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## Brazil against Social Security Factor

### And in pro of the IRS chart correction

We are going to step pressure on the congress so that parliamentarians vote in favor of the working class:



- end of the social security factor;
- correction of the IRS chart;
- reduction of working hours for shift work down to 40 weekly hours;
- Against the Law Project 4330, related to outsourcing;
- For a fair adjustment of the FGTS (employee's dismissal fund);
- Regulation of ILO Convention 151, on the right to collective bargaining of public servants;
- End of slave work;
- Agrarian reform and strengthening of family farming;
- Regulation of the employment of domestic workers;
- Approval of Health + 10 (Law Project 321/2013);
- Against privatization of the pre-salt layer;
- Reduction of interest rates and primary surplus;
- Legal ratification of ILO Convention 158, related to termination of employment;
- 10% of the GDP invested in education.

On November 12, streets all over Brazil were taken by trade union centrals. Protests took place in defense of the increase and preservation of Brazilian workers rights, in a act entitled "Brazil against the social security factor".

The social security factor is a criterion used to calculate the amount of the retirement checks, considering the time of contribution, age and life expectancy. It was created in 1999 by Fernando Henrique Cardoso, president of Brazil at the time, and it reduces the amount of the benefit, causing a wage loss that could overcome 40%. Governments Lula and Dilma did not end the social security factor as well. Therefore, the trade union movement is back on the streets.

### In Sao Paulo, protests took place at the Sé Square

On November 12, militants and officers from UGT and other trade union centrals made a protest in Sao Paulo against the social security factor and in favor of the adjustment of discounts in the IRS, besides other items on the workers agenda.



The gathering took place at the Sé Square, in front of the **National Institute of Social Security (INSS)**. Workers complained that, after working for years, retirements could be reduced in up to 40% due to the social security factor.

**Ricardo Patah, president of UGT**, demanded the achievement of promises the government made concerning the end of the social security factor.

Trade union centrals hand in document of requests from INSS managers in Sao Paulo.



## Protecting workers

Trade union centrals present proposals to the government and defend policy of job creation

UGT and other Brazilian trade union centrals had a meeting with federal government representatives to present a unified proposal on the Policies and System of Social Protection, discussing, above all, the Employee Assistance Program.

This meeting took place on November 07, in the Presidency Building, in Sao Paulo. Guido Mantega, Treasury minister, and technicians from Dieese (Inter Union Department of Statistics and Social-Economic Studies) attended it.

In the document that was developed by trade union centrals, there are, among other data, a complete diagnosis on the evolution of expenses with unemployment checks, another one on the evolution of receipts of the **Employee Assistance Program (FAT)** and proposals presented by workers representatives to stimulate the support of new paradigms aimed at job creation, worker protection and increase of productivity.



**Canindé Pegado, UGT's secretary general** and member of the FAT Deliberative Council (Codefat) said that this meeting was quite positive and that it was possible to discuss important issues, such as the increase in the cost of the wage benefit concerning the unemployment insurance.

The wage benefit, in Pegado's opinion seemed to be one of the highlights of the government, reached around R\$ 13 billions in 2013 and the unemployment insurance is up to R\$ 31 billions, but despite the increase in the last years, Pegado said that trade union centrals will not allow changes that imply financial losses to workers.

"Neither UGT nor other centrals will allow changes, reductions or decrease in the wage benefits", Pegado emphasized.

UGT's secretary general also said that the government asked for a cooperation with the trade union movement concerning the rapid growth of the Artisan Fisherman Insurance. "We agree that it is necessary to re-examine this insurance in a way that it is possible to sustain it, but it has to follow a different pattern of social technology", Pegado concluded.

On November 18, this same group will have another meeting to continue negotiations. "The government has a duty concerning the proposal of restoring recipes and our duty, as representatives of workers, concerns the restructuring of the own national system of employment", ended Pegado. (Giselle Corrêa, UGT newsroom)

## Dieese analyses factor and IRS

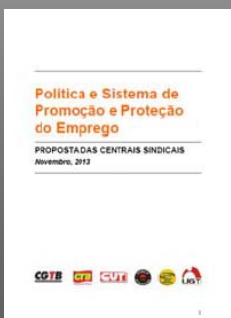
"The social security factor damages all workers who intend to retire per time of contribution. The damage is bigger for those who entered the job market precociously and started to contribute earlier to the Social Security, and who reached the minimum time of contribution required at the level of 50/55 years of age", concluded the technical note of Dieese. It's called technical note 130/13.

This note has the goal of showing how this formula violently interferes in the reduction of the value of benefit of retirement in the moment that the workers lose their labour capacity. It also shows how the social security factor came up and how many workers were reached by this mechanism that works as a reducer of retirements.

Due to an increasing delay in the natural person's IRS chart, Dieese developed a study - technical note 130/13 - which shows that, "from 1996 to 2013, in a research made by IPCA-IBGE, the accumulated delay in the IRS chart reached 61,24%. If the period observed goes from January to December 2013, the delay is only 15,56%."

"In December 2006, trade unions centrals formalized an agreement with the federal government, according to which the Natural Person's IRS table would fix an annual 4.5% adjustment in the years 2007-2010 to contemplate a larger increase in the minimum wage. In 2011, unilaterally, the government decided to maintain the adjustment of the IRS table at 4.5%."

"The table of the current IRS, in 2013, is composed of five bands of taxable income. The income exceeding R\$ 4,271.59 per month is taxed at the rate of 27.5%. Very high incomes are taxed in the same rate, even in excess of tens of thousands of dollars. Thus, there is room for more bands of very high incomes. This could also alleviate the loss of tax revenues caused by a correction of the IRS table" shows the note.





### III National Conference on Promotion of Racial Equality

## UGT in the fight against racism

From November 5 to 7, 2013, UGT, through its National Department for Human Diversity Issues, along with UGT's officers from State branches of Rio de Janeiro, Espírito Santo, Minas Gerais and São Paulo, attended the III National Conference on Promotion of Racial Equality, with the motto "Democracy and Development without racism: for an affirmative Brazil". Last year, the officer Ana Cristina dos Santos Duarte, who conducts this department in UGT, achieved a seat at the National Council on Promotion of Racial Equality.

This event's highlight was the opening, in which president Dilma Rousseff presented the Law Project 6738/2013, which reserves a 20% quota of positions in competitive tenders to supply effective positions in public jobs under the federal administration, autarchies, public foundations, public companies and mixed economy societies ruled by the Federal Government.

Such project was delivered to the Congress, under an urgency status and the House of Representatives has a deadline of 45 days to evaluate it.

Ginny Coughlin and Rafael Messias, American trade union officers from Union Auto Workers, invited by Ana Cristina, also attended the event and were presented to minister Luiza Bairros, who was extremely receptive.



We also emphasize the signature of a Technical Cooperation Agreement between SEPPIR and the Department of Micro and Small Business - SMPE, directed by minister Guilherme Afif Domingos (PSD), who has the goal of adopting combined and complementary actions with the goal of fostering the development of the quilombola handcraft, especially concerning the increase on the access to the market by their products. *(Written by Regina Silveira)*

## Pink March against breast cancer

The Commerce Workers Union of Sao Paulo, aiming at strengthening actions that it already performs and that have the goal of fighting against breast cancer held, on November 10, along with UGT, with the NGO Elas Por Elas and with Femama (Brazilian Federation of Philanthropic Breast Health Institutions), the Pink March against breast cancer.



Women and men from several branches of professional activity attended this event, that started at Roosevelt Square and continued all through the elevated road Costa e Silva. During the path, the population's display of support was evident, with hundreds of people in the windows of apartments waving in support to this cause.

"This is a very important event for our union, since most people who work in commerce are women and the incidence of these diseases is high in Sao Paulo, that is why the Commerce Workers Union is in this campaign for quite some time and intensified it now, since it is necessary to specially warn people on the need to find out they have cancer," says Isabel Kausz dos Reis, secretary of the Commerce Workers Union Women Department.

As a way of drawing attention of people on the importance of preventing cancer, this event fulfilled its role of warning and, once again, raising this issue along with society.

According to Cleonice Caetano, director of this union, activities that intend to increase the awareness of population regarding this issue, it is a commitment of the Commerce Workers Union of Sao Paulo, since health always comes first.

Isabel also emphasized that it is essential for women to take care of themselves and to be cautious, since once a person finds out he or she has cancer, the entire family suffers and, in some cases, these people even lose their jobs. "The best prevention way is medical follow up and, if women make a self-examination periodically, it is also better, since prevention is still the best medicine", the officer concluded.

## Decent job in the World Cup and in the Olympic Games

This seminar, organized by the Ministry of Labour and Employment, took place on November 5 at the Palácio dos Bandeirantes, head office of the executive power of the State of Sao Paulo, minister Manoel Dias presented the proposal of a campaign for decent work in the host cities of the World Cup 2014 and the Olympic Games of 2016.



According to the ministry, this initiative intends to offer solutions to part of the demands raised by social movements during the Confederations Cup. "Some sector initiatives already provided solutions, among which there are the permanent table of negotiation in the heavy civil construction sector and the creation of commissions in the sites of major constructions. We are working in the negotiation table in the sectors of health, tourism and hoteling, with the goal of advancing towards the achievement of decent work for workers."

The minister also informed that preparatory workshops will also be held in cities with the goal of detailing regional aspects of commitments made. This campaign will be coordinated by a workgroup composed of representative from the Labour and Sports Ministries, besides Fonset, in a partnership with the International Labour Organization (ILO).

## UGT attends trade union meeting in Panama

From October 29 to November 2, UTAL - Labour University of Latin America held, in Panama, a Latin American meeting in which issues related to changes in the labour world and their impacts for the working class were discussed.

The Brazilian delegates were Sonia Maria Marchi, Finance Director of FESMEPAR - Federation of Public Servants of the State of Parana (affiliated with UGT) and Nilton Rocha, trade unionist from UGT State branch of Rio, representing the organization of gender of the central. In all, trade union officers from 16 countries in Latin America attended this meeting. In the end, the colleague Sônia Marchi was one of the nine writers, in the final draft she presented several proposals developed by the workgroup.



This meeting provided a reflection on the scientific revolution and their use in the labour world; all the too many issues regarding globalization and the lives of workers; the impacts experienced by unionism with globalization; and the living and working conditions of the working class, who suffer from new globalization processes. (UGT Paraná)

## Commerce with protection to worker

Labour rules are more and more common in free trade agreements. The number of free trade agreements that contain labour dispositive provisions increased over the last decades, according to a new report of the International Labour Organization (ILO).

The ILO report on the social dimension of free trade agreements says that, since mid 1990s, an increase in the number of trade agreements that have measures related to labour took place, that includes "South-South agreements" in developing countries.

Overall, there were 58 agreements containing labour dispositive provisions in June 2013, which represent almost a quarter of the 248 trade agreements currently in force. These agreements contain articles related to minimum working conditions, the implementation of national labour laws, as well as the supervision and achievements of labour laws.

"The increasing number of trade agreements that include measures on labour rules is a reflection of the growing comprehension that the liberalization of commerce, though important, should follow the social and labour progress", stated Raymond Torres, director of the ILO Research Department. (*ILO news*)

The UGT Global is the Newsletter of International Information of the União Geral dos Trabalhadores do Brasil.

The UGT union is an organization formed to defend the Brazilian workers across a broad trade union movement, national, ethical, supportive, independent, democratic and innovative.

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