The purpose of this paper is to explore the Venezuelan syndicate movement and the labor flexibilization, identifying its application, the actions of the union movement and the alliance that have arisen between State-syndicate workers to surpass the labor precariousness. The results show that the labor flexibilization in Venezuela generated negative consequences to the workers, because they lost his job stability and their contractual benefits. This situation affected the traditional union organizations, which lost their profile as the only alternative of defense to guarantee the permanence of the labor force in the work market. It is concluded that a new syndicalism emerges under a social agreement approach with the State and the workers, to consolidate, since a class perspective, a society and production model that fortifies the intervention of the working-class in the conduction of the companies under the co-management model.

Keywords
syndicate movement, labor flexibilization, recovered companies, co-management