

Inside this number:

UGT launches Decent Work Observatory	01
UGT debates Employment, Income and Social Security	02
UGT discusses program with congressmen	02
Senators will defend the defrayal of institutions	02
Against Racism in the Workplace	03
Decent work at McDonald's	03
UGT's Rio receives Mexican unionists	04
Unionists in Haiti and Nicaragua	04
Salary still rises above inflation	04

UGT launches Decent Work Observatory

With the goal of increasing the visibility of actions, of deepening the debate and the search of contents that enhance the implementation of decent work, UGT launched on August 31 the Decent Work Observatory. It is about a digital platform jointly elaborated with **UGT's Institute of Advanced Studies (IAE)**.

This release was attended by **Ricardo Patah, national president of UGT**, and by several secretaries of the national UGT: Lourenço Prado (Foreign Affairs), Roberto Santiago (vice-president), Josi Camargo (Trade Union Education), Gustavo Walfrido (Youth Department), Cristina Palmieri (Sustainability Department), Cleonice Caetano (Health and Security at Work), Wagner de Souza (Foreign Affairs), Natal Léo (Sindiapi), Helen Silvestre Fernandes (IAE), and also by Leocides Fornazza, secretary of anti-unionist practices.



Ricardo Patah emphasized the importance of the work that will be developed by the center not only to subsidize the Department of Anti-Unionist Practices, as well as all the other departments of UGT, enabling the development of integrated actions.

The Observatory

The Observatory of Decent Work has the following goals: monitoring the state and the progress of Decent Work in the World and in Brazil, especially in the sectors of UGT's trade union grassroots, producing analyses and publicizing in the website of the Observatory.

There are many goals of the Observatory and they are ambitious: researching and analyzing the national and international production of studies and indicators of progress of decent work in Brazil and in the world. Researching, systemizing, publicizing and producing information and analyses that might support the elaboration of agendas of decent work for labor negotiations of institutions that are affiliated with UGT.

And also: analyzing public policies and the best practices adopted in the promotion of decent work in Brazil and enabling analyses and texts in the website of OTD. Analyzing, elaborating and publicizing texts and reviews on the productive chains in which the local companies are inserted into the economic activities of UGT's trade union grassroots.

Theme

Among the themes that will be covered by the Observatory, there are: Productive Chains; Gender; Informal Market; Youth; LGBT; Best Practices; Race; Security and Health; Sustainability; Outsourcing; Decent Work; Child and Slave Work, among others. (Joacir Gonçalves – UGT's Press)

Information and the work of OTD are available at the website of the Observatory at the following website:

www.observatoriotrabdecente.com.br



UGT debates Employment, Income and Social Security

On September 2, the 1st Meeting of the Forum of Debates on Employment, Labor, Income and Social Security Policies took place. The Forum was coordinated by the General Secretariat of the Presidency and gathered representatives of active and retired workers, pensioners, employers and of the government, to evaluate and propose improvements and sustainability to policies related to these topics.

In this first meeting, the Work Plan of the Forum was presented, and two workgroups were implemented: one to debate Growth, Work, Employment and Income, with the issues strengthening of the System of Work Relationships and Collective Bargaining; and another group on Social Security, with the issues of Sustainability of Social Security and Policies for Retired Workers.



Trade union centers publicized a joint memorandum to the government, which was signed by Ricardo Patah, president of UGT, and presidents of other trade union centers. This memo values the *"important opportunity of dialogue, as a way of strengthening democracy"*, but he emphasizes that trade union representatives will not *"allow attacks to the rights and attempts of changes that damage the working class"*.

Workers want proposals aimed at the reactivation of economic growth and the generation of jobs. They want proposals focused on the *"fight against inflation and in the reduction of the interest rate, the increase of public and private investment in the economic and social infrastructure, the defense of employment and the purchasing power of workers and an exchange policy that stimulates production and competitiveness of the national product, especially of the industrial product."*

Workers want *"investments in quality of education, in science, technology and innovation. They want the strengthening of the Ministry of Labor and Employment, aiming to stimulate the dialogue and improvements in supervision. They also want the strengthening of micro, small and average companies and the consolidation of the internal market of mass consumption"*.

Workers represented in the Forum want, besides that, *"measures that improve the system of labor relationships and strengthen the collective bargaining, and draw a long-term social security policy"*.

UGT discusses program with congressmen



The **União Geral dos Trabalhadores UGT**, represented by **Ricardo Patah**, national president, attended a breakfast at the House of Representatives in Brasilia, on August 26.

The breakfast was organized by **DIEESE** and by representatives of the other trade union centers and it had the goal of gathering trade union centers and congressmen to jointly discuss public policies of employment protection in Brazil, especially concerning the PPE (Program of Employment Protection).

Senators will defend the defrayal of institutions

Senators Paulo Paim (PT party) and José Medeiros (PPS party) received the visit of **Ricardo Patah**, president of UGT, and of Roberto Santiago, vice-president of UGT, and listened to the considerations of the unionists concerning the defrayal of the institutions. The senators were committed to hamper the advance of the Project of Constitutional Amendment 36, requesting public hearings that help hindering the destruction of the main source of economic support of the Brazilian unionism.



The senators also reaffirmed the commitment with the defense of workers in the issue of outsourcing that must be regulated without being precarious.



Read the Note of Trade Unions

Against Racism in the Workplace

UGT attends Continental Conference Against Racism

The Continental Conference Against Racism in the Workplace took place in São Paulo, from August 17 to 19, and was organized by INSPIR (Inter-American Union Institute for Racial Equality) with the support of the Solidarity Center and ISP. The opening of the Conference was the celebration of the 20th anniversary of the Institute founded by UGT (CGT at the time), CUT, Força Sindical, AFL-CIO and TUCA.

The opening took place at the Workers Palace and was attended by Nilma Lino Gomes, minister of Policies of Promotion of Racial Equality (SEPPIR) and José Luiz Ribeiro, secretary of Employment and Labor Relationships of the State of São Paulo. **Canindé Pegado, UGT's Secretary General** represented the trade union center in the solemnity that was attended by Francisco Quintino, president of **INSPIR** and Joslyn Williams, member of the Executive Board of **CBTU-AFL-CIO**.



The conference had the goal of reflecting on the achievements and challenges of the fight for racial and ethnic equality in the workplace over the last 20 years in the Americas, sharing experiences and planning common strategies to face and eliminate discriminatory practices. An international delegation composed of representatives of CBTU-AFL-CIO (USA), CLAF (Colombia), Mapuches (Chile), FESTAGRO (Honduras), CNUS (Dominican Republic), CNA (Peru), SNTSG (Guatemala), among other countries of the region participated in the debate.

The second day of the conference had a discussion on historical racial inequalities in the Americas, as well as a discussion on the Black youth and the social exclusion it suffers from. The day ended with a debate on the discrimination that affects Native and African American women in Latin America and in the Caribbean.

The last day of the conference began with the topic March of Black Woman of Brazil, which will take place on November 18, 2015, in Brasília. The International Decade of African Americans was also covered and stimulated by UN, as well as the campaign to ratify OAS's Conventions A-68 and A-69 on discrimination.



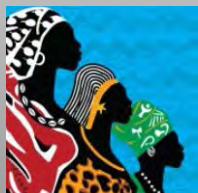
Decent work at McDonald's

UGT and trade union held a protest on August 18 at the Paulista Avenue, which was attended by trade union representatives from 20 countries. On August 20, a public hearing took place in Brasília, summoned by senator Paulo Paim (PT party – Rio Grande do Sul), to discuss labor irregularities committed by this company.

In the previous week, UGT recorded a representation against this company at the Federal Prosecutor's Office in São Paulo, asking for the opening of a civil inquiry to investigate fiscal and competitive practices, as well as practices related to the franchising system in Brazil.

According to the lawyer Alessandro Vietri, partner of Piza Attorneys, an office that makes the juridical coordination of the lawsuits for trade union institutions, there are signs that the company adopted measures to pay less taxes in Brazil. "We gathered some documents but we do not have all the proofs, that is why we want a deep investigation of the Prosecutor's Office", the lawyer said.

UGT also accuses the fast-food chain of "exerting excessive control on the business of franchisers (...) with the goal of maximizing its profits". "The relationship between these restaurants and the main Brazilian franchiser Arcos Dorados escapes from the nature of a typical franchising contract and must be investigated", Ricardo Patah, national president of UGT, stated through a memorandum.



Check the activities of the March on Facebook

UGT's Rio receives the visit of Mexican unionists

On August 28, Nilson Duarte Costa, president of UGT's State branch of Rio, received the visit of a delegation of Mexican unionists, representatives of a trade union of public servants of that country.



Congressman Arolde de Oliveira, secretary of Labour and Income, who represented the governor Luiz Fernando Pezão, received the unionists at the Guanabara Palace. He explained how the department works, talked about Sine (National Employment System), Unemployment Insurance, sustainability and about professional qualification for the guarantee of employability.

This meeting was part of an Exchange between UGT, the Institute of Social Promotion (Ipros) and trade union leaderships of Mexico, Caribbean and other Latin American countries. This group arrived in Rio accompanied by members of UGT from the National UGT (Sidnei de Paula Corral and Isabel Kausz dos Reis, secretary and assistant secretary of International Affairs of the Americas, respectively). Nilton Rocha, secretary of Institutional and Political Matters and Cláudio Rocha, juridical secretary, also participated in the agenda.

Unionists in Haiti and Nicaragua

Gelson Santana, president of the Trade Union of Workers of the Civil Construction Industry (STICC) traveled to Port-au-Prince, capital of Haiti, to establish agreements with trade union institutions, local social and political organizations, with the support of the Building and Wood Worker's International and of the Haitian embassy in Brazil. Nilton Freitas, representative of ICM for Latin America and the Caribbean, also joined the group.

During the trip, unionists had a meeting with leaderships of the **National Federation of Construction Workers (FENATCO)**, with the goal of establishing partnerships between Brazil and Haiti to defend the rights of civil construction workers in both countries.

This meeting was also used to present the current overview of the situation of Haitian workers, including the actions developed by **STICC** in benefit of Haitian workers, including those who act in civil construction in Rio Grande do Sul.



From September 3 to 5, Gelson Santana attended the Conference on Migration organized by ICM in Managua, capital of Nicaragua, to present the actions performed by the union on this topic.

Salary still rises above inflation

Despite the strong economic crisis that reaches Brazil, nearly 69% of the negotiations analyzed by SAS-Dieese reached increases in real terms in the period from January to June. The adjustments are focused on the range until 1% of above inflation wage increases. This balance was made by the System of Monitoring of Wages of Dieese (Inter-Union Department of Statistics and Social-Economic Studies).

However, these data point out that there was a notable decrease in the proportion of adjustments in real terms compared to the one recorded in the same classes over the last eight years. The average increase in real terms also declined and presented the lowest value since 2008 (0.51%), when SAS-Dieese started to follow the result of collective agreements belonging to a fixed panel of classes.

"The average value of increase in real terms (0.51%) reflects an adverse situation", José Silvestre, coordinator of Trade Union Relationships of Dieese, states. According to him, this result occurs due an increase in inflation, along with an increase of unemployment



Balanço das negociações dos reajustes salariais do 1º semestre de 2015