Government
15 November 2022	Convention No. 87 Work plan Trade union elections	Meeting of the National Electoral Council – trade union confederations (tentative date)	Sectoral Workers	In person	CBST-ASI-CGT-CTV
22 November 2022 ³	Convention No. 26 Sources of technical data	Workshop on wage-related methodologies with the ILO's technical assistance	Tripartite	In person	CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA
23-24 November 2022	Convention No. 144 Reports on application of Conventions	Workshop on international labour standards with the ILO's technical assistance	Tripartite	In person	Government and CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA

Social dialogue commitments					
Date	Subject	Activity	Type	Mode	Actors
15 December 2022	Convention No. 26 Official letter requesting consultation with indicators	Formal request for consultation on wage increases	Individual	Written	CBST-ASI-CGT-CTV-CODESA-National Workers' Union of Venezuela (UNT) FEDECAMARAS and FEDEINDUSTRIA
18 January 2023	Convention No. 26 Proposals Discussion of opinions	Meeting to exchange views on wages	Sectoral with workers and employers	In person	CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA
25 January 2023	Convention No. 26 Methods for defining wages	Second tripartite meeting on wage-related methods	Tripartite	In person	CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA
610 February 2023	Development of discussion	Social Dialogue Forum (third session) with ILO support	Tripartite	In person	CBST-ASI-CGT-CTV FEDECAMARAS and FEDEINDUSTRIA

¹ This social dialogue meeting on the registration of employers' organizations was originally planned for 17 October 2022, and was rescheduled at the request of the FEDECAMARAS representatives.

² The workshop on wage-related indicators was due to take place on 18 October 2022, and was rescheduled for 25 October 2022, at the request of the Ministry of People's Power for Planning.

³ The workshop on wage-related methodologies, conducted with the ILO's technical assistance, was planned to be held on 16 November in virtual format, and was rescheduled for 22 November 2022 in person, as proposed by the Regional Office for Andean Countries.