

New National Registry of Work Organizations



Resolution 9108, hereinafter referred-to as the Resolution, was published by the People's Power Ministry for Social Work Process in ordinary Official Gazette number 40655 dated May 7, 2015, to regulate the National Registry of Work Organizations (RNET, for its acronym in Spanish).

The RNET derogates the National Registry of Companies and Establishments (RNEE, for its acronym in Spanish) becoming the new relevant body empowered to issue labor law compliance certificates.

Mandatory registration with the RNET

Both public and private companies have an obligation to register with the RNET. The registration process

will be on line through the official web page of the Labor Ministry (www.mpppst.gob.ve); companies registered with the RNET will obtain a Labor Identification Number (NIL, in Spanish) that will be issued through an Electronic Certificate.

El mismo se realizará por vía electrónica, en la página oficial del Ministerio con competencia del trabajo (www.mpppst.gob.ve) a fin de obtener el Número de Identificación Laboral (NIL), este se emitirá mediante un Certificado Electrónico.

Requirements

Prior registration with the Venezuelan Institute of Social Security (IVSS), National Housing and Habitat Bank (BANAVIH) and the National Institute for

Socialist Training and Education (INCES). Any information requested by the RNET system shall be submitted.

Companies with branches

Those companies with branches, agencies or plants shall submit the information required by the RNET for each one of those branches, agencies or plants. If the operations of the agency, branch or plant start after the company's registration with the RNET, their data shall be submitted within the 15 business days following the start of operations.

Quarterly reporting

Within the 15 business days following the end of each quarter of the year, both public and private companies shall report before the RNET the development of work, work conditions, health and job security.

Labor law compliance certificate

The labor law compliance certificate shall be issued by the RNET through an electronic certificate.

Non-compliance with the labor law

The RNET shall revoke the labor law compliance certificate of companies involved in any of the following assumptions:

- Failure to comply with any resolution of the People's Power Ministry for Social Work Process.
- Failure to comply with any ruling setting forth reinstatement and payment of lost wages, as well as any other ruling issued by the Labor Inspectorate.
- Non-observance of orders on supervision and inspection of work and social security matters.

- Non-observance of orders from the IVSS, INPSASEL, INCES, BANAVIH, or failure to timely make parafiscal contributions.
- Non-observance of sentences of Labor Courts.
- Undermining of the right to union freedom, collective bargaining or strike.
- Failure to comply with any other provision set forth in laws, regulations, decrees and other administrative acts.

Deadline for Registration

Companies shall be registered with the RNET within the **120 business days** following the publication of the Resolution.

National Registry of Companies and Establishments (RNEE)

Companies currently registered with the derogated RNEE shall update their data with the RNET within the **90 days following** the publication of the Resolution.

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