

MAP OF GENDER ISSUES

LABOR ACTION PROSPECTS IN VIEW OF THE CHANGES IN THE WORLD OF WORK

CUT

CGT

FORÇA SINDICAL

DIEESE

CREDITS

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ABBREVIATURES

CAGED – Cadastro Geral de Empregados e Desempregados (Employees and Unemployees General Registry)
CIPA – Comissão Interna de Prevenção de Acidentes (Internal Committee to Prevent work Injuries)
PED – Pesquisa de Emprego e Desemprego (Employment and Unemployment Research)
PLR – Participação nos Lucros e Resultados (Profit Share)
PNAD – Pesquisa Nacional por Amostra de Domicílios (National Households Sample Research)
RAIS – Relação Anual de Informações Sociais (Annual Report of Social Informations)
SACC – Sistema de Acompanhamento de Contratações Coletivas (System for Accompanying Collective Contracts)
SINE – Sistema Nacional de Emprego (National Employment System)

PREFACE

Each achievement of women and men workers is a step towards a more fair society and an equal distribution of opportunities and of personal growth to all.

Many steps must be taken to build up these achievements. The first of them, and perhaps the most important one, is changing our outlook on the world around us and then questioning whether all have been assured the essential rights that will enable them to lead a dignified life and enjoy utmost freedom, so that they can be subjects of their own destiny and fulfill their potentialities as human beings.

Ours is a society which is unequal in all its aspects. Furthermore, the changes that have been taking place in the contemporary world follow complex paths, which, however, do not lead to greater equity, especially in what concerns men and women workers.

In 1996, the Centrals and the DIEESE started working together, by means of an agreement signed with the Gender Equity Fund of the Canadian Agency for International Development. The Map project developed from this experience.

All phases of this work were jointly carried out by CUT's Comissão Nacional para a Mulher Trabalhadora (CUT's National Committee for Women Workers), Força Sindical's Secretaria Nacional da Mulher (Força Sindical's Women's National Department), CGT-Brasil's Departamento Nacional para Assuntos da Mulher (CGT-Brasil's National Department for Women's Affairs) and DIEESE, the last one as technical executor.

The translation of this Map to english and spanish and also its distribution were possible due to an special agreement with the Canadian Labour Congress, which will allow its international diffusion.

This paper is built upon some core ideas, with which readers must be familiar from the outset.

The first of them is that here we talk about the reality of the nation from a very definite perspective: problems and issues as seen and experienced by male and female workers.

The second idea is embedded in the first one: we talk about male and female workers, a proposal with important implications. The basic working idea is looking into people in the labor market and dealing with their specificities according to the conditions imposed by new situations. That is, taking into consideration, both in analysis and in action, that there are clearly observed inequalities in participation, positions and possibilities between men and women, and that the process of change head for different directions and that its consequences are not the same for all.

Another fundamental point is the idea of equality and solidarity, which are basic principles of trade union action. From the perspective of gender issues, they are very straightforward: there will be no equality as long as discrimination against women persists. Solidarity among workers simply spells: one's hardships are everyone's hardships.

And, finally, a crucial aspect in what concerns to Brazil. This is, undoubtedly, one of the most unequal nations in the world. For several years, the country has sorrowfully ranked first in income distribution inequality and its social indicators show the consequences of such disparities. Among those who have to face these consequences in their day-to-day life, women have a great share. They are the poorest among the poor, and head families which experience the worst living conditions. Their income is systematically lower than that of men, and prejudice, whether explicit or invisible, restricts their job opportunities. Women bear the heavy burden of poor child care and elderly care systems and of a precarious educational system, among other afflictions.

And what does all this mean to the rationale that we develop here? It means that the process of achieving gender equality is also the process of achieving social equality in this country. The solutions to the problems that affect women also have direct and sizeable impact on the standards of living of the population as a whole. A simple, yet sharp, example is imagining the positive impact on thousands of families should women earn as much as men. This is one of the core ideas underlying this paper.

This paper also stems from the firm conviction that it is imperative that the society organizes itself for the defense of its rights in order to equality to be established. And that the trade union movement has a fundamental role to fulfill in this regard, organizing workingmen and workingwomen in their fight for a just society, better wages and better working conditions and living standards for all.

HOW THIS MAP WAS SET UP

The project that is the origin of the Map of Gender Issues, also includes, in addition to the setting up and publication of this Gender Issues Map, the follow-up – for a one-year period – of bargaining agendas, collective agreements and conventions in what concerns gender issues. This process will take place at the second semester of 1999.

Three preliminary meetings and one seminar were held to set up the Map.

The meetings aimed at discussing the methodology that would later be used in the seminar, in addition to surveying primary problems, their causes and effects. The chosen methodology was a specifically adapted simplified form of the Situational Strategic Planning. This methodology gave rise to an initial list of problems, their classification in broad subjects and a first set of causes and effects, which were all used as subsidies to debates at the seminar.

The four-day seminar was attended by men and women union leaders and advisors of the three Centrals and of DIEESE. At an specific session, employer's human relations representatives were present, to present and debate their points of view with the participants.

The categories represented at the seminar were: metal workers, trade workers, textiles and clothing workers, drivers, electricians, civil police officers, teachers, oil workers, chemical workers, bank workers, education workers and farm workers. Women accounted for 70% of the participants, and there were leaders from all levels of the trade unions organization: Center's board, state structure, trade unions and of different gender issue concerned departments.

The proposal of setting up the Map during the seminar established the following program:

- a) Problem analysis and priorities setting: based on the original materials, participants revised and supplemented the list of problems, causes and effects. Then, problems were discussed, defined and organized in terms of priorities.
- b) Discussion with employer's representatives: the guests presented their points of view on gender issues and on capital-labor relation prospects, and answered participants' questions. Participants later looked into the presented points to supplement the list of problems, causes and effects.
- c) Survey of problem indicators: when the list of problems was complete, participants came up with the indicators which are needed for their following, both the existing ones and those that still have to be set up.
- d) Definition of actions: the intervention regarding the prioritized problems was defined by means of the drawing up of actions. The manageability of the trade unions movement over the problem and its solution was the reference point.
- e) Final prioritizing: similarly, the set of proposed actions was ordained by each participant, bearing always in mind the manageability of the trade unions movement with regard to the issues.

The last day of the proceedings counted on the participation of leaders from CIOLS's World Women's Committee for Equality, the Canadian Labour Congress and the AFL-CIO Solidarity Center in Brazil.

DIEESE was in charge of developing the seminar, as well as of organizing the produced materials.

We introduce below the fundamentals of the strategic planning method used to develop this project.

Strategic Planning: problems, indicators and actions

We adopted a simplified version of the Situational Strategic Planning and conceptual elements taken from the “Altadir Method for Popular Planning” (Método Altadir de Planificación Popular – MAPP), developed by Carlos Matus and the Altadir Foundation.

Planning is a reflective process that must precede and preside over actions. Therefore, the social actor who plans has to be interested in those actions. His or her interest could be in transforming or preserving reality.

Whatever the case may be, a problem is delineated. Changing reality means that it, as it presents itself to the actor, is not satisfying enough or, if it is necessary to preserve it, the actor acknowledges that there are forces or trends towards transformation.

Whenever practicing planning, the actor faces problems to be solved, which brings the need of assessing those problems and studying their interconnections, so as to allow a prioritizing of which problems to tackle with first.

These problems cannot always be solved: either because the actor has no authority over them or because there are not enough resources for the solution. However, they can be, to some extent, minimized.

To that end, it is necessary that their effects can be measured or their reach assessed, by means of indicators that can qualitatively or quantitatively evaluate a given problem.

Furthermore, the problem must be well explained, which means that it has to be precise and well defined, and its causes and consequences have to be identified, so that there may be no mistakes in the intervention that tackles it, as, for instance, acting on the effects instead of on the causes, which would hurt the action’s efficacy.

The actions are then conceived, taking into account the list of concerns that has been drawn up so far. In this process, we gather reflections that must be taken into account in order to reach efficient and effective plans. Finally, deadlines are set and responsibilities delegated, so that the Action Plan as a whole may be permanently monitored and assessed.

The importance of strategic and situational concepts is evident here. After each action is set forth, results and consequences over the other actions must be followed up. It is only through ongoing assessment of effects and reach in terms of the intended changing of reality that the actor will be enabled to influence the new situation that comes up.

WHAT TO FIND

This paper takes up two great challenges. The first of them is looking at the situation of men and women in the labor market and then thinking of how to act to ensure them the means to earn their livelihood and to fulfill their abilities. Therefore, it attempts to answer to questions: how can we have better understanding of the world of work today, as seen from the perspective of gender issues? How can we act strategically at the trade unions level in order to build equality between men and women?

The second challenge is answering these questions in a collective way, gathering experience and knowledge from men and women who are union leaders and advisers for the Trade Union Centrals and for DIEESE.

Its perspective lies in coupling, in the same analysis effort, what men and women share in common and what is particular to their participation in the labor market, considering a new work relations and work context.

The result is presented as a map of problems and trade union action proposals for building gender equity in the world of work.

We dealt with such a broad range of issues by grouping them by subject. At the discussion sessions, employment came up as the central point to where all other issues converged. This was therefore chosen as the central axis around which subjects were arranged:

- ❖ Wages and pay;
- ❖ Health, safety and working conditions;
- ❖ Professional training;
- ❖ Trade union organization, organization of workers at the workplace and new ways of contracting work;
- ❖ Outsourcing, new technologies and new ways of work management and organization.

We surveyed the major problems that concern each of these topics, and then discussed their causes and effects. That is, what leads to them and what their consequences to workers are.

To follow these problems, indicators were sought. These are the thermometers that allow the assessment of the problem's dimension and of the improvement or worsening of a given situation.

These indicators are important to measure the impact of proposed trade union actions or government measures, if implemented.

Thus, this book reflects the debate and points of view of the participants of the meetings and the seminar. The treatment given to the results of this efforts aimed to preserve the trade union leaders' speech, in order to respect and maintain the richness of their diversity.

The problems, causes, effects, indicators and trade union actions presented are those created by the trade union leaders. Just details from speech to writing form have been revised by the technical team.

Finally, we present trade union action proposals to intervene in the problems that were identified. These proposals refer to several aspects of the union's activities: they deal with the organization of trade union units and with men and women workers organization, with the actions which must be taken to enhance collective bargaining and include in it the topics discussed, with production initiatives and data gathering to support union work, with educational and motivational campaigns for men and women workers, with interventions which are needed in the institutional field. They tackle, in short, all aspects of the trade unions activities.

At the end of each chapter there is a Useful Information session, with data that bear out or serve as indicators for those specific issues.

The texts mentioned in the Map – ILO's Conventions 100 and 111 – are attached and may be used as a reference list.

The issues that are dealt with here may not fully exhaust the universe of possibilities. They do, however, present a considerable array of proposals to build equality between men and women in this nation. More than this, they are the first step towards gathering and thinking problems in an articulated manner. Therefore, they make up a path that each union association may use in its whole or parts of it, adding particularities and adapting to their reality the ideas that are presented here.

CENTRAL AXIS – EMPLOYMENT

GENERAL PROBLEMS	GENDER ISSUES SPECIFIC PROBLEMS
1. Job positions and work relations are increasingly precarious	1. Prejudice against women during selection processes and at certain occupations
2. Unemployment	2. Sexual division of labor market
3. Structural unemployment	3. Growth of precarious participation of women in the labor market
4. Difficulties in finding a job or being relocated to a sector different than the workers' original one	4. Demand for availability out of the working day hours
5. Low schooling level	
6. Greater productivity demands less labor	
7. New technologies create unemployment	
8. New forms of work organization create unemployment	

GENERAL PROBLEMS – NOT IN DETAILS

9. Lower investments in social infrastructure
10. Skilled workers cannot find jobs
11. Difficulty in starting working in a chosen occupation

DETAILS OF THE GENERAL PROBLEMS

1) JOB POSITIONS AND WORK RELATIONS ARE INCREASINGLY PRECARIOUS

CAUSES

- Shrinking of labor market
- Decrease of formal contracting (unregistered work)
- High employee turnover
- Companies cut labor costs
- “Flexibilization” ideology: worker’s rights must be adjusted to production needs and competition among companies
- Insufficient inspection of labor laws enforcement

EFFECTS

- Workers feel insecure as to their job positions
- Job instability
- Decrease of worker’s overall income
- Increase in the number of unregistered workers
- Growing underground job market: increase in self-employment, “odd jobs” etc.
- Deterioration of working conditions
- Decrease in public funds revenue (Social Security, Worker’s Compensation Fund, etc.)
- Weakening of trade union organization and of collective bargaining

INDICATORS

- Number and percentage of unregistered workers, self-employers and “odd-jobbers” in relation to the total number of employed wage-earners, by sex
- Total unemployment rate, both open and hidden by dejection and by precarious jobs, by sex (PED –DIEESE/SEADE)
- Employee turnover rate, by sex
- Number of eliminated clauses or backwardness in terms of guarantees previously negotiated in the collective bargaining and conventions (SACC-DIEESE)

ACTIONS

- Fight increase of precarious work
- Implement collective agreement or convention encompassing all workers in a plant or industry
- Demand the enforcement of labor laws and of collective agreements and conventions
- Encourage the creation of new job positions and the continuation of current posts
- Carry out institutional actions

HOW

- Propose policies to expand the formal labor market for men and for women
- Carry out unified wage campaign with workers of the same plant
- Include job protection clauses in collective agreements and conventions
- Hold meetings with leftist and progressive legislators

2) UNEMPLOYMENT

CAUSES

- Economic growth does not keep up with increasing demand for new jobs
- Recessive economic policy
- Increasing utilization of labor-saving technologies
- Rationalization of work organization releases labor
- Indiscriminate opening of economy, without industrial policy
- Sectoral competition with foreign companies and/or imports
- Inadequate tax structure
- Privatization

EFFECTS

- Jobs and work relations grow precarious
- Labor market increasingly informal: growing numbers of self-employers, “odd-jobbers” etc.
- Lowering of men’s and women’s wage levels
- Difficulties in labor organization and t collective bargaining
- Decrease in public funds revenue (Social Security, Worker’s Compensation Fund etc.)
- Fall in tax revenues
- Long-term or recurrent unemployment
- Increase in poverty and social exclusion
- Family fragmentation
- Spread of diseases (depression, alcoholism, malnutrition etc.)
- Greater pressure on precarious structures of social protection: public health system, unemployment benefits etc.
- Income concentration

INDICATORS

- Total unemployment rate, both open and hidden by discouragement and by precarious jobs, by sex (PED – DIEESE/SEADE)
- Economy performance indexes (growth rates of the country’s and per capita Gross Domestic Product, industry production growth rates etc.)
- Total and industry productivity rate
- Number of homologations by personal traits
- Pool of registered workers on December 31 of each year (RAIS), by personal traits
- Hiring and dismissing of registered workers (CAGED), by personal traits

ACTIONS

- Encourage the creation of new job posts and the continuation of the present ones
- Take part in the elaboration of industrial, agroindustrial, agricultural, tourism and land reform policies in a tripartite manner
- Ban overtime
- Shorten the workday without wage cuts
- Expand bank service hours
- Encourage workers to enjoy their vacations
- Mobilize workers against privatization
- Establish regional and/or city unemployed workers committees
- Carry out all homologations at the trade unions, regardless the period at work of the dismissed workers
- Use data from PED-DIEESE/SEADE
- Carry out a nationwide fund raising/affiliation campaign for DIEESE, urgently
- Expand/force debate over polemic methodological issues of the surveys about employment and unemployment - DIEESE vs. IBGE
- Carry out massive communication campaign about PED (articulate a pool of trade unions for its startup)
- Take PED to other regions of the country

How

- Make Sectorial Chambers resume activities
- Participate at the City and at the State Employment Committees, appreciating those forums
- Encourage the creation of work fronts
- Rediscuss the privatization process by means of information campaigns and contact with relevant social actors
- Create an Unemployed Workers File, working with trade unions and other entities, using polls and 0800 telephone numbers, aiming at exempting them from taxes and including them in staples distribution programs and region-adapted professional training programs
- Create workgroups at the trade union centrals to discuss the subject
- Present to the government and to society a project of industrial, agrindustrial, agricultural, tourism and land reform policies
- Campaign with workers to ban overtime and the selling of vacation days
- Intensify the campaign for shortening working day without wage cuts
- Create another work shift for bank workers through negotiation with government and bankers
- Include job protection clauses in collective agreements
- Introduce a nationwide Minimum Income Program
- Introduce School Scholarship – negotiate its introduction with competent officials
- Carry out awareness campaigns in the media on the importance of state-owned companies and their strategic role for the nation, seeking society's support
- Committee DIEESE to draw up a form to control and analyze homologations of dismissals nationwide
- Set up a National Data Base about dismissals through homologations done at trade unions

3) STRUCTURAL UNEMPLOYMENT

CAUSES

- Insufficient creation of jobs produces permanent exceeding labor
- Ongoing high unemployment rates
- New technologies introduction changes and/or eliminates occupations/positions
- Productivity growth does not bring about new job positions
- New labor-saving equipment and work management / organization techniques
- Productivity growth is not passed onto wages

EFFECTS

- Long-term unemployment and recurrent unemployment
- Difficulty / impossibility to be reintegrated in the labor market after long-term unemployment
- Labor market is increasingly informal: growing numbers of self-employed workers, “odd-jobbers” etc.
- Difficulty in reintegration to the labor market due to low schooling level
- Escalating poverty and social exclusion

- Family fragmentation
- Spread of diseases (depression, alcoholism, malnutrition etc.)
- Greater pressure on precarious social protection structures: public health system, unemployment benefits etc.

INDICATORS

- Total and percentage of unemployed workers in the six metropolitan areas, by personal traits (PED)
- Total and percentage of people who have been unemployed for more than 12 months, by personal traits (PED)
- Period of time of job search, by personal traits (PED)
- Homologation statistics taken from trade unions and Local Labor Departments (Delegacias Regionais do Trabalho) etc., by personal traits

ACTIONS

- Encourage the creation of new job and the continuation of the present ones
- Take part in tripartite processes for the drawing up of industrial, agrindustrial, agricultural, tourism and land reform policies
- Create regional and/or local unemployed workers committees
- Offer courses on the existing or demanded job positions
- Use data from PED-DIEESE/SEADE at all debates about this subject
- Carry out urgently a nationwide fund raising / affiliation campaign for DIEESE to enable the employment and unemployment research continuation and expansion
- Expand/force debate over polemic methodological issues of the surveys about employment and unemployment - DIEESE vs. IBGE
- Carry out massive communication campaign about PED (articulate a pool of trade unions for its startup)
- Take PED to other regions of the country
- Carry out all dismissal homologations at the trade unions, regardless of the period in the job of dismissed workers

HOW

- Present to the government and to society a industrial, agrindustrial, agricultural, tourism and land reform policies projects
- Make Sectorial Chambers resume activities
- Participate in the State and in the City Unemployment Committees, appreciating those forums
- Request from State and City Unemployment Committees, through the CODEFAT, research to identify which jobs are in demand by the labor market (city, region, industry)
- Encourage the creation of work fronts
- Create workgroups at the trade union centrals for the discussion of the subject
- Committee DIEESE to draw up a form to control / analyze dismissal homologations nationwide
- Establish a National Data Base about dismissals through the homologations done at trade unions

4) DIFFICULTY IN FINDING A JOB OR BEING RELOCATED TO A SECTOR DIFFERENT THAN THE WORKER'S ORIGINAL ONE

CAUSES

- Shrinking labor market
- High supply of labor due to high unemployment rates
- Worker's schooling level is inadequate for the new sector
- Professional training / skills are inadequate for the new sector
- Companies change or make stricter the hiring prerequisites
- Technological and organizational restructuring are widespread in the economy

EFFECTS

- Long unemployment periods
- Long-term unemployment or recurrent unemployment
- Labor market is increasingly informal: growing numbers of self-employed workers, "odd-jobbers" etc.
- Workers seek skills training
- Poverty and social exclusion escalate

INDICATORS

- Total and percentage of workers that changed sectors in the last 10 years (PED)
- Unemployment rate, by personal traits (PED)
- Unemployment and job search period, by personal traits (PED)
- Number of candidates that go to SINE to apply for the Labor Mediation Program (Programa de Intermediação da Mão-de-Obra)
- Data from trade union's dismissal homologation controls

ACTIONS

- Critically debate and guide the re-skilling subject, as an opportunity for emancipation and citizenship awareness
- Carry out research about the impact of the replacement of labor by automated machinery on the social charges revenue

How

- Request data from the National Employment System in each state, and organize them (Centrais, DIEESE etc.)
- Publicize / optimize information produced by the PED's

5) LOW SCHOOLING LEVEL

CAUSES

- Poverty
- Early entry in the labor market
- Lack of minimum income policies
- Low education budget funds
- Poor and inefficient education system

EFFECTS

- Workers have a hard time finding entering the labor market
- Growth of informal and precarious employment
- Poverty and social exclusion escalate
- Criminality
- High school failure and evasion rates

INDICATORS

- Schooling years by sex and by age group (PNAD / IBGE)
- National and regional illiteracy rates, by sex (PNAD/IBGE)
- Total and percentage of children who quit school or are repeating grades, by sex
- Distribution of paid and unpaid workers by sex and by schooling level (PED)
- Distribution of income of paid and unpaid workers, by sex and by schooling level (PED)
- Pool of registered workers on December 31 of each year, by sex and schooling level (RAIS)
- Contracting and dismissal of registered workers, by sex and schooling level (CAGED)

ACTIONS

- Introduction of public policies geared to the improvement of education quality and the increase in the population's schooling level
- Spread skill training programs

How

- Pressure federal, state and local governments
- Enlist local social agencies

6) GREATER PRODUCTIVITY DEMANDS LESS LABOR

CAUSES

- Introduction of new technologies
- Introduction of new ways of organizing and managing work
- More intense work pace

EFFECTS

- Slow down on the creation of new job positions
- Decrease in job positions
- Growth of unemployment rates
- Increase in informal or precarious employment
- More intense work pace
- Productivity gains are not shared
- Structural unemployment
- Poverty and social exclusion escalate

7) NEW TECHNOLOGIES CREATE UNEMPLOYMENT

CAUSES

- Introduction of labor-saving technologies
- Recessive economic policy does not create new job opportunities in other industries
- Companies that adopt new equipment have no commitment with job level continuation
- New technologies are introduced irrespective of trade unions

EFFECTS

- Slow down in the creation of new job positions
- Decrease in job positions
- Growth of unemployment rates
- Long-term unemployment
- Increase in informal and precarious employment
- Poverty and social exclusion escalate
- Productivity growth does not bring about social and economic development
- Productivity growth does not bring about wage raises and working day shortening
- Trade unions cannot negotiate the new equipment introduction process
- Fragmentation of labor action
- Workers are compelled to an ongoing search for re-skilling

8) NEW WAYS OF WORK ORGANIZATION CREATE UNEMPLOYMENT

CAUSES

- Company management and work processes rationalization result in lower number of job positions
- Downsizing
- Companies that introduce total quality programs are not committed to the continuation of employment levels
- New ways of management and work organization are introduced irrespective of trade unions

EFFECTS

- Slow down in the creation of new job positions
- Decrease in job positions
- Growth of unemployment rates
- Increase in informal and precarious employment
- Trade unions cannot negotiate the new work organization introduction
- Workers are hostile towards new work organization
- Labor action fragmentation
- Workers are compelled to an ongoing search for re-skilling
- Poverty and social exclusion escalate

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 6, 7 AND 8

INDICATORS

- Distribution of companies by size and performance
- Number of hierarchic levels in companies/industries
- Total unemployment rate, unemployment hidden by discouragement and by precarious work, by personal traits (PED)
- Industry and economy productivity rates
- Number of job positions created and eliminated, total and by sector (PED)
- Growth of bulk income and of actual wages by industry (PED)
- Profit-sharing goals that are negotiated with the companies (SACC-DIEESE)
- Data about companies

ACTIONS

- Mobilize Trade Union Centrals for the debate about the campaign for detailed information of job positions with the workplace worker's organization, state-owned and private sector companies
- Update IBGE's input-product matrix
- Ask DIEESE about the feasibility of carrying out our own research about productivity and labor data
- Shorten the working day without wage cut
- Incorporate productivity into the wages
- Demand companies' monthly balance sheets and annual statements

How

- Intensify the campaign to shorten working day with no wage cuts
- Ensure employment level and productivity bonus through collective agreement and conventions

GENERAL PROBLEMS – NOT IN DETAIL

9) LOWER INVESTMENTS IN SOCIAL INFRASTRUCTURE

CAUSES

- Lack of social protection investment policies
- Federal government prioritizes curbing of public expenditures
- Companies are not interested in investing in this area
- Mismanagement of funds geared towards social projects for other areas, mainly for the amortization of domestic and foreign debts

EFFECTS

- Less direct and indirect jobs are created in this sector
- Services to the poor and the needy is affected
- Living standards deteriorate
- Poverty and social exclusion escalate

10) SKILLED WORKERS CANNOT FIND JOBS

CAUSES

- Shrinking labor market
- Job positions are changed and/or eliminated
- Existent skill training courses do not meet the needs of the labor market

EFFECTS

- “Occupational deviation”: workers occupy positions that demand lower and/or different skills than those they have
- Long job search periods
- Labor market is increasingly informal: growing numbers of self-employed workers, “odd-jobbers” etc.

11) DIFFICULTY IN STARTING WORKING IN A CHOSEN OCCUPATION

CAUSES

- Shrinking labor market
- Job positions are changed and/or eliminated
- Technical education is not socially appreciated
- High labor supply due to high unemployment rates
- Inadequate schooling level
- Inadequate occupational education
- Lack of previous work experience
- Companies prerequisites for hiring are more demanding
- Companies demand skills which are not needed for job positions

EFFECTS

- “Occupational deviation”: workers occupy positions that demand lower and/or different skills than those they have
- Long unemployment periods
- Labor market is increasingly informal: growing numbers of self-employed workers, “odd-jobbers” etc.
- High young people unemployment rate
- Social frustration

DETAILS OF THE SPECIFIC PROBLEMS

1) PREJUDICE RELATED TO THE HIRING OF WOMEN AND THEIR ACCESS TO A CAREER

CAUSES

- Society views women's work as a supplement to the family income
- Notion that women do not value professional career
- Companies consider women's work more costly
- Positions and careers are divided by worker's sex
- Equipment design does not take female ergonomics into consideration

- Discrimination based on sex, age, race, marital status, number of children, looks and physical condition
- Narrowing of women's career advancement opportunities
- Women have a hard time pursuing "male" careers

EFFECTS

INDICATORS

- Total and percentage of employed men and women at companies/industries by age, race, marital status, number of children, schooling level and physical condition
- Total and percentage of men and women employed at different occupational groups (production, support, management and planning), by income level (PED)
- Unemployment rate, by sex (PED)

ACTIONS

- Promote equal opportunities in hiring and access to careers
- Develop actions to underline the importance of complying with Article 5 of the Constitution of Brazil and with Convention 111 of the International Labour Organization – ILO
- Implement affirmative actions to correct the distinction between men and women in hiring and access to careers

HOW

- Carry out a broad debate about gender equity in the labor market, with men and women workers, trade unions, employers, etc.
- Include equality clause in collective agreements and conventions, ensuring the unions enforcement mechanisms
- Include in the collective agreements and conventions mechanisms to ensure transparency in the recruitment and screening processes

2) SEXUAL DIVISION OF THE LABOR MARKET

CAUSES

- Posts and careers considered "feminine" are the ones connected to the traditional role of women in society and to women's physical constitution
- Technology-intensive posts are considered "masculine"
- Equipment design does not take women's ergonomics into consideration

EFFECTS

- It is difficult for women to start working in new posts or sectors
- It is difficult for women to re-enter the labor market in the event of unemployment of maternity leave

INDICATORS

- Distribution of men's and women's occupations by industry (PED, PNAD)
- Total and percentual of men and women by occupational group (production, support, managing and planning - PED)

ACTIONS

- Eliminate gender distinctions in hiring and access to career
- Encourage men and women to take professional training in all sectors and careers

HOW

- Include in the collective agreements and conventions mechanisms to ensure transparency in the recruitment and screening processes
- Carry out a broad debate about gender equity in the labor market, with men and women workers, trade unions, employers, etc.

3) GROWTH OF PRECARIOUS PARTICIPATION OF WOMEN IN THE LABOR MARKET

CAUSES

- Flexibilization of worker's rights and guarantees
- Women earn lower wages
- Labor laws are not enforced
- Labor movement does not consider this issue as a priority

EFFECTS

- Women occupy precarious positions in the less dynamic industries
- Growth of informal employment: greater number of unregistered workers with no social rights, self-employed workers etc.

INDICATORS

- Total and percentage of men and women by types of occupation (salaried, self-employed workers etc. – PED, PNAD)
- Total and percentage of men and women who are paid but unregistered workers (PED /PNAD)
- Period in job, by sex (PED / PNAD)
- Turnover rate, by sex

ACTIONS

- Fight the growth of precarious employment
- Develop actions to underline the importance of complying with Article 5 of the Constitution of Brazil and with Convention 111 of ILO
- Unions should directly inspect this matter
- Awareness campaign about the rights of housemaids
- Encourage the registration of housemaids through rebates of Social Security contributions in the Income Tax of individuals

HOW

- Propose formal labor market expansion policies for men and women
- Promote debate about production restructuring and its impacts on the increasingly precarious participation of women in the labor market
- Carry out a broad debate about gender equity in the labor market
- Include the creation and publish to trade unions of career and wages plan in the collective agreements and conventions
- Include equality clause in the collective agreements and conventions

4) DEMAND FOR AVAILABILITY OUT OF THE WORKING DAY HOURS

CAUSES

- Programs such as the quality programs demand more working hours than agreed in contracts
- Target programs may demand overtime
- Bosses put on pressure to meet targets
- Ghost of unemployment

EFFECTS

- Requirement of overtime affects women more since they have less availability due to double work load
- Increased likelihood that women not considered for promotions or fired
- Overtime is not always paid because it may be considered cooperation with the company or a necessity to meet targets
- Working hours make-up system may jeopardize worker's social and family lives

INDICATORS

- Number of collective agreements and conventions that have clauses about working hours flexibilization / hour bank (SACC-DIEESE)
- Total and percentage of people that did overtime (PED)

ACTIONS

- Foster the notion that workers must work during their working hours only
- Ban overtime

HOW

- Awareness campaign in relation to the double work load: house chores should be divided equally between men and women
- Seek vis-a-vis unions to improve databank in order to enhance the nationwide analysis of labor laws flexibilization
- Unified inter-union/centrals campaign about the hazards of overtime. Proposed themes:
 - Make love... not overtime!
 - Work is only for working hours.

USEFUL DATA - EMPLOYMENT

Active Economic Population Brazil and its major regions 1997

Region	Active Economic Population	%	Men	%	Women	%
North – urban	3,222,002	100.0	1,927,435	59.8	1,294,567	40.2
Northeast	21,170,684	100.0	12,567,191	59.4	8,603,493	40.6
Southeast	32,760,633	100.0	19,637,964	60.0	13,122,669	40.0
South	12,547,265	100.0	7,332,428	58.4	5,214,837	41.6
Central-West	5,382,185	100.0	3,273,916	60.8	2,108,269	39.2
Brazil ⁽¹⁾	75,213,283	100.0	44,832,163	59.6	30,381,120	40.4

Source: IBGE. PNAD

Compiled by: DIEESE

Note: (1) Populations of rural areas of Rondônia, Acre, Amazonas, Roraima, Pará and Amapá were not included

Obs.: The total outnumbers by 130,514 people the sum of the regions

Occupational Structure Brazil 1990 - 1997

(in %)

Type of Occupation	1990	1993	1995	1996	1997
Employees	64.7	59.3	58.6	60.4	59.7
Self-employed workers	22.7	21.7	22.6	22.3	22.7
Employers	4.6	3.6	3.9	3.7	4.0
Unpaid Employment	8.0	10.5	10.0	9.1	9.0
Workers producing for own consumption ⁽¹⁾	-	4.8	4.6	4.3	4.3
Working on construction for own use ⁽¹⁾	-	0.2	0.2	0.3	0.3
Total ⁽²⁾	100.0	100.0	100.0	100.00	100.0

Source: IBGE. PNAD

Compiled by: DIEESE

Notes: (1) These categories were included in the surveys of 1992/93.

(2) In 1990, it does not include the population of the rural areas of the former northern region. From 1993 to 1997, it does not include the population of rural areas in Rondônia, Acre, Amazonas, Roraima, Pará and Amapá

Obs.: Data taken from the original tables, which show differences between the total and the sum of the categories

Employed, by sector and sex Brazil 1997

Sector	Men	%	Women	%	Total	%
Agricultural activities	11,254,447	26.8	5,516,228	20.2	16,770,675	24.2
Manufacturing industry	6,101,334	14.5	2,405,648	8.8	8,506,982	12.3
Construction industry	4,485,987	10.7	97,512	0.4	4,583,499	6.6
Other industrial activities	658,297	1.6	116,011	0.4	774,306	1.1
Selling	5,613,928	13.4	3,608,861	13.2	9,222,789	13.3
Service providers	5,224,537	12.4	8,256,571	30.2	13,481,108	19.4
Ancillary economic activities	1,603,708	3.8	870,517	3.2	2,474,225	3.6
Transport and communication	2,506,673	6.0	252,301	0.9	2,758,974	4.0
Social	1,626,055	3.9	4,706,756	17.2	6,332,811	9.1
Public Administration	2,083,961	5.0	1,064,264	3.9	3,148,225	4.5
Other activities	818,331	1.9	459,580	1.7	1,277,911	1.8
Total ⁽¹⁾	41,977,258	100.0	27,354,249	100.0	69,331,507	100.0

Source: IBGE. PNAD

Compilation: DIEESE

Note:(1) Does not include population of rural Rondônia, Acre, Amazonas, Roraima, Pará e Amapá

**Participation rates of active-aged population in the labor market, by sex and age
São Paulo Metropolitan Area 1989/98**

Sex and Age Group	(in %)				
	1989	1992	1996	1997	1998
Women	46.1	48.4	50.2	50.5	50.9
10 - 14	9.7	8.7	7.9	8.0	5.7
15 - 17	55.3	50.1	46.4	45.9	42.8
18 - 24	67.8	70.1	69.9	68.8	70.6
25 - 39	58.2	63.9	67.8	68.4	69.8
40 and over	33.4	36.4	40.1	40.6	40.3
Men	77.3	75.7	74.5	73.9	73.3
10 - 14	19.4	16.3	13.6	11.5	10.4
15 - 17	74.9	68.0	59.1	56.4	55.4
18 - 24	92.6	91.2	89.0	88.3	87.5
25 - 39	96.4	95.8	95.0	95.2	94.5
40 and over	72.7	72.6	74.1	73.6	72.7
Total	61.1	61.5	61.8	61.7	61.6
10 - 14	14.6	12.5	10.8	9.7	8.1
15 - 17	64.8	58.9	52.5	51.1	48.9
18 - 24	80.0	80.4	79.4	78.4	78.9
25 - 39	76.6	79.3	80.8	81.2	81.7
40 and over	51.6	53.0	55.6	55.6	55.1

Source: DIEESE/SEADE. PED – Employment and unemployment research

**Participation rates of active-aged population in the labor market, by sex and household position
São Paulo Metropolitan Area 1989/98**

Sex and household position	(in %)				
	1989	1992	1996	1997	1998
Women	46.1	48.4	50.2	50.5	50.9
Head	56.2	56.6	57.7	58.2	58.0
Spouse	39.1	44.0	48.5	48.6	49.6
Daughter	50.8	49.6	48.3	49.0	49.0
Other	52.4	53.7	53.1	52.7	51.8
Men	77.3	75.7	74.5	73.9	73.3
Head	86.5	85.4	85.2	85.3	84.0
Spouse	(1)	80.2	82.5	73.5	80.7
Son	62.4	60.2	57.7	56.7	56.5
Other	79.4	76.1	75.6	73.2	74.8
Total	61.1	61.5	61.8	61.7	61.6
Head	81.1	79.2	79.3	79.4	78.1
Spouse	39.3	44.3	48.9	48.9	50.0
Children	56.8	55.1	53.1	53.0	52.9
Other	63.8	63.2	62.9	61.5	61.9

Source: DIEESE/SEADE. PED – Employment and unemployment research

Note: (1) Not identified within the sample

**Participation rates of active-aged population in the labor market, by sex and level of education
São Paulo Metropolitan Area 1989/98**

	(in %)				
Level of education	1989	1992	1996	1997	1998
Women	46.1	48.4	50.2	50.5	50.9
Illiterate + primary	37.5	38.7	38.0	38.2	37.4
Primary + junior high school incomplete	57.0	57.5	58.0	58.0	57.3
Junior high school complete + senior high school incomplete	66.8	67.8	69.3	69.2	71.1
Senior high school complete	81.1	81.4	80.7	81.4	80.7
Men	77.3	75.7	74.5	73.9	73.3
Illiterate + primary	70.6	68.1	65.2	64.2	62.8
Primary + junior high school incomplete	88.0	85.9	82.6	82.1	82.0
Junior high school complete + senior high school incomplete	91.0	89.5	89.5	88.9	88.5
Senior high school complete	94.0	93.0	92.7	92.8	91.5
Total ⁽¹⁾	61.1	61.5	61.8	61.7	61.6
Illiterate + primary	53.1	52.6	51.0	50.6	49.6
Primary + junior high school incomplete	72.1	70.9	69.8	69.5	69.1
Junior high school complete + senior high school incomplete	78.6	78.3	78.6	78.3	79.1
Senior high school complete	87.9	87.3	86.6	87.0	86.0

Source: DIEESE/SEADE. PED - Employment and unemployment research

Note: (1) includes those who did not answer their schooling level

**Distribution of working women, by occupational groups
São Paulo Metropolitan Area 1989/1998**

	(in %)				
Occupational Groups	1989	1992	1996	1997	1998
Management and Planning	9.7	10.9	12.9	13.9	14.0
Entrepreneurs, higher management	3.8	4.4	5.4	6.1	6.4
Planning and organization	5.8	6.6	7.5	7.7	7.6
Execution	65.6	61.3	61.3	61.7	60.1
Skilled	8.0	7.8	7.6	7.5	7.3
Semi – skilled	24.7	24.0	23.7	22.8	22.6
Unskilled	21.3	16.8	18.0	18.8	19.0
Poorly defined	11.6	12.7	12.0	12.5	11.2
Support	24.7	27.7	25.9	24.4	25.8
Non operational	9.1	8.4	6.7	7.0	7.7
Office services	8.7	8.5	8.9	7.9	8.2
General services	6.9	10.8	10.3	9.6	10.0
Working	100.0	100.0	100.0	100.0	100.0

Source: DIEESE/SEADE. PED – Employment and unemployment research

Distribution of Working Men, by occupational groups
São Paulo Metropolitan Area 1989/1998

(in %)

Occupational Groups	1989	1992	1996	1997	1998
Management and Planning	15.9	16.0	17.6	18.5	18.5
Entrepreneurs, higher management	9.2	9.1	10.6	11.5	11.2
Planning and organization	6.7	6.9	7.0	7.0	7.3
Execution	68.0	67.4	68.5	67.5	67.1
Skilled	10.3	10.5	9.3	9.4	9.3
Semi – skilled	33.6	33.7	36.4	36.0	36.0
Unskilled	10.1	8.0	7.8	7.5	7.9
Poorly defined	14.0	15.2	14.9	14.6	13.9
Support	16.0	16.6	13.9	14.0	14.5
Non operational	7.8	7.5	6.9	7.3	7.3
Office services	2.2	2.6	2.6	2.2	2.4
General services	6.1	6.5	4.4	4.6	4.8
Working	100.0	100.0	100.0	100.0	100.0

Source: DIEESE/SEADE. PED – Employment and unemployment research

Unemployment rate, by sex
São Paulo Metropolitan Area 1989/1998

(in %)

Situation	Years				
	1989	1992	1996	1997	1998
Men					
Total unemployment	7.5	13.9	13.5	14.2	16.0
Open	5.4	7.7	8.1	8.4	9.5
Hidden unemployment	2.1	6.2	5.4	5.8	6.6
Women					
Total unemployment	10.6	17.1	17.2	18.3	21.2
Open	8.2	11.5	12.5	12.9	14.7
Hidden unemployment	2.5	5.5	4.7	5.4	6.5
Total					
Total unemployment	8.7	15.2	15.1	16.0	18.3
Open	6.5	9.3	10.0	10.3	11.7
Hidden unemployment	2.2	6.0	5.1	5.7	6.6

Source: DIEESE/SEADE. PED - Employment and unemployment research

**Unemployment rate, by sex and age group
São Paulo Metropolitan Area 1998**

(in %)

Age group	Unemployment rate		
	Men	Women	Total
10 - 14 years	47.6	52.0	49.2
15 - 17 years	42.0	52.6	46.7
18 - 24 years	22.3	29.7	25.7
24 - 39 years	12.6	17.1	14.6
40 years and over	10.0	12.1	10.9
Total	16.0	21.2	18.3

Source: DIEESE/SEADE. PED - Employment and unemployment research

**Unemployment rate, by sex and household position
São Paulo Metropolitan Area 1998**

(in %)

Household position	Unemployment rate		
	Men	Women	Total
Head	10.3	13.8	10.8
Spouse	(1)	17.8	17.7
Child	27.4	30.3	28.7
Other	21.6	21.3	21.4
Total	16.0	21.2	18.3

Source: DIEESE/SEADE. PED - Employment and unemployment research

Note: (1) Not identified within the sample

**Unemployment rate, by sex and level of education
São Paulo Metropolitan Area 1998**

(in %)

Level of education	Unemployment rate		
	Men	Women	Total
Illiterate + primary	19.5	22.9	20.8
Primary + junior high school incomplete	19.1	30.3	24.0
Junior high school complete + senior high school incomplete	11.7	18.5	15.0
Senior high school complete	3.7	6.8	5.2
Total	16.0	21.2	18.3

Source: DIEESE/SEADE. PED - Employment and unemployment research

**Distribution of unemployment by sex
São Paulo Metropolitan Area 1985-1998**

(em %)

Year	Unemployed workers		
	Men	Women	Total
1985	51.2	48.8	100.0
1989	52.3	47.7	100.0
1990	53.8	46.2	100.0
1992	54.0	46.0	100.0
1993	53.7	46.3	100.0
1994	52.4	47.6	100.0
1995	51.8	48.2	100.0
1996	51.6	48.4	100.0
1997	50.8	49.2	100.0
1998	50.0	50.0	100.0

Source: DIEESE/SEADE. PED - Employment and unemployment research

**Average period of job search spent by unemployed, by type of unemployment
São Paulo Metropolitan Area 1985/1998**

(in weeks)

Year	Type of unemployment		
	Total	Open	Hidden
1985	25	22	30
1986	17	15	19
1987	14	13	17
1988	15	14	20
1989	15	13	21
1990	16	14	22
1992	18	16	24
1993	23	19	28
1994	26	22	31
1995	25	21	31
1996	22	18	29
1997	24	21	29
1998	28	24	35

Source: DIEESE/SEADE. PED - Employment and unemployment research

SUBJECT 1 – WAGES AND PAY

GENERAL PROBLEMS

1. Lack of information about companies' wage policies
2. Labor laws and collective agreements and conventions are not complied with
3. Profit-sharing practices increase variable part of pay

GENDER ISSUES SPECIFIC PROBLEMS

1. Lack of career advancement and professional incentive programs for women
2. Few women in the profit-sharing Negotiation Committees

GENERAL PROBLEMS – NOT IN DETAILS

4. Wage plan flexibilization (“individual salaries”)
5. Lack of information regarding profit-sharing target plans

SPECIFIC PROBLEMS – NOT IN DETAILS

3. Women's wages are lower
4. It is more difficult for women to climb the steps of career plans
5. Target programs jeopardize women

DETAILS OF THE GENERAL PROBLEMS

1) LACK OF INFORMATION ABOUT COMPANIES' WAGE POLICIES

CAUSES

- Employers deny and/or resist supplying unions with information about the company
- Workers are not organized at the workplace
- Trade unions are not prepared to interpret companies' managerial reports

EFFECTS

- Collective bargaining becomes more difficult
- Hiring and promotion processes use biased criteria

INDICATORS

- Survey of collective agreements and conventions that establish wage threshold, posts and wages plan and personnel information (SACC-DIEESE)

ACTIONS

- Make viable the creation of a career and wage plan by industry or line of business
- Gather information about companies' wage policies
- Foster workers workplace organization

HOW

- Include in the collective agreements and conventions clauses that ensure that companies will make information available to workers
- Include in the collective agreements and conventions the creation and availability of posts and wages plans
- Outline diagnosis to denounce and fight the observed problems based on the results of the action proposed above (gather information about posts and wages)

2) LABOR LAWS AND COLLECTIVE AGREEMENTS AND CONVENTIONS ARE NOT COMPLIED WITH

CAUSES

- Inefficient labor law enforcement mechanisms
- High unemployment rates diminish workers' pressure capacity
- Workers are not organized at the workplace
- Work relations grow increasingly precarious

EFFECTS

- Same job, different wages
- Work grows increasingly precarious
- Low wages and rights loss

INDICATORS

- Mapping of labor claims
- Survey of irregularities verified by unions through the homologation of dismissals

ACTIONS

- Demand the compliance of labor laws and of the collective agreements and conventions
- Encourage unions to carry out more inspection activities

HOW

- Submit the verified problems to labor courts and authorities (Ministério Público and Delegacias Regionais do Trabalho)

3) PROFIT SHARING PRACTICES INCREASE VARIABLE PART OF PAY

CAUSES

- Companies want cost flexibilization
- Opportunity for companies to cut social charges
- Stable economy render negotiation of wage increases more difficult
- Workers have little experience in setting up target plans and negotiating profit sharing
- As workers are not organized at the workplace it is more difficult to get company's data
- Targets are not previously discussed with workers
- Profit-sharing is not used to strengthen union action in companies

EFFECTS

- Workers earn variable wages
- Productivity gains are not incorporated into wages
- Wages do not increase
- Workers get more worried about company performance
- Workers take up part of the company's financial risks
- Work intensification
- Profit-sharing is just a self-funding bonus
- Workers pay income tax on profit-sharing, but companies can deduct it from theirs
- Workers Compensation Fund and other social charges are not collected over profit-sharing

INDICATORS

- Profit-sharing gains / wage ratio
- Survey of collective agreements and conventions that establish profit-sharing (SACC-DIEESE)

ACTIONS

- Broaden the profit-sharing debate in the labor movement
- Make the profit-sharing Provisional Ruling into a law, with the participation of trade union centrals
- Take advantage of profit-sharing negotiation to foster the organization of workers at the workplace and the participation of unions in the life of companies

HOW

- Hold seminars and courses to look into experiences and prepare union leadership to profit-sharing negotiation
- Draw up and submit to the Congress the trade union centrals' project for a profit-sharing act

GENERAL PROBLEMS – NOT IN DETAILS

4) WAGE PLAN FLEXIBILIZATION (“INDIVIDUAL WAGES”)

CAUSES

- Flexibilization ideology
- Companies want easiness to manage payroll expenses without collective bargaining
- Downgrading of Labor Laws

EFFECTS

- Competition among workers is encouraged
- No transparency in the wage differences explanations
- Weakening of labor movement

5) LACK OF INFORMATION REGARDING PROFIT-SHARING TARGET PLANS

CAUSES

- Workers get worried with the financial returns of profit-sharing agreements and give no attention to agreed targets
- Workers are not prepared to negotiate
- Committees that negotiate profit-sharing oftentimes do not count on unions support
- Employers have no interest in discussing targets with workers
- Workers themselves are not interested in learning about / understanding / publicize the profit-sharing targets agreed upon

- Workers are not organized at the workplace

EFFECTS

- Workers are indifferent to the plan
- Negotiation results in unachievable targets
- Workers do not know about / understand the agreed targets
- Intensification of work pace
- Trade unions do not take advantage of profit-sharing negotiation to gain access to companies data
- Trade unions miss the opportunity offered by profit-sharing for learning about the production process

DETAILS OF THE SPECIFIC PROBLEMS

1) LACK OF CAREER ADVANCEMENT AND PROFESSIONAL INCENTIVE PROGRAMS FOR WOMEN

CAUSES

- Employers, workers and union members are biased against career advancement and professional incentive policies for women
- Unfamiliarity with affirmative action policies implemented in Brazil
- Unfamiliarity with affirmative action policies experiences in other countries

EFFECTS

- Women still have restrict participation in the labor market
- Women subject themselves to adverse conditions
- Differences between men's and women's wages
- Little participation of women in the labor movement

INDICATORS

- Total and percentage of men and women employed by companies/industries by age, race, marital status, number of children, schooling level and physical condition
- Total and percentage of men and women by occupational group (production, support and management and planning) and income bracket (PED)
- Total and percentage of women that attend professional education courses and programs
- Survey career programs detailing race, age, marital status and physical condition

ACTIONS

- Create conditions for the introduction of professional incentive program for women (affirmative actions)
- Make labor leaders more aware of the importance of introducing affirmative action for women
- Carry out events to make employers more aware of the affirmative action for women issue
- Develop indicators to follow this problem

How

- Establish and implement women's participation in trade union organizations
- Draw up affirmative action proposals and offer them as subsidies to employers
- Monitor and assess the introduction of affirmative action proposals at the companies
- Survey the number of women in payroll by company/industry, in management / executive positions, by race, age, physical condition, marital status (trade unions, trade union centrals, DIEESE)
- Carry out survey about women's participation in occupational education courses and programs of the System S, trade union centrals, trade unions and employees committees, detailing by race, age, marital status, physical condition etc.

2) FEW WOMEN IN PROFIT-SHARING NEGOTIATION COMMITTEES

CAUSES

- Little participation of women in labor activities
- Men labor leaders do not discuss issues that concern to women

EFFECTS

- Issues that concern to women are not discussed and agreed upon
- It is difficult to include guarantees for women in the collective agreements and conventions

INDICATORS

- Percentage of women in committees and as a ratio of the total number of women employees of the company / workplace
- Percentage of women who are unionized, by trade union

ACTIONS

- Encourage women's participation in trade unions
- Establish an equal representativeness of men and women in worker's organizations at the workplace

HOW

- Include clauses on women participation in the statutes of workplace workers' organizations
- Foster women affiliation to trade unions

SPECIFIC PROBLEMS – NOT IN DETAILS

3) WOMEN'S WAGE THRESHOLDS ARE LOWER

CAUSES

- Women's work is considered secondary or supplementary
- Notion that women "can" earn less
- Social belief that women do not value career advancement
- Women skills are considered "feminine inborn talents" and not professional skills
- Companies make up for so-called "extra costs" with women with lower wages

EFFECTS

- Lowering of women's pay at all of the companies' hierarchic levels
- Lowering of men's and women's wage thresholds
- Companies use female labor to cut costs

4) IT IS MORE DIFFICULT FOR WOMEN TO CLIMB THE STEPS OF CAREER PLANS

CAUSES

- Companies claim to have "extra costs" with female employees
- Belief that women do not value professional career
- It is more difficult for women to do overtime
- There are more demands on women's performance
- Some companies have veiled demand for "looks"

EFFECTS

- Few women in companies' leadership position at
- Narrowing of income increase opportunities for women

5) TARGET PROGRAMS JEOPARDIZE WOMEN

CAUSES

- Absenteeism criteria applied by companies jeopardize women (ex: absences due to child care)
- Production targets that demand overtime

EFFECTS

- Women are hurt in their income
- Women are subject to greater pressure

USEFUL DATA – WAGES AND PAY

Earnings of employed workers, in terms of national minimum wages Brazil 1996

Classes of minimum wages	(in %)		
	Men	Women	Total
Up to 1 minimum wage	16.1	24.6	19.5
More than 1 a 2 minimum wages	19.5	19.7	19.6
More than 2 to 3 minimum wages	13.8	11.8	13.0
More than 3 to 5 minimum wages	15.8	10.6	13.8
More than 5 to 10 minimum wages	13.3	7.9	11.2
More than 10 to 20 minimum wages	6.4	3.4	5.2
More than 20 minimum wages	3.5	1.4	2.7
No income (1)	9.8	19.7	13.7
No answer	1.7	1.0	1.4
Total	100.0	100.0	100.0

Source: IBGE. PNAD

Note: (1) Include people who earned benefits only

Obs.: a) Monthly income from all jobs

b) Does not include population of rural Rondônia, Acre, Amazonas, Roraima, Pará and Amapá

Average real hourly earnings of employed workers in principal employment, by status and sex São Paulo Metropolitan Area 1998

Status	(in R\$, December 1998)	
	Men	Women
Total of salaried	4.82	4.39
Private sector salaried	4.55	3.89
Registered employees	4.98	4.15
Unregistered employees	2.97	2.62
Public sector paid employees	8.27	6.58
Self-employed	3.88	2.68
Employers	10.56	8.26
Domestic workers	(1)	1.85
Total of labor force	5.10	3.79

Source: DIEESE/SEADE. PED – Employment and unemployment research

Note: (1) Not identified within the sample

Obs.: Index for inflation: ICV-DIEESE

**Average real hourly earnings of employed workers in principal employment, by sector and sex
São Paulo Metropolitan Area 1998**

(in R\$, December 1998)

Sector	Men	Women
Industry	5.86	3.79
Commerce	3.78	2.78
Services	5.34	5.06
Construction	4.38	(1)
Domestic service	(1)	1.85
Total (2)	5.10	3.79

Source: DIEESE/SEADE. PED – Employment and unemployment research

Notes: (1) Not identified within the sample

(2) Includes other sectors of economic activity

Obs.: Index for inflation: ICV-DIEESE

**Average real hourly earnings of employed workers in principal employment, by occupational group and sex
São Paulo Metropolitan Area 1998**

(in R\$, December 1998)

Occupational group	Men	Women
Direction and Planning	11.77	9.38
Blue collar	3.66	2.70
Support	3.48	3.65
Total	5.10	3.79

Source: DIEESE/SEADE. PED – Employment and unemployment research

Obs.: Index for inflation: ICV-DIEESE

**Average real hourly earnings of employed workers in principal employment, by level of education and sex
São Paulo Metropolitan Area 1998**

(in Reals, December 1998)

Level of education	Men	Women
Illiterate + primary	2.77	1.85
Primary + junior high school incomplete	3.64	2.45
Junior high school complete + senior high school incomplete	6.25	4.25
Senior high school complete	16.11	10.89
Total (2)	5.10	3.79

Source: DIEESE/SEADE. PED – Employment and unemployment research.

Note: (1) includes illiterate people and those without schooling

**Average real hourly earnings of employed workers in principal employment, by skin color and sex
São Paulo Metropolitan Area 1996**

(in Reals, July 1997)

Color	Men	Women	Total
White	6.23	4.40	5.53
Black	3.27	2.18	2.78
Brown	3.14	2.24	2.78
Yellow	(1)	(1)	9.51
Total (2)	5.31	3.72	4.69

Source: DIEESE/SEADE. PED – Employment and unemployment research

Notes: (1) Not identified within the sample

(2) Includes those who did not answer color

Obs.: Inflation: ICV-DIEESE

**Workers representation in profit-sharing collective bargaining
Brazil 1996-1997**

(in %)

Kind of representation	1996	1997
Employees Committee	26.8	40.3
Union representatives	25.9	17.7
Employees and union representatives	45.6	41.6
Total	100.0	100.0

Source: DIEESE. In: Pesquisa DIEESE about profit sharing (DIEESE Study) (underway)

Note: (1) Types of bonus that are not connected to profits or targets

**Collective agreements and conventions by type of profit-share clause
Brazil 1996-1997**

Type of profit share clause	1996		1997	
	Number of agreements and conventions	%	Number of agreements and conventions	%
Profits	21	4.6	18	3.5
Productivity	203	44.5	304	59.2
Profits and productivity	26	5.7	66	12.8
Independent (1)	206	45.2	126	24.5
Total	456	100.0	514	100.0

Source: DIEESE. In: Pesquisa DIEESE about profit sharing (DIEESE Study) (underway)

Note: (1) Types of bonus that are not connected to profits or targets

**Profit-sharing collective agreements and conventions by company size
Brazil 1996-1997**

Size of company	1996		1997		Total	
	Number of agreements and conventions	%	Number of agreements and conventions	%	Number of agreements and conventions	%
Up to 50 employees	83	18.2	71	13.8	154	15.9
51 – 200 employees	124	27.2	151	29.4	275	28.4
201 – 500 employees	70	15.4	74	14.4	144	14.8
More than 500 employees	110	21.1	146	28.4	256	26.4
Number of employees not informed	69	15.1	72	14.0	141	14.5
Total	456	100.0	514	100.0	970	100.0

Source: DIEESE. In: Pesquisa DIEESE about profit sharing (DIEESE Study) (underway)

Note: (1) Types of bonus that are not connected to profits or targets

SUBJECT 2 – HEALTH, SAFETY AND WORKING CONDITIONS

GENERAL PROBLEMS	GENDER ISSUE SPECIFIC PROBLEMS
1. Lack of Health and Safety Prevention Programs on the job.	1. Lack of knowledge of occupational health and of its relation with the reproductive health of men and women
2. CIPA is not committed to health and safety at work	2. Reproductive health is not a priority in union activities and collective bargaining
3. Flexitime	3. Lack of nurseries with compatible schedules and convenient access to workers
4. Overtime causes physical and mental overload on workers	4. Lack of proper facilities for breast-feeding
5. Sexual harassment	5. Lack of adequate personal hygiene facilities for rural and urban female workers
	6. Trading nursery benefits for financial compensation
	7. Lack of adoption incentives

DETAILS OF THE GENERAL PROBLEMS

1) HEALTH AND SAFETY PREVENTION PROGRAMS

Causes

- Employers lack of interest to invest in prevention of work accident and occupational diseases

EFFECTS

- Large number of work accidents e occupational diseases

2) CIPA IS NOT COMMITED TO HEALTH AND SAFETY AT WORK

CAUSES

- CIPA characteristics and constitution do not meet needs of workers
- In the majority of cases CIPAs only fulfill legal requirements

EFFECTS

- Lack of supervision and action of CIPAs regarding health and safety on the job
- Increase in the number of occupational diseases and injuries

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 1 AND 2**INDICATORS**

- Number of work injuries by type; activity segment, company and personal characteristics of employee (sex, age, job etc.), working hours, and working conditions
- Number of prevention and treatment programs conducted by companies and unions
- Survey and follow the studies in this field

ACTIONS

- Increase amount of health and safety prevention programs
- Foster CIPAs commitment to health and safety

HOW

- Every so often, conduct informative campaigns on health and safety prevention on the job
- Require CIPA members to be committed to their duties

3) FLEXTIME**CAUSES**

- Need of employers to match production to demand without overtime payment

EFFECTS

- More intense work pace and, in times of low demand, possibility of dismissals
- Tension, stress and overload on male and female workers
- Disrupted personal and family life for workers, men and women

4) OVERTIME CAUSES PHYSICAL AND MENTAL OVERLOAD ON WORKERS**CAUSES**

- Need for companies to increase production in times of peak demand
- Costs are cut when additional workers are not hired

EFFECTS

- Increased risk of illnesses and accidents on the job
- Decreased creation of new jobs
- Overtime becomes "standard culture" to increase take-home pay

The following indicators and actions refer to problems 3 and 4**INDICATORS**

- Survey flextime and overtime clauses in agreements, collective conventions and claims, using indicators to assess results

ACTIONS

- Clarify negative aspects of flextime regarding male and female workers health issues
- Ban overtime

HOW

- Conduct awareness activities such as: meetings, conferences, courses, seminars, campaigns etc.
- Propose a bill banning overtime work

5) SEXUAL HARASSMENT

CAUSES

- Sexist society
- Hierarchical structure of companies
- Management authority impunity

EFFECTS

- Keeping the job and/or physical integrity becomes a matter of granting sexual favors
- Physical and psychological pressure on women
- Tension, stress and nervous disorders

INDICATORS

- Survey clauses on sexual harassment in collective agreements, conventions and claims with indicators for result assessment

ACTIONS

- Increase level of denunciation of sexual harassment

HOW

- Conduct awareness activities such as: meetings, conferences, courses, seminars, campaigns, etc.
- Include a sexual harassment victims safeguarding clause in collective conventions and agreements
- Create sexual harassment investigating committees in companies, with union participation

DETAILS OF THE SPECIFIC PROBLEMS

1) LACK OF KNOWLEDGE OF OCCUPATIONAL HEALTH AND OF ITS RELATION WITH THE REPRODUCTIVE HEALTH OF MEN AND WOMEN

CAUSES

- Research on occupational health and reproductive health is reduced and not widely published
- Employers have little interest in the subject, due to its costs
- Workers do not put political pressure upon these issues
- These issues are considered exclusive of women

EFFECTS

- No prevention and treatment programs
- Illness and/or disorders not treated as such
- Working conditions are not ergonomically fit to men and women

INDICATORS

- Number of training activities carried out by unions to prepare male and female union leaders to negotiate this issue

ACTIONS

- Gain knowledge of women issues regarding health, and safety at work and reproductive health

How

- Organize and publish research and studies about these issues
- Hold education activities to prepare for the negotiation of this subject: courses, seminars, lectures, etc.

2) REPRODUCTIVE HEALTH IS NOT A PRIORITY IN UNION ACTIVITIES AND COLLECTIVE BARGAINING

CAUSE

- Reduced company interest on subject, due to its high costs
- Workers consider these “minor issues” and do not put pressure to include them in collective bargaining
- Issues related to reproductive health are considered to be exclusively women’s

EFFECTS

- No illness and/or health disorder prevention and treatment programs
- Illnesses and/or disorders not treated as such
- No pre-natal checkups
- Risks to pregnant women’s and baby’s health

3) LACK OF NURSERIES WITH COMPATIBLE TIMES AND CONVENIENT ACCESS TO WORKERS

CAUSES

- Employers resists cost increase regarding nurseries introduction
- Bringing up children is considered an exclusively female task
- Unions do not put pressure so as to enforce labor laws
- No knowledge of existing legislation

EFFECTS

- Lack of adequate conditions to care for child is an obstacle for women in the work force
- Women work under additional worries and tension
- Greater stress upon mothers and children

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 2 AND 3

INDICATORS

- Survey clauses of agreements, collective conventions and claims that request nurseries, with indicators to assess results.

ACTIONS

- Prioritize reproductive health in collective bargaining and union actions

HOW

- Conduct awareness and action planning programs on subject
- Form committees in unions to tackle negotiation on reproductive health

4) LACK OF PROPER FACILITIES FOR BREAST-FEEDING

CAUSES

- Employers are not interested in investing in the improvement of working conditions, due to cost factor
- Lack of union commitment to focus issue under social light
- Lack of familiarity with existing legislation

EFFECTS

- Decrease in breast feeding period, with risks to babies' health and development
- Women feel unease about breast feeding at the workplace

INDICATORS

- Time spent in breast-feeding once the mothers return from maternity leave
- Union monitoring of breast - feeding conditions at on - the - job facilities

ACTIONS

- Ensure the establishment of adequate breast feeding facilities

HOW

- Include clauses that ensure adequate breast -feeding facility in collective agreements and conventions

5) LACK OF ADEQUATE PERSONAL HYGIENE FACILITIES FOR RURAL AND URBAN FEMALE WORKERS

CAUSES

- Employers are not interested in investing in the improvement of working conditions, due to its costs
- Workers do not act on this issue

EFFECTS

- Poor working conditions
- Risks to women's health

INDICATORS

- Survey working conditions, especially in rural area

ACTIONS

- Ensure existence of adequate personal hygiene facilities for rural and urban female workers

HOW

- Include clauses which will ensure existence of personal hygiene facilities for rural or urban female workers in collective agreements and conventions
- Research working conditions in rural areas

6) TRADING NURSERY BENEFITS FOR FINANCIAL COMPENSATION

CAUSES

- Employers are not interested in investing in the improvement of working conditions, due to cost factor
- Lack of trade union commitment to focus on issue under social light
- Unfamiliarity with existing legislation and with collective agreements and conventions

EFFECTS

- Nursery care expenses are not totally covered by company (in terms of fees and for the length established by law)
- Increased family expenses with their children
- Nurseries are not always easily accessible, which increases transport time and stress of fathers, mothers and children
- Parents have less opportunities to interfere in nursery's operation
- Nursery issue responsibility is transferred to parents

INDICATORS

- Survey the clauses on nurseries and on reimbursement of nursery expenses in agreements, collective conventions and claims, with indicators to assess their results

ACTIONS

- Ensure existence of nursery at the workplace

HOW

- Include clauses in agreements and collective conventions ensuring the existence of nurseries at the workplace

7) LACK OF ADOPTION INCENTIVES

CAUSES

- This subject does not touch the hearts of employers and is translated into costs
- Workers do not invest in this issue.

EFFECTS

- Lack of incentives for adoption
- Adopted children's parents have a different treatment from biological parents

INDICATORS

- Survey clauses on rights and guarantees of adopted children's parents in agreements, collective conventions and claims, with indicators to assess results

ACTIONS

- Ensure protection for parents of adopted children

HOW

- Include, in collective agreements and conventions, clauses that guarantee parents of adopted children an equal treatment to the one given to biological parents

USEFUL DATA – HEALTH, SAFETY AND WORKING CONDITIONS

Clauses regarding work conditions in collective agreements and conventions

Brazil – selected categories - 1993 -1996

Clauses	Number of categories that include these clauses in their collective agreements and conventions
Working hours	
Working hours	64
Overtime	91
Health and safety at work	
Work injuries prevention	30
Follow-up of work injuries, occupational diseases and other	5
Re-adaptation of injured employees or of occupational diseases victims	16
Injuries due to repetitive movements	3
Workplace environment	55
Health committees	18

Source: DIEESE. System for Accompanying Collective Contracts – SACC. In: Pesquisa DIEESE n. 15 (DIEESE Study)

Remarks: Data regarding the 94 collective agreements and conventions per year that make up the category segments of SACC.

Maternity leave Selected countries - 1995

Country	Number of weeks in maternity leave	Salary coverage during leave	Salary coverage provider
Germany	6 before and 8 after birth	100%	Social Security/ Employer
Argentina	13	60%	Social Security
Brazil	120 days	100%	Social Security
Canada (Federal)	17	57% for 15 weeks	Unemployment Insurance
Chile	6 before and 12 after birth	100%	Social Security
Denmark	4 before and 14 after birth	(1)	Not disclosed
USA	12	No pay	-
Netherlands	16	100%	Health Insurance
Japan	14	60%	Medical Insurance/ Social Security
Paraguay	6 before and 6 after birth	50%	Social Security
Uruguay	6 before and 6 after birth	100%	Social Security

Source: UN. Situación de la mujer en el mundo 1995

Note: (1) Effective daily benefits are equivalent to the hourly wage or average wage, up to a maximum of 2.556 Danish crowns for a period of 28 weeks

**Social Security contributors
Brazil 1997**

Contributions to pension institutions	Total number	%
Contributors	30,359,968	43.8
Non contributors	38,965,461	56.2
Total ⁽¹⁾	69,311,968	100.0

Source: IBGE. PNAD

Note: (1) not included here the rural area of Rondonia, Acre, Amazonas, Roraima, Pará and Amapá

Obs.: Data transcribed from original tables, presents differences in rounding up.

**Distribution of registered waged workers in the private sector
Metropolitan Area of São Paulo 1985/1998**

(in %)

Years	Registered Employees		
	Men	Women	Total
1985	70.6	29.4	100.0
1989	67.7	32.3	100.0
1990	67.4	32.6	100.0
1992	66.7	33.3	100.0
1994	66.7	33.3	100.0
1996	65.1	34.9	100.0
1997	64.8	35.2	100.0
1998	64.5	35.5	100.0

Source: DIEESE/SEADE. PED – Employment and unemployment research

**Length of stay at principal employment
Brazil 1996**

(in %)

Category	Length of stay						Total
	Up to 5 months	6 to 11 Months	1 Year	2 to 4 Years	5 to 9 Years	10 years or More	
Employees and domestic workers	16.0	10.0	15.0	23.8	15.5	19.5	100.0
Registered	11.0	10.0	16.5	26.1	18.0	18.4	100.0
Not registered	27.0	12.0	16.0	22.0	11.0	12.0	100.0
Military and Civil servants	2.2	3.0	4.9	18.1	20.4	51.1	100.0
Self-employed	6.6	4.4	8.1	19.5	17.2	44.1	100.0
Employers	3.3	3.3	6.9	20.1	21.0	45.2	100.0
Unpaid employees	6.3	4.0	10.7	28.6	23.5	26.7	100.0
Workers producing for own consumption	6.5	4.1	7.2	21.0	17.2	44.0	100.0
Workers on construction for own use	65.7	14.4	8.2	7.6	1.3	2.0	100.0
Total	12.3	7.7	12.4	23.0	16.9	27.8	100.0

Source: IBGE. PNAD

Prepared by: DIEESE

Obs.: Does not include population of rural Rondônia, Acre, Amazonas, Roraima, Pará and Amapá

Weekly hours worked by wage earners at main job, by sector
São Paulo Metropolitan Area 1985/1999

Activity segment	Weekly hours					
	1985	1989	1992	1996	1997	1998
Manufacturing						
Average	46	44	42	43	43	42
50% worked until	48	44	44	44	44	42
% of waged workers that did overtime	22.4	42.1	36.7	41.4	42.2	38.0
Commerce						
Average	50	47	46	46	47	47
50% worked up to	48	45	45	45	45	45
% of waged workers that did overtime	41.8	57.7	53.0	55.1	56.0	57.6
Services						
Average	43	42	41	42	42	42
50% worked up to	40	40	40	40	40	40
% of waged workers that did overtime	23.8	36.7	34.5	37.0	37.4	36.7

Source: DIEESE/SEADE. PED – Employment and unemployment research

Obs.: a) At November 1988, the legal working hours changed from 48 to 44 weekly hours

b) Does not include salaried people who did not work on the week of reference

Time spent in the productive process, by sector
Brazil 1997

Sector	(in days)
	Time spent
Beverage	34
Rubber goods	4
Others	14
Printing and publishing	6
Wood	8
Transport material	10
Electrical and communication materials	14
Mechanical	40
Metallurgical	17
Non – Metallic minerals	6
Furniture	10
Paper and cardboard	10
Cosmetics, soaps and candles	8
Food	4
Plastic products	8
Pharmaceutical and veterinary products	10
Chemical	10
Textiles	13
Apparel, shoes and clothing	8
Total	12

Source: BNDES, CNI, and SEBRAE. Indicadores de qualidade e produtividade na indústria brasileira (Quality and productivity indicators of Brazilian industry)

**Time use by women and men
Selected countries**

(in hours per week)

Country	Year	Work				Personal care and free time	
		Paid and unpaid		Home chores and child care		Women	Men
		Women	Men	Women	Men		
Australia	1992	48,7	48,9	33,9	17,5	115,6	115,9
Canada	1992	47,6	47,1	28,9	15,7	116,8	116,3
Denmark	1987	44,3	46,2	22,6	11,2	119,6	117,5
Spain	1991	63,8	40,6	52,5	11,2	101,2	123,2
USA	1986	56,4	59,5	31,9	18,2	112,0	109,0
Netherlands	1988	44,6	44,5	34,2	17,9	118,3	117,7
Israel	1991/92	42,8	42,7	30,0	10,1	118,0	116,9
Italy	1988/89	45,5	36,2	37,0	9,0	115,4	123,9
Japan	1991	46,6	43,6	27,1	2,9	118,0	120,2
Russia	1986	68,6	65,1	30,1	16,1	99,0	103,0

Source: UN. Situación de la mujer en el mundo 1995

Obs.: Studies on chosen countries

SUBJECT 3 – PROFESSIONAL TRAINING

GENERAL PROBLEMS	GENDER ISSUE SPECIFIC PROBLEMS
1. The worker is now in charge of finding and keeping his job (“employability”)	1. Women have little access to professional training
2. Companies are not willing to negotiate professional training	2. Professional training given to women mostly concerns to areas viewed as “feminine”
2. Lack of courses for existing functions or those in demand on the market	3. Little presence of women in companies’ training and re-training / programs

GENERAL PROBLEM, NOT DETAILED

3. Low skill levels

DETAILS OF THE GENERAL PROBLEMS

1) THE WORKER IS NOW IN CHARGE OF FINDING AND KEEPING HIS JOB (EMPLOYABILITY)

CAUSES

- Governments do not take upon themselves responsibility for high unemployment rates and for social control of technological and management changes
- Segments of society do not take upon themselves the responsibility for high unemployment rates and for social control of technological and management changes

EFFECTS

- Induces people to think that jobs do exist, but that there are no skilled workers for them
- Transfers social responsibility for finding a job to each individual worker
- Increases pressure on employed and unemployed workers
- Reduces solidarity between workers

INDICATORS

- Government and business actions which create jobs and income, with indicators to assess results

ACTIONS

- Define the job as a social responsibility

HOW

- Propose and demand the implementation of broad public policies for job creation and income
- Study tax mechanisms to encourage job creation

2) COMPANIES UNWILLING TO NEGOTIATE SKILLS TRAINING

CAUSES

- Employers are unwilling to give up control of their strategy for labor management and training

EFFECTS

- Worker career is not subject of union action

INDICATORS

- Follow collective agreements and conventions as well as claims with indicators to assess results

ACTIONS

- Negotiate professional training

How

- Demand employers to negotiate re-training and professional training programs

3) LACK OF COURSES FOR CURRENT JOBS OR FOR THOSE IN DEMAND IN THE LABOR MARKET

CAUSES

- Lack of studies on the development of the labor market
- There are no education agencies
- No planning of public policies concerning to professional training
- The management of professional training in the public sector is not democratic nor tripartite (including S System – National Professional Training System)

EFFECTS

- Skilled workers cannot find jobs
- Lack of skilled labor for posts in demand
- “Occupational deviation”: workers are overqualified for their jobs and/or have different qualifications

INDICATORS

- Survey the needs of the labor market by function or occupation (at local, state, regional, and federal levels)

ACTIONS

- Provide courses for current jobs and for those in demand

HOW

- Require CODEFAT, Local and State Employment Committees to do researches to identify occupations in demand by job market (at local, regional and sector levels)

GENERAL PROBLEM – NOT IN DETAILS

4) LOW PROFESSIONAL QUALIFICATION

CAUSES

- Poverty
- Early entrance in job market
- Inefficient and deficient educational system
- Deficient training and re-training programs
- Companies invest little money in training and re-training programs

EFFECTS

- Difficulties in finding jobs
- Difficulty in finding new job in case of unemployment
- Low salaries
- Poor working conditions
- Social exclusion
- Temporary or precarious employment

DETAILS OF SPECIFIC PROBLEMS

1) WOMEN HAVE LITTLE ACCESS TO SKILL TRAINING COURSES

CAUSES

- Courses are not geared towards women's specific needs
- Professional training systems do not offer women suitable courses facilities and schedules
- Lack of information on training opportunities
- Women have double work load (company and home)
- Non-acknowledgement of specific needs of women in terms of job market and society in general

EFFECTS

- Number of women in training programs is disproportionate to their participation in the labor market
- Women migrate to the informal job market due to lack of qualifications

2) PROFESSIONAL TRAINING GIVEN TO WOMEN MOSTLY CONCERNS TO AREAS VIEWED AS "FEMININE"

CAUSES

- Training structures reflect biased attitude towards women's roles
- Inertia of professional training associations in following changes in social behavior
- Feminine skills are considered "natural traits"
- Science and technology education is considered "masculine"

EFFECTS

- Training for women concentrated in services and social services areas
- Not enough training actions covering new fields and job opportunities for women
- Traditional role of women in society is reinforced

3) LITTLE PRESENCE OF WOMEN IN COMPANIES' TRAINING AND RE-TRAINING / PROGRAMS

CAUSES

- Notion that women do not prioritize career
- Structure and schedule of courses are not adequate to women
- Lack of social support (nurseries, schools for children etc)
- Social agencies do not put enough pressure
- Low organization of women as a social actor

EFFECTS

- Women left out of training for new tasks and/or occupations
- Increased distortion in opportunities for promotion
- Greater difficulty in finding a job in case of unemployment
- Increase/preservation of labor market distortions

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 1, 2 AND 3

INDICATORS

- Total and percentage of women and men that attend to professional training courses, by course, personal traits and reason why looked for the course
- Professional training courses held by companies, S System, Public Employment System, unions, schools etc.

ACTIONS

- Give women more access to professional training
- Give women more access to the companies' training programs
- Train women in different occupational areas and careers

HOW

- Suggest that Local and State Employment Commit approve only those training programs which have a commitment to allocate a percentage of the openings to women
- Carry out a campaign to encourage women to attend professional training courses
- Include in collective agreements and conventions clauses that ensure women's participation quotas in companies' courses
- When marketing training courses, make it clear that openings are available for both men and women
- Suggest that professional training agencies hold seminars before the courses to inform about contents and opportunities

USEFUL DATA – PROFESSIONAL TRAINING

Schooling years of people aged 10 and over Brazil 1997

(in %)

Number of years	Total (1)	Men	Women
No schooling or less than 1 year	14.1	15.3	12.4
1 – 3 year	16.9	18.0	15.1
4 – 7 year	31.7	33.1	29.6
8 – 10 year	14.1	14.0	14.3
11 or more years	22.9	19.4	28.3
Total (1) (2)	100.0	100.0	100.0

Source: IBGE. PNAD

Notes: (1) Does not include population of rural Rondônia, Acre, Amazonas, Roraima, Pará and Amapá

(2) Includes people that did not know or answered number of years

Obs.: Data transcribed from original tables, present round-up differences

Trade unions that provide educational services Brazil 1992

Type of Union	Kind of educational service provided			
	Regular School (Primary and Junior High School)	Professional Training	Union Education	No Educational Services
Urban	55	284	758	4.629
Employees	48	216	730	3.831
Professional	1	51	18	379
Self-employed	1	10	-	138
Free-lancers	5	7	10	281
Rural workers	15	51	198	2.975
Total	70	335	956	7.604

Source: IBGE. Pesquisa sindical (Unions research)

Compilation: DIEESE

Training hours in courses held by companies, by company size Brazil 1997

(in hours per employee per year)

Company size	Kind of de training		
	On the job training	Formal training	Total
Micro company	10	2	12
Small	9	6	15
Medium	23	17	40
Large	24	23	47
Total	14	9	23

Source: BNDES, CNI, SEBRAE. Indicadores de qualidade e produtividade na indústria brasileira (Quality and productivity indicators of brazilian industry)

**Training hours in courses held by companies, by sector
Brazil 1997**

(in hours per employee per year)

Sector	Kind of training		
	Hands-on training	Formal training	Total
Beverage	7	5	12
Rubber goods	23	7	30
Others	8	2	10
Printing and publishing	8	5	13
Wood	9	2	11
Transport material	8	17	25
Electrical and communication materials	15	12	27
Mechanical	25	15	40
Metallurgical	19	13	32
Non – Metallic minerals	12	8	20
Furniture	11	2	13
Paper and cardboard	18	11	29
Cosmetics, soaps and candles	2	6	8
Food	12	5	17
Plastic products	10	10	20
Pharmaceutical and veterinary products	12	9	21
Chemical	15	26	41
Textiles	13	6	19
Apparel, shoes and clothing	18	2	20
Total	14	9	23

Source: BNDES,CNI,SEBRAE. Indicadores de qualidade e produtividade na indústria brasileira (Quality and productivity indicators of brazilian industry)

**Percentage of net operational income invested by companies in employees basic education and training
Brazil 1997**

Company size	% of net operational income
Micro company	0.6
Small	0.9
Medium	0.7
Large	0.6
Total	0.7

Source: BNDES,CNI,SEBRAE. Indicadores de qualidade e produtividade na indústria brasileira (Quality and productivity indicators of brazilian industry)

SUBJECT 4 – UNION ORGANIZATION, ORGANIZATION OF WORKERS AT THE WORKPLACE AND NEW WAYS OF HIRING LABOR

GENERAL PROBLEMS	GENDER ISSUE SPECIFIC PROBLEMS
1. Few workers organization at the workplace	1. Women are absent in the worker organizations at the workplac
2. Backwardness in work relations	2. Statutes of plant and company committees do not include women's issues
3. Wage cuts and rights flexibilization inhibit workplace organization	3. Difficulty for women in taking up union positions
4. Loss of labor rights	
5. Precarious or partial contracts inhibit workplace organization	

DETAILS OF THE GENERAL PROBLEMS

1) FEW WORKERS ORGANIZATIONS AT THE WORKPLACE

CAUSES

- Legislation allow employers to dismiss without motive at any time
- Unions do not appreciate the need for workplace organization
- Fear of unemployment
- Employers threat and pressure so as to prevent workplace organization
- Weak unions
- Non compliance with the constitutional provision for the shop steward
- No renovation in union leadership
- Ideological conflict between company and union
- Direct communication between company and workers, without union's participation

EFFECTS

- Workers are not organized
- Unions lose power
- Gap between unions and workers
- Unions cannot support workers in their problems with companies
- Difficulty in overseeing the compliance with collective agreements and conventions
- Difficulty in keeping updated with and negotiating technological and organizational changes, working environment and work relations inside the company

2) BACKWARDNESS IN WORK RELATIONS

CAUSES

- Work relations system do not promote balance between the parts
- Society's belief that having a job and earning wage are gifts from the employers
- Brazilian employers do not give up on controlling labor and capital and company management
- Workers are not aware of their social role and citizenship
- Words change but reality does not: no collective bargaining

EFFECTS

- Hinders improvement in work relations
- Inhibits and hinders union organization
- Little or no worker involvement in the labor movement
- Low wages and poor living standards
- Preservation of workers inadequate living standards

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 1 AND 2

INDICATORS

- Total and percentage of agreements and collective bargaining carried out by unions
- Total and percentage of organized workers per company and plant
- Number of collective agreements and conventions that have clauses providing for union representatives job security (SACC-DIEESE)
- Number of plant/company committee statutes which include clauses providing job security for their members
- Total and percentage of dismissed union leaders (from court summaries)
- Total and percentage of strikes, by motive (Banco de Greves – Strike Databank DIEESE)
- Number of workers demonstrations

ACTIONS

- Survey unions, labor courts etc. to gather data to organize a census
- Survey unions for indicators of union membership rates, by sector
- Make viable the receipt by unions of all agreements/statutes of committees that have job security (plant committees, shop steward, unified representation system etc.)
- Gradually promote activists and union meetings
- Devise strategies and methodologies to map these indicators (agreements, collective bargaining, strikes, demonstrations)

3) WAGE CUTS AND RIGHTS FLEXIBILIZATION INHIBIT WORKPLACE ORGANIZATION

CAUSES

- High unemployment rate
- Recessive economic policy
- Decrease in union bargaining power
- Competitiveness rationale grounded on the idea that labor is expensive in Brazil
- Employers do not present to trade unions documented informations to justify their policies of lowering costs by dismissals
- Employers trade rights for job security
- Illegal outsourcing
- Companies are not transparent and democratic in collective bargaining
- Labor movement greatly unprepared to tackle and face the problem

EFFECTS

- Deterioration of working conditions
- Lowering of living standards
- Poverty escalates
- Unions lose bargaining power

4) LOSS OF LABOR RIGHTS

CAUSES

- Competitiveness rationale grounded on the idea that labor is expensive in Brazil
- Companies want to cut costs
- Government wants to decrease the so-called “Brazil Cost” and employers want to increase the so-called “Brazil benefits” (low wages and obsolete and inefficient laws)
- Weakening of unions

EFFECTS

- Changes in labor law are opposite to workers interests
- Deregulation of the labor market
- Working conditions deterioration
- Lowering of living standards
- Poverty escalates
- Unions lose bargaining power

5) PRECARIOUS OR PARTIAL CONTRACTS HINDER WORKPLACE ORGANIZATION

CAUSES

- Fear of unemployment disorganizes workers
- Employers try to get workers involved in the company
- Fragmentation of workers interests
- Unions lose bargaining power
- Little integration between different Brazilian union viewpoints

EFFECTS

- It is difficult for workers to interfere in their problems inside the companies
- Difficulty in monitoring the implementation of collective agreements and conventions
- Workers acquire different status in the company

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 3, 4 AND 5

INDICATORS

- Jurisprudences and Labor Courts summaries and abridgements
- Total and percentage of agreements, collective conventions and specific agreements about these subjects, by company in the last years

ACTIONS

- Survey DTR's and TRT's (Labor Courts), via unions, documents about jurisprudences, summaries and abridgements to make viable a national database
- Survey vis-a-vis unions complete documents for the national database

DETAILS OF THE SPECIFIC PROBLEMS

1) WOMEN ARE ABSENT IN THE WORKER ORGANIZATIONS AT THE WORKPLACE

CAUSES

- Women's home responsibilities make it difficult for them to have union activity
- Union's internal political disputes
- Husbands/ companions inhibit participation of women
- Current worker organizations at the workplace are in sectors where the presence of women is small
- The environment in the unions is still predominantly sexist

EFFECTS

- Women have no space to debate issues regarding their work routine
- Difficulty in observing and/or finding out women's specific problems at the workplace
- Union action becomes more difficult

2) STATUTES OF THE FACTORY OR COMPANY COMMITTEES DO NOT HAVE SPECIFIC TOPICS ON WOMEN

CAUSES

- Reduced participation of women at existing workplace workers organizations
- Reduced participation of women in Union activities

EFFECTS

- Issues regarding women's work are not discussed
- Workplace worker organizations' agenda do not include women's problems

THE FOLLOWING INDICATORS AND ACTIONS REFER TO PROBLEMS 1 AND 2

INDICATORS

- Total and percentage of Committee's statutes which include women

ACTIONS

- Promote information / awareness seminars aiming greater participation of women
- Collect data from the statutes / agreements for analysis of those which cover women's issues
- Try to write statutes that will encourage women's participation

3) DIFFICULTY FOR WOMEN IN TAKING UP UNION POSITIONS

CAUSES

- The current organization and structure of the unions does not favor women's participation
- Resistance to include women in union leadership positions, especially in decision making positions
- Old fashioned union organization model does not consider the participation of women in the labor market

EFFECTS

- Collective negotiation does not regard women's issues as priority

INDICATORS

- Total and percentage of men and women union leaders in the different levels of the union structure
- Total of statutes that cover women at the various union levels

ACTIONS

- Promote education / awareness seminars aiming at greater women participation
- Implement quotas at all levels in unions

USEFUL DATA - UNION ORGANIZATION, WORKERS ORGANIZATION AT THE WORKPLACE AND NEW WAYS OF HIRING LABOR

Clauses regarding union relations in the collective agreements and conventions Brazil – selected categories- 1993 -1996

Clauses	Number of professional categories which include these clauses in their collective agreements and conventions
Relation Union/Company/Workers	
Access of unions to the workplace	41
Reports of union	77
Preference to hire unionized labor	13
Union organization campaigns	32
Workers can have a leave to participate in union activities	22
Workplace Representation	
Worker representatives	12
Negotiation Committee	10
Company Committee	2
Conflict solving mechanisms	
Labor conflict-solving committees	25
Mechanisms to follow up agreements and to discuss pressing topics	9
Procedures regarding strikes	9
Access to company information	
Access to economic information	5
Access to personnel information	65
Publishing of industrial accidents	31

Source: DIEESE. System to Accompanying Collective Contracts - SACC. In: Pesquisa DIEESE n.15 (DIEESE Study)

Note: Data regarding 94 collective agreements and conventions of the year which are part of the category panel from SACC

Number of strikes, strikers and average workers per strike Brazil 1992-1998

Year	Strikes	Strikers	Average strikers per strike
1992	557	2,562,385	4,600
1993	653	3,595,770	5,507
1994	1,034	2,755,619	2,655
1995	1,056	2,277,894	2,157
1996	1,258	2,534,960	2,015
1997	630	808,925	1,284
1998	558	1,346,965	2,414

Source: DIEESE. Banco de dados de greves (Strike database)

**Demands related to the total strikes per year
Brazil 1996-1997**

Subject	Demand	(in %)	
		1996	1997
Direct wages	Late payment of wages (includes 13 th wage and advance payment)	42%	43%
	Proposals (includes wage adjustment, actual increase, equivalence of wages and wage threshold)	40%	32%
Additional	Premium pay	1%	1%
	Defensive (shift additional pay, unhealthy environment compensation, night extra pay, hazard compensation and transference)	1%	3%
	Profit-sharing	18%	15%
	Vacation	2%	2%
	Delay in collecting FGTS and INSS (Workers Compensation Fund and Social Security)	2%	3%
	Productivity	2%	2%
	Career plan	2%	3%
	Labor damages	2%	2%
	Others (includes day-off additional pay, bonuses)	0%	2%
	Benefits	Defensive (includes defense of staples benefit, meal and transport tickets)	5%
Proposals (includes food and transport benefits)		9%	15%
Working hours	Reduction of working hours	12%	3%
	Overtime	2%	3%
	Others (includes compensation, working hours maintenance and legal working hours)	0%	2%
Work relations	Better working conditions	10%	4%
	Legal registration	1%	2%
	Protest against outsourcing and automation	0%	1%
	Others (including company bankruptcy)	0%	1%
Employment	Hiring or opening of public hiring contest	1%	2%
	Job protection	2%	2%
	Protest against dismissals	4%	11%
	Others (includes hiring back , protest against temporary hiring and voluntary job quitting program)	0%	3%
Union relations	Compliance with collective agreements and conventions	7%	3%
	Negotiation (includes keeping and signing union agreement)	0%	3%
	Organized negotiation date	2%	0%
	Committees formation	0%	1%
	Others (include democratic participation of union delegates and access to the company's economic and administrative information)	1%	0%
Political	Protest against privatization, administrative and social security reforms and wage policy	1%	3%
	Against penalty discount and punishment and boss pressure	0%	3%
Occupational Health	Medical assistance	0%	2%
	Safer working environment	0%	2%
	Supply of equipment and uniforms	0%	3%

Source: DIEESE: Banco de dados de greves (Strike database). In: Boletim DIEESE n.203

**Employed Workers Organization Level
Brazil 1997**

Region	Unionized	%	Not Unionized	%	Total	%
North Urban	370,400	12.8	2,523,785	87.2	2,894,185	100.0
Northeast	2,853,245	14.4	16,908,679	85.6	19,761,924	100.0
Southeast	4,948,113	16.6	24,873,531	83.4	29,822,945	100.0
South	2,439,066	20.8	9,296,121	79.2	11,735,449	100.0
Mid-West	623,170	12.5	4,365,189	87.5	4,988,359	100.0
Brazil	11,240,974	16.2	58,088,970	83.8	69,331,507	100.0

Source: IBGE. PNAD

Preparation: DIEESE

Note: 1) Does not include population of rural Rondônia, Acre, Amazonas, Roraima, Pará e Amapá

Obs.: a) Data refer to the total employed (individuals from 10 years of age or more)

b) Data transcribed from original tables, which present differences between the sum of the regions and the country total.

**Unions and number of members, by type
Brazil 1992**

Type of union	Total unions	Unions that publish number of members	Number of members
Urban workers	4,636	4,627	8,355,777
Employees	3,838	3,832	7,592,730
Professionals	379	376	549,680
Self-employed	138	138	135,207
Free lancers	281	281	78,160
Rural workers	2,976	2,976	7,661,736
Total worker unions	7,612	7,603	16,017,513
Urban employers	2,059	2,053	689,599
Employers	1,751	1,748	325,848
Autonomous agents	308	305	363,751
Rural Employers	1,522	1,522	671,221
Total Employers associations	3,581	3,575	1,360,820
Total (Workers + Employers)	11,193	11,178	17,378,833

Source: IBGE. Pesquisa sindical (Unions research)

Preparation: DIEESE

Organization Rate and Collective Negotiation Coverage
Selected countries 1995

Country	Number of members	Workers covered by collective agreements
Germany	29.6	90.0
Argentina	25.4	72.9
Australia	28.6	65.0
China	54.7	15.1
Spain (1996)	11.4	82.0
USA	12.7	11.2
France	6.1	90.0 ⁽¹⁾
Japan (1994)	18.6	25.0
UK (1994)	26.2	25.6
Singapore	13.5	18.8

Source: OIT. El trabajo en el mundo

Preparation: DIEESE

Notes: (1) Estimate

SUBJECT 5 – OUTSOURCING, NEW TECHNOLOGIES, NEW MANAGEMENT PROCEDURES AND WORK ORGANIZATION

GENERAL PROBLEMS	GENDER ISSUES PECIFIC PROBLEMS
1. Illegal outsourcing	1. Lack of knowledge and information exchange on the work differences between sexes
2. Introduction of new technologies is not negotiated	2. Exclusion of women from the new technology programs
3. Unequal access to qualification and requalification programs	

General Problems – not in details

4. Demand to perform other activities
5. Competition among workers
6. Jobs and departments are eliminated

DETAILS OF THE GENERAL PROBLEMS

1) ILLEGAL OUTSOURCING

CAUSES

- Companies seek to reduce costs
- Fixed costs become variable costs
- Easier management by focusing activities
- Transfer responsibilities to third parties
- Companies save space and maximize production capacity
- Weakening of unions

EFFECTS

- Reduction of wage and benefits
- Labor contracts get increasingly precarious
- Work conditions get worse
- Less skilled work
- Conflicts between company workers and outsourced workers
- Union base loss/ migration

INDICATORS

- Survey the production chain in the different sectors and industries
- Total and percentage of outsourced workers by category and industry

ACTIONS

- Negotiate collective agreements that cover all men and women workers per plant
- Organize workers at the workplace
- Carry out unified wage campaigns for all workers of the same plant

2) INTRODUCTION OF NEW TECHNOLOGY IS NOT NEGOTIATED

CAUSES

- Lack of workers organizations at the workplace
- Introduction of new technologies is the company's prerogative
- Unions are unable to interfere with the process of new technology introduction
- Lack of and/or difficult access to pertinent information

EFFECTS

- Wages are not adapted to the new job functions or requirements
- Unemployment rates increase
- Job dissatisfaction
- Workers are not skilled enough to perform new tasks that result from new technologies
- Improvement of work conditions and / or increase of work load and responsibilities

INDICATORS

- Collective agreements and conventions clauses which guarantee union participation in these processes (SACC-DIEESE)
- Collective agreements and conventions clauses which regulate new technology introduction processes (SACC-DIEESE)

ACTIONS

- Ensure inclusion of clauses on this subject in collective agreements and conventions

How

- During collective bargaining demand that clauses on new technologies be included in collective agreements and conventions
- Carry out activities about this subject

3) UNEQUAL ACCESS TO COMPANY QUALIFICATION AND REQUALIFICATION PROGRAMS

CAUSES

- Preferential treatment
- Differences amongst workers: level of formal education, previous qualifications, age range, involvement with and loyalty to company
- Companies fear investing in workers that may give “small return” (example: union activists, women, aged workers etc.)

EFFECTS

- Discrimination by age, sex, marital status, race etc.
- Company qualification or requalification programs do not cover all workers
- Narrower career advancement opportunities
- Unemployment risk for non qualified workers

INDICATORS

- Total and percentage of workers, men and women, which have access to company qualification or requalification programs.
- Collective agreements and conventions clauses which deal with professional training in companies (SACC-DIEESE)

ACTIONS

- Make the training recruitment process more democratic and transparent, with intense publicity and open and objective criteria
- Denounce favoritism

How

- In collective agreements and conventions ensure democratic training processes in companies
- Inspection of these processes by workers
- Create workers organization at the workplace

GENERAL PROBLEMS – NOT IN DETAILS

4) DEMAND TO PERFORM OTHER ACTIVITIES

CAUSES

- New forms of production organization
- Inclusion of management tasks in operational work
- Change in the work organization form (team work)
- Inclusion of tasks in job descriptions (maintenance, cleaning, knowledge of foreign language, etc.)
- Learning some management tools
- Introduction of participative management (suggestion plan, Total Quality Control tools etc.) to gain workers sympathy

EFFECTS

- Workers become distant from the union
- Reduction of union membership
- Increased worker responsibility
- Increased work load
- Improvement or deterioration of working conditions

5) COMPETITION AMONG WORKERS

CAUSES

- Fear of unemployment
- Wage related to individual performance
- Pressure of bosses
- Lack of transparency in job and wage plans and in promotion criteria
- Workers lose class solidarity and become more self-serving

EFFECTS

- Stress increase
- Worker gets more distant from the union
- Worsening of working conditions
- Workers / unions lose power to exert pressure
- Narrowing of women's career growth opportunities

6) JOBS AND DEPARTMENTS ARE ELIMINATED

CAUSES

- Continuous product change, new designs rationalize labor
- Introduction of new more computerized / automated labor-saving equipment

EFFECTS

- Unemployment growth
- Increased need for qualification/ requalification
- Increased responsibility for workers who remain employed
- Worsening of working conditions, increase in stress and occupational illnesses

DETAILS OF THE SPECIFIC PROBLEMS

1) LACK OF KNOWLEDGE AND INFORMATION EXCHANGE ABOUT WORK DIFFERENCES BETWEEN SEXES

CAUSES

- Unions are not aware and do not prioritize specificities of men and women in job positions
- Society relegates tasks performed by women to a secondary level of importance

EFFECTS

- Difficulty of joint action of men and women over gender issues
- Unions are often unable to handle these issues

INDICATORS

- Number of activities carried out by unions which are related to women at work

ACTIONS

- Publish Map of Gender Issues
- Identify differences between functions and positions predominantly occupied by men and women

HOW

- Include debate about the Map of Gender Issues in the seminars that unions hold
- Carry out studies, sponsored by the union centrals, about differences between functions and positions predominantly occupied by men and women

2) WOMEN EXCLUDED FROM THE NEW TECHNOLOGY PROGRAMS

CAUSES

- Favoritism
- Women's double work load (company and home) does not allow activities out of business hours
- Women's careers are not valued
- Technology is considered synonymous with male
- Companies use new technologies as an instrument to maintain the gender differentiation
- Companies argue that biological traits of women increase costs

EFFECTS

- Lack of training courses which are specially designed for women
- Difficulty in keeping the job
- Difficulties in career advancement
- Women have jobs with worse working conditions than those which incorporate new technologies
- Women can be relegated to the most backward job areas
- Unemployment increases

INDICATORS

- Number of women who participate in qualification courses

ACTIONS

- Carry out a campaign to ensure the inclusion of affirmative actions in the collective agreements and conventions
- Organize activities about the exclusion of women from labor market

How

- Include this as a priority in unions wage campaigns
- Carry out a campaign to encourage women participation in companies' new technology programs
- Include, in collective agreements and conventions, clauses that guarantee quotas for women to participate in new technology programs in companies

USEFUL DATA - OUTSOURCING, NEW TECHNOLOGIES, NEW MANAGEMENT PROCEDURES AND WORK ORGANIZATION

Clauses regarding work performance and process in collective agreements and conventions Brazil – selected categories- 1993 -1996

Clauses	Number of categories which included these clauses in their collective agreements and conventions
Work process and performance	
Technological and management innovations	24
Labor qualification and training	26
Trainees and interns	23

Source: DIEESE. System for Accompanying Collective Contracts - SACC. In: Pesquisa DIEESE n.15 (DIEESE Study)

Note: Data regarding 94 collective agreements and conventions per year that compose the panel of categories from SACC

Science and Technology Spending Brazil 1990-96

Year	Science and Technology Spending	
	In US\$ million ⁽¹⁾	% of GDP
1990	5.9	0.99
1991	5.8	0.96
1992	5.0	0.84
1993	6.1	0.96
1994	8.2	1.22
1995	8.4	1.20
1996	8.8	1.22

Source: MTC/CNPq/SUP/COOE; ANPEI; IBGE. In: MCT/CNPq. Indicadores nacionais de ciência e tecnologia (National science and technology indicators)

Note: (1) Values updated by the implicit GDP deflator and converted by the average sales exchange rate in 1995, supplied by the Brazilian Central Bank (US\$ 1,00 = R\$ 0,918)

Percentage of the net operational income of the industry invested in research and development Brazil 1997

Size of the company	% of the net operational income
Micro company	0.8
Small	1.2
Medium	1.3
Large	1.2
Total	1.1

Source: BNDES,CNI,SEBRAE. Indicadores de qualidade e produtividade na indústria brasileira (Quality and productivity indicators in the brazilian industry)

**Percentage of the net operational income of the industry invested in research and development, by segment
Brazil 1997**

	(in %)
Sector	1997
Beverage	0.7
Rubber goods	1.7
Others	1.0
Printing and publishing	0.9
Wood	0.9
Transport material	1.4
Electrical and communication materials	2.0
Mechanical	1.8
Metallurgical	1.0
Non – Metallic minerals	0.6
Furniture	1.1
Paper and cardboard	0.6
Cosmetics, soaps and candles	0.5
Food	0.7
Plastic products	1.0
Pharmaceutical and veterinary products	1.4
Chemical	0.9
Textiles	1.0
Apparel, shoes and clothing	1.2
Total	1.1

Source: BNDES,CNI,SEBRAE. Indicadores de qualidade e produtividade na indústria brasileira (Quality and productivity indicators for the brazilian industry)

CONCLUSION

At the end of the strategic planning work, prioritization was made of the suggested actions, always taking into consideration what can be done according to the autonomy of the union movement. Each seminar participant was asked to vote for ten priority actions, within the union's activity area, which, once accomplished, would enable the other actions to be carried out.

Thus, a set of priorities was obtained which can be used as a guide for decisions or actions to be implemented, according to the needs and interests of the individual unions.

In this presentation, the prioritized actions are divided according to their scope: the union (which includes organization and negotiation) or the institutional area. This classification is geared towards defining the realm of the social action where such actions are to be carried out.

In addition, these actions were organized also taking into consideration the social actors involved. Thus, we will find actions that can be carried out solely by the labor movement; those that involve the union and the employers; those which have as actors the union, the employers and the Government (be it municipal, state or federal) and, finally, those that involve the entire organized society.

For each action, the scoring obtained through the prioritizing exercise is presented as a number between brackets, which corresponds to the total of points received.

Priority actions according to their scope

Union Level		
Organization	Negotiation	
<ul style="list-style-type: none"> • Promote a greater participation of women in the union activities (10) • Demand compliance to labor laws, collective agreements and conventions (9) • Fight precarious jobs (8) • Obtain at the DRT/TRT (labor courts), via unions, statistics and data about agreements with reduction of rights, for a national data bank (7) • Urgent national membership / financing campaign for DIEESE, to get statistical data to fight unemployment (7) • Carry out a unified wage campaign covering all the workers of the same plant or sector (7) • Publish the Map of Gender Issues (5) • Promote regular meetings for the union activists (inter regional, union, etc.) to fight backward ideas in the relations capital/labor and the lack of organization of workers at workplace(4) • Organize workers cooperatives (3) • Carry out activities on the subject of women's exclusion (2) 	<ul style="list-style-type: none"> • Promote opportunities to establish women's career advancement incentive programs (affirmative actions / campaign to guarantee affirmative actions via collective agreements (13) • Include mechanisms that guarantee the transparency of the recruitment process in collective agreements and conventions.(9) • Demand compliance to the labor law, collective agreements and conventions (9) • Negotiate the reduction in the working hours without salary reduction and ban overtime (9) • Increase bank's working hours (5) • Include collective negotiation clauses that guarantee the availability of company information (3) 	<ul style="list-style-type: none"> • Mobilize against privatization p • Create unemp • Present projec • tourism and la • and society (9) • Propose polic • market for me • Publish Map o • Propose and c • policies for cr • Recommend t • professional tr • percentage of • Study taxes to • Request that C • conduct studie • municipalities • Conduct activ • (2) • Awareness ca • house chores • and women (1 • Discuss / dire • (critically) as • citizenship aw • Prepare and p • project for a l • in the profits a
<ul style="list-style-type: none"> • Prepare a report on the number of women in the workforce by company/sector considering management and coordination positions they occupy and profiles of race, age, physical condition and marital status (unions, unions centrals, DIEESE) (2) • Broaden / promote the debate about methodological differences in IBGE's and DIEESE's studies (2) • Survey union regulations for women participation clauses (2) • Awareness campaign about the double work load: home chores should be the responsibility of men and women (1) • Mobilize / foster the debate among the union centrals about the national campaign of job description in the workplace (1) • Promote awareness seminaries geared towards increasing the participation of women (1) 	<ul style="list-style-type: none"> • Agreements, participation quotas in the companies (1) 	

Union actions according to the actors

Labor Movement	Labor Movement / Employers	Labor Movement / Employers/ Government
<ul style="list-style-type: none"> • Promote greater participation of women in union activities (10) • Demand compliance to the labor laws, collective agreements and conventions (9) • Request from DRT / TRT (through the unions) statistics and data about agreements with reduction in rights for a national data bank (7) • Urgent national membership campaign / DIEESE, to get data to fight against unemployment (7) • Publish the Map of Gender Issues (5) • Promote regular meetings with the union activists (interregional, union etc) to fight backward views in the relationship between capital and labor and lack of organization of workers at workplace (4) • Organize worker cooperatives(3) • Draw up proposals of affirmative actions and offer as a suggestion to employers (2) • Prepare a report on the number of women in the workforce by company / sector considering management and coordination positions they occupy and profiles of race, age, physical condition and marital status (unions, union centrals, DIEESE) (2) • Survey union regulations for women participation clauses (2) • Agreements, participation quotas in the companies (1) • Mobilize / foster a debate among the union centrals about the national campaign of job description in the workplace (1) • Promote awareness seminars with the objective to increase feminine participation (1) • Prepare and present to the Congress the union centrals project for a law about the participation of the workers in the profits and productivity of the companies (1) 	<ul style="list-style-type: none"> • Create opportunities for the establishment of skill incentive programs for women (affirmative actions/ campaign to assure affirmative actions through collective agreements and conventions (13) • Include mechanisms which will ensure transparency of the recruitment process in the collective agreements and conventions (9) • Negotiate the reduction of working hours without wage reduction and ban overtime (9) • Promote a unified wage campaign covering all the workers of a same plant (7) • Include collective negotiation clauses which guarantee the availability of company information (3) 	<ul style="list-style-type: none"> • Fight against precarious employment (8) • Propose policy for an increase in the formal job market for men and women (6) • Extend the working hours of banks (5) • Propose and demand implementation of public policies for job creation and larger income (4) • Recommend to the job committees a project with a minimum percentage of women (3) • Study taxes to create more jobs (2) • Request to the Codefat ,via Job Committees, studies about jobs in demand at the municipalities (2)

ANNEX 1

ILO'S N. 100 EQUAL REMUNERATION CONVENTION, 1951

Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value
Date of adoption: 29:06:1951

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on 6 June 1951, and

Having decided upon the adoption of certain proposals with regard to the principle of equal remuneration for men and women workers for work of equal value, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,
adopts the twenty-ninth day of June of the year one thousand nine hundred and fifty-one, the following Convention, which may be cited as the Equal Remuneration Convention, 1951:

Article 1

For the purpose of this Convention--

- (a) the term remuneration includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment;
- (b) the term equal remuneration for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex.

Article 2

1. Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

2. This principle may be applied by means of--

- (a) national laws or regulations;
- (b) legally established or recognised machinery for wage determination;
- (c) collective agreements between employers and workers; or
- (d) a combination of these various means.

Article 3

1. Where such action will assist in giving effect to the provisions of this Convention measures shall be taken to promote objective appraisal of jobs on the basis of the work to be performed.

2. The methods to be followed in this appraisal may be decided upon by the authorities responsible for the determination of rates of remuneration, or, where such rates are determined by collective agreements, by the parties thereto.

3. Differential rates between workers which correspond, without regard to sex, to differences, as determined by such objective appraisal, in the work to be performed shall not be considered as being contrary to the principle of equal remuneration for men and women workers for work of equal value.

Article 4

Each Member shall co-operate as appropriate with the employers' and workers' organisations concerned for the purpose of giving effect to the provisions of this Convention.

Article 5

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 6

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratifications has been registered.

Article 7

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraph 2 of article 35 of the Constitution of the International Labour Organisation shall indicate --
 - a) the territories in respect of which the Member concerned undertakes that the provisions of the Convention shall be applied without modification;
 - b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
 - c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
 - d) the territories in respect of which it reserves its decision pending further consideration of the position.
2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.
3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservation made in its original declaration in virtue of subparagraph (b), (c) or (d) of paragraph 1 of this Article.
4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 9, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 8

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraph 4 or 5 of article 35 of the Constitution of the International Labour Organisation shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications, it shall give details of the said modifications.
2. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.
3. The Member, Members or international authority concerned may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 9, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

Article 9

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an Act communicated to the Director-General of the International Labour Office for registration. Such denunciation should not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 10

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 11

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 12

At such times as may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 13

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:
 - a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
 - b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 14

The English and French versions of the text of this Convention are equally authoritative.

ANNEX 2

Ilo's DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION, 1958

Convention concerning Discrimination in Respect of Employment and Occupation

Date of adoption: 25:06:1958

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-second Session on 4 June 1958, and

Having decided upon the adoption of certain proposals with regard to discrimination in the field of employment and occupation, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, and

Considering that the Declaration of Philadelphia affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and

Considering further that discrimination constitutes a violation of rights enunciated by the Universal Declaration of Human Rights,

adopts the twenty-fifth day of June of the year one thousand nine hundred and fifty-eight, the following Convention, which may be cited as the Discrimination (Employment and Occupation) Convention, 1958:

Article 1

1. For the purpose of this Convention the term discrimination includes

(a) any distinction, exclusion or preference made on the basis of race, colour sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

(b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.

2. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

3. For the purpose of this Convention the terms employment and [occupation include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.

Article 2

Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.

Article 3

Each Member for which this Convention is in force undertakes, by methods appropriate to national conditions and practice--

(a) to seek the co-operation of employers' and workers' organisations and other appropriate bodies in promoting the acceptance and observance of this policy;

(b) to enact such legislation and to promote such educational programmes as may be calculated to secure the acceptance and observance of the policy;

(c) to repeal any statutory provisions and modify any administrative instructions or practices which are inconsistent with the policy;

(d) to pursue the policy in respect of employment under the direct control of a national authority;

(e) to ensure observance of the policy in the activities of vocational guidance, vocational training and placement services under the direction of a national authority;

(f) to indicate in its annual reports on the application of the Convention the action taken in pursuance of the policy and the results secured by such action.

Article 4

Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination, provided that the individual concerned shall have the right to appeal to a competent body established in accordance with national practice.

Article 5

1. Special measures of protection or assistance provided for in other Conventions or Recommendations adopted by the International Labour Conference shall not be deemed to be discrimination.
2. Any Member may, after consultation with representative employers' and workers' organisations, where such exist, determine that other special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognised to require special protection or assistance, shall not be deemed to be discrimination.

Article 6

Each Member which ratifies this Convention undertakes to apply it to non-metropolitan territories in accordance with the provisions of the Constitution of the International Labour Organisation.

Article 7

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 8

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratifications has been registered.

Article 9

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an Act communicated to the Director-General of the International Labour Office for registration. Such denunciation should not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 10

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 11

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 12

At such times as may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 13

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:
 - a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
 - b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 14

The English and French versions of the text of this Convention are equally authoritative.

ANNEX 3
SEMINAR MAP OF GENDER ISSUES (SÃO PAULO, FEBRUARY 22 TO 25, 1999)

PARTICIPANTS (*), SPEECHERS AND SPECIAL GUESTS

Participants:

Ademar Lopes de Almeida
Ana Tercia Sanches
Antonio Carlos Spis
Arlete de Fátima Pontes Pereira
Claudete de Oliveira Rodrigues
Claudio do Prado Nogueira
Cristiano Morales
Dóris Margareth de Jesus
Emília Maria Santana Valente
Eraldo de Farias
Francisco José. de Souza Ribeiro
Georgina da Costa
Hélio Herrera Garcia
Herienilton Brito Silva
Joélida de Oliveira
José Luiz Soares
Laurelita Carvalho Novais Silva
Léa Santos Maria
Márcia Coelho
Maria Ednalva Bezerra de Lima
Marly das Mescês de Freitas
Nair Goulart
Neide Teruko Tatemoto
Sílvia Maria Pereira Rosa
Sônia Regina Dombiski
Soraya Maria Cordeiro
Valéria Braga
Zeli da Silva

Speechers (Employers):

Domingos Antonio D'Angelo Junior
Luiz Fernando Braga
José Emídio

Special Guests:

Neusa de Castro Zimmermann – Fundo de Gênero
Carolyn Kazdin – Centro de Solidariedade da AFL-CIO
Elza Ramos – CIOSL – Departamento de Igualdade
Nancy Richi – CIOSL – Comitê Mundial de Mulheres

Coordinators:

Antonio José Corrêa do Prado
Maria Valéria Monteiro Leite
Sirlei Marcia de Oliveira
Solange Sanches

*Union leaders and advisors that made this Map

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