



# Measuring Decent Work in Brazil

## *The Decent Work Country Profile at a glance*

### What is Decent Work?

The **Decent Work Agenda** is a globally recognised framework for poverty reduction and inclusive development. It has four objectives:

**1. Job creation** – building an economy that fosters investment, entrepreneurship, skills development and sustainable livelihoods

**2. Rights at work** – ensuring recognition and respect for the rights of all workers and employers

**3. Social protection** – ensuring a safe and healthy workplace, an adequate work-life balance, income protection, and access to healthcare for all

**4. Social dialogue** – strong and independent workers' and employers' organizations to avoid disputes and build harmonious and productive workplaces

**Decent work for all** is also contained in **MDG Target 1b**, which has 4 indicators:

- Labour productivity growth rate
- Employment-to-population ratio
- Working poverty rate
- Vulnerable employment rate

It is also contained in **MDG 3, Promote Gender Equality and Empower Women** with a fifth indicator: the share of women in non-agricultural wage employment

This summary is part of the **ILO and European Commission** project - **Monitoring and Assessing Progress on Decent Work (MAP)**, which supports better measurement of decent work in developing and transition countries

### SUMMARY



- A Decent Work Profile of Brazil, with data for each one of the 27 federation units, was elaborated in 2012. This profile reveals and analyses striking regional inequalities, and highlights improvements made. Some of these data are shown in this report.
- Several countercyclical and social protection measures, implemented to fight 2008 financial crisis, have driven the country's economy back to its previous growing trend. In 2010, Brazil became the world's seventh largest economy with a GDP growth of 7.5 per cent that year.
- Between 2003 and 2009, 27.9 million people were lifted from poverty. In 2010 the share of the population living below the poverty line was 8.5 per cent.
- Labour productivity showed low dynamism and increased only 0.9 per cent per annum between 2000 and 2009.
- In 2009, the services sector share in the country's employment structure reached 61.2 per cent.
- Total Labour Force Participation Rate increased to 75.6 per cent in 2009.
- Unemployment rates show high inequalities related to gender, colour, age and location in the country. In 2009, the rate for women (11.0 per cent) was much higher than that for men (6.2 per cent). Among youths (ages 15 to 24 years) this rate was 17.8 per cent, and 25.8 per cent among young women in the same year.
- Between 2003 and 2010, 15.4 million formal jobs were created in Brazil, an accumulated increase of 53.6 per cent in eight years.
- The Formality Rate increased from 46.7 per cent in 2004 to 52.6 per cent in 2009.
- Gender wage gap (29.3 per cent) and colour wage gap (41.7 per cent) in 2009 reflect large labour market inequalities.
- The proportion of children (ages 5 to 17 years) working decreased from 11.8 per cent in 2004 to 9.8 per cent in 2009.
- The proportion of youths neither studying nor working was 18.4 per cent in 2009.
- In 2009, the share of workers with more than 44 working hours per week was 29.8 per cent.
- The Rate of Incidence of Occupational Injuries in 2009 was 19.1 per 1000 labour contracts.
- The share of collective bargainings that resulted in salaries adjustments above the National Consumer Price Index was 88.2 per cent in 2010.
- In 2009, the enterprises share in the employment of salaried workforce was 70.2 per cent.



Despite improvements, striking regional inequalities regarding Decent Work persist among federation units

### THE SOCIO-ECONOMIC CONTEXT

A Decent Work Profile of Brazil, with data for each one of the 27 federation units, was elaborated in 2012. This profile reveals and analyses striking regional inequalities, and highlights improvements made. Some of these data are shown in this report.



**KEY STATS**

GDP *per capita* (2010)  
**US\$ 10,607**

Growth of labour productivity (2000-2009)  
**0.9% per annum**

Share of population below poverty line (2010)  
**8.5%**

Wages share in the GDP (2008)  
**41.8%**

Literacy Rate (2009)  
**90.3%**

HIV Prevalence Rate (2009)  
**0.6%**

Economic growth was hindered by 2008 crisis but recovered rapidly due to countercyclic and social protection measures

Brazilian economy, growing at an annual rate of 7.0 per cent in the third quarter of 2008, was strongly affected by the international financial crisis that took hold in september that year, and had a GDP contraction (-0.3 per cent) in 2009, with deceleration in the job creation rate and increase in the level of unemployment.

Labour productivity had low growth

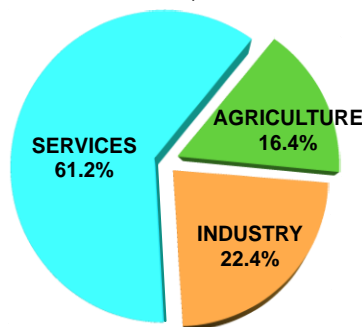
Several countercyclical and social protection measures, implemented to fight the most immediate effects of the crisis, have driven the country's economy to a rather fast recovery in production growth and employment level. In 2010, Brazil's GDP grew 7.5 per cent, and the country became the world's seventh largest economy. The accumulated growth between 2005 and 2010 summed up to 28.0 per cent.

The services sector increased its share in the employment structure

Labour productivity showed low dynamism between 2000 and 2009 and grew only 0.9 per cent per annum.

Wages share in the GDP increased

Employment by branch of economic activity Brazil, 2009



The services sector increased its share in the employment structure, from 58.4 per cent to 61.2 per cent between 2004 to 2009.

Income distribution improved

Wages participation in GDP increased from 40.1 per cent in 2005 to 41.8 per cent in 2008, due to higher wages and to larger insertion of workers in the labour market.

The Gini Coefficient for the country declined from 0.572 in 2004 to 0.543 in 2009, reflecting an improvement in the income distribution process.

Despite an increase, from 17.6 per cent in 2004 to 18.6 per cent in 2009, of the share of the poorest regions (North and Northeast) in Brazilian GDP, the Southeast region alone was still responsible for more than half (55.3 per cent) of its value in 2009.



Literacy rates and schooling years increased but gender and regional inequalities persist

HIV Prevalence Rate is stable since 2004

Women's labour force participation rate increased, while men's decreased

Labour force participation rate increased in urban areas and decreased in rural ones

Overall employment rate growth for blacks was smaller than for whites

Unemployment rate decreasing trend was interrupted in 2008 and resumed in 2010

Unemployment is much higher in urban areas and among women and blacks

Literacy Rate for people of ages 15 or older increased from 88.5 per cent in 2004 to 90.3 per cent in 2009. In 2009, literacy rates among women (90.4 per cent) and men (90.2 per cent) were almost the same, yet between whites (94.1 per cent) and blacks (86.6 per cent) there was a 7.5 percentage points difference. A larger difference exists between rural (77.2 per cent) and urban areas (92.6 per cent). In 2009, the rate ranged from 81.3 per cent in the Northeast region to 94.5 per cent in the South and Southeast regions. The average number of years of schooling for the population aged 15 years or over increased from 7.3 years in 2004 to 8.2 years in 2009. Among the federative units it ranged from 5.9 years in the state of Piauí to 10.3 years in the Federal District.

The Prevalence Rate among the population of 15 to 49 years of age living with the HIV was 0.5 per cent in early 1990s and has been remaining stable at 0.6 per cent since 2004, with 0.4 per cent among women and 0.8 per cent among men.

## THE CHALLENGE OF CREATING DECENT JOBS

The total Labour Force Participation Rate (16 years old and older) increased slightly from 73.0 per cent in 1992 to 74.4 per cent in 2004 and to 75.3 per cent in 2009. Women's Labour Force Participation Rate increased from 57.0 per cent in 1992, to 62.9 per cent in 2004 and then to 64.8 per cent in 2009. Men's rate declined from 90.0 per cent in 1992, to 86.8 per cent in 2004, and stayed practically the same until 2009 (86.7 per cent). Women represented 44.5 per cent of Brazilian labour force in 2009, compared to 40.0 per cent in 1992.

In urban areas, the total Labour Force Participation Rate increased from 73.3 per cent to 74.9 per cent between 2004 and 2009. In rural areas, there was a decline from 80.6 per cent to 77.8 per cent during the same period

The total Level of Employment Rate in Brazil rose from 67.8 per cent to 69.0 per cent between 2004 and 2009. The growth of the employment level of women (from 55.5 per cent to 57.5 per cent) was higher than that of men (80.9 per cent to 81.3 per cent). With respect to colour, the rate increased indistinctly. However, in 2009, the rate among white women (59.3 per cent) was 3.5 percentage points higher than that among black women (55.8 per cent).

While the Level of Employment Rate increased from 65.8 per cent to 67.9 per cent in urban areas, it declined from 78.3 per cent to 75.1 per cent in rural areas between 2004 and 2009.

The Unemployment Rate, which in 2004 was 9.0 per cent, fell to 8.5 per cent in 2006 and reached 7.2 per cent in 2008. In 2009, due to the international financial crisis, the downward trend of the Unemployment Rate was interrupted and the rate increased 1.2 percentage point, reaching 8.4 per cent. In 2010 this rate started to fall once again.

The Unemployment Rate in 2009 for urban areas (9.3 per cent) was considerably higher than that of the rural area (3.4 per cent).

In 2009, unemployment was much higher among women (11.0 per cent) than among men (6.2 per cent). It was also higher among the black working population (9.4 per cent, compared to 7.3 per cent for whites). Among black women, this rate was even higher (12.8 per cent) especially when compared to the one for white men (5.5 per cent).

### KEY STATS

(2009)

Labour Force  
Participation Rate  
**75.6%**

Unemployment Rates  
**Total: 8.4%**  
**Among men: 6.2%**  
**Among women: 11.0%**  
**Among whites: 7.3%**  
**Among blacks: 9.4%**

Youths (ages 15 to 24)  
Unemployment Rates  
**Total: 17.8%**  
**Among men: 13.1%**  
**Among women: 25.8%**

Share of youths neither  
studying nor working  
**18.4%**

Average years of schooling  
for ages 15 years or older  
**8.2 years**



The expansion of formal jobs was widespread in all regions of the country

Rate of Formality has high regional, gender and colour inequalities

Green jobs creation increased

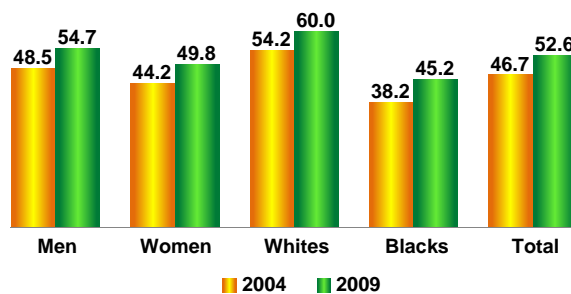
Job market for young people presents much higher unemployment rates than the overall ones.

High gender, colour and regional inequalities exist in the job market for youths

The number of youths that neither study nor work is very high, especially for black women

Between 2003 and 2010, 15.4 million formal jobs were created in Brazil, an accumulated increase of 53.6 per cent in eight years. The expansion of formal jobs was widespread in all regions of the country and in all of the 27 Federation Units, with greater expansion in the poorest regions and in those where the labour market is less structured, as in the North (+85.7 per cent) and Northeast (+64.9 per cent).

**Rate of Formality (%)  
by gender and colour, Brazil, 2004 and 2009**



In 2009, the Rate of Formality among women (49.8 per cent) was lower than among men (54.7 per cent). Despite an increase from 38.2 per cent to 45.2 per cent between 2004 and 2009 of the Rate of Formality among black workers – which contributed to reducing inequality by colour – the rate was still much lower than that for white workers (62.1 per cent). The rate among black female workers (41.7 per cent) was 20.4 percentage points lower than that for white male workers (62.1 per cent).

As a result of formal jobs increase and of the policies adopted for social security inclusion, the Rate of Formality increased from 46.7 per cent to 50.1 per cent from 2004 to 2006, when for the first time more than half of all workers were formally employed. This trend continued in the following years and reached 52.6 per cent in 2009, unscathed by the international financial crisis. Despite this, there are still high regional inequalities in the country regarding this indicator, as it ranged from 23.7 per cent in Piauí to 67.8 per cent in São Paulo in 2009.

Based on the application of a methodology developed by the ILO Office in Brazil, it was estimated that green jobs accounted for 6.6 percent of the total stock of formal jobs in the country. Between 2006 and 2010, the number of green jobs increased 26.7 per cent

Like in many other countries, the job market for young people in Brazil presents much higher unemployment rates than those of the adult population. In 2009, when the total Unemployment Rate (which refers to workers aged 16 to 64) was 8.4 per cent, among youths (aged 15 to 24) it reached 17.8 per cent, that is, twice as great.

In 2009, the rate of unemployment of young women (23.1 per cent) was by far higher than that of young men (13.9 per cent). Inequality is even more significant among black female youths for whom the unemployment rate was as high as 25.3 per cent, 12.2 percentage points higher than that for white male youths (13.1 per cent).

Among the federation units, in 2009, the youth unemployment rates ranged from 9.8 per cent in Piauí to 27.0 per cent in Amapá, almost three times as much.

In 2009, a significant contingent of 6.2 million youths (18.4 per cent of the total) neither studied nor worked. This implies that almost one out of five Brazilian youths between 15 and 24 years old were in this situation. Although this percentage slightly decreased compared to 2004 (when this figure was 18.7 per cent), it is still very high.

The analysis of this indicator from the standpoint of gender and colour reveals an even more concerning dimension for youths. In 2009, the share of adolescent women and youths who were not going to school nor working (24.8 per cent) was twice as much as the share of men in the same situation (12.1 per cent). Among black women the share of those who did not go to school or work was 28.2 per cent. Among the federation units, the overall shares ranged from 11.0 per cent in Santa Catarina to 25.7 per cent in Pernambuco.



## RIGHTS AT WORK

### Equal opportunity and treatment in employment

One of the four basic pillars of the promotion of Decent Work is the respect for standards and rights at work, especially those expressed in the ILO Declaration of Rights and Fundamental Principles of Rights at Work, adopted in 1998, among which is the elimination of all forms of discrimination concerning employment and occupation.

By comparing the distribution of men and women in different occupation groups, the Duncan Index of Dissimilarity reveals that, in Brazil in 2004, a contingent of 34.4 per cent of women or men would have to change occupational group, if the gender ratio in all occupational groups were to reflect the same sex ratio as the labour force as a whole, with no gender-based occupational segregation. The Duncan Index reflected a slight increase in segregation in 2009, reaching a value of 36.4 per cent.

The remuneration gap between the main job of men and women, although still high, decreased during the period being analysed: in 2004, women had on average, approximately 69.5 per cent of the earnings of men, a proportion that increased to 70.7 per cent in 2009. Considering colour of male and female workers, the proportion of earnings made by blacks compared to whites increased from 53.1 per cent to 58.3 per cent in the same period.

In 2004, black women earned, on average, slightly more than one third (36.7 per cent) of what white men earned. This proportion remained low in 2009 (40.3 per cent), despite a 3.6 percentage points reduction in five years

In Brazil, domestic work is predominantly done by women (93.4 per cent) and comprised 19.2 per cent of the contingent of employed females in 2009. Black women participate heavily in this occupation, representing 61.9 per cent of the total of female domestic workers in the same year. Despite its importance, domestic labour is still marked by poor work conditions and low social protection, therefore constituting one of the main sources of Decent Labour deficit. In 2009, the average earning in this occupation corresponded to 88 per cent of the minimum wage.

In 2009, only 28.6 per cent, that is, less than one third of the total number of domestic workers had signed labour cards. In none of the 27 Federation Units, was the percentage of domestic workers with signed labour cards as high as 40.0 per cent. The highest percentage was found in São Paulo (38.9 per cent) and the lowest one (6.7 per cent) in Maranhão.

Regarding migrant workers, since 2010, the number of authorizations granted for foreign workers has been gradually increasing in Brazil. Between 2010 and 2011, the contingent of foreign workers who received authorizations to work in Brazil increased 25.9 per cent in just one year, from 56,006 to 70,524. During 2008 and 2009, the number of authorizations granted was situated at around 43,000.

Workers with disabilities occupied only 1.0 per cent of formal jobs in 2010. The number of people with disabilities with work contracts in the formal labour market decreased from 348,818 in 2007 to 306,013 in 2010, a 12.3% decline. Furthermore, the Unemployment Rate was 7.4% among people with severe disabilities.

#### KEY STATS

Gender wage gap (2009)  
**29.3%**

Colour wage gap (2009)  
**41.7%**

Female participation in domestic work (2009)  
**93.4%**

Percentage of children (ages 5 to 17) working in 2009  
**9.8%**

People freed from work analogous to slavery (2003 to 2011)  
**35,715**

Percentage of formal jobs occupied by workers with disabilities (2010)  
**1.0%**

Duncan index reflected an increase in gender segregation in 2009

Gender and colour wage gaps are high

Black women earn less than half of what white men earn

Almost all domestic work is done by women

Less than one third of domestic work is done through formal jobs

A very small share of formal jobs are occupied by workers with disabilities



Thousands of people were freed from situations of work analogous to slavery

An Offender Employer Register was created aiming at eliminating slave labour

North and Centre-West regions concentrate most of the slave labour cases

Brazilian legislation prohibits work below the age of 16 years except for apprenticeship starting at the age of 14

The percentage of working children has remained under two digits since 2009

Females are over-represented in domestic child labour.

## Work to abolished

Between 1995 and 2011, 41.608 people were freed from situations of work analogous to slavery, with 85.8 per cent of this contingent (35,715 people) being freed during the period of 2003 to 2011.

Among federation units, four of them concentrated almost half (6,454 or 46.6 per cent) of total freed workers between 2008 and 2011: Pará – 1,929 (13.9 per cent), Goiás – 1,848 (13.4 per cent), Minas Gerais – 1,578 (11.4 per cent) and Mato Grosso – 1,099 (7.9 per cent).

An *Offender Employer Register* – composed of employers and companies that were caught submitting workers to conditions analogous to slavery was created in 2004. During the period in which employers have their name in the register, they are subject to external sanctions from resolutions and measures adopted by public and private bodies, which aim at eliminating slave labour in production chains.

Based on the last update of 2011, the *Offender Employer Register* listed 294 offenders, distributed among natural and legal persons and throughout 20 federation units from the country's greater regions. The North Region registered 101 offenders in December 2011, which corresponds to over a third (34.4 per cent) of the total. In the state of Pará, there were 69 offenders, the equivalent to about a fourth (23.5 per cent) of the Registry total. In second place came the Centre-West Region, with 79 offenders (26.9 per cent of the national total), distributed among Mato Grosso (33 or 11.2 per cent of the total), Goiás (25 or 8.5 per cent of the total) and Mato Grosso do Sul (21 or 7.1 per cent).

The total group of 294 offenders was distributed among 209 municipalities in the country, which corresponds to 3.8 per cent of the national total of 5,565 municipalities. The percentage of municipalities with offenders varied greatly among regions, going from 1.4 per cent in the Southeast to about 12.0 per cent in the North and Centre-West Regions. The state of Pará presented the largest proportion of the country municipalities with registered employers (22.4 per cent), followed by Mato Grosso do Sul (20.3 per cent), Mato Grosso (17.0 per cent) and Tocantins (14.4 per cent).

## Child labour

In Brazil, national legislation establishes the prohibition on labour for those below the age of 16 years. Admission to apprenticeships, starting at the age of 14, and the employment of adolescents aged between 16 and 17 is permitted, provided the work does not affect the rights pertaining to that age group, following the normative criteria established by ILO Convention n.182 on the worst forms of child labour

The number of employed children between 5 and 17 years old went down by 1.05 million between 2004 and 2009, from 5.30 million to 4.25 million. As a result, the percentage of working children and adolescents in this age group was reduced from 11.8 per cent to 9.8 per cent during this period, and has remained under two digits since 2009.

There are more boys (2.8 million) than girls (1.45 million) working. Approximately 66.0 per cent of 5 to 17 year-olds working children are male.

Despite being a smaller proportion of working children, females are over-represented in some categories, especially domestic child labour. Although forbidden for minors under the age of 18, domestic labour is still a reality for Brazilian children and adolescents. In 2009, there were 363 thousand boys and girls between the ages of 10 and 17 engaged in child domestic labour. Of this total, 340 thousand were girls (93.6 per cent) and 233 thousand were black girls (64.2 per cent of the total). Five states alone accounted for half of the contingent of children and adolescents in situations of child domestic labour: Minas Gerais (53 thousand or 14.8 per cent of the total), São Paulo (39 thousand or 10.7 per cent), Bahia (37 thousand or 10.2 per cent), Ceará (27 thousand or 7.5 per cent) and Paraná (21 thousand or 5.8 per cent of the total).



Two-thirds of the children that work live in urban areas

Child labour has decreased in all age groups

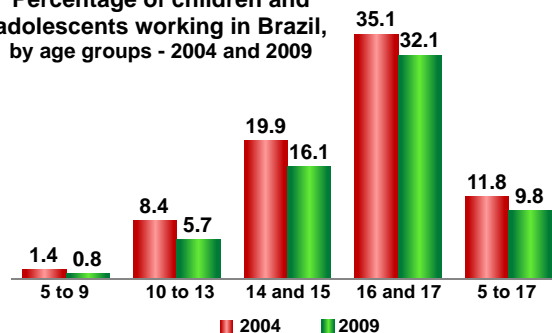
The percentage of apprentices is still very small among the 14 and 15 year-olds who work

A very small share of the working adolescents aged 16 and 17 years have signed labour cards

Occurrence of serious occupational accidents involving children and adolescents is high

Approximately two-thirds (65.8 per cent) of 5-17 year-olds who were working in 2009 were living in urban areas and 34.2 per cent lived in rural areas. Considering the activity of the main job, slightly more than one third of those employed (34.6 per cent) worked in the agricultural sector, while most of child labour was predominately found in non-agricultural activities (65.4 per cent).

**Percentage of children and adolescents working in Brazil, by age groups - 2004 and 2009**



Child labour has decreased in all age groups. In the 5-9 cohort, the share of working children decreased from 1.4 per cent to 0.8 per cent, bringing the country closer to eliminating work in this age range. On its turn, the proportion of working children aged 10 to 13 declined from 8.4 per cent to 5.7 per cent between 2004 and 2009 (2.7 percentage points). Even with this significant reduction, the challenge to remove 785 thousand children from the labour market still remains.

The percentage of working children and adolescents between 14 and 15 years old decreased from 19.9 per cent to 16.1 per cent between 2004 and 2009. Meanwhile, around 1.15 million people in this age group were employed in 2009. It is worth mentioning that this high percentage of employed children and adolescents (16.1 per cent in 2009) cannot be attributed to apprenticeship work, which is legal for this age group. Indeed, in 2009, there were 18.6 thousand apprentice contracts involving 14 to 15 year-olds registered, meaning that only 1.6 per cent of workers in this age range were registered as apprentices.

From 2005 to 2010, the number of apprentices contracted more than doubled, increasing from 59.3 thousand to roughly 193.0 thousand in 2010. In the course of this period, the total number of contracts was 738.9 thousand.

The share of employed adolescents 16 and 17 years old decreased from 35.1 per cent to 32.1 per cent during the period analysed. In 2009, the total number of employed adolescents in this age group was 2.19 million, corresponding to more than half (51.5 per cent) of the total contingent of working children aged 5 to 17.

The Brazilian legislation permits formal employment for 16 and 17 year-old adolescents as long as proper labour and social security guarantees are provided, a signed labour card is secured, and the work does not involve extended hours nor dangerous or unhealthy conditions. However, only 9.5 per cent of adolescents were employed with signed labour cards.

In the 10-17 year-old cohort, the share of children employed was reduced in 24 of the 27 federation units between 2004 and 2009. On the other hand, in 2009 the employment level was still very high in the states of Tocantins (24.2 per cent), Rondônia (22.0 per cent), Piauí (21.8 per cent), Santa Catarina (21.6 per cent), and Bahia (20.1 per cent), all of them considerably above the national average (14.8 per cent).

In 2010, there were approximately 3.03 serious occupational accidents per day involving children and adolescents.

Between 2007 and 2011, 58 fatal casualties involving working children and adolescents were registered in the country, an average of almost one death per month related to child labour in the last five years.



## CONDITIONS AT WORK AND SOCIAL PROTECTION

### Adequate earnings

Between April 2003 and January 2010, the minimum wage increased 53.7 per cent in real terms.

The average real earnings of workers increased 19.5 per cent between 2004 and 2009. The expansion was higher among women (+21.6 per cent) than among men (+19.4 per cent). Nonetheless, women received, on average, earnings equivalent to 70.6 per cent of those of men.

During the same period, the average real earnings had a growth of 29.8 per cent for blacks and of 18.3 per cent for whites. Despite this substantial difference, blacks received only 58.0 per cent of the earnings of whites.

The process of real value increase of the minimum wage contributed significantly toward reducing gender, colour and racial inequalities in terms of earnings through its strong impact at the base of the wage pyramid, among the minimum wage earning population, which is largely composed by women and blacks.

Between 2004 and 2009, the proportion of poor workers, employed people with a monthly household *per capita* income of less than 1/4 of the minimum wage, fell from 7.6 per cent to 6.6 per cent. The reduction was the same among men (from 7.9 per cent to 7.0 per cent) and among women (from 7.1 per cent to 6.2 per cent): 0.9 percentage point.

Regarding colour, the decline in the proportion of poor workers was higher in the black employed population (2.0 percentage points between 2004 and 2009) than in the white population (0.4 percentage point). However, in 2009, the percentage of poor black workers (9.8 per cent) was almost three times higher than the one of poor white workers (3.4 per cent).

The poverty reduction among workers was directly associated to the real increase in labour income, especially the minimum wage, to the increased coverage of income transfer, social security and social assistance programs - which contributed to the increase in household income - and also to the improvement in the formal job market.

In 2009, the poverty level among rural workers (20.0 per cent) remained much higher than among urban ones (3.9 per cent).

The proportion of poor workers varies significantly throughout the country. In 2009, this proportion was less than 2.0 per cent in four federation units: Santa Catarina (1.1 per cent), São Paulo (1.3 per cent), Federal District (1.4 per cent), and Rio de Janeiro (1.7 per cent). On the other hand, northeastern states still had significant percentages of poor workers in 2009, especially Alagoas (21.5 per cent), Piauí (19.8 per cent), and Maranhão (19.7 per cent).

Minimum wage and average real earnings of workers have had significant increases

Real value increase of minimum wage has contributed to reduce gender and colour earnings inequalities

Poverty level among workers has decreased, especially among the black employed population

Workers' poverty level inequalities are large among federation units and between urban and rural areas

### KEY STATS

Real minimum wage increase (2003 to 2010)  
**53.7%**

Average increase in real earnings of workers (2004 to 2009)  
**Total: 19.5%**  
**For men: 19.4%**  
**For women: 21.6%**  
**For blacks: 29.8%**  
**For whites: 18.3%**

Reduction of poverty in the country (2003-2009)  
**36.1%**

Poverty level among workers (2009)  
**Urban workers: 3.9%**  
**Rural workers: 20.0%**

Percentage of workers with more than 44 hours (2009)  
**29.8%**

Percentage of workers with healthcare plan (2008)  
**29.2%**

Average job tenure at the main job (2009)  
**7.8 years**

Rate of Incidence of Occupational Injuries (2009)  
**19.1 per 1000 labour contracts**

Percentage of workers contributing to the Social Security System (2009)  
**54.4%**





The share of workers with excessive hours has reduced

In most countries, the domestic work, most often done by women is not considered an economic activity.

Women's weekly hours are higher than men's due to domestic work.

Improvement of daycare infrastructure for women with children is necessary.

### Decent working time

The percentage of workers with more than 48 hours weekly loads has declined from 19.1 per cent in 2004 to 5.6 per cent in 2009. Among the states the values ranged from 7.7 per cent in Piauí to 19.9 per cent in Santa Catarina in 2009.

Between 2004 and 2009 there was a significant reduction (from 36.4 per cent to 29.8 per cent) in the share of workers with weekly loads higher than 44 hours, which is the maximum limit allowed by Brazilian legislation. Among economic sectors, there were remarkable differences in the percentages of people working more than 44 hours per week in 2009: from 11.4 per cent in the *education, health, and social services* to 49.2 per cent in the *lodging and food service sector*.

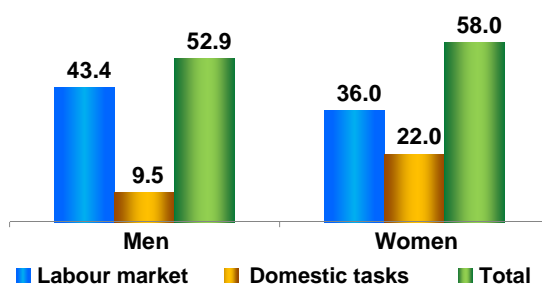
### Combining work, family and personal life

Being able to achieve balance between work, personal, and family life is intrinsically related to the concept of Decent Work. It is a central dimension of the strategy for promoting gender equality in the realm of work and it requires the integrated actions in a broad array of spheres (political, social, governmental, entrepreneurial and individual) to engender new forms of organization of work and family life.

In most countries, regardless of its level of development, the domestic work performed in the household is most often done by women and it is not even considered work or economic activity in the vast majority of surveys responsible for generating labour statistics. Nevertheless, the "products" of domestic tasks are of fundamental importance to the organization and functioning of families and, as a result, make it possible for individuals to enter the labour market.

Among working Brazilian women, 90.7 per cent also performed domestic tasks, while among men the number was significantly lower (49.7 per cent) in 2009. It is also important to stress that, in the same year, these female workers - besides the hours spent with regular work in the labour market - also spent on average 22 hours per week performing domestic tasks, while men spent 9.5 hours per week, 12.5 hours less.

**Weekly working hours, by gender  
Brazil, 2009**



Although, within the 2009 labour market, women's weekly load was shorter than that of men (36.0 vs. 43.4 hours), when adding up the time they spent on domestic tasks and childcare (social reproduction), their total weekly load reached 58 hours and was more than 5 hours longer than that of men (52.9 hours). With this data it is possible delve deeper into the discussion on gender inequalities in work life and family life and the crucial necessity to find measures to improve balance between them.

A key factor that would facilitate the incorporation of women into the labour market and also alleviate the tension experienced by them, and also by men with familial responsibilities and double shifts, is the availability of accessible child assistance services, especially for children of pre-school age.

The indicators that measure women's work and access to daycare are symptomatic of the imperious necessity of measures that promote balance between work and family. In 2009, 11.5 per cent of employed women 16 years or older had children 0-3 years old, and a significant portion of these children (73.3 per cent) did not attend daycare.



Commuting time in large metropolitan areas is high

Job stability did not change much from 2004 to 2009

Occupational injuries have decreased but their cost to the social security system is very high.

Number of labour inspectors is inadequate

The time spent by workers commuting between the residence and workplace also represents an important aspect to be considered when discussing work conditions, and consequently, Decent Work. This commuting time, besides being directly related to the balance between work and family and quality of life in general, can also lead to significant financial cost for workers and employers.

While in Brazil as a whole, in 2009, 9.5 per cent of workers spent more than 1 hour per commuting trip, in the set of the 9 largest metropolitan areas that percentage reached an average of 17.5 per cent. The largest cities of São Paulo and Rio de Janeiro have the highest values (23.2 per cent and 22.0 per cent, respectively)

### Stability and security of work

The high employee turnover is normally associated to lower investments in professional qualification, lower levels of productivity, and consequently lower incomes.

In 2009, the average job tenure at the main occupation was 7.8 years, with an average job tenure for women (7.1 years) 1.3 years lower than that of men (8.4 years). The flexibility in hiring or dismissing employees can also be seen in the number of jobs that last less than one year. In 2009, 18.6 per cent of Brazilian workers were in this situation, the same percentage recorded in 2004. On the other hand, 47.0 per cent of Brazilian workers stayed on the job for more than five years, a situation that has not changed much between 2004 and 2009

### Safe work environment

The indicators for occupational injuries are important in measuring worker exposure to risk factors inherent to economic activity, making it possible to trace patterns and historical trends relative to injuries and their impact on companies and on the lives of workers. Furthermore, indicators are valuable aids when elaborating in-depth studies on the subject and allow for better planning in the approach to occupational health and safety.

The *Rate of Incidence of Occupational Injuries* that was equal to 23 for every 1,000 labour contracts in 2008 dropped to 21.6 in 2009 and then to 19.1 in 2010. Among the federation units, this rate varied significantly, from 9.3 in Roraima to 30.2 in Alagoas. The *Mortality Rate for Occupational Injuries* declined systematically in the 2000s: from 13.0 deaths per 100,000 working contracts in 2002, to 8.6 in 2008 and reached 7.4 in 2010. The number of fatal injuries reduced 3.7 per cent, from 2,817 in 2008 to 2,712 in 2010.

According to estimates by the National Institute of Social Security of Brazil (INSS), the total cost of occupational injuries in the country reached the impressive sum of US\$ 28.4 billion – more than the sum of the GDPs of five Brazilian states in 2009: Acre, Roraima, Amapá, Tocantins e Piauí

Between 2004 and 2009 the employed population grew at a pace superior to the number of Labour Inspectors. Consequently, the average number of inspectors for each group of 10 thousand employed people declined from 0.35 in 2004 to 0.32 in 2009. The states of Maranhão (0.18), Bahia (0.20), Amazonas (0.21) and Rondônia (0.24) had the lowest ratios of inspectors in the country. These indicators are concerning since these states are also characterized by high levels of labour market informality, child labour incidence and repeated cases of workers rescued from conditions analogous to slavery. Furthermore, in the cases of Amazonas and Rondônia, it is also possible to observe high incidence levels of occupational injuries and mortality due to occupational accidents.

### Social Security

Social security is a fundamental human right and implies coverage against risks throughout life and work for all, indiscriminately. Within the scope of the Decent Work Agenda, the social security dimension is intrinsically linked to two of the ILO's strategic goals: rights at work and social protection.



Share of workers contributing toward the social security system increased, although high regional differences exist.

A direct income transfer program with conditionalities, that benefits families in poverty and extreme poverty was implemented in 2003

The reduction of poverty in the country was significant between 2003 and 2009

Union density rate for the country remains stable but is considerably higher in rural areas

Shares of unionized workers vary greatly among sectors

In Brazil, the second half of the first decade of the 2000s was marked by significant expansion of the proportion of occupied workers who contribute toward the social security system, when, for the first time, more than half of those occupied aged 16 and older, became covered by the system. In fact, this proportion, which in 2004 was 47.6 per cent, increased to 54.4 per cent in 2009, a seven percentage points difference in just five years. This expansion was predominantly associated to the growth of formal employment and, on a second level, to different incentives to the formalization of labour relations and to the social security inclusion.

Despite the previously mentioned expansion in the contributions, there are still large inequalities in terms of coverage among the federation units. In 2009, when coverage hovered around 70.0 per cent among workers of Santa Catarina (71.0 per cent), the Federal District (69.5 per cent) and São Paulo (69.2 per cent), it was still a very low 25.9 per cent in Piauí and 31.8 per cent in Maranhão.

From 2004 to 2009, the proportion of the elderly who received retirement benefits or pensions remained relatively stable, hovering around 86.0 per cent. In 2009, coverage was wider among men (90.3 per cent) than women (82.1 per cent) but did not reveal disparities between whites (85.6 per cent) and blacks (85.7 per cent). Among the elderly residing in rural areas, the proportion also remained stable at around 92.0 per cent, following the trend observed in urban areas (around 84.5 per cent).

In 2003, Brazil implemented the *Bolsa Família Program* (PBF), a direct income transfer program with conditionalities, that benefits families in poverty and extreme poverty. The PBF is premised upon three main principles: income transfers, conditionalities, and complementary programs.

Between 2004 and 2011, coverage provided by the PBF expanded considerably: the total number of benefitted families doubled, from 6.5 million to 13.3 million. According to estimates made by the ECLAC, the PBF is the largest conditional income transfer program in Latin America and the Caribbean based on the number of beneficiaries – approximately 52 million people, the equivalent to almost half of the 113 million people benefitted by analogous programs in the region. The total accumulated worth of revenues transferred to families during 2011 was US\$ 8.35 billion. Total investment in the program corresponded to 0.40 per cent of the GDP.

The PBF has been systematically contributing to the reduction of poverty in Brazil. Between 2003 and 2009, this reduction reached 36.5 per cent, which translated into 27.9 million people lifted from poverty. In addition to the PBF, the growth of employment, real minimum wage increases and the broadening of social security and assistance coverage have also contributed toward the reduction of poverty

## SOCIAL DIALOGUE

The Union Density Rate (the percentage of occupied workers affiliated to a trade union) remained relatively stable around 18.0 per cent between 2004 and 2009.

In 2009, the density rates for men (19.1 per cent) was greater than that for women (16.9 per cent) and that of white workers (19.6 per cent) was greater than that of black ones (16.7 per cent). The rate for rural area workers (24.5 per cent) was significantly greater than that for urban ones (14.6 per cent).

The proportion of unionized workers was the highest in *education, health and social service* (28.6 per cent), *public administration* (26.8 per cent) and *agriculture* (26.4 per cent). The lowest levels of union membership

### KEY STATS

Union Density Rate (2009)  
**18.0%**

Share of collective bargainings with real salaries increase (2010)  
**88.2%**

Number of strikes (2009)  
**516**

Share of people involved in labour conflicts  
**23.3%**

Enterprises share in the employment of salaried workforce (2009)  
**70.2%**



The vast majority of salaries have been adjusted above the National Consumer Price Index after collective bargainings

Strikes have been evenly distributed between private and public sectors

The share of people involved in labour conflicts has increased

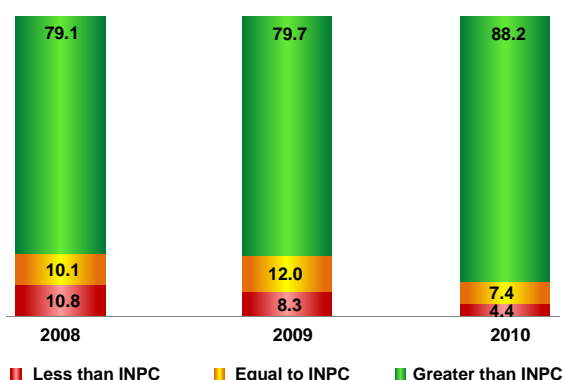
ILO Office in Brazil developed a chapter on sustainable enterprises and Decent Work with a set of indicators and enterprise analyses

Micro and Small Enterprises account for the largest share of formal non-agricultural private jobs in Brazil

were found in *domestic services* (2.2 per cent), and in the *construction* (8.4 per cent) and *lodging and food* (0.3 per cent) sectors.

In Brazil, collective bargaining is ensured by the constitution to all registered workers in the private sector, and is one of the most important dimensions of union practices. A very significant portion of collective bargaining in Brazil resulted in effective salary adjustments between 2004 and 2010.

**Collective bargainings**  
Distribution of salaries adjustments (%)  
Brazil, 2008 to 2010



In 2010, 88.2 per cent of the bargaining processes resulted in salaries adjustments that surpassed the INPC (National Consumer Prices Index), the highest share ever achieved. Between 1996 and 2003, this proportion surpassed 50.0 per cent only twice

The right to strike is one of the main pillars of contemporary democracies and in Brazil it is guaranteed by the 1988 Federal Constitution. In 2009, there were 516 strikes in Brazil, resulting in 33.1 thousand suspended work hours. An isolated analysis of the data shows that 262 strikes (or 50.8 per cent) took place in the private sector, compared to 254 (or 49.2 per cent) in the public sector.

Regarding the most problematic areas involving Brazilian population in conflict situations, labour-related conflicts reached the highest percentage (23.3 per cent). Compared to a study conducted during the 1980s, the proportion of people involved in labour conflicts increased approximately 4.5 percentage points – from 18.7 per cent in 1988 to 23.3 per cent in 2009.

Labour-related conflicts were the most numerous in 11 out of the 27 Federation Units, according to a study conducted in 2009. Considering the set of people who found themselves in conflict situations, the highest percentages associated to the labour area were found in Amazonas (36.2 per cent) and São Paulo (27.4 per cent).

## Enterprises

Enterprises are a key component to addressing the challenges of development, which include job creation and the promotion of Decent Work.

As an experimental approach, ILO Office in Brazil developed a chapter on sustainable enterprises and Decent work. In addition to presenting a set of indicators and enterprise analyses that can aid in defining policies and actions concerned with the promotion of Decent Work, the chapter's goal is to contribute toward developing and improving the methodology that measures Decent Work. This is an initial methodological effort that must be improved upon in future editions of Decent Work reports by means of new contributions from tripartite consultation workshops within the scope of Decent Work measurement.

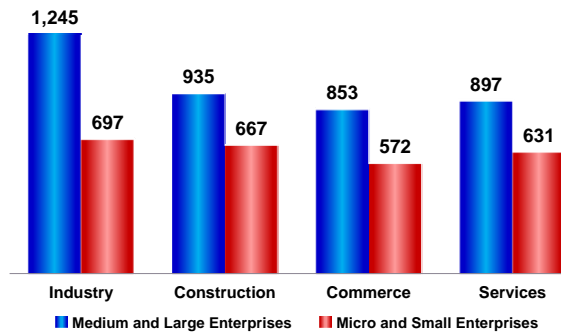
In 2009, enterprises in Brazil were responsible for employing 70.2% of all salaried workforce – 28.2 million employment positions – and paid 61.1% of the entire volume of salaries and other forms of remuneration.

Micro and Small Enterprises represented 99.0 per cent of formal establishments and accounted for 51.6 per cent of formal non-agricultural private jobs in Brazil and approximately 40.0 per cent of wages in 2010. On its turn, in the same year, 59.6 thousand establishments of Medium and Large Enterprises created 13.8 million job posts and accounted for 48.4 per cent of the total contingent of formal non-agricultural private jobs in the country.



Industry presents the highest salary averages among all enterprises.

Employees monthly salaries per branch of economic activity and enterprise size (US\$)  
Brazil, 2010



Considering the average monthly employee remuneration by economic activity sector, the *industry sector* presented the highest salary averages among Micro and Small Enterprises (US\$ 697), as well as among Medium and Large Enterprises (US\$ 1,245).

In the *tertiary sector*, remuneration levels were relatively close. Among Micro and Small Enterprises, the average were US\$ 572 in the *commerce sector* and US\$ 574 in the *services sector*. For the set of Medium and Large Enterprises, the values were US\$ 853 among the *commerce sector* employees and US\$ 897 for workers in *services sector*.