

## **Labor Rights in Public Sector Collective Bargaining Agreements: A Legal Analysis in Venezuela**

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### **ABSTRACT**

This study analyzes, from a legal perspective, how collective bargaining agreements in the Venezuelan public sector guarantee labor rights such as wages, working hours, and employment conditions. Using a bibliographical and documentary approach, regulatory, jurisprudential, and academic sources are reviewed to identify the legal principles that underpin these agreements and the conflicts in their implementation. The results reveal a disconnect between the legal framework, which prioritizes labor rights, and institutional practices, marked by budgetary restrictions and delays in negotiations. In the discussion, this reality is contrasted with international collective bargaining models, highlighting their focus on consultation. It is concluded that the Venezuelan system responds reactively, delegating responsibilities to administrative bodies instead of strengthening collective bargaining. The study proposes revaluing the role of unions, training institutional actors, and adopting policies that harmonize regulations with the reality of the workplace.

**Keywords:** Labor rights, collective bargaining agreements, public sector, legal analysis, Venezuela

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