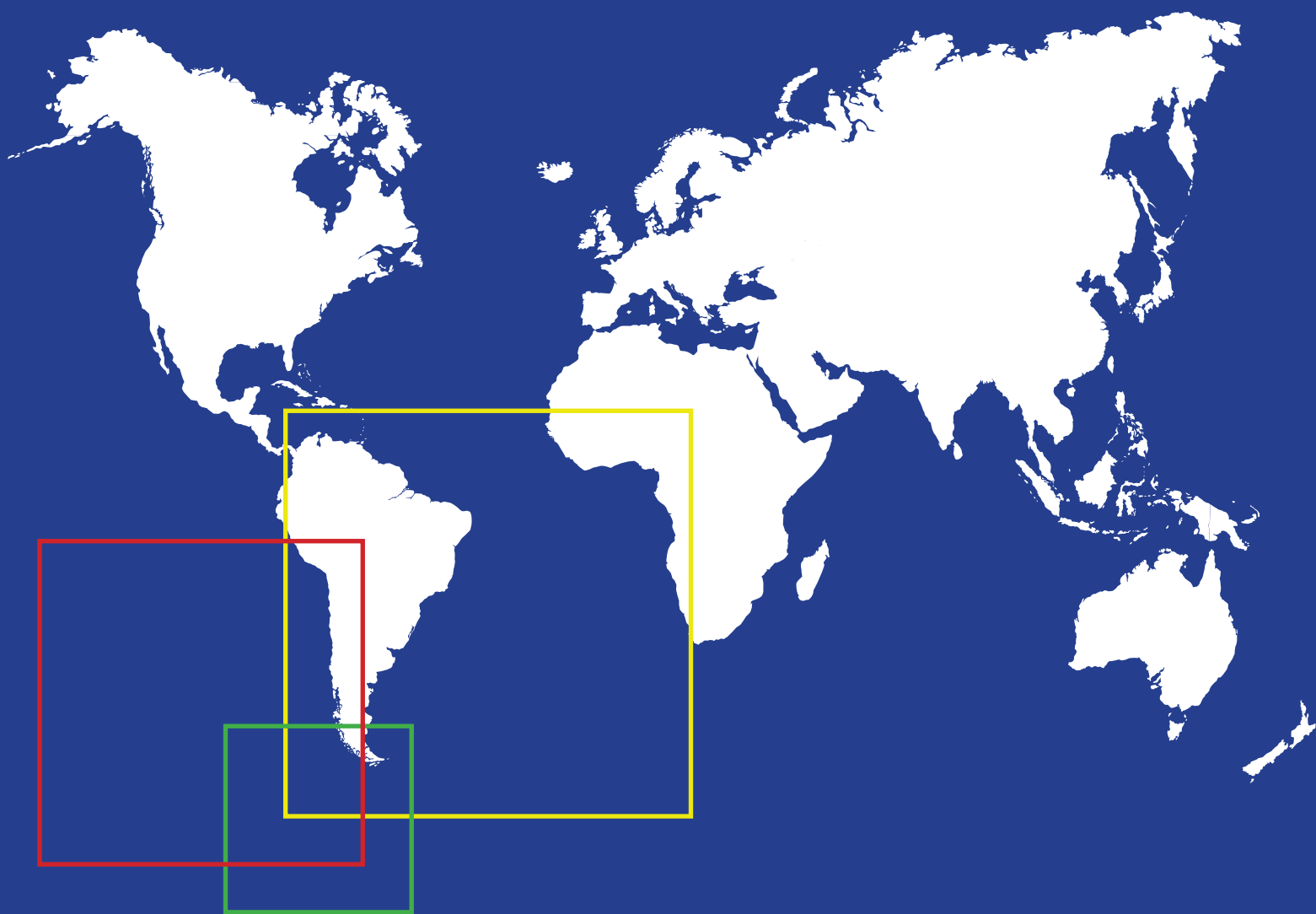




International  
Labour  
Office

# Tripartite Consultation Workshop on Decent Work Indicators for BRAZIL

Brasília/DF, 11 and 12 August 2009





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**ILO OFFICE IN BRASILIA**  
**ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)**

**Workshop Report**

**Tripartite Consultation Workshop on  
Decent Work Indicators for Brazil**

**Brasília/DF, 11 and 12 August, 2009**

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November 2009

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## Preface

The objective of the National Consultation Workshop on Decent Work Indicators for Brazil, held in Brasília on August 11 and 12, 2009, was to develop a set of indicators for Measuring Decent Work in Brazil that could serve to monitor and evaluate progress in the promotion of decent work as well as provide support for the formulation of policies that contribute toward this process. Guided by precepts of participation and social dialogue, workshop participants included members of the Brazilian federal Government, state Governments, representatives of Workers' and Employers' organizations, academics and Brazil's main research and statistical institutes. This report reflects the main points of discussion and records efforts of the tripartite group of Brazilian specialists to consolidate a proposal of indicators for Measuring Decent Work in Brazil.

The workshop marked the launch of the ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP) in Brazil. With funding from the European Union, the project works with government agencies, National Statistical Offices, workers' and employers' organisations and research institutions to strengthen the capacity of ILO member countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of decent work indicators that are relevant at the national level (based on the outcome of the Tripartite Meeting of Experts on the Measurement of Decent Work held in September 2008); supports data collection; and uses the collected data for an integrated policy analysis of decent work in order to make them relevant for policy-making. The MAP Project is coordinated by the Policy Integration Department and implemented jointly with the ILO Office in Brasilia, in cooperation with the ILO's Labour Analysis and Information System in Latin America and the Caribbean (ILO/SIALC).

Laís Abramo

Director, ILO Office in Brazil

Stephen Pursey

Senior Advisor to the Director-General  
of the International Labour Office

Director, Policy Integration Department



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## List of abbreviations

BPC	Long-term Social Welfare Benefit
BPC/LOAS	Long-term Social Welfare Benefit/Organic Law of Social Assistance
CAGED	General Register of Employed and Unemployed Workers
CAT	Communication of Workplace Accidents
CGTB/SP	General Central of Workers of Brazil / State of São Paulo
CNC	National Confederation of Commerce
CNI	National Industrial Confederation
CODEFAT	Deliberative Council of the Workers' Support Fund
CPF	Register of Individual Taxpayers
CPT	Pastoral Commission of the Land
CUT	Unified Workers' Central (Central Única dos Trabalhadores)
DIEESE	Inter-Union Department of Statistics and Socioeconomic Studies
EAP	Economically Active Population
EC	European Commission
GDP	Gross Domestic Product
IBGE	Brazilian Institute of Geography and Statistics
ILO	International Labour Office / International Labour Organization
ILO/SIALC	International Labour Office / Labour Market Information and Analysis System for Latin America and the Caribbean
INSS	National Institute of Social Security
IOS/CUT-SP	Social Observatory Institute / Unified Workers' Central of the State of São Paulo
IPEA	Institute of Applied Economic Research
IPEC	International Programme on the Elimination of Child Labour
LOAS	Basic Social Welfare Law
MAP	ILO/EC Project 'Monitoring and Assessing Progress on Decent Work'
MTE	Ministry of Labour and Employment
NCST/DF	New Workers' Central Union (Nova Central Sindical dos Trabalhadores)
OMT/MTE	Labour Market Observatory of the Ministry of Work and Employment
PETI	Child Labour Eradication Programme
PIA	Annual Industrial Survey
PME	Monthly Employment Survey
PNAD	National Household Sample Survey
PPP	Purchasing Power Parities
RAIS	Annual Report of Social Information
SAGI	Secretariat for Evaluation and Information Management of the Ministry of Social Development and the Combating of Hunger
SELIC	Special System for Liquidation and Custody

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SETEC/MT	State Secretariat on Work, Employment and Citizenry of Mato Grosso
SETRE/BA	Secretariat on Work, Employment, Income and Sport of the State of Bahia
SIRT	MTE's Labour Relations System
SIT	Secretariat for Labour Inspections
SPETR	Public Employment, Work and Income System
SUS	Unified Health System
UGT	General Union of Workers
UNIESP-SP	Union of Educational Institutions of the State of São Paulo



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## 1. Opening of the workshop

### 1.1. Opening statement and welcome address by the Director of the ILO Office in Brazil

Laís Abramo, Director of the ILO Office in Brazil, opened the Workshop, welcomed the participants, and introduced the theme for discussion – Decent Work Indicators – stressing the importance of the event for the consolidation of national indicators. She stated that measuring Decent Work is an issue that the ILO has been working on for ten years. In 2003, a special edition of the *International Labour Review*<sup>1</sup> was published by the ILO's International Institute for Labour Studies, containing various articles with proposals and analyses on the theme which illustrate its complexity. A discussion ensued as to the usefulness of indicators and the most adequate types of indicators. The concept of decent work has continued to be developed and has been applied in National Decent Work Plans even though no precise indicators for its measurement have been established.

In September 2008, in Geneva, a Tripartite Meeting of Experts was held on the theme. In November, outcomes of this meeting were presented to the ILO Governing Body<sup>2</sup>, and provided support for working with a set of indicators capable of measuring progress of decent work in a given country. Despite the importance of ensuring comparability between countries, the principal aim of the set of indicators is to measure the progress of decent work in the constituent countries. Thus, a comprehensive array of quantitative and qualitative indicators was established around a central nucleus that could be applied in most of the countries, thereby enabling flexibility for nations to define indicators, taking into account regional and cultural differences.

The Governing Body approved the idea that pilots should be conducted in certain countries to appraise the appropriateness of the indicators, and Brazil has offered to work with the ILO as a pilot. Furthermore, an international technical cooperation project, financed by the European Commission, was approved to develop decent work indicators in ten countries around the world, of which two, namely Brazil and Peru, are in Latin America.

Since 2006, Brazil has had a National Decent Work Agenda that defines priorities and lines of action and during which questions relating to indicators have arisen. In addition, state-level Agendas on Decent Work have been developed. Brazil's Ministry of Labour and Employment (MTE) has been engaged in discussions on indicators since 2007 when workshops were held on the theme. This proposal of Decent Work Indicators for Brazil reflects these discussions. A first goal for this project will be to apply the set of indicators agreed upon and to prepare a report containing the first analyses of Brazil; this report will be presented at the ILO Governing Body in November 2009.

<sup>1</sup> International Labour Review, *Special Issue: Measuring Decent Work*, Vol. 142, No. 2 (2003).

<sup>2</sup> International Labour Office, *Measurement of decent work. Discussion Paper for the Tripartite Meeting of Experts on the Measurement of Decent Work (Geneva, 8-10 September 2008)*. Geneva: ILO, 2008 (available at [http://www.ilo.org/integration/resources/mtgdocs/lang--en/docName--WCMS\\_100335/index.htm](http://www.ilo.org/integration/resources/mtgdocs/lang--en/docName--WCMS_100335/index.htm)); International Labour Office, *Chairperson's report. Tripartite Meeting of Experts on the Measurement of Decent Work (Geneva, 8-10 September 2008)*. Geneva: ILO, 2008. (available at [http://www.ilo.org/integration/resources/mtgdocs/lang--en/docName--WCMS\\_099764/index.htm](http://www.ilo.org/integration/resources/mtgdocs/lang--en/docName--WCMS_099764/index.htm)).

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This discussion takes on major importance at a time when Brazil is advancing toward the launching of its National Decent Work Plan, stipulating targets for 2011 and 2015 and a variety of indicators.

This workshop aims to be a participative exercise with technical discussions and, to this end, it was decided that the work would be divided into groups, so as to make optimum use of available time and to go into greater depth during discussions while hearing the greatest possible spectrum of opinion, with a view to arriving at rich and coherent conclusions on the theme in Brazil.

## **1.2. Opening statement by the Representative of the Ministry of Labour and Employment**

The Special Advisor for International Affairs of the Ministry of Labour and Employment, Mario dos Santos Barbosa, reaffirmed the importance of defining indicators as an instrument for enabling stakeholders systematically to accompany changes in the status of decent work in Brazil. In his view, though the theme is of a global nature, regional participation is of fundamental importance. In this respect, Brazil can develop indicators that correspond to its needs while, at the same time, contributing to the international debate.

He reaffirmed the importance of efforts which, in 2006, had led to the launching of the National Decent Work Agenda stressing the priorities of generating jobs, eradicating forced and child labour and strengthening the social dialogue, and of the cross-cutting themes of gender, youth and race. Today, the process is quite advanced, with the drafting of the National Decent Work Plan, under tripartite discussion since 2007, and the prospect of concluding the work and consolidating a framework by November 2009.

This workshop provides a moment for social interaction and reflection on discussions carried out over recent years, and aims to provide effective guidance for consensual definition as to which indicators best serve as a reference for Brazil, not only at the national level, but also at the state and municipal levels. These experiences will encourage countries to define their own indicators and open up opportunities for dialogue with other regions.

## **1.3. Opening statements by the social partners**

The employers' representative, Dagoberto Godoy, stressed the importance of unity among different segments to uphold the cause of decent work. He stated that the employers' group had accompanied the project approved by the Governing Body with reserve and apprehension. One concern, in view of the complexity of the phenomenon, related to the choice of a simple indicator; another related to the possibility that international comparisons might lead to a ranking.

He stressed that, in the current world scenario, the ideal of decent work for all is utopian, as the world is competitive and, in human culture, individual interests prevail. In his view, although the Declaration of Philadelphia had enshrined the idea that labour is not a commodity, it is, nonetheless, subject to competition and the object of comparative advantage in international economic relations. Global economic competition takes place among competitors that have comparative and competitive advantages. Human labour represents a comparative advantage for developing countries. Therefore, the ideal of decent work can only be attained by means of a significant cultural change.

He questioned the reasons for establishing indicators to measure decent work. The programme suggested the possibility of a levelling of labour standards, disregarding the

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unevenness that occurs throughout the world. Such a project would only make sense if the aim were to contribute toward drafting and deployment of public policies capable of levelling comparative and competitive advantages, thereby making the ideal of decent work less utopian. In Dagoberto Godoy's view, the utopia of decent work for all is achievable only if based on cultural change and policies capable of replacing labour costs as a factor of competitive advantage.

The workers' representative, Arnaldo Benedetti, stressed the need for indicators that measure tangible things, and stated that the challenge before the ILO is to propose a mapping of decent work indicators. He emphasized the importance of mapping and the need to expand the concept of decent work. Indicators should reflect a social bias, be widely used, and have credibility. They must serve as instruments for objective analysis and monitoring of the status of decent work in Brazil and, also, be adopted by states and municipalities in their drafting of Decent Work Plans.

Monitoring and evaluating the progress of decent work requires a reflection on different concepts of decent work; whether governments and businesses are really committed to promoting it; and if measures and strategies for promoting it are available at all levels. Mapping should provide inputs for public policies that effectively contribute toward the promotion of decent work. Furthermore, institutions should attain minimum standards for the generation, promotion and commitment to decent work. Through a dialogue between the private sector, workers and government, each with equal responsibility, the aim is to guarantee cohesive unity with specific goals and a commitment to their achievement, via public policies targeted at development, ethics and transparency.

## 2. The ILO's model of Decent Work Indicators

Mónica Castillo, specialist from the Department of Statistics at the ILO's Headquarters in Geneva, stressed the importance of the Tripartite Meeting of Experts on the Measurement of Decent Work, held in Geneva in September 2008, as well as the evaluation carried out by the Governing Body in November 2008, which included discussion on the conceptual framework of indicators and which had resulted from tripartite consultative processes, with representatives of workers, employers and government.

Within the scope of the ILO Programme, she stressed that the Organization has dedicated efforts to the theme since the International Labour Conference (1999), which defined decent work as "opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity". In 2008, the *ILO Declaration on Social Justice for a Fair Globalization*<sup>3</sup> accepted the Decent Work Agenda as the main objective of the ILO's work. Its strategic goals are: to promote (i) international labour standards and labour rights; (ii) employment opportunities and wages; (iii) social protection; and (iv) social dialogue and tripartism.

Mónica Castillo emphasized that the statistical system does not encompass all dimensions of decent work in a balanced manner between labour supply and demand; number of jobs and associated costs; and classifications. However, workers' experience of decent work goes beyond this, so that more concrete evaluation dimensions are needed. This under-

<sup>3</sup> International Labour Organization, *ILO Declaration on Social Justice for a Fair Globalization*, Adopted by the International Labour Conference at its Ninety-seventh Session, Geneva, 10 June 2008 (available at [http://www.ilo.org/global/What\\_we\\_do/Publications/Officialdocuments/lang--en/docName--WCMS\\_099766/index.htm](http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm)).

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scores a need to establish indicators and statistics that ensure a broader perception of social realities.

These indicators may assume a crucial role at times of crisis and serve not only for research and analyses but also for the formulation and evaluation of Decent Work Country Programmes. Moreover, the indicators may serve to demonstrate the real role of decent work initiatives in reducing poverty and promoting economic development.

Since 2000, both ILO headquarters and the ILO regional offices have undertaken various initiatives on measuring decent work. The LACLIS application developed by the ILO Regional Office in Lima includes statistics on decent work indicators broken down by sex, age, geographical region (urban/rural) and area of activity since 1990. The ILO thus acknowledges the multidimensional nature of decent work and the need for coverage of all workers. Concern for the more vulnerable workers, gender issues, and the importance of the social and economic context are dimensions that must be encompassed.

Development of a methodology for measuring the progress of decent work is perceived as a process that includes the identification of a global model of qualitative and quantitative indicators, a set of statistical qualitative data and information relating to pre-selected indicators, and the presentation of country profiles, indicators and decent work statistics.

The indicators proposed by the ILO are grouped under the ten fundamental elements of decent work: (i) employment opportunities; (ii) adequate earnings and productive work; (iii) decent hours; (iv) combining work, family and personal life; (v) work that should be abolished; (vi) stability and security of work; (vii) equal opportunity and treatment in employment; (viii) safe working environment; (ix) social security; and (x) social dialogue, workers' and employers' representation. In addition, one area refers to the economic and social context for decent work.

Selection of decent work indicators may serve as a basis for reflection on the specific priorities of each country, contributing toward identification of the most relevant ones, to encompass the four dimensions of decent work. Thus, the ILO's objective is to establish an internationally relevant model that permits adaptation to reflect national circumstances, and differentiates indicators as main, additional and contextual indicators and lists those that might be added in the future.

Gender is one of the cross-cutting themes of the Decent Work Agenda and should not be treated separately. Indicators should be reported for men and women and should include mechanisms for measuring vertical and horizontal segregation under 'Equality of opportunities and treatment at work'.

Statistical indicators and information on the legal framework should complement each other. Labour rights and the legal framework for decent work need to be fully reflected. Thus, the model requires a textual description of the legal framework and data on the effective application of all essential elements of decent work. It is also necessary to monitor the progress of decent work, encompassing temporal changes, demographic influences, and the emergence of new policies capable of being effectively and progressively applied to labour rights.

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### 3. Objectives of the MAP Project

Miguel Del Cid, the Regional Coordinator of the ILO/EC Project on ‘Monitoring and Assessing Progress on Decent Work’ (MAP) of the ILO/SIALC office, stressed the need to develop a model of efficient and timely indicators that reflect the interests of the various sectors of society. He underscored the importance of the Tripartite Meeting of Experts and its repercussions in the various countries and regions.

The notion of decent work should be integral and multidimensional, and should allude to the various aspects of work. It is necessary to maintain a view and concern that work should be productive and should contribute toward competitiveness. The notion of decent work alludes not merely to a rights dimension, but also to the dimension of the productive context. It also encompasses such dimensions as: freedom, fairness, security, gender, wages, among others, thereby stressing the need to establish a means of measuring each of these dimensions.

When viewed as a goal, a principle, or a philosophy, decent work becomes a long-term ideal, as it requires a set of comprehensive policies and the incorporation of social justice. It is one of the United Nations’ Millennium Development Goals. Miguel Del Cid stressed the importance of the Decent Work Agenda (1999)<sup>4</sup> and the subsequent meetings that led to the ILO Declaration on Social Justice for a Fair Globalization (2008)<sup>5</sup> and the Global Jobs Pact (2009)<sup>6</sup>.

Development of an international methodology aims to strengthen countries in their progress toward decent work. Strengthening of capacities of the sectors involved is essential for advancing the objectives of decent work in its various dimensions. For this reason, it is necessary to establish a harmonious methodology.

The MAP Project seeks to ensure the success of decent work as a means of contributing toward social justice and reducing poverty and inequality. It aims to develop an international methodology, with the support of the Hemispheric Agenda for Decent Work (AHTD)<sup>7</sup> to strengthen monitoring and evaluation capacities for decent work in developing countries. The methodology is expected to help establish points of reference and best practices for measuring progress on decent work, and also to contribute toward the formulation of coherent public policies. The project seeks to identify specific indicators for enhancement of statistical instruments, for the production of information, and for the analysis of trends. It is based on tripartite dialogue, dissemination of results, and support

<sup>4</sup> ILO, *Report of the Director-General: Decent Work*. International Labour Conference, 87th Session, Geneva, June 1999. Geneva: ILO, 1999 (available at <http://www.ilo.org/public/english/standards/relm/ilc/ilc87/rep-i.htm>).

<sup>5</sup> See footnote 3.

<sup>6</sup> ILO, *Recovering from the crisis: A Global Jobs Pact*. Adopted by the International Labour Conference at its Ninety-eighth Session, Geneva, 19 June 2009. Geneva: ILO, 2009 (available at [http://www.ilo.org/global/What\\_we\\_do/Officialmeetings/ilc/ILCSessions/98thSession/texts/lang--en/docName--WCMS\\_115076/index.htm](http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/98thSession/texts/lang--en/docName--WCMS_115076/index.htm)).

<sup>7</sup> ILO, *Decent Work in the Americas: A Hemispheric Agenda, 2006-2015*, XVI Regional Meeting of the Americas, Brasilia, May 2006 ([http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms\\_081003.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_081003.pdf)).

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for states and regions. The project will result in strengthening of capacities of the target groups and the establishment of points of reference.

In order to strengthen worldwide actions targeted at promoting decent work, nations need to reach a definitive agreement on the theme. Manuals and instruments need to be developed to serve as tools with application throughout the world, and at regional and national levels, so as to guide and support technical cooperation on decent work.

## **4. Core indicators for Decent Work in Brazil**

### **4.1. Presentation by the national coordinator of the MAP Project in Brazil**

José Ribeiro Guimarães, Coordinator of the MAP Project in Brazil, stated that the principal objective of the project is to enable the ILO's constituents to better monitor and assess progress on decent work. He also explained the debate surrounding the efficacy of a set of indicators and of the synthetic indicator model, and stressed the relevance of a set of indicators for formulation of public policies.

The Governing Body, in November 2008, proposed ten dimensions to guide the definition of indicators for measuring decent work, and these would be considered at the workshop. For each of these dimensions, indicators, variables, and quantitative and qualitative information must be assessed. The list of indicators contains a set of core indicators, additional indicators, future indicators, and other indicators originating from MTE workshops and ILO suggestions. The dimensions to be addressed are (i) employment opportunities; (ii) adequate earnings and productive work; (iii) decent hours; (iv) combining work, family and personal life; (v) work that should be abolished; (vi) stability and security of work; (vii) equal opportunity and treatment in employment; (viii) safe work environment; (ix) social security; and (x) social dialogue, workers' and employers' representation. In addition, one area refers to the economic and social context for decent work.

José Ribeiro Guimarães presented graphs illustrating preliminary analyses of the basic indicators for measuring decent work, used in Brazil between 1992 and 2007. The available statistics show a vast array of variables that affect employment opportunities, such as growing participation of women in the labour market, disparities between the work of women and men in Brazil, a general decline in fertility rates, and increasingly early fecundity. The indicators also reflect the increase in homicides among youths, a decline in child labour, increases in real earnings, the dark side of the double work shift, youth unemployment, social security and workers' health, and other phenomena.

Finally, there was a presentation of the structure of the Decent Work Country Profile that is to be presented at the 306<sup>th</sup> Meeting of the Governing Body in November 2009. The aim of the report is to assess progress in the promotion of decent work, based on the list of decent work indicators compiled in accordance with the guidance of the Tripartite Meeting of Experts on the Measurement of Decent Work (September 2008), and through other specific indicators resulting from the present thematic workshop held in Brazil. The report will comprise 11 chapters corresponding to the essential elements of decent work. Analysis of decent work indicators will encompass the 1992-2007 period, and will be based predominantly on information from IBGE's National Household Sample Survey (PNAD) with inputs from other sources including administrative records, as well as qualitative indicators that consider the legal framework. Whenever possible, indicators will be disaggregated by gender, colour or race, and household status (urban or rural).



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## 4.2. Discussion: Measuring Decent Work in Brazil

The debate opened with a question on the rationale for including indicators on HIV prevalence, and whether such analysis would not lead to discrimination of certain groups in the labour market. The ILO-Brazil Office specialist, José Ribeiro Guimarães, clarified that this dimension had been recommended by Geneva, and that it was aimed at gaining a better understanding of the phenomenon. Although HIV/AIDS is a relatively rare condition, it is important that this dimension be included in order to meet expectations on decent work.

The IPEA representative, Roberto González, raised a question about occupational segregation and affirmed that it could lead to differing interpretations. He suggested that the central issue was to ascertain whether certain occupations were typically determined by gender, and what their weight was in terms of total employment. José Ribeiro Guimarães responded by affirming that the statistics, which had been exhaustively discussed in the workshops, had covered this dimension, and that the aim was to determine horizontal and vertical occupational segregation.

The Coordinator of the IPEC project in Brazil, Renato Mendes, stressed the need to harmonize different age brackets for the indicators with current legislation, and called attention to the issue of domestic chores and their impact on the working child population. The child labour curve, which has been in decline since 1992, could suffer alterations. ILO-Brazil Office specialist, José Ribeiro Guimarães said that, when speaking of work that should be abolished and the worst forms of child labour, two categories of child labour are at stake: dangerous work and illicit work. Detecting this information is a difficult task and requires indicators capable of reflecting dimensions of these issues with greater precision. Another complex dimension, related to Brazilian regional policies, is identification of indicators for traditional and indigenous populations, as measures relating to such populations could get lost among national indicators.

The employers' representative, Dagoberto Godoy, affirmed that quantitative indicators also contain a qualitative value. In his view, the indicator that states the number of outsourced workers (*tercerizados*) encompasses a central and problematic issue: it could convey the idea that all outsourced workers suffer from precarious working conditions. He said that outsourcing is an essential element in formation of production chains and an indispensable element for the competitiveness of economies. He thus questioned the validity of this indicator. Dagoberto Godoy also questioned the use of the term 'excessive working hours' (*jornada excessiva*), and asked if it would not be better stated as 'extraordinary working hours' (*jornada extraordinária*). He said that the term 'excessive' has a pejorative connotation, whereas 'extraordinary' work is an essential element, fundamental for productivity and profitability and relating to management flexibility.

The Director of the ILO Office in Brazil, Laís Abramo, stated that the spirit of working in groups is to engage in deep discussion, making use of preliminary analyses presented. The exercise that was just beginning aimed to define and discuss general indicators for analyzing the status of decent work in Brazil, within the scope of the Decent Work Agenda for Latin America. There is a multiplicity of indicators, each with its own interpretation, and it is very important to be aware of varying forms of interpretation. It is thus necessary to make an effort within the scope of the proposal that came from Geneva – of main indicators and of additional indicators – to observe which indicators are feasible. It is important to bear in mind the analysis of the past decade and a half, in order to have an understanding of structural problems that are not going to change from one moment to the next.

In Brazil, the indicators should be disaggregated by sex and race. Furthermore, indicators for future development should be foreseen. To conduct an overview of decent work in Brazil it is necessary to have a feasible number of indicators to work with, though this

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should not impede development of other analyses that may be of use for academic research or reflect specific realities. Ideally, one should think of a panorama that contemplates the national dimension, and that can be broken down by state. It should open up possibilities for analysis while, at the same time, giving emphasis to the more important indicators.

The representative of the New Workers Central Union (*Nova Central Sindical dos Trabalhadores* (NCST/DF) Luis Antônio Festino, emphasized the issue of precariousness of working conditions and problems of outsourced workers, especially in education. He asked whether the indicators are capable of reflecting dimensions of job instability and of informality of labour in various categories.

Rosane da Silva, representative of *Central Única dos Trabalhadores* (IOS/CUT-SP) stated that she had not seen any indicators relating to forced labour and asked if there were any specific indicators for this dimension.

José Ribeiro Guimarães acknowledged the difficulties of precisely assessing these dimensions. He said that IBGE's new structure for household surveys could, in the future, provide more satisfactory responses. This, he said, was the general spirit of the current workshop.

## 5. Working groups on thematic areas

GROUP A was coordinated by Janine Berg and Miguel Del Cid, with tripartite participation of two representatives of government, three representatives of workers, one representative of employers and one representative of the State of Minas Gerais. This group concentrated on the following themes: (i) job opportunities; (ii) adequate earnings; (iii) social security; (iv) indicators of the economic context.

GROUP B was coordinated by Mónica Castillo, with tripartite participation of two representatives of government, three representatives of workers, one representative of employers, one representative of academia, and one representative of the State of Bahia.<sup>8</sup> This group concentrated on the themes: (i) job stability and work safety; (ii) jobs that should be abolished; (iii) safe working environments; (iv) social dialogue.

GROUP C was coordinated by José Ribeiro Guimarães, with tripartite participation of three representatives of government, two representatives of workers, one representative of employers, one representative of the State of Bahia, one representative of the State of Mato Grosso, one representative of academia, and one ILO representative. This group concentrated on the following themes: (i) combining work with personal and family life; (ii) working hours; (iii) equality of employment opportunities; (iv) indicators for the economic and social context of decent work.

<sup>8</sup> Three representatives of the ILO, specialists on the themes 'Child labour' and 'Forced labour', participated in the discussion on 'Work that should be abolished'.

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## 5.1. Employment opportunities

### *Group presentation*

During this first round, GROUP A addressed the issue of *Employment opportunities*. The rapporteur of the group and representative of the State of Minas Gerais, Monalisa Villefort, stated that the focus of the group's initial debate was difficulties of comparing indicators at the international level. One of the first problems detected was that the indicator 'employment-to-population ratio', that encompasses ages 15 to 64 years, is noncompliant with Brazilian legislation that only allows a person to work after the age of 16 years. The group proposed that the indicator should encompass the age bracket '16 years or over'. It also proposed that tests be conducted to define the best limits for age groups, both for measuring start of work and the maximum age to be assessed. Based on a consensus that it should be 16 years, all the other indicators should be measured as of this age.

The 'unemployment rate' and 'average total metropolitan unemployment rate' were validated by the group. It was possible to withdraw the item 'employment rate' as this indicator results in redundant data in the light of the indicator 'open unemployment rate', as was stressed by IPEA representative Roberto González.

With respect to the indicator 'formal employment rate' the group suggested that disaggregation by sector should be maintained: private-sector employees, domestic servants, employers and own-account workers. The group discussed the concepts of 'own-account' and 'autonomous' [i.e. self-employed] and suggested the elimination of the 'autonomous' category, since it could be assessed along with employers. IBGE representative Cimar Azevedo stated that, according to the PNAD definition, an 'own-account worker' is one that engages in economic activity and has no employees, whereas 'employer' encompasses all those who have at least one remunerated employee. An 'autonomous' [i.e. self-employed] worker may or may not have employees. The PNAD methodology does not detect 'autonomous workers', who are covered by one of two groups: own-account or employer.

The group proposed the indicator 'unemployment by level of education'. Another proposal was the inclusion of the indicator 'time seeking employment', broken down by 'head of household' and by 'time seeking employment': six months or more, and one year or more. The indicator 'youth not in education and not in employment' was maintained.

### *Plenary discussion*

The ILO-Geneva Statistical Department Specialist, Mónica Castillo, stated that GROUP B had also discussed the need to reach a consensus on the whether the age of participation in employment should be 15 or 16 years old.

IPEA representative, Roberto González, stressed the importance of discussing age limits for the entire economically active age population, and also the limits of age brackets. His group considered setting: 16 to 24 years, 25 to 59 years, and over 60 years. He also stressed that, ideally, the age brackets should be standardized for the country's various statistical realities.

IBGE representative, Cimar Azevedo, stated that GROUP A's proposal was to produce two indicators: one for Brazil, with age brackets starting at 16 years; and another for international comparability, starting at 15 years.

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## 5.2. Stability and security of work

### *Group presentation*

GROUP B discussed the issue of *Stability and security of work*. The rapporteur of the group, Ana Yara Paulino Lopes, of IOS/CUT-SP, stated that the work had started with a comparison of two spreadsheets, one international and the other a proposal for Brazil, which the group found easier to work with. All of the items raised as statistical indicators were approved by consensus of the group.

With respect to ‘tenure of less than one year’, the group suggested that it should be broken down by formal and informal employment. It also requested that the information be broken down by sex, race, age and schooling level. It is necessary to seek a homogenization of age brackets that encompasses the international recommendation of ‘15 years or over’, so as to bring it into line with the legal limit in Brazil of 16 years.

Doubts were raised among the group regarding occupational disaggregation and they resolved to raise the issue with the plenary. There was uncertainty as to what types of activity are considered more interesting and whether it is really necessary to break them down by occupation.

The group approved the indicator ‘tenure of over five years’ but suggested that it also be broken down. The same occurred with ‘turnover rate’ and ‘average tenure on the job’.

The indicator ‘degree of unemployment insurance protection’ and its repercussions, coverage and income substitution rate, were also approved. With respect to the item ‘duration of unemployment compared to average period of seeking employment’ there were doubts as to its possible disaggregation.

The question of ‘outsourced workers’ (*tercerizados*) led to a small discussion within the group. It was decided that the indicator should be maintained, as long as no better one was available. It should, however, be regarded as an additional indicator, also subject to disaggregation. The group suggested that an effort be made to come up with a future indicator capable of distinguishing those that have a formal contract from those that are, indeed, precariously employed.

Another suggestion was including an indicator on the birth and death of firms. A large proportion of companies founded in Brazil go out of business in less than three years, and this has repercussions on the creation of jobs and on dismissals. However, the group was unable to decide whether this indicator should be moved to another block, such as ‘economic and social context of work’. The question was also raised whether, aside from information on the Annual Listing of Social Information (*Relação Anual de Informações Sociais - RAIS*), this issue could be monitored by the National Household Sample Survey (*PNAD*).

Within the block of international indicators, the importance of an indicator for ‘job stability and security’ and the need to develop it further was acknowledged. In the absence of an international indicator, the group suggested that work should proceed with the proposal for Brazil.

In relation to the additional proposal on the international list for the ‘number and wages of casual/daily workers’, Brazil as yet has no good indicator to provide reliable data. The group considered that such an indicator would be worthwhile and proposed that one be developed in the future.

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In relation to qualitative indicators, it was proposed that legislation for the protection of jobs be maintained. The rapporteur recalled that, since ILO Convention 158 has as yet not been ratified by Brazil, it can not presently be used as an indicator.

### **Plenary discussion**

IPEA representative, Roberto González stated that the international proposal brings the future indicator ‘labour underutilization’ within the item ‘Employment opportunities’. This indicator bears a relation to the item ‘number of casual workers’. GROUP A discussed whether, in the Brazilian case, approximate data could be obtained for analysis of unemployed workers dismissed after less than 90 days of employment. It is a situation similar to that of temporary workers, and an approximation can be obtained using the available data. This topic should be discussed alongside the theme of job stability and security of work.

The employers’ representative, Dagoberto Godoy, explained that he was attending to represent the interests of the National Confederation of Industry (CNI) and that his participation was thus merely a preliminary collaboration, as the Confederation was due to make its own statement on the conclusions of the work. Nonetheless, he expressed dissent on behalf of the CNI in relation to the qualitative indicator ‘protection against dismissal’ as presented in an ILO-Brazil document, directly linked to Convention 158. Employers consider dismissal for no reason a central element of flexible management.

## **5.3. Combining work, family and personal life**

### **Group presentation**

GROUP C discussed indicators for measuring the dimension *Combining work, family and personal life*. The rapporteur of the group, Márcia Vasconcelos, Coordinator of the Programme on Gender and Racial Equality in the ILO-Brasilia office, stated that the group had begun its work with a discussion on the difficulty of establishing indicators for this theme.

The main proposal on the international list was the qualitative indicator on ‘maternity leave’. With respect to the list of proposals for Brazil, the indicators ‘day-care coverage for children from zero to three years old’ and a ‘rate of pre-school coverage for four to five year olds’ was maintained.

The indicators ‘daily average commuting time’ and ‘hours spent on domestic chores’ were maintained with certain observations. With respect to ‘hours spent on domestic chores’ it was suggested that it be addressed alongside data on ‘total daily working hours’ so that it appears as the sum of productive work plus domestic chores. This proposal enables visualization of the time dedicated to each of these spheres of work and shows the sum of work in these two spheres, making evident the overload in terms of total hours worked by women.

With respect to the issue of ‘use of time’, IBGE will be conducting a specific and highly detailed survey on the theme, by means of a diary methodology. Respondents of the survey will describe their activities during a typical day of their lives and the time dedicated to each. The group discussed whether it would be appropriate to make use of the results of this survey to prepare specific indicators with respect to use of time. In this way, aside from the issues of working hours and of domestic chores, it would be possible to incorporate other indicators that portray aspects of the use of time, such as time dedicated to leisure; work on Sundays and holidays, and the control that workers have in negotiating

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their own working hours involving Sundays and holidays; and the impact this has on male and female workers' lives and on conciliating work and family life.

With respect to 'maternity leave', the group agreed that, despite the specific legislation on the theme, it would be worthwhile to incorporate data on access of women to this right and to seek indicators that reflect the 'number of benefits granted to the working population with live-born children' so that the scope of such legislation can be assessed. Another discussion within the group on this theme related to the issue of women that have the right to maternity leave as a consequence of their participation in the labour market, but do not access the benefit or take their full maternity leave.

With respect to legislation on work on Sundays and holidays, the group concluded that the existence of legislation on the theme is positive. It is, however, necessary to evaluate negative aspects relating to flexibility generated by the legislation. What are the impacts on family and personal life of working on Sundays and holidays? The group raised the issue of abuses that may occur, the bargaining power of male and female workers and the position assumed by unions in the negotiation of working hours on Sundays and holidays.

Another discussion on the balance between work, family and personal life raised the issue of family arrangements. Demographic changes in Brazilian society point to ageing of the population. There is, however, a lack of indicators relating to the elderly and to how care for this segment of the population impacts family organization, distribution of domestic tasks, and the possibility of placing an overload on women. The group indicated that there is a need to develop indicators on family arrangements that demonstrate the profile of families, placing them within the social context dimension.

The group suggested that there was a need for deeper reflection on family responsibilities and their impact on working hours. In Brazilian society, women are still mainly responsible for domestic tasks, and this tends to generate an extended work day. It is thus necessary to assess the impacts of such responsibilities on weekly working hours of less than 15 hours, and to identify obstacles that may be raised by family responsibilities in this respect.

The group maintained the indicator 'average commuting time' but observed that, currently, the data accounts only for journeys between the home and the workplace, and thus fails to record intermediate journeys such as taking children to day-care or taking two different modes of transport. Indicators are needed that allow a more concrete assessment of the impact of such journeys on family organization.

### ***Plenary discussion***

The representative of the National Confederation of Commerce (CNC), Alain MacGregor, stated that, with respect to the issue of work on Sundays and holidays, his position was contrary to that of the group, since this question had been amply debated for years prior to reaching the consensus currently enshrined in law.

## **5.4. Adequate earnings and productive work**

### ***Group presentation***

At this stage of the workshop on Decent Work Indicators, GROUP A examined the dimensions *Adequate earnings and productive work* and *Social security*. The rapporteur of the group, IBGE representative Cimar Azevedo, opened with a presentation on the *Adequate earnings* dimension. Initially, the group questioned the way 'earnings' is assessed by

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PNAD. IBGE's National Household Sample Survey measures earnings of the population in the month of September each year, i.e., it does not reflect vacation pay and Christmas bonuses (the so-called 13<sup>th</sup> month salary). Moreover, some benefits, such as the Christmas bonus, are not granted in all of the other countries. Thus, Brazil is underestimating the population's earnings. On the other hand, the PNAD assessment for the month of September is the best indicator available for Brazil. There is thus a need to establish a qualitative indicator to reflect benefits granted in Brazil.

The group maintained all of the indicators on the list proposed for Brazil, and suggested the addition of the following indicators: 'average *per capita* household earnings', 'manufacturing wage index', 'minimum wage as % of average wage', and 'average annual earnings by years of schooling' broken down, in the latter case, to reflect level of education. Thus, the years of schooling bands were set as follows: zero to four years, five to ten years, eleven or more years, and higher education.

Another proposal of the group was the addition of the indicator 'earnings by group of activities, position and occupation'. This indicator is of interest for assessing the earnings of different categories of workers (i.e., industrial, construction, agricultural, non-agricultural workers). It also helps when appraising earnings by position or occupation, i.e.: public servant, employee with or without signed contract, own-account worker or employer.

The starting age remained 16 years or over. For the purpose of international comparisons, it will also be necessary to include 15 years or over.

In relation to the item 'receipt of benefits', group discussions revealed that PNAD has a series of questions on the theme. A commitment was established to carry out tests in relation to these questions, and the subsequent formalization of a suggestion for including indicators on receipt of benefits. The aim is to detect the percentage of workers that receive such benefits as: transport vouchers, meal tickets, health assistance.

Another item that the group assumed a commitment to examine more deeply is 'hourly productivity in industry'. To obtain this indicator, data from IBGE's Annual Industrial Survey (PIA) should be used.

## ***Plenary discussion***

IPEA representative, Roberto González, reminded the group that, in the portion relating to the minimum wage, aside from the national wage floor, it would also be necessary to mention state-level wage floors.

## **5.5. Social security**

### ***Group presentation***

*Social security* was the second theme addressed by GROUP A. IBGE representative Cimar Azevedo, stated that all indicators on the list of proposals for Brazil had been maintained, with the exception of the indicator 'average value of social-security benefits over average monthly earnings'.

ILO Employment Specialist, Janine Berg, underscored that withdrawal of the indicator 'average value of social-security benefits over average monthly earnings' was due to difficulties relating to the form in which PNAD collects such data. IBGE data refers only to the narrow question of whether or not social-security benefits are received. This peculiarity

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could result in data distortions, as it fails to identify special situations, as in the case of public servants.

In relation to the indicator ‘public spending, as a proportion of total tax revenue, on income-transfer programmes’, the group suggested inclusion of the percentage of GDP earmarked for the *Bolsa Família* Programme and Long-term Social Welfare Benefit (BPC).

The group also suggested inclusion of the indicators: ‘spending on unemployment insurance, as a percentage of GDP’, ‘private healthcare spending, as a percentage of GDP’ and ‘total spending on public and private healthcare’.

Janine Berg, asked the group whether the Basic Social Welfare Law (LOAS) should be included as a qualitative indicator of social security. IPEA representative, Roberto González, stated that the regulatory framework of the *Bolsa Família* Programme and social security legislation had been included in the normative section, and the group then discussed the possibility of including LOAS, as it provides the basis for certain of the benefits included in the quantitative section.

According to Roberto González, in the qualitative section there was also discussion as to the inclusion of private healthcare spending in order to detect any social services spending not covered by the State. The indicator currently used is ‘family spending on health in relation to the GDP’, which serves as a proxy for private healthcare spending.

The rapporteur of the group stated that the Continuous PNAD will merge the PNAD survey with the Monthly Employment Survey (PME). It is being tested and will be in the field by 2011. The new survey includes a series of indicators that may serve in future for measuring decent work.

## ***Plenary discussion***

ILO-Geneva Statistical Department Specialist, Mónica Castillo, asked whether the group had worked with data broken down by economic activity and questions of gender and race. Cimar Azevedo, representative of IBGE, stated that all disaggregations by sex, age, race, years of schooling, and areas of activity had been encompassed by the indicators proposed by the group.

DIEESE representative, Ademir Figueiredo, stated that the indicator ‘social security spending’ should be broken down into three: ‘health spending’, ‘pension spending’ and ‘social welfare spending’.

IPEA representative, Roberto González, stated that the concept of social security in Brazil’s Federal Constitution is much broader than in most other countries where it relates solely to pensions. To increase its value as an indicator, it would be necessary to specify pension spending, social welfare spending, and spending on health and unemployment insurance.

The Director of the ILO Office in Brazil, Laís Abramo stated that only five countries in Latin America offer unemployment insurance benefits. ILO specialist, Janine Berg responded that Brazilian legislation contains other benefits, and that breaking down such spending would facilitate international comparisons.



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## 5.6. Safe work environment

### **Group presentation**

In this second round GROUP B addressed the thematic blocks: *Safe work environment* and *Work that should be abolished*. The rapporteur of the group, Ana Yara Paulino Lopes, of IOS/CUT-SP, began with a presentation on the theme *Safe work environment*. She stated that the group comprised many specialists on the theme, and that there had been deep discussion. The group agreed to maintain the quantitative and statistical indicators foreseen in the proposal for Brazil. She pointed out that the ‘number of labour inspectors’ is not per hundred thousand workers, but rather, per ten thousand workers.

In relation to the ‘occupational injury rate’, the group suggested that these be broken down to reflect accidents on the way to work and those that actually occur at the workplace, by sex, age, race, and type of activity. In relation to the ‘number of fatal occupational injuries’ the group suggested inclusion of a ‘fatal occupational injury rate’ the denominator of which could be the number of insured workers. With respect to data on ‘time lost due to occupational injuries’ the group requested a comparison with the period of benefit received broken down by type of accident.

With respect to the indicator ‘number of labour inspectors’ the group thought it should be broken down by state. There is also a need to verify public spending divided by the number of labour inspectors, and also to verify unemployment insurance spending.

Work environment safety is an issue pertaining to three ministries: health, labour and social security. Currently, an effort is underway to unify health and social security records, which could lead to changes in the presentation of statistics, making it harder to define these indicators. It was suggested to accompany the work being undertaken by the Ministerial Committee on Health and Workplace Safety and the merging of these records.

With respect to qualitative indicators, the group suggested that regulatory standards be monitored, and that an epidemiological approach be adopted, i.e., to determine the relationship between certain activities and diseases. Also, more detailed protocols for the inspection of the health system need to be prepared.

With regard to the occupational safety and health insurance system, the issue of poorly defined social security statistics was discussed. There has been a change, since 2007, in expert-examination procedures and in the way workplace accidents are reported that may have affected the series. It seems that, as a consequence of this change in procedures, there was an increase in the number of workplace accidents reported after 2007, and it is necessary to bear this in mind when examining these statistics.

It is also important, in these statistical indicators, to separate real workplace accidents from those that can not be regarded as typical workplace accidents, but which bear a relation to safe working environments.

### **Plenary discussion**

ILO-Geneva Statistical Department Specialist, Mónica Castillo, stated that inspectors carry out a number of activities during their work, and that the best indicator in this case would be the number of inspections divided by the number of workers, and also, the number of labour inspections divided by the number of companies.

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Ana Yara Paulino Lopes, of IOS/CUT-SP responded that the ‘number of inspection visits by number of workers’ and ‘number of inspection visits by number of companies’ ought to be included among the future indicators.

A guest participant from the Ministry of Labour and Employment (MTE) remarked that there are three thousand inspectors at the Ministry, but that in the states the number of inspectors varies considerably. The Secretariat for Labour Inspections (SIT) has data on the number of persons rescued from forced labour in the states, but no data broken down by number of inspections. Nonetheless, when compared to other countries, Brazilian inspections are considered amongst the best in the world.

Employers’ representative, Dagoberto Godoy, stated that, in relation to the MTE indicators, it would be necessary to have, not only absolute numbers, but also a relative number relating to persons occupied. For example, when comparing data on persons freed from forced labour, the numbers are quite significant, but that it is also necessary to establish a relation to the total number of workers. The same occurs with data on occupational injuries, as the ‘number of occupational injuries’ must be assessed in relation to the total number of employees.

According to ILO-Geneva Statistical Department Specialist, Mónica Castillo, records on fatal accidents fail to include informal workers. The group recommended that a survey be conducted of the number of inspections, and that PNAD, every two years, conduct a count of both fatal and non-fatal occupational injuries, broken down by area of activity and by state.

The rapporteur of the group, Ana Yara Paulino Lopes, reported that the group had suggested adding the ‘occupational injury rate’, but that it had yet to analyze whether the best denominator would be ‘number of persons insured at the INSS’. The question of the denominator is important, because only those with insurance coverage appear as having suffered occupational injuries.

IPEA representative, Roberto González, informed that the denominator currently used by the Ministry of Social Security is the number of employment ties (i.e., not all the insured persons). Thus, the self-employed, domestic servants and public employees are not covered and, indeed, neither are informal sector workers. The fatality rate, for example, is calculated by taking the number of deaths, divided by the number of labour ties. In the year book there is a fatality ratio, i.e., the number of fatal occupational injuries divided by the total number of occupational injuries. These are the available indicators. However, this obviously does not imply that there should not be more detailed indicators to reflect informal-sector workers.

Employers’ representative Dagoberto Godoy, questioned the need for an epidemiological approach indicator and suggested that there should be an indicator for the number of people who have left employment as a consequence of occupational diseases.

IPEA representative Ana Maria Chagas, reported that GROUP C had discussed the issue of overtime and its impact on work safety. She said that most serious accidents, and accidents in general, occur during overtime, and suggested inclusion of this indicator in the block on ‘safe work environment’.

Guest speaker, labour inspector Fernando Vasconcelos, who works at the health and safety department of SIT, observed that, in assessing fatal accidents, inspectors disregard cases encompassed by the epidemiological approach. This is done so as to maintain greater control over occupational diseases and workplace accidents. It is, however, possible to work with both situations: incorporating a technical approach; or not incorporating a technical approach when addressing a situation of greater safety. In relation to the techni-

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cal approach, the Social Security Ministry is implementing a process that is likely to have considerable impact, but that will not cause insecurity, as the social security statistics year book addresses only reported accidents and benefits claimed. When working with accidents of which a benefit has been claimed (i.e., those listed on the Communication of Workplace Accidents, CAT, and for which the respective benefit has been paid) there is no possibility of the source being lost.

Fernando Vasconcelos also remarked that SIT possesses updated data, broken down by the number of labour inspectors in each state, and emphasized that social security and health statistics are undergoing a transition. The committee that deals with Convention No. 187 needs to move forward in relation to the document that has been drafted.

DIEESE representative, Ademir Figueiredo, stressed the importance of the statement by employers' representative, Dagoberto Godoy, on treatment of the issue of people who have left employment due to work-related diseases. He also underscored the need for an indicator to reflect the issue of overtime as a factor relating to workplace accidents. In his view, the main focus of the discussion on workplace accidents in Brazil today is outsourcing. Increasingly, outsourced contracts cause problems owing to the number of workplace accidents that they cause. Petrobrás experienced problems caused by outsourcing throughout the 1990s. It might be necessary, in this case, to break the data down by the nature of the contract.

The group rapporteur, Ana Yara Paulino Lopes, stated that the group had made a recommendation urging development of indicators on inspection of domestic work, inspection of informal work, and inspection of family agriculture. Another suggestion related to promotion of public policies for formalization of work in these three sectors.

## **5.7. Work that should be abolished**

### ***Group presentation***

The second theme addressed by GROUP B, was *Work that should be abolished*. The rapporteur of the group, Ana Yara Paulino Lopes, stated that the group had considered all the indicators on the list of proposals for Brazil, and made a commitment to submit to the plenary two texts on child labour, and one on forced labour.

The group maintained the main indicator, 'incidence of child labour'. Guiding concepts on the issue of child labour were enunciated in a Resolution of the latest International Conference of Labour Statisticians in 2008.<sup>9</sup> Data on this indicator should be broken down by age, sex, race and ethnic group, and also by schooling level, activity, occupation, and agricultural/non-agricultural.

Disaggregation of data by age is in compliance with categories defined in Brazilian legislation: five to thirteen years of age, when work is forbidden; fourteen to fifteen years, when work is allowed only under apprenticeship; and sixteen to seventeen years, when hazardous work is forbidden.

<sup>9</sup> ILO, *Report of the 18th International Conference of Labour Statisticians, Geneva, 24 November - 5 December 2008*. Geneva: ILO, 2008 (available at [http://www.ilo.org/global/What\\_we\\_do/Statistics/events/icls/lang--en/docName--WCMS\\_101467/index.htm](http://www.ilo.org/global/What_we_do/Statistics/events/icls/lang--en/docName--WCMS_101467/index.htm)).

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The rapporteur of the group asked whether the breakdown of information by age, sex, race and ethnic group was available in all statistical sources. The group suggested expansion of the PNAD samples, every three or five years, to reflect data referent to child labour by state and the most significant trends, that might reflect the most adequate public policies.

The PNAD indicators: ‘number of school enrolments’, ‘school attendance’ and ‘school desertion rates’, should be added to the list, as well as the monitoring of the Child Labour Eradication Program (PETI)/*Bolsa Família*. Data from the Special Human Rights Secretariat, that fields complaints on the worst forms of child labour, should be used so long as no better indicator is available to assess this dimension.

It is necessary to develop indicators on children’s use of time, in line with a Resolution of the 18<sup>th</sup> International Conference of Labour Statisticians. A PNAD supplement could portray child labour using the following disaggregations: (i) time spent on work; (ii) time spent on domestic chores; (iii) time spent on education; (iv) whether engaged in dangerous work, even within the scope of domestic chores, etc.. Such detailing is not possible today using the Brazilian statistical framework. Furthermore, specialists in the group stated that Brazilian legislation does not explicitly define the limits between domestic chores and domestic service. Indicators on the use of time could thus serve to orient legislation.

The group maintained the indicator ‘incidence of forced labour’ and suggested addition of the following indicators: (i) number of workers rescued from situations analogous to slavery; (ii) number of *Bolsa família* benefits awarded to workers rescued from situations analogous to slavery; (iii) number of workers rescued that received unemployment insurance benefits; (iv) number of operations of mobile detachments for rescue of workers in situations analogous to slavery; and (v) number of complaints of situations analogous to slavery in relation to rescue operations. Much of these data are available at the Labour Inspection Secretariat and at *Pastoral da Terra* (CPT).

The indicators ‘number of workers rescued from slave labour referred through the Integral National Employment System [*Sistema Integral Nacional de Empregos*]’ and ‘number of workers rescued attended by the Victim’s Welfare Program [*Programa de Assistência a Vítima*]’ are proposed as future indicators, since these programmes are currently under implantation and expansion.

With respect to qualitative indicators, the group maintained the indicators ‘existence and scope of national legislation relating to minimum age’ and ‘efficiency of policies for combating forced labour’ and proposed the addition of: (i) scope of national legislation with respect to situations analogous to slave labour; (ii) efficiency of policies for combating slave labour; (iii) blacklist of employers caught holding workers in conditions of slave labour. All of these qualitative indicators exist, but need to be enhanced.

It would be worthwhile to accompany initiatives carried out by signatories of the National Pact for Eradication of Slave Labour. There is to be a meeting, on August 19, at which the signatories are due to consolidate a platform for monitoring forced labour, open for public consultation.

## **Plenary discussion**

José Ribeiro Guimarães stated that information on PETI/*Bolsa Família* is available on the website of the Secretariat for Evaluation and Information Management (SAGI). Aside from information on PETI/*Bolsa Família*, this site also has data on other programmes and for most indicators, that data are no more than two or three months old. It also has all the consolidated data for 2008, broken down to the municipal level.

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Renato Mendes, Coordinator of IPEC in Brazil, stated that qualitative indicators cannot be used for purposes of comparison to mark the increase or decline of any problem, as no direct cause-effect relation of these indicators or of efficiency or efficacy of the programme can be established. In his view, often a public policy may be efficient, but not necessarily effective. This is true of the *Bolsa Família* Programme which is efficient in that it reaches millions of people, but has not had significant impact on the incidence of child labour. He suggested that qualitative indicators indicate efficiency and not efficacy, specifically with respect to child labour.

A representative of GROUP B recalled that, during the group's work, a distinction had been made between illicit work and dangerous work. He stressed the need to break down the research by region, so as to identify precisely the main areas of prevalence of child labour. He also stated, with respect to forced labour, that only 50 per cent of complaints result in inspections and that there is thus a need to treat these statistics with caution.

ILO specialist, Maria Claudia Falcão, remarked that today in Brazil, no research has been conducted on the incidence of the worst forms of child labour. It will be necessary to structure future indicators, through the use of special supplements, so as to survey data on this theme at regular intervals.

IPEA representative Roberto González, agreed with the breakdown by age group proposed, but stressed that, for the 14 to 15 years age group, the coverage of apprenticeship contracts should be investigated using RAIS data, broken down by school attendance.

Employers' representative, Dagoberto Godoy, stressed the importance of breaking down indicators on child labour by formal and informal sectors of the economy.

Renato Mendes stated that child labour in Brazil is, basically, a portrait of the informal sector of the economy, characterized by outsourced and unstable activities. The available PNAD data encompasses only some types of activity.

## 5.8. Decent hours

### **Group presentation**

In this second round, GROUP C addressed the themes: *Decent hours* and *Equal opportunity and treatment in employment*. The rapporteur of the group, Márcia Vasconcelos, began her presentation by focusing on indicators of *Decent hours*. She reported that the group made a distinction between excessive working hours [*jornada excessiva*] and extraordinary hours [*jornada extraordinária*].

She reported that the group had maintained the indicators proposed for Brazil on 'excessive number of hours worked': 'above 44 hours' and 'above 48 hours' per week. It had, however, also discussed the possibility of working with the notion of 'hours habitually worked'. Brazilian legislation allows for two hours of overtime per day and ten hours per week, however, if overtime is constantly repeated, it ceases to be considered extraordinary and becomes habitual. The indicator 'excessive hours of work' should be broken down by sector of activity, position, occupation and schooling level, as well as by sex and race.

In relation to the indicator 'time spent commuting to work', discussed previously during the workshop, the group proposed the following disaggregation: (i) if the route is directly to work; (ii) if the route is not directly to work; (iii) time spent in the two situations.

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The group discussed problems relating to overtime, such as its impact on the incidence of accidents and cases of harassment of women who refuse overtime as a consequence of their family obligations.

In relation to the indicator ‘annual average of hours worked’ the group discussed the difficulty of obtaining these data using currently available statistical information. In Brazil, this information is collected on a weekly basis and changing to an ‘annual average’ indicator could compromise data quality.

The indicator ‘time-related underemployment rate’ was incorporated by the group. The source of this data, since 2002, has been the Monthly Employment Survey (PME). Nonetheless, the question will remain on the regular PNAD questionnaire.

With respect to qualitative indicators, the group maintained: (i) maximum hours of work and compensation for overtime; and (ii) paid annual leave. It was suggested that an indicator on ‘flexible working hours’ be established, based on data on collective bargaining agreements that are to be found on the Ministry of Labour and Employment’s (MTE) Mediation System.

### ***Plenary discussion***

The employers’ representative, Dagoberto Godoy, reiterated the employers’ position in relation to overtime. In his view, Brazil’s legislation establishes a distinction between ‘excessive hours of work’ and ‘extraordinary hours of work’. Use of overtime is considered an essential element for flexibility of management, and employers do not want the Brazilian economy to lose this feature, as it is of great importance for competitiveness. He also stressed that countries such as South Korea quickly outstripped Brazil in development by intensive use of labour. Caution should thus be taken so as not to characterize use of overtime as a crime.

The employers’ representative regretted that it was not possible in Brazil to use the indicator ‘annual average of hours worked’. He stressed the need to develop indicators capable of assessing how much of the population’s effort is dedicated to work each year, and whether there is an excess or poor distribution of the intensity of work.

Dagoberto Godoy also urged inclusion of an indicator on ‘use of an hours bank’, an instrument resisted by the workers but perceived by business people as an advance in the status of work in Brazil. He also requested that data on all the indicators be disaggregated by formal and informal sectors.

The representative of *Central Única dos Trabalhadores* (CUT), Rosane da Silva, stressed that Brazilian society has debated the need to reduce working hours. DIEESE data demonstrated that a reduction of working hours would not result in reduced productivity for companies. On the contrary, it could promote inclusion of thousands of workers into the formal labour market and contribute toward competitiveness and productivity. She said that European countries that had reduced working hours had continued to be productive, as measured in world rankings, and that this proves that increasing labour rights need not reduce profitability.

With respect to abuse of overtime, Brazilian legislation foresees no more than two hours of overtime per day or ten hours per week, but makes no provision for how such hours should be distributed. It is common for companies to group these hours all together. CUT conducted a survey that showed that workplace accidents resulting in mutilation of male and female workers in the formal labour market generally occur during overtime hours. Companies abused overtime and often made people work four or five hours beyond the expected hours.

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Rosane da Silva stressed the importance of including an indicator on the Hours Bank. She said that this indicator could show just how harmful the Hours Bank is to workers (both male and female) who lose control over their own time. Their time is at the disposal and in the power of the companies.

The representative of the National Confederation of Commerce (CNC), Alain MacGregor, stated that the issue of reducing working hours is a theme for debate in another forum and that there is data that refutes the DIEESE survey. In his view, the issue of excessive hours is an inspection problem. Brazil has strong laws in relation to the theme and, for the purposes of the present workshop, the important issue is the value of the indicator.

Ademir Figueiredo, of DIEESE, stated that the position of the CUT representative reflects the opinion of all of the Brazilian Trades Union Confederations. In his view, overtime, even when habitually worked, remains overtime, and is paid at a different rate. On the other hand, an Hours Bank is an instrument for using the employee exactly as the company wishes, without compensation or payment. Inspection is very weak and, in the region of Ribeirão Preto, for example, there are statistics showing deaths caused by stress.

IBGE representative, Cimar Azevedo, clarified that the indicator in the household survey portrays the situation in the field. The interviewee is asked how many hours he worked in that week. As overtime becomes routine, it ceases to be a sporadic phenomenon and becomes something habitual. The worker then habitually works ten hours per day. Thus, regardless of inspections, what is being heard through the household survey is the voice of the interviewee.

Márcia Vasconcelos stated that the subtlety between habitual and extraordinary should be considered precisely in view of the means whereby the data are collected. In her view, legislation on the Hours Bank should be automatically included within the qualitative indicator 'maximum hours of work and compensation for overtime'.

DIEESE representative, Ademir Figueiredo, stated that it would thus be necessary to seek another source for measuring overtime since, if PNAD accepts overtime as habitual, it can not serve as an adequate indicator. In his view, the RAIS contains more effective mechanisms for monitoring overtime.

IBGE representative, Cimar Azevedo, recalled that when the indicator was included into PNAD, in 1967, its aim was to quantify the working hours of the population. Thus, the aim of the indicator was not to measure overtime.

DIEESE representative, Ademir Figueiredo, said that an alternative would be to separate normal hours from what is effectively worked, thus revealing overtime. In his view, the indicator accepts a working day that is longer than normal, and an effort should be made to detect what oversteps legal limits.

ILO specialist, Márcia Vasconcelos, stressed the need to refine the indicator. However, she stated that what is really important is to define the length of working hours. Subsequently, when analyzing the data, the legislation should be taken into consideration. The group understood that the way in which the data is collected by PNAD fulfils the goal of obtaining information.

The representative of *Central Única dos Trabalhadores* (IOS/CUT-SP), Ana Yara Paulino Lopes, stated that in the Report of the Tripartite Meeting of Experts there is a resolution on use of time. She also stressed that PNAD is going to prepare a supplement on use of time that could reflect these dimensions. The new PNAD could also include and clarify issues on this theme, for measuring overtime and hours effectively worked.

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## 5.9. Equal opportunity and treatment in employment

### **Group presentation**

The second theme addressed by GROUP C was *Equal opportunity and treatment in employment*. With respect to statistical indicators, Márcia Vasconcelos reported that the group had maintained the indicator ‘occupational segregation by sex/colour’, guaranteeing its horizontal and vertical disaggregation. The group also suggested that there should be disaggregation by schooling level and age group.

The indicators ‘gender wage gap’ and ‘earnings difference by race/colour’ should be broken down by schooling level and by age group. It was also suggested that indicators be prepared using ‘earnings per hour’ data, so as to take into consideration the number of hours worked.

The group discussed the issue of professional advancement and enquired as to the possibility of preparing an indicator to measure equality of opportunity in relation to professional advancement, broken down by sex and colour.

With respect to the indicator ‘percentage of important posts held by women and blacks’ the group suggested that the denominator ‘population that completed secondary schooling’ be used.

The group proposed inclusion of the ‘Duncan Index’ as an additional indicator. This synthetic index shows the correspondence between the participation of young women, blacks and whites in the labour force and the posts they hold. This indicator could indicate paths to be pursued in the quest for equality.

With respect to qualitative indicators, the group maintained legislation relating to discrimination by sex and colour/race or region of origin. It is also necessary to incorporate legislation covering traditional populations and to determine how to generate statistics on them.

It is also important to incorporate legislation on persons with disabilities and legislation on migrant workers.

The group suggested that, in general, surveys should be conducted on satisfaction at work and on workers’ self-perceptions of the various dimensions of decent work. It also remarked on the need to develop an indicator to measure job instability in the formal labour market, since such instability exists even in the case of formal sector jobs.

### **Plenary discussion**

The representative of SETRE/BA, Nilton Vasconcelos, stated that the National Employment System produces information that is not always used. Implantation of a web-based system will make the data more easily accessible. In this respect, he suggested adding an indicator on labour intermediation, capable of verifying the participation of the public intermediation system in relation to the General Register of Employed and Unemployed Workers (CAGED). DIEESE and the Ministry of Labour and Employment (MTE) produce a catalogue on the labour intermediation system. Existence of a free public employment system fosters greater equality of access to jobs.

As a qualitative indicator, Nilton Vasconcelos suggested addition of: (i) legislation that imposes age limits for the jobs available; (ii) legislation that forbids demands of minimum years of experience when filling jobs; and (iii) verification of the Register of Individual



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Taxpayers (CPF) for checking credit status. These three indicators: age, time of service and credit status, are important tools for gauging the dynamics of the labour market.

## 5.10. Economic and social context for decent work

### **Group presentation: Economic context**

In this final part of the workshop, GROUP A addressed indicators on the *Economic context*. The rapporteur of the group, IPEA representative, Roberto González, stated that the indicators in the proposal for Brazil: (i) GDP and GDP *per capita*, (ii) distribution of GDP by economic sector; (iii) annual GDP, GDP *per capita*, and sectoral growth rates; (iv) inflation rate; (v) investment rate; (vi) growth rate of the Working Age Population (PIA) and Economically Active Population (PEA); (vii) jobs by economic sector; (viii) labour productivity; and (ix) employment-output elasticity, had been maintained by the group.

Moreover, the group requested that the indicator ‘investment rate’ be disaggregated by public and private sector. It also suggested inclusion of the ‘R&D investment as a percentage of GDP’. The already consolidated indicators ‘tax burden as a percentage of GDP’ and ‘basic SELIC interest rate’ were also added.

The group discussed the necessity of including an indicator on ‘quality of and access to housing’. The question was raised whether the indicators for this dimension should be the ‘housing deficit’ or an indicator on ‘precariousness of housing’, and particularly the percentage of persons with access to basic sanitation.

Furthermore, the necessity for indicators relating to the business environment was put into question. Suggestions included a ‘corruption index’, a ‘legal and logistical workers security’ and ‘red tape’, but the group reached no consensus on this theme.

### **Group presentation: Social context**

GROUP C addressed indicators of the *Social context*. The rapporteur, ILO specialist Márcia Vasconcelos, stated that, with respect to the social context of decent work in Brazil, the group had held a discussion based on the Gini Index. The group maintained the indicators: (i) Gini Index; (ii) distribution of personal incomes; (iii) functional distribution of income; (iv) HIV prevalence rate; and (v) public spending on education (*per capita* and in per cent of GDP). It also suggested adding the indicator ‘public spending on health (*per capita* and as in per cent of GDP)’.

In relation to the international indicator ‘children not in school (per cent by age)’ the group suggested that it be altered to ‘children and adolescents not in school (per cent by age)’, broken down by school attendance and by age group: six to fourteen years, and fifteen to seventeen years. The group also suggested inclusion of the ‘net school enrolment rate’.

The group opted for inclusion of the indicator ‘functional illiteracy rate’ amounting to less than four years of schooling, which it considered a more appropriate indicator than ‘illiteracy rate’, which was thus withdrawn.

In relation to the indicator ‘average schooling level of the labour force’ the group proposed also to use data on ‘years of schooling completed for the 16 to 24, and 25 to 59 years age brackets’.

It would also be worthwhile to construct an indicator on ‘changes in the number of workers served by the Professional Training System’. Data on this dimension could be obtained

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from the Ministry of Labour and Employment (MTE), the DIEESE Year Book, the Monthly Employment Survey (PME), and the PNAD-2007 Supplement.

Within the scope of the theme ‘work, family and social life’, it would be worthwhile to obtain data portraying family arrangements. To this end, the group proposed the following indicators: (i) families with elderly members (60 years or over); (ii) families with children (zero to 14 years); and (iii) families headed by women. It also requested inclusion of the indicators: ‘dependence ratio’ and ‘schooling level of the Economically Active Population (PEA)’, considering the number of years of schooling.

### ***Plenary discussion***

Renato Mendes of the ILO suggested three disaggregations in relation to age brackets of groups by schooling level: (i) separation of preschool from primary schooling, since the supply of day-care is not the same as the supply of primary schooling; (ii) establishment of an age bracket from 11 to 13 years, in which truancy is particularly high in Brazil; and (iii) setting of an age bracket from 16 to 17 years as, during this phase, the State still has obligations toward those below the age of 18 years.

On the theme ‘work, family and social life’, he also suggested inclusion of an indicator on early motherhood and fatherhood, a critical problem in certain regions of Brazil. This indicator aims to reflect the precariousness of jobs for adolescents. The suggestion was the inclusion of an indicator on ‘families headed by persons below the age of 18 years’.

DIEESE representative, Ademir Figueiredo, requested clarification on the indicator relating to distribution of personal income. He asked whether this indicator was to be taken from the Gini Index or whether income concentration would be measured by deciles.

The representative of *Central Única dos Trabalhadores* (IOS/CUT-SP), Rosane da Silva, requested that, among the economic context indicators, aside from the indicator on access to housing, an indicator on access to land be included when measuring access to housing for rural workers.

IPEA representative Roberto González stated that, aside from school attendance, it would be worthwhile to measure age/grade disparities. He proposed inclusion of a ‘net schooling rate’ indicator.

IBGE representative, Cimar Azevedo, proposed that, within the social context, an indicator be included to measure the percentage of primary, secondary and higher education provided by public and private institutions. He also proposed future inclusion of an indicator on access to the labour courts. A PNAD supplement on this theme came out in 1988 and another is to be issued next year.

ILO specialist Janine Berg spoke of the possibility of adding indicators on digital inclusion in the social context dimension.

DIEESE representative, Ademir Figueiredo, referred to the need to clean the data so that the same indicator is not repeated in different blocks.

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## 5.11. Social dialogue, workers' and employers' representation

### **Group presentation**

In this final round, GROUP B discussed the issue of the *Social dialogue, workers' and employers' representation*. The rapporteur of the group, Ana Yara Paulino Lopes of IOS/CUT-SP, stated that the Geneva proposal included many indicators that, owing to a lack of sufficient statistics, can not be applied to Brazil. Thus, for the time being, the 'collective bargaining coverage rate', the indicator on 'fundamental principles and rights at work', 'strikes and lock-outs' and 'rates of days not worked' could not be included.

Among the indicators proposed for Brazil, the group made a series of considerations. It maintained the indicators: (i) 'number of strikes for non-compliance with collective-bargaining agreements', data on which is collected by DIEESE and which may be disaggregated by consequence of a strike or by economic sector; (ii) 'exercise of the right to collective bargaining' is another item of DIEESE data that corresponds to the number of collective labour agreements in which resulting wage increases replace or surpass inflationary losses; (iii) number of trades unions and (iv) number of employers organizations, with data from the Ministry of Labour (MTE).

In relation to the indicator 'trade union density rate', the group had doubts as to the methodology used by PNAD. Clarification was requested as to the means of acquiring this information and on how calculations were carried out.

The group suggested enhancement and future development of other indicators: (i) coverage rate of collective bargaining agreements, based on the MTE's Mediation System; (ii) number of unionized workers; (iii) rate of companies affiliated to employers' organizations; and (iv) number of class action cases before the labour courts, broken down by type. In relation to the indicator 'number of collective agreements negotiated', it is believed that the MTE already has this data, but its effective use as an indicator needs to be verified.

The group suggested adding the indicator 'number of lawsuits requesting restraining orders' [*Ações de Interdito Proibitório*] of the Ministry of Justice. Such lawsuits refer to cases in which employers file suit against union activity.

The group suggested a general review of all qualitative indicators. It also requested that ILO guidelines on social dialogue and Conventions 154 and 98 that Brazil has ratified be provided as a reference. The group felt that precisely this item, which is one of the main pillars of decent work, is very fragile in terms of indicators.

### **Plenary discussion**

Paulo Sérgio Muçouçah of ILO-Brasilia stated that the number of trade unions, alone, does not reflect Brazilian reality. There is an absurd number of registered unions and tremendous fragmentation, but few of them are truly representative. There is a need to understand better the degree of activity of each of these unions, in terms of the number of workers that sign up voluntarily as members. A requisite for this is information on the trade union density rate, broken down by sector and by union.

By means of the MTE's Labour Relations System (SIRT) it will shortly be possible to obtain the number of workers who are effectively affiliated to unions, i.e., the number of active members. In order for a union to register with the System, it must submit the Minutes of the Board Meeting at which its officers were elected, citing the number of voting workers. Once SIRT has completed its initial project of supplying a set of

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information, it will be possible to obtain unionization rates, broken down by sector, type of activity, etc.

With respect to a question on ‘trade union density rates’, IBGE representative Cimar Azevedo responded that PNAD asks each person if he/she is affiliated to a union, whether it is an urban or rural workers union, or for autonomous workers, self-employed and or liberal professionals. Data can be disaggregated by activity, but there is no way of telling if union membership is voluntary or involuntary.

Rosane da Silva, representative of *Central Única dos Trabalhadores* (IOS/CUT-SP), stated that union membership is voluntary in Brazil. She questioned the need to examine the ‘number of unions affiliated to union confederations’ as it is the confederations that represent workers’ caucuses at the national and tripartite levels.

The Director of the ILO Office in Brazil, Laís Abramo, reinforced that idea that union membership is voluntary in Brazil. She stated that the indicator ‘rate of coverage of collective bargaining agreements’, is very complicated in Brazil since when the union negotiates, it does so for the entire category. Coverage of collective bargaining agreements is practically the same as the percentage of workers holding work contracts.

Laís Abramo stressed the importance of the PNAD indicator and the need for a critical reading of the data, as the increase in the number of unions and organizations is not necessarily a positive development. She also stressed the fragility of indicators on social dialogue and the need to continue debate on the theme, focusing not only on PNAD, but by means of the MTE system.

The representative of DIEESE, Ademir Figueiredo, proposed that the group incorporate the legislation in which the Ministry of Labour (MTE) defines the representativity of union confederations.

In the plenary, there was debate on information relating to the number of union members. Paulo Sérgio Muçouçah stated that a survey on the number of workers affiliated to unions had already been conducted. *Força Sindical* representative Nilton Souza e Silva asked who provides information on the number of members of each union to the MTE. He asked whether this data was corroborated by the Minutes of an election meeting or by a simple statement.

MTE representative, Adriana Giuberti, stated that corroboration of the number of participants in the election of officers could be either by the Minutes or by a simple statement. However, if a union does not wish to make a statement to the MTE, there is no legislation to oblige it to do so. RAIS data can also be used, but such data is not as yet duly qualified and still requires further work.

Paulo Sérgio Muçouçah raised the caveat that RAIS only provides data on payment of union dues by companies and that, for a great many workers, many companies do not withhold said dues.

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## 6. Closing of the workshop

Janine Berg of ILO-Brasilia stated that the next step would be the compilation of the information obtained during the Workshop. The report of the workshop and the new proposal would be delivered to participants in September 2009. Also in September, a Decent Work Country Profile that reports on decent work trends and developments in Brazil is to be submitted to ILO-Geneva. This report is to be brief, with roughly three pages for each of the eleven themes, and is to contain only the main indicators and some additional ones.

The ILO will be monitoring development of the proposed indicators and, in the coming years, will be preparing annual reports on progress toward decent work in Brazil. The MAP Project, funded by the European Commission, is to be disseminated in other countries in Latin America. In terms of statistical development, Brazil is more advanced than Peru, which is preparing a similar workshop. Also, a series of tripartite regional workshops are to be held.

Rosana Tomazini, European Commission Advisor for Cooperation Affairs, apologized for the absence of the ambassador and spoke on behalf of the Delegation of the European Commission in Brazil. She stated that the Decent Work Indicators Project is a component of the European Commission's human rights agenda, the main objective of which is to provide support for civil society in the struggle for human rights.

The MAP Project, aside from mapping, monitoring and proposing new indicators for measuring decent work, aims to foster and propose public policies, i.e., it expects concrete results from this activity. Aside from projects with civil society, there are also bilateral projects with the Brazilian government on various themes, including education, social inclusion, support for small and medium businesses, and others. Recently, new projects were launched within the scope of 2007-2013 goals, with activities in various areas. It is relatively little known that the European Commission is the largest provider of non-returnable grant funding for organizations throughout the world.

The Director of the ILO Office in Brazil, Laís Abramo, thanked all the institutions, ILO specialists, representatives of the states and of the European Commission for their attendance. She assured the European Commission that its support for discussion of decent work has been of great importance. The MAP Project, which is currently operating in ten countries, contributes toward development of discussions on the theme at the international level and provides an opportunity for exchanges of experiences.

Laís Abramo stressed that the MAP Project had arisen at a very special moment, just as the ILO's Governing Body had arrived at a consensus and was offering guidance on how to address this theme. Moreover, the project had arisen at a very propitious moment for Brazil, when important experiences were taking place with state and municipal agendas. At the same time, a review was underway of PNAD/IBGE methodologies, which are essential instruments for analysis of working conditions and life in Brazil.

Furthermore, the project arrived at a time when discussion was underway on a National Decent Work Plan that, aside from incorporating results on which tripartite consensus had been reached, set concrete quantitative targets for 2011 and 2015, aside from providing indicators. Thus, the indicators discussed in this workshop would be useful as inputs toward the process of formulating and developing not only the National Plan, but also state and municipal agendas.

This discussion on decent work is also being held at the regional level. The Hemispheric Decent Work Agenda also has precise goals in many of the areas discussed at the

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workshop, and the next American regional meeting is scheduled at the end of 2010, when advances achieved in these areas will be examined.

Thus, the workshop had fostered highly qualified discussion, addressing details of different issues relating to decent work. Despite the complexity of the theme, the composition of the meeting had been highly positive, as it had brought together representatives of government, states, employers, workers and specialized research and statistical institutes (IBGE, IPEA, DIEESE) that had made a number of new contributions.

The principal outcome of the workshop was the establishment of a work programme, with short-term goals such as presentation of the Decent Work Country Profile for Brazil at the ILO's Governing Body in Geneva. It also had more comprehensive goals, such as drafting of annual reports, establishment of observatories, and offering of technical assistance to other countries.

Though the process of surveying the indicators had been very rich, there is nonetheless a need to select those indicators capable of synthesizing ideas and expressing realities in a concrete manner. This had been the opportunity to collate indicators which, in general, will take on significance as they are used for academic research and for appraising certain areas in greater depth, as in relation to such issues as child labour, or gender and race equality.

Laís Abramo emphasized the importance of national indicators, but drew attention to the need to break them down to the state and municipal levels, so as to reflect regional disparities. She reaffirmed that the ILO will continue working on the development of such indicators, alongside the other institutions present at this workshop.

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## Annex 1. List of Participants

<b>Nº</b>	<b>Name</b>	<b>Institution</b>
1.	Ademir Figueiredo	DIEESE
2.	Adriana Maria Giuberti	OMT/MTE
3.	Ana Maria Chagas	IPEA
4.	Ana Yara Danila Paulino Lopes	IOS/IOS/CUT-SP
5.	Angela Borges	Catholic University of Salvador
6.	Anne de Souza	Ministry of Labour and Employment
7.	Anselmo Nicolau dos Santos	UNIESP-SP
8.	Arnaldo Benedetti	UGT
9.	Bruno Maciel	NCST
10.	Carine dos Santos	Ministry of Labour and Employment
11.	Carmem Cristina dos Santos	Ministry of Labour and Employment
12.	Christian Ramos	ILO
13.	Cimar Azeredo	IBGE
14.	Cristina Linhares	CNI
15.	Dagoberto Lima Godoy	CNI
16.	Janine Berg	ILO
17.	José Ribeiro	ILO
18.	José Rodrigues	SETEC/MT
19.	Laís Abramo	ILO
20.	Leila Aquilino	can
21.	Lilian Arruda Marques	DIEESE
22.	Luciana Servo	IPEA
23.	Luis Antônio Festino	NCST/DF
24.	Luiz Antônio Machado	ILO
25.	Márcia Vasconcelos	ILO
26.	Maria Cláudia Falcão	ILO
27.	Maria Emilia Piccinini Veras	Ministry of Labour and Employment

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<b>Nº</b>	<b>Name</b>	<b>Institution</b>
28.	Maria Euzilene Nogueira	Força Sindical
29.	Maria Lúcia Pimentel	CGTB/SP
30.	Mario Barbosa	Ministry of Labour and Employment
31.	Miguel del Cid	ILO, SIALC-Panamá
32.	Monalisa Villafort	Municipality of Belo Horizonte
33.	Mónica Castillo	ILO Department of Statistics, Geneva
34.	Natália Fontoura	IPEA
35.	Nilton Souza da Silva	Secretary of International Relations for Força Sindical
36.	Paulo Sérgio Muçouçah	ILO
37.	Renato Mendes	ILO
38.	Roberto Gonzalez	IPEA
39.	Rosana Tomazini	European Commission
40.	Vanessa Correa	Ministry of Labour and Employment



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## Annex 2. Workshop Programme

### *Agenda*

**11-12 August, 2009**

*Hotel Comfort Suites, Brasilia/DF*

### **11th of August**

09h00

#### *Opening*

- ❖ Laís Abramo, Director of the ILO Office in Brazil
- ❖ Mário dos Santos Barbosa, Special Advisor for International Affairs, Ministry of Labour and Employment
- ❖ Dagoberto Godoy, Employers' Representative to the Governing Body of the ILO
- ❖ Arnaldo Benedetti, Workers' Representative to the Governing Body of the ILO

09h30

#### *Presentation of the Conclusions of the Expert Meeting on the Measurement of Decent Work*

- ❖ Monica Castillo, Department of Statistics, ILO-Geneva

#### *Objectives of the MAP Project*

- ❖ Miguel Del Cid, Regional Coordinator for the ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP), ILO-Panama

#### *Discussion*

10h30

#### *Coffee Break*

11h00

#### *Presentation of principle indicators on the evolution of decent work in Brazil*

- ❖ José Ribeiro Guimarães, Project Officer, MAP Project, ILO-Brasilia

#### *Discussion*

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12h00/13h00

Note: The participants will be divided into three tripartite groups (Group A, Group B, e Group C) to enable a more in-depth discussion of the indicators.

*1<sup>st</sup> Group discussion of the indicators:*

- **Group A** – Employment opportunities
- **Group B** – Stability and security of work
- **Group C** – Combining work, family and personal life

13h00/14h00

*Lunch*

14h00/14h45

*Results of the first group discussion*

14h45/15h45

*2<sup>nd</sup> Group discussion of the indicators:*

- **Group A** – Adequate earnings and productive work
- **Group B** – Work that should be abolished
- **Group C** – Decent hours

15h45/16h30

*Results of the second group discussion*

16h30/17h00

*Coffee Break*

17h00/18h00

*3<sup>rd</sup> Group discussion of the indicators:*

- **Group A** – Social security
- **Group B** – Safe work environment
- **Group C** – Equal opportunity and treatment in employment

18h00

*End of first day*

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## 12<sup>th</sup> of August

09h00/09h45

*Results of the third group discussion*

09h45/10h30

*4<sup>th</sup> Group discussion of the indicators:*

- **Group A** – Indicators on the economic context for decent work
- **Group B** – Social dialogue, workers' and employers' representation
- **Group C** – Indicators on the social context for decent work

10h30/11h15

*Results of the fourth group discussion*

11h15/11h30

*Coffee Break*

11h30/12h15

*Plenary discussion on decent work indicators*

12h15/13h00

*Plenary discussion on the next steps in the project*

13h00/13h30

*Closing*

- ❖ Laís Abramo, Director of the ILO Office in Brazil
- ❖ João José Soares Pacheco, Ambassador of the Delegation of the European Commission in Brazil

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