



Inside this number:

- Enough of paying the bill! 01
- Correctness in the policy of the minimum wage 02
- Minimum wage will inject R\$ 57 billion in economy 02
- Insisting on the mistake 03
- Increasing exclusion does not develop a nation 03
- 23rd Plenary Session of UGT's National Board 04
- Promotion of Decent Work 04
- SINDIAPI prepares course on social security 04



Exportar para empregar: uma proposta da UGT para a crise

Enough of paying the bill!

Compulsory minimum age for retirement? No

I can guarantee that we, from **União Geral dos Trabalhadores UGT**, are against any proposal that penalize workers by adopting rules for retirement, either by minimum age (as the government wants in 2016), through the infamous social security factor (of 1999), or by the formula 85/95 (which is under study).

Each time the tax adjustment or social security reform is discussed, workers tremble, since they know they will be caught in the middle.

Guess what was one of the first measures announced by Nelson Barbosa, the new Finance Minister, as soon as he took office? A reform of Social Security, with the establishment of a minimum age for all workers to retire.

“...the best option is calling workers to discuss what can be done within the budget restrictions. What we do not want is receiving fixed packages and pay the bill.”.

It is a way of penalizing, once more, those who contributed with the development of our country and that, now, should have their well-deserved rest to take care of their lives and families.

Minimum age, my friends, is a punishment for workers who got in the job market at 12, 14 or 16 years old. When they are 50, with the limit of time contribution reached (30 years for women and 35 for men), they must forget the dreams of a decent retirement and return to their job positions.

As a matter of fact, from 12 to 16 years old, young people should be in school, as preached by the 1988 Constitution, in order to have a population that is more qualified for the challenges of the job market.

Even if they are right or wrong, the State policies that took place over the years tried to take that into consideration, but not always had these plans worked out. Conversely, families need their young members to quickly get in the job market, in order to help in the survival of all.

It is worth it to recall that the fiscal adjustment made so far by the government already penalized workers with a series of restrictions. The unemployment insurance, for instances, can only be withdrawn after 12 months of non-stop work, instead of 6.

The main strike on those who retire came in 1999, with the creation of the social security factor by Solange Paiva Vieira, economist who created, in the Fernando Henrique Cardoso term, a “little formula” that ended up attacking the pockets of retired workers in up until 40%. Just a quick reminder: at the time, FHC called those who were younger than 50 and retired of “tramps”.

A Brazilian worker that is able to retire by the formula 85/95 will escape from the social security factor, but will have to work longer to get the benefit.

Therefore, we might conclude that these three proposals – by age, social security factor or 85/95 – remove workers rights. The best option, so far, is still the retirement per years of service.

Isn't there money for that? We know that there isn't. At least, not for now. So, the best option is calling workers to discuss what can be done within the budget restrictions. What we do not want is receiving fixed packages and pay the bill.

Our country must organize itself to protect its biggest wealth: its active and retired workers.

Correctness in the adjustment policy of the minimum wage

Ricardo Patah, national president of UGT



Government gets it right in keeping the policy of minimum wage adjustment. The impact on economy will be positive, will provide an increase in production, in consumption and in the restore of growth. The most important thing, however, will be the opening of new job positions in the formal market.

Impacts of the new minimum wage

The Technical Note 153 deals with the impact of the minimum wage adjustment from R\$ 788.00 to R\$ 880.00 in 2016. The estimates below might be emphasized:

- * 48.3 million people have their income related to the minimum wage.
- * R\$ 57.042 billion will be the income increase in economy.
- * R\$ 30.7 billion correspond to the increase in tax collection on consumption.

New minimum wage will inject R\$ 57 billion in economy, says Dieese

The rise of the minimum wage from R\$ 788.00 to R\$ 880.00 should inject R\$ 57 billion in income next year.

48.3 million people have their income related to the minimum wage, according to a study of Dieese published on December 29.

Out of this amount, 22.5 million are retired workers and pensioners; 13.5 million are formal active workers; 8.2 million are self-employed workers and 3.99 are domestic workers.

The R\$ 880 wage accumulates gains in real terms (when inflation is disregarded) of 77.35% since 2002, when the floor was established in R\$ 200. During this same period, the inflation measured by INPC reached 148.09%. This calculation considers the INPC estimated at 0.80% in December 2015.

The adjustment of the minimum wage to R\$ 880 causes a total impact on the federal budget of 2016 of nearly R\$ 4.77 billion, as informed by the government in a note.

“Out of this amount, a share of R\$ 3.03 billion is related to the general regime of the Social Security, a R\$ 612.19 million part refers to benefits of lifetime monthly income of the Organic Law of Social Assistance and R\$ 1.12 billion to premium benefits and unemployment insurance”, according to data of the Planning Ministry.

“Each R\$ 1 that is added to the minimum wage results in a R\$ 293 million impact per year only on the benefit payroll of social security”, José Silvestre Prado de Oliveira, Dieese’s coordinator of trade union relations, said.

The study of Dieese takes into consideration that the relative influence of the mass of benefits equivalent to a salary is 49% and corresponds to 69.2% of the total of beneficiaries. “The impact of the cost on social security is a lot lower than the expenses that the government has per year to pay the interest rates of public debt, which is nearly R\$ 400 billion”, the coordinator stated.

If compared to the value of the market basket, calculated by Dieese and estimated in R\$ 412.15 in January 2016, the new minimum wage is equal to 2.14 baskets. In November 2015, the value of the basket was R\$ 404.

“It is the highest quantity of market baskets ever recorded since 1979, year in which the time series that compared the value of the annual minimum wage with the annual value of the basket began”, Oliveira affirmed. (*Folha de S.Paulo*, 31.12.2015)

Social Security floor must rise to R\$ 5,203 with new minimum wage

Miguel Rossetto, minister of Social Security, affirmed that there is no risk that the federal, State and municipal governments do not have funds to guarantee the payment of the minimum wage rise, which will be R\$ 880 after January.

According to him, the collection parameters will also be increased, guaranteeing funds for the payment. He quoted the increase of the social security floor, which should go from R\$ 4,663 to R\$ 5,203. This value expresses the INSS discount in the worker’s wage.



Dieese > Nota
Técnica 153

Insisting on the mistake

Carlos Alberto Schmitt de Azevedo

President of CNPL – National Confederation of Liberal Professions



The government repeats, at the end of 2015, the same serious mistakes it made at the end of 2014: announcing economic measures and actions of wide impact on the social tissue, profoundly harmful to working classes, without at least consulting or establishing any attempt of dialogue with institutions that represent workers or the organized civil society.

Once again, the finance minister publicly echoes that the solution to the sorrows committed in economic and labor policies of the government goes through the fiscal austerity of those that pay direct tax in the source and through the removal of labor rights that were so hardly achieved over decades of fights of workers and their trade unions.

The National Confederation of Liberal Professions – CNPL, exclusive and legal representative of 51 professional classes and nearly 15 million workers, as it did in 2014, reaffirms, at this moment, its total engagement with other institutions of the trade union movement in the vehement condemnation of these anti-work and anti-unionist practices that show the negligence and little appreciation with democratic and governance practices, besides representing the antithesis of what was promised in the reelection campaign of president Dilma and her political group.

CNPL understands that the working classes and the trade union movement went way beyond the sacrifice share that they were attributed. Actually, we reaffirm that we continue to pay alone this bill of managing mistakes of the government that insists on spending bad and profligately what it collects, solely benefitting the speculative sector to the detriment of those who produce income and work for the Brazilian population.

We reaffirm our commitment with the Brazilian society in defense of rights and achievements of workers, in defense of retirement, in the fight against slave work, in the implementation of decent work at all levels and in the recreation of a fair, fraternal and equalitarian republic.

Increasing exclusion does not develop a nation

Official note of UGT on the social security and labor reform that were announced

Ricardo Patah, president of União Geral dos Trabalhadores

And, once again, on the eve of Christmas, measures that only lead to a New Year's filled with sadness and uncertainties for workers and their families were announced. Again, the government Dilma misses the target and the form. It knocks down dialogue with trade union centers and randomly points out the scissors of cuts at the same time that the Brazilian State provided little to the workers that are effectively contributors of the Social Security. In the meantime, nothing is presented to contain the true bloodletting of the National Treasure, represented by privileges and billionaire favors that sustain the castes of a business and political elite that lives of sucking the Brazilian State.

Choosing this moment of a serious crisis, with the country at the verge of an economic depression, to propose a social security and labor reform is a true crime that harms workers. Talking about negotiated over legislated, outsourcing and other flexible actions, while unemployment grows out of control and stimulates the government to a negotiation between the rope of the employer and the neck of the working class.

UGT rejects and repudiates the adoption of measures in the social security and labor areas, which was contrived in cabinets by default of negotiation and consultation tables in which trade union centers and retired workers organization participate. We reaffirm our engagement for the adoption of consensus established in [the Commitment for Development](#), signed by trade union centers and business sectors that are really preoccupied in taking Brazil of the quagmire that it was thrown.

Due to all that, UGT calls out Brazilians and their trade union leaders to resist, by all means at their disposal, to these attacks against rights and achievements that were hardly accomplished over a history of fights of the Brazilian working class.



Confederação Nacional das Profissões Liberais



Compromisso Pelo Desenvolvimento

23rd Plenary Session of UGT's National Board of Executives



On December 17, UGT held, at the Novotel Jaraguá Hotel, in São Paulo, its 23rd Plenary Session of the National Board of Executives and gathered directors from the 26 Brazilian State branches and from the Federal District.

This meeting was also attended by Geraldo Alckmin, governor of São Paulo, who emphasized the importance of holding this meeting and recalled that, despite the fact that UGT is a new trade union Center, founded in 2007, it is an institution that was born big, since it represents the union of three important trade union institutions, for the quality of its leaders and affiliated member, which strengthens its combativeness, essential to our country for its commitment with employment, with the development of the workers rights.

Promotion of Decent Work

UGT and Eastern Europe countries draw actions against the exploration of companies such as McDonald's, Walmart and other multinational institutions.

On December 17, the 1st Conference on Decent Work and International Cooperation of UGT came to an end. It was held by UGT's Observatory on Decent Work and Department of Issues Related to Anti-unionist Practices and Labor Relationships, as part of the national and international project Decent Work, Decent Life.



To the committee of UGT's Observatory, the situation of multipliers of decent work from Romania, Lithuania, Austria, Poland, Bulgaria and Brazil in this 1st Conference enabled participants to deepen and richen the discussion of strategies to perform decent work, both in these partner countries as around the world.

"Though the conference sealed the end of the international project "Decent Work, Decent Life", the cooperation among unionists from these member countries will increase more and more. In addition to exchanging experiences with the promotion and supervision of decent work, attendees discussed the timely creation and the use of the Observatory on Decent Work", Euan Gibb, coordinator of UGT's project "Multiplying Decent Work, Decent Life", ended. (Mariana Veltri - UGT's press)

SINDI-API-UGT prepares course on social security

UGT's Trade Union of Retired Workers, Pensioners and Elderly People (SINDI-API) will organize, after 2016, a series of courses towards the preparation of advisors in the area of social security.

Entitled "Getting to know to be an Advisor and Multiplier on Social Security", this course will discuss themes such as: the role of social security in Brazil, how to prepare to retirement, among others. (Check the complete relation of topics).

According to Natal Leo, president of SINDI-API-UGT, this measure is important to the education of people that are specialized in social security, this is the only way to guide workers concerning retirement. "This way, we, from UGT, will be preparing educator that will be able to give this course to other people".



Observatório do Trabalho Decente da UGT



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