

Venezuela

Payroll and Employment Guide

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LOTTT, tax, social contributions and foreign-worker controls

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Overview

A reference for employing in Venezuela

Operating as an employer in Venezuela requires commercial, tax and labour registrations to be completed together. Foreign investors commonly use a stock corporation, limited liability company or registered branch. A locally registered EOR may support employment without establishing the investor's own legal entity.

VES 130	40h	9%-11%	9%
STATUTORY MONTHLY MINIMUM WAGE	MAXIMUM STANDARD DAY-WORK WEEK	APPLIED EMPLOYER IVSS RANGE	PENSION PROTECTION CONTRIBUTION

WHAT THIS GUIDE COVERS

I	**Setting Up and Doing Business**	Operating as an employer in Venezuela requires commercial, tax and labour registrations to be completed together.
II	**Working Conditions and Leave**	Venezuela applies separate daily and weekly limits to day, night and mixed work.
III	**Tax and Social Security**	Resident employee pay is taxed under the 6%-34% tariff using the latest published Tax Unit of VES 43.
IV	**Payroll Operations**	Venezuelan payroll is normally closed twice monthly, with an itemised pay statement at every payment.
V	**Hiring and Termination**	Indefinite employment is Venezuela's default model, and the worker gains stability protection after the first month.
VI	**Compensation and Benefits**	Venezuelan wages are paid in legal currency at intervals of no more than 15 days.
VII	**Visas and Work Permits**	Employment of a foreign worker in Venezuela follows a sequence of labour authorisation and a TR-L work visa.
VIII	**Practical Notes and Watchpoints**	A Venezuelan payroll file covers more than wage calculations.
IX	**Incentives and Employer Support**	As of November 23, 2026, no broad automatic employer contribution discount has been verified in Venezuela.

I

Setting Up and Doing Business

Operating as an employer in Venezuela requires commercial, tax and labour registrations to be completed together. Foreign investors commonly use a stock corporation, limited liability company or registered branch. A locally registered EOR may support employment without establishing the investor's own legal entity.

STRUCTURE AND REGISTRATION CHAIN

STEP OR STRUCTURE	AUTHORITY OR BASIS	MAIN CONTROL
CA or SRL	Commercial Code art. 201	Liability and member quotas
Branch or domiciliation	Arts. 354-358	Foreign parent registration
Name reservation	SAREN	Available business name
Incorporation and RIF	Registry and SENIAT	Documents, capital and tax file
Employer file	IVSS, INCES, BANAVIH	Worker and contribution records
Digital invoicing	SENIAT	SNAT/2024/000102 scope

> Verify before payroll
> Verify: EOR is not a separate statutory employment category. Confirm that the local provider is the actual employer and holds the required RNET and social security registrations before contracting.

II

Working Conditions and Leave

Venezuela applies separate daily and weekly limits to day, night and mixed work. The LOTTT also requires 2 consecutive paid rest days, restricted overtime and a premium of at least 50%. Leave planning must coordinate annual leave with IVSS supported sickness, maternity, paternity and adoption rights.

WORKING TIME AND OVERTIME

RULE	APPLICATION
Day work	8 hours/day, 40 hours/week
Night work	7 hours/day, 35 hours/week, 30% premium
Mixed work	7.5 hours/day, 37.5 hours/week
Weekly rest	2 consecutive paid days
Overtime	50% premium, 10 hours/week, 100 hours/year

LEAVE AND FAMILY RIGHTS

RIGHT	DURATION OR PAYMENT
Annual leave	15 working days in year 1, then +1 yearly, up to +15
Vacation bonus	15 salary days, then +1 yearly, up to 30
Sickness	IVSS pays 2/3 from day 4, employer 1/3, up to 52 weeks
Maternity and adoption	6 weeks before + 20 after, 26 weeks for adoption
Paternity and nursing	14 days, 2 daily breaks of 30 or 90 minutes

> Verify before payroll
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> Verify before payroll: Payment of the first 3 sickness days should be checked against the contract and collective agreement. The nursing period is 9 months, extended to 12 months where no childcare facility exists or specified health conditions apply.

III

Tax and Social Security

Resident employee pay is taxed under the 6%-34% tariff using the latest published Tax Unit of VES 43. Estimated annual pay above 1,000 TU triggers AR-I withholding, and the annual return is due by March 31. The legal minimum wage is VES 130. The USD 40 Cestaticket is paid at the BCV rate and is not salary.

PERSONAL INCOME TAX TARIFF

ANNUAL TAX BASE	RATE	DEDUCTION
0-1,500 TU	6%-9%	0-30 TU
1,500-3,000 TU	12%-20%	75-255 TU
Over 3,000 TU	24%-34%	375-875 TU

PAYROLL CONTRIBUTIONS AND CALENDAR

ITEM	EMPLOYER / EMPLOYEE	BASE	DEADLINE
IVSS	9%-11% / 4%	Normal pay, VES 650 cap	TIUNA invoice
RPE	2% / 0.5%	Normal pay, VES 1,300 cap	Portal calendar
FAOV	2% / 1%	Integral pay, no cap	First 5 workdays
INCES	2% / 0.5% profit share	5+ workers, normal pay	5 days / 10 days
Pension protection	9% / none	Pay and non-salary bonuses	RIF calendar
LOPCYMAT	0.75%-10% / none	Payroll by risk class	Authority schedule

> Verify before payroll
>
> Conditional: VES 43 is the latest TU published under SNAT/2025/000048. The annual calculation must change if a new year-end value is issued. The USD 240 public-sector package is not the statutory minimum wage. Confirm IVSS and RPE payment dates in TIUNA.

IV

Payroll Operations

Venezuelan payroll is normally closed twice monthly, with an itemised pay statement at every payment. The bolívar is legal tender. Foreign currency may be the payment currency under an express contract clause. IVSS, FAOV, INCES and tax reporting operate through separate government portals rather than one payroll platform.

PAYMENT, REPORTING AND RETENTION

PROCESS	RULE	BASIS
Pay interval	No more than 15 days	LOTTT art. 126
Pay statement	Itemised at every payment	LOTTT art. 106
Currency	VES or FX by express agreement	LOTTT art. 123
Employee entry and exit	Report to IVSS in 3 days	Forms 14-02 and 14-03
Authority portals	TIUNA, FAOV, RNCP	No national WPS
IVSS employee register	5 years	IVSS Regulation article 88
Tax records	6 years, or 10 years in some cases	Tax limitation period
New invoicing regime	April 19, 2027	SNAT/2026/000093

> Verify before payroll
> Conditional: SNAT/2026/000093 governs fiscal invoices, not payroll reporting. During 2026, the prior invoicing rules and the separate TIUNA, FAOV en Línea, RNCP, RNET and SENIAT obligations continue to apply.

V

Hiring and Termination

Indefinite employment is Venezuela's default model, and the worker gains stability protection after the first month. Decree 5,070, effective through December 31, 2026, prevents dismissal, transfer or worsening of conditions for covered workers without prior approval from the Labour Inspector.

CONTRACT AND STABILITY

TOPIC	RULE
Indefinite contract	Default model, protection after month 1
Fixed-term contract	Exceptional, general maximum 1 year
Contract extension	Converts after 2 extensions
Probation	Month 1 is the safe operating limit
Special job protection	Decree 5,070, January 1, 2025 to December 31, 2026

EXIT AND SEVERANCE

TOPIC	RULE
Resignation notice	1 week after 1 month, 15 days after 6 months, 1 month after 1 year
Absence	3 unjustified working days in 1 month may be cause
Quarterly guarantee	15 salary days each quarter
Final calculation	30 days per year or higher guarantee balance
Unjustified dismissal	Additional indemnity equal to social benefits

> Verify before payroll
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> Verify before payroll: The older regulation's 90 day initial probation conflicts with the LOTTT stability protection after the first month. Do not present 90 days as an unqualified maximum. Use the first month as the operational entry limit.

VI

Compensation and Benefits

Venezuelan wages are paid in legal currency at intervals of no more than 15 days. Payroll must separately track 15% profit sharing, the December advance, the vacation bonus and Cestaticket. The published minimum wage and the operational food benefit have different legal bases and should not be combined as one salary item.

WAGES, ANNUAL PAYMENTS AND BENEFITS

ITEM	RULE
Minimum wage	VES 130 monthly under Decree 4,653
Pay period	Maximum 15 days, or 1 month with food and housing
Profit sharing	At least 15% of net profit, 30 days to 4 months
December and vacation	At least 30 days, vacation bonus 15-30 days
Cestaticket, published amount	VES 1,000 under Decree 4,805
Cestaticket, operating amount	USD 40 equivalent at the BCV rate
Retirement	Men 60, women 55, with 750 weeks

> Verify before payroll
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> Verify before payroll: Decree 4,805 publishes VES 1,000 for Cestaticket. Supreme Court rulings dated 2026 apply the USD 40 equivalent at the BCV rate. Document the selected payroll position with local counsel.

VII

Visas and Work Permits

Employment of a foreign worker in Venezuela follows a sequence of labour authorisation and a TR-L work visa. The employer must also monitor the foreign-worker quota, migration notifications and the rule that work is performed only in the authorised role and location. Missing or incorrect authorisation may affect both work rights and migration status.

PERMIT, QUOTA AND NOTIFICATION CHAIN

MATTER	RULE	LEGAL BASIS
Labour permit and TR-L	Multiple-entry 1 year after permit	MPPRE
Passport	At least 6 months valid	Application rule
Venezuelan workforce	At least 90% for 10+ workers	LOTTT art. 27
Foreign pay share	Maximum 20%	LOTTT art. 27
Foreign worker registry	Within 30 days of entry	Migration Law art. 14
Employer notification	30 days after hire or exit	Migration Law art. 24
Return travel undertaking	1 month after contract end	Migration Law art. 24

> Verify before payroll
> Verify: Treatment of assignments lasting no more than 90 days depends on the activity performed. Obtain confirmation from the consulate and Labour Ministry before work begins.

VIII

Practical Notes and Watchpoints

A Venezuelan payroll file covers more than wage calculations. It also includes contract language, document delivery, fixed-term continuity and foreign-worker controls. Employers should preserve the written evidence chain and avoid using fixed terms as the ordinary employment model. Data transfers and payment channels require separate current checks.

CONTRACT AND OPERATIONAL CONTROLS

AREA	CONTROL	LEGAL BASIS
Workplace language	Spanish or a translation	LOTTT art. 14
Contract copies	2 originals and delivery record	LOTTT arts. 58-59
Fixed-term work	1 year, 2 extensions, 3-month test	LOTTT art. 62
Foreign worker scope	Work only in approved role and place	Migration Law art. 38
Foreign parent documents	Apostille and Spanish translation	SAREN Resolution 019
Personnel data	Consent for third-party transfer	Constitution arts. 28 and 60
Digital invoice records	Accessible for 10 years	SNAT/2024/000102
US-linked payments	Check GL 57 coverage	OFAC, 2026

> Verify before payroll
> Verify: OFAC licences and correspondent-bank acceptance may change. Re-screen the bank, beneficiary, ownership and transaction purpose for each cross-border payroll payment.

IX

Incentives and Employer Support

As of November 23, 2026, no broad automatic employer contribution discount has been verified in Venezuela. Employer cost may include IVSS, RPE, FAOV, INCES and the 9% Pension Protection contribution on different bases. Programs operate mainly as training and inclusive-employment obligations rather than cash incentives.

EMPLOYER BURDEN AND PROGRAMS

ITEM	SCOPE	PAYROLL EFFECT
Standard IVSS	9%-11% by risk class	VES 650 ceiling
RPE and FAOV	2% + 2% employer	Separate bases
INCES contribution	2% for 5+ workers	Quarterly payment
Pension Protection	9% employer	Includes non-salary bonuses
INCES apprentices	3%-5% for 15+ workers	Training and hiring duty
Disability employment	5% in LOTTT art. 290	Check with the 2024 law

APPLICATION CONTROLS

STEP	AUTHORITY	EMPLOYER ACTION
Contribution base	IVSS and SENIAT	Calculate each base separately
Apprentice ratio	INCES	Monitor the 15-worker threshold
Disability quota	Labour Ministry	Verify suitable role and evidence
Program registration	RNET and relevant portal	Complete before payroll
Support assumption	Finance and payroll	Do not deduct without written approval

> Verify before payroll
> Conditional field: The 2024 disability law repealed the previous legislation. Confirm the current application and reporting route for the 5% duty in LOTTT article 290 with local counsel.



EOR & PAYROLL, HANDLED

Manage Venezuela payroll & employment from one center with Datassist.

Tax, contribution, employment and migration controls must operate on one calendar. Datassist helps international employers coordinate Venezuela payroll and employment operations from one center.

Schedule a Meeting →

VES 130	40h	2026
STATUTORY MONTHLY MINIMUM WAGE	MAXIMUM STANDARD DAY-WORK WEEK	CURRENT LEGISLATION BASE

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