



Escola Nacional da Inspeção do Trabalho

National School of Labour Inspection

Brazilian Ministry of Labour

Escola Nacional da Inspeção do Trabalho - ENIT

SCHEDULE

- ENIT OVERVIEW
- COURSES AND PROGRAMS
- MENTORING AND COACHING
- CURRICULUM DEVELOPMENT
- ACCREDITATION BY THE MINISTRY OF EDUCATION
- PARTNERSHIP WITH THE UNIVERSITY OF BRASILIA (UnB)
- CODE OF ETHICS AND LABOUR INSPECTION REGULATION
- LEGAL REQUERIMENTS



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ENIT OVERVIEW

ESTABLISHMENT

ENIT has established since 2013

STRUCTURE

Head office in Brasilia, Federal District

Campus in Campinas, state of São Paulo



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ENIT OVERVIEW

STAFF

Secretary of Labour Inspection – Maria Teresa Jensen

General Coordination – Edmar Bastos

National Coordination – Eduardo Baptista Vieira

Pedagogical Coordination – Felipe Macêdo

Administrative Coordination – Jorge Rios

Distance Learning Coordination – Yan Koslovsky

Labour Inspectors – Ariane Melo and Felipe Macedo

Regional Coordination Offices – 26 Regional Coordinations
(one in each Brazilian state)



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ENIT OVERVIEW

MISSION

Develop people to improve labour inspections and ensure the effectiveness of Brazilian labour legislation.

VISION

Be a leading actor in the production and provision of labour inspection knowledge, and in the development of human capacity building.

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ENIT OVERVIEW

VALUES

Ethics and Citizenship

Excellency in Expert Knowledge

Creativity, Innovation and Cooperation

Respect to the Principle of Human Dignity

Encouragement to Scientific Production

Social Justice, Liberty and Solidarity

Efficiency and Effectiveness

Respect to Diversity, and Repudiation to Discrimination

Human Rights Prevalence

Labour Social Values



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COURSES AND PROGRAMS

2017 – 2019: Main Framework

- Program on the FGTS Contribution

The FGTS is a mandatory Indemnity Fund for Employees. It is a contribution of 8% over the salary of each employee, collected from private employers during the service period of each employee. In case of dismissal, each employee is entitled to receive the contributed amounts plus accrued interests. In case of unjustified dismissals, an employee also receives an additional 40% of the overall collection.

- *eSocial* (Public Administration Information System)

- Working Time

- Formal Work (Employment Relations)

- Occupational Health and Safety Program

- Accident Analysis and Prevention

- Forced Labour

- Child Labour



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COURSES AND PROGRAMS 2017 – 2019: Main Structure

- Apprenticeship Program
- Inclusion of People with Disabilities
- Infraction Notice
- Management Program



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COURSES AND PROGRAMS

2017 – 2019: Adaptable Structure

- Health Services
- Machinery and Equipment
- Waste Management
- Confined Spaces
- Cold Storage
- Flammable and Combustible Materials
- Electricity Services
- Mining
- Ergonomics



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COURSES AND PROGRAMS

2017 – 2019 – Variable Framework

- Boiler and Pressure Vessel
- Banking
- Labour in Rural Areas
- Port and Waterway Labour
- Construction Industry
- Payroll and Accounting
- Work in High Places
- Big Data Technology
- Petroleum Platforms and Shipyards



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MENTORING AND COACHING

MENTORING

How does it work?

- The training course is a mandatory step after the public admission exams.
- New labour inspectors start their careers with a mentorship period of 6 months.
- Mentoring structure underwent changes in 2017 (issues of a new career law).

COACHING

ENIT has two training programs to train coaches: a) Management (in development); and b) Institutional Coaches (the latest course was held in 2013) .



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CURRICULUM DEVELOPMENT

At the present, ENIT does not yet have a full and a systematic curriculum development program.

However, ENIT has two progressive training programs:

- FGTS Program (since 2016): FGTS 01 (small enterprises) → FGTS 02 (small and medium enterprises) → FGTS 03 (medium and large enterprises) → FGTS 04 (large and complex enterprises).
- Occupational Safety and Health (in development): OSH basic → OSH Intermediary → OSH Advanced.



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ACCREDITATION BY EDUCATION MINISTRY

To develop labour inspection courses, accreditation by the Ministry of Education is not necessary.

At the course conclusion, labour inspectors receive only a certificate of attendance (differently from a degree)

Each ENIT course has 32 hours (average duration).

Courses usually begin on a Monday afternoon and end on a Friday morning.

At the present time, ENIT is requesting accreditation at the Ministry of Educational to give a specialization course in health and safety to trainee labour inspectors.

In this case, labour inspectors will receive a degree at the end of the specialization course. This will be the first specialization course taught by ENIT.

The accreditation process takes approximately 18 months.

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PARTNERSHIP WITH UnB

Federal University of Brasilia (UnB) - BIG DATA Technology – 24 months.

How does it work?

Scientists develop researches in Big Data with a small group of labour inspectors, who absorb this technology during this process.

Process shall change in terms of planning, implementation, monitoring and control of labour inspections.

Big Data will interconnect several different databases, such as: Work Accidents; *eSocial*; Social Security; Admission and Termination; FGTS; Undeclared Work Rates; Brazilian Census; Register of Employees.

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CODE OF ETHICS AND LABOUR INSPECTION REGULATIONS

Code of Ethics for the Brazilian Public Civil Service – a Law issued in 1994 by the Federal Government

An Ethics Committee provides orientations on professional performance.

Comptroller judges violations and decides penalties (warning, suspension or dismissal).

Labour Inspections have their regulations. All labour inspectors must follow these regulations (the most recent regulation dates back to 2002).



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SOME LEGAL REQUIREMENTS

- 1- ENIT was founded in 2013 by a Normative Ordinance issued by the Ministry of Labour. ENIT is part of the Ministry of Labour structure.
- 2- ENIT's Bylaws (Internal Regulation) will be published in August 2017 by the ENIT Secretary.
- 3- ENIT Planning was published in early 2017.
- 4- Control System (Courses and Needs) will be developed by the BIG DATA.
- 5- Communications Planning (under construction).
- 6- Key Performance Indicators (course offering, number of students, distance-learning courses, structure improvements, changes in the number of inspections as a result of the courses, and others).



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SCIENTIFIC PRODUCTION

- ENIT JOURNAL

<https://enit.trabalho.gov.br/revista>

- QUALIFICATION LICENCE

a) AFTER 5 YEARS – UP TO 3 MONTHS

b) AFTER 3 YEARS – UP TO 2 YEARS (MSc LEVEL)

c) AFTER 4 YEARS – UP TO 4 YEARS (PhD LEVEL)



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FINANCIAL SOURCES

- LABOUR INSPECTIONS BUDGET

- FGTS: SEVERANCE INDEMNITY FUND

The FGTS fund is the main source, since it is legally possible to use it for labor inspection training activities.



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OTHER PROJECTS TO BOOST ENIT

Training of Trainers

Good Practices Seminar (Labour Inspections)

Labour SOS (System of Orientations to Society)



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Thank You!

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