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Employment Protection Plan (PPE)

Ricardo Patah, national president of União Geral dos Trabalhadores



The União Geral dos Trabalhadores - UGT defends reduction of working hours for shift work down to 40 weekly hours, without wage reduction.

This historical ideal of the working class cannot be confused with the reduction of working shifts and salaries established under the Program of Job Preservation (PPE), a measure that is purely palliative and of short breath, proposed by the government to guarantee, with public money, some job positions in private companies in times of economic crisis.

The PPE is not the solution for unemployment, since it does not go straight to the heart of the matter of reducing the economic activity, induced by the recessive policy imposed to the country within the draconian ongoing fiscal adjustment.

However, it must be said that the PPE presents a differential regarding the other available alternatives, especially concerning the real guarantee of employment bonds, with wage reduction lower than the similar reduction of working shifts and the application solely and only in companies in which workers, aided by their trade union, thus decide through an assembly.

The Provisional Measure that institutes the PPE still depends on debates in the Congress, where UGT will be trying to make the corrections it believes are necessary after deliberations of our national board of directors. UGT also opposes to the PPE using resources from FAT (Worker's Aid Fund), which must be preserved to continue on serving as an essential tool of public policies on employment, income and professional qualification.

Government launches plan to avoid dismissals

On July 6, the government announced a plan to avoid new dismissals in industry, a clear attempt to interrupt the increase on the level of dismissals in Brazil and avoid the popularity of the president to continue on melting.

The staff of Dilma Rousseff proposed the reduction of working hours for shift work and wages of employees in up until 30% in moments of crisis or expressive decline of production, as it is now occurring in the automobile and chemical sectors. However, for the employer the wage will be cut up until 15%, since there will be a complementation with resources of the Worker's Aid Fund.

The Employment Protection Plan took three years to be developed and involved discussions with the industry and unions. A very similar program adopted in Germany, land of automobile industries, was the inspiration for the Brazilian government. Final details of the Provisional Measure (MP), which was signed by president Dilma, were anticipated by the State fifteen days ago.

The reduction of working shifts and wages must be approved in assemblies with trade unions in order to be implemented. The Constitution prevents the reduction of labor rights, unless in agreements of this kind. The limit per worker for the FAT counterpart will be R\$ 900.84 (which corresponds to 65% of the maximum installment that the fund pays of unemployment insurance). The maximum wage to be contemplated by this plan is R\$ 6 thousand.



Employment Protection Plan (PPE)



The tragedy of interests

Ricardo Patah, national president of UGT

The numbers are already scary. The interest rate of credit cards and bank overdraft were never as high as they are now.

And the fiscal adjustment, which brings as backdrop a set of economic and political uncertainties, might turn these numbers into a tragedy for Brazilian consumers, which are already highly indebted, many unemployed or threatened by unemployment, besides suffering from the loss of their purchasing power due to the resurrection of the inflation dragon.

It's best to not forget that high interest rates mean income transfer from poor to rich people, from workers to bankers, causing even more economic inequality in our country.

The tragedy of interest, both in credit cards as in bank overdraft, might be seen in the survey we applied, which is available in our website.

The effects of high interest rates are clear. The percentage of indebted Brazilian families reached 62% in June, according to a Research of Indebtedness and Default of Consumers (Peic), of the National Confederation of Commerce of Goods, Service and Tourism (CNC).

Credit card was pointed out as the main reason of indebtedness by 77.2% of family cores.

No wonder, with such interest rates, no one can stand this situation

Defending the recovery of retirements

Unionists demand recovery of the purchasing power of retirements

Natal Leo, president of the Union of Retired Workers, Elderly people and Pensioners of UGT, asked for the development of a policy for retired workers, following the National Plan of Employment and Decent Work of the Labor Ministry.

- Why don't we have a decent national retirement policy? It is a shame what they are doing to the Brazilian retired workers – he said.

This issue was raised on July 7, on the meeting of the Commission of Human Rights and Participatory Legislation (CDH), with representatives of trade union institutions that requested the end of the social security factor and new retirement rules.



They also asked for the approval, without changes, of the Provisional Measure 672/2015, which is also in the agenda of the senate. This proposal, as approved by the House of Representatives, extends to retirements and pensions the adjustment formula of the minimum wage. This measure repeats for the next years the current adjustment rules: INPC variation of the previous years plus the GDP growth ascertained two years before.

Senator Paulo Paim (PT party- State of Rio Grande do Sul), president of the CDH, advocated the approval of this matter, which should be voted on July 8.

- The Senate already voted this issue, it would be a complete incoherence if the Senate does not vote an amendment that comes from the House of Representatives. Which will simply ensure a right of having a definite wage policy for retired workers that earn more than the minimum wage – the senator stated.

Mercosur's Social Summit





Unionists have a meeting with Dilma

On the last Day of the Social Summit of Mercosur, president Dilma Rousseff received the supporting declaration in “defense of democracy” by representatives of the Coordinating Body of Trade Union Centers in the Southern Cone (CCSCS).

On July 16, representatives from CCSCS and from the **Trade Union Confederation of the Americas (TUCA)** were received by president Dilma Rousseff, to deliver the declaration of “Defense of Democracy”, signed by CCSCS, by UGT and by other 16 trade union centers from Argentina, Brazil, Chile, Paraguay, Uruguay and Venezuela.



The goal of this meeting was showing support of the trade union movement in the countries that signed the New Mercosur’s Social-Labor Declaration, sanctioned by the official meeting of presidents of this bloc.

The president thanked the unionists commanded by **Antonio Jara, secretary general of CCSCS**. Jara passed on solidarity of the trade union movement in the region against the attacks that the Brazilian government is suffering, as it is happening in Venezuela and Argentina. “Democracy is the most important tool to the trade union movement and, therefore, we decided to deliver this document today”, he said.

The Argentinean Antonio Jara succeeded Valdir Vicente de Barros, secretary of UGT’s Department of Public Policies, who was secretary general of CCSCS during the whole process of review of Mercosur’s Social Labor Declaration.

New Social Labor Declaration

Social Labor Declaration will be submitted to sanction of Mercosur’s Summit

The new Social Labor Declaration, approved in June at the Meeting of Mercosur’s Labor Ministries, was submitted to sanction of the Summit of Presidents and Head of States of Mercosur, on June 17, 2015, in Brasília.



The review and update of the Social Labor Declaration has been advocated by the Coordinating Body of Trade Union Centers in the Southern Cone for many years, and the review proposal was presented in 2013, under the direction of **Valdir Vicente de Barros who was secretary general of the institution at the time and is currently vice-president of UGT**.

The document represents an answer of the countries of this bloc to the context of the economic crisis and offensive against social and labor rights, reinforcing the commitment of member States to place decent work in the core of the process of regional integration.

Affirming labor rights is a product that resulted from the initiative of workers, through the Coordinating Body of Trade Union Centers in the Southern Cone, considering that the integration process cannot be only restricted to trade and economic issues. The guarantee and compliance of the labor theme resulted in the creation and improvement of regulatory marks and in the reaffirmation of minimum levels of rights, keeping in mind the reduction of asymmetries and the promotion of social justice for the full exercise of civic rights in the countries of the bloc.

The new Social Labor Declaration is a result of a wide and deep process of review of the 1998 declaration and had an active participation of social actors (representatives of workers and employers of the bloc’s countries) that are part of Mercosur’s Social Labor Commission, consolidating the commitment to continue the social dialogue and tripartism as an essential mechanism to create a consensus that is necessary to the exercise of a democratic governability.

Besides reaffirming the principles and commitments expressed in the 1998 Social Labor Declaration, this document incorporates advances that were achieved over the last years regarding issues such as: Decent Work, Individual and Collective Rights, Health and Security at Work, Migrant Workers, Remuneration, Sustainable Companies, Social Dialogue, among others.



Statute of Racial Equality

Change the Statute of Racial Equality Now!

After 5 years since it the Statute of Racial Equality was created, institutions point out that it must be reshaped

On July 20, the **Statute of Racial Equality** turned five years, under a generalized evaluation of militants of the Black movement that it is necessary to remodel the document.

“This statute is still in the field of symbolic advance. It established important guidelines and social rights for the black people. But the fact that it “recommends” and does not “determine” public actions and policies highly reduced the incidence that it could cause in the black population”, **Douglas Belchior, teacher and militant of the Black Movement**, evaluated.



This statute was developed after an intense mobilization of the black movement and it presents guidelines in the areas of health, education, culture, work, access to the land and religious freedom, with the goal of reaching equality of opportunities and rights among black and white people, as well as fighting against racism.

However, five years afterwards, not even the National System of Promotion of Racial Equality, which was expected in the plan, was created.

According to IBGE, 52.9% of the Brazilian population is black – counting those who declared themselves as black or brown, in 2013, in the Continuous National Household Sample Survey (Pnad). However, this data does not reflect on other areas. In the elections of 2014, 80% of the 513 elected congressmen were white. In television, only 15% of the leading roles are destined to black actors and actresses.

At the same time, black people are still the majority in terms of violence. “Unfortunately, in the time this statute has been in force, this is a situation that only worsened”, emphasized Belchior. According to the Map of Violence, 26,854 young people aged 15 to 29 were victims of homicides in 2010. Out of this number, 74.6% were black. In 2012, the same map identified 30 thousand young people. And 77% of the victims were black. The proportion is represented in at least three murdered black people for each white person.

International Decade of African Descendants

UN and government of Brazil launch the International Decade of African Descendants



On July 22, the **International Decade of African Descendants** was launched. This event took place in Brasília, during the opening of the Festival of the **Latin-African-American and Caribbean Woman**, and was attended by **Jorge Chediek**, resident coordinator of the United Nations System of Brazil, by minister Nilma Lino Gomes, from the Secretary of Policies of Racial Equality Promotion, and by other authorities.

With the motto “Recognition, Justice and Development”, the General Assembly of the UN proclaimed the period of 2015-2024 as the International Decade of African Descendants. Its main goal is promoting respect, protection and the fulfillment of all human rights and essential freedoms of African Descendants peoples, as recognized in the Universal Declaration of Human Rights.

This decade is also an opportunity to recognize the significant contribution of the African Descendant people to our societies, as well as proposing concrete measures to promote its full inclusion and tackle all sorts of racism, racial discrimination, xenophobia and any kind of related intolerance.

This period is also a unique opportunity to support the International Year of African Descendant Peoples, created by the international community in 2011.

[To get more information on the decade, visit the website](#)



UGT attends 4th edition of Trade Union BRICS

UGT was one of the signatories of the Ufa declaration, document that brings the main demands of the working class in the implementation process of this new economic bloc – BRICS – formed by Brazil, Russia, India, China and South Africa. Through the declaration, unionists also formalized the request of recognition of the Trade Union BRICS, by the member States. The Ufa declaration was delivered to Vladimir Putin, Russian president.

The IV Trade Union BRICS took place from July 8-10 in the Ufa Federation, in Russia, and was attended by UGT and four other Brazilian trade union centers (CTB, CUT, Força and Nova Central), also gathering international organs of workers, such as ILO and ITUC.

Lourenço Prado, secretary of UGT's Department of International Affairs, and Wagner de Souza, assistant secretary, represented the trade union center during the Forum. In a legal hearing with Lenara Lucenova, minister of Labor and Social Protection, from the Republic of Bashkortostan, Russian Federation (smaller picture).

Lourenço Prado thanked the minister for her hospitality and urged everyone so that the proposals and goals of the Trade Union BRICS were reached.



Trade union freedom

During his speech, directed to the plenary session of BRICS, Wagner José de Souza tried to emphasize on the independence of Brazilian unions, for he realized some trade unions that are part of the Trade Union BRICS are still coupled with the State.

"I mentioned how we acted in Brazil in our full trade union freedom". Wagner also highlighted the 3rd National Congress of UGT. "Which was a success. We firmly express our principles of civic, ethical and innovative unionism, and, since UGT is plural, it eases the way we lead with tripartism (social dialogue)", Wagner affirmed. (UGT's Press).

"To end, we emphasize that Brazilian unions that are connected to UGT propose and defend, with the Public Power, policies that allow the development of a solid and prosperous economic activity".

UGT in the fight for athletes of UFC

Trade unions linked to UGT, SAPESF (Trade Union of Professional Athletes of Sao Paulo) and SINPEFESP (Trade Union of Professionals of Physical Education of Sao Paulo), were in the United States from July 09 to 12, with the goal of promoting a campaign to organize the MMA fighters in Brazil and in the United States, since 30% of MMA fighters of UFC are Brazilian.

This campaign has the goal of denouncing the unworthy treatment to which these athletes are submitted, the lack of decent work and the lack of a regulation of service provisions by professionals in MMA.



Blake Harwell, from UNITEHERE (EUA), Wanderlei Silva, Brazilian athlete, Ken Liu, from Culinary Union of Las Vegas, Guilherme Martorelli, from SAPESP, Weber Matias dos Santos, from SINPEFESP, representing UGT and Randy Conture, American athlete, attended the meetings.

July 24 2015

Law of Disabled People was approved 24 years ago

Commerce Workers Union of Sao Paulo promotes actions for its fulfillment

Though the Commerce Workers Union of Sao Paulo still believes that many advances were not achieved, it celebrates this anniversary for what was already achieved. The Quota Law is the main affirmative action for the entrance and permanence of disabled workers in Brazilian companies. For this reason, the trade union institution daily promotes actions that stimulate its fulfillment.



Commerce workers of São Paulo and Pão de Açúcar sign

On July 2, the Commerce Workers Union of São Paulo achieved another victory on the way to equality in the labor market.

The Group Pão de Açúcar, represented by Antônio Salvador, HR vice-president, and by Sérgio Murilo, in charge of the department of Union Relationships, signed the term for Hiring Disabled People, making a commitment to fulfill the quota destined to disabled people.

This document was signed by the Ministry of Labor and Employment, by Sincovaga (Trade Union of Retail Sale of Foodstuffs) and the Department of Inclusion of Disabled People of the Union.

On July 2, UGT makes a protest in Salvador, Bahia

Informality and protests marked the participation of UGT's State branch of Bahia in the Civic Parade of July 2, in Salvador. Unionists from several segments that are affiliated with the trade union Center defended its ideals and took it to the streets



Magno Lavigne, president of UGT's State branch of Bahia, reinforced the fighting feature of the civic party. "We, from Bahia, have a democratic and civic party that represents the spirit of fight of our people", he said.

Following the same line of thought, Mário Conceição, communication secretary of UGT Bahia, congratulated the spirit of fight of leaders from UGT who attended the act. We are an institution that truly represents workers", he praised.

History – On July 2, 1823, the independence of Bahia had an essential role for the consolidation of freeing Brazil from the yoke of the Portuguese crown. (UGT Bahia)

Formula 85/95: what changes in retirements

DIEESE – Technical Note number 146. This note analyses the retirement rules proposed by the formula 85/95, created by the Provisional Measure 675/15 as an alternative to the social security factor,

This text also compares the formula with the factor, which maintenance is established in the provisional measure.

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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Law of Quotas for Disabled People



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