

On this number:

- Happy new year 01
- UGT organizes immigrant day in Sao Paulo 01
- An embarrassment to Brazil! 02
- Two more workers died in construction work 02
- Dilma hands in Human Rights prizes 03
- World Forum on Human Rights comes to an end 03
- Santiago demands equality among men and women 04
- Community health agents fight for national wage floor 04
- Lack of economic dynamism affects the job market 04



" In life, time goes by once a year ends and another one starts. Changes happen, we make choices, we create, we follow, we add and we share. Doing our best we can day by day makes us better every year".

Happy new year

RICARDO PATAH, presidente da União Geral dos Trabalhadores (UGT)



UGT organizes immigrant day in Sao Paulo

On December 21, Icuja (Institute of Culture and Justice of Latin America and Caribbean), with the support of UGT and of the Commerce Workers Union of Sao Paulo, held the Immigrant Day.

The event was held at the Plaza Senator Moraes Barros, in the Brás neighborhood in São Paulo.



Besides holding activities for children, this event was marked by protests in defense of the right to vote, for a more just immigration law, decent work and high quality education and health, ideals that are defended by Icuja and by UGT, emphasized René Cesar Barrientos, president of Icuja.

UGT's project on decent work

Through its secretary of International Affairs, UGT keeps a project of international cooperation with trade union centrals and European organizations of the civil society. The project "**Multiplicando trabalho decente - Vida Decente**" (Multiplying decent work - decent work) stimulates several activities towards the promotion of this issue in Brazil. One of the highlights of this unprecedented partnership is the course that several unionists from UGT are taking, in all Brazilian regions, with the goal of building a solidarity net in favor of workers.

An embarrassment to Brazil!

Provisory act that loosens labour legislation rules towards hiring of workers for the Soccer World Cup and Olympic Games is an embarrassment for Brazil, states SINDEEPRES

Trade union prepares petition against provisory act of the World Cup and Olympic Games, which changes article in the Labour Code and will allow 14 day irregular hirings.

To SINDEEPRES, largest union of outsourced workers of Brazil, the provisory act proposed by the government is an insult to labour laws and to all debate concerning the regulation of outsourcing and of work in Brazil.

During the government of Lula, ex-unionist and, at the time, president of Brazil, this country celebrated being chosen in the bidding procedure to host the World Cup 2014 and the Olympic Games 2016 in Rio de Janeiro. Hopes were high for all Brazilians due to the speech of the government and of specialists, who pointed out that both events would create a lot of new job positions, an increase in GDP and many investments.

After the euphoria was over and since both events are closer to take place, day by day, the dreams of all workers will be put aside by the government of the Workers Party. This is what the provisory act, which is being created by the Ministers of Tourism and of Labour and Employment, proposes. This act was announced on January 03 and, if approved, it will create a new labour contract.

According to a statement from the government, "companies may hire employees for short periods without the need to formalize these jobs. Admissions will be made for a maximum period of 14 consecutive days, limited to 60 days per year. It will not be necessary for company owners to sign a formal contract for jobs that last up to three months. If the job is extended, the company must inform the Ministry of Labour and Employment."

To Genival Beserra Leite, president of the largest union in Brazil in terms of members, SINDEEPRES, which represents outsourced workers in the state of Sao Paulo, "it is a shame that this provisory act is proposed at 45 minutes of the second half (making an analogy to soccer games). Workers will not be silent and will protest against this measure that expresses more subordination to FIFA and to the IOC," he says. He will lead a great movement against the approval of the this provisory act under the Congress.

SINDEEPRES considers that the government lacks the truth when it says that this measure was discussed with the workers. "Just the fact that this act is now being elaborated, only a few months from the World Cup taking place, shows the lack of discussion and planning. And without debate this proposal does not proceed", anticipates Genival .

Two more workers died in construction work

Unfortunately two more deaths took place in the construction of the Arena Amazonia, in Manaus, might be added to casualties related to the World Cup. Workers crossed their arms and stopped working on December 16, in solidarity to José Antônio da Silva Nascimento, a 49 years old worker who passed away on Saturday, December 14, after a heart attack, and Marcleudo de Melo Ferreira, 22 years, who suffered a fall from more than 35 meters when mounting reflectors of the stadium roof.

In total, there were three deaths in this stadium in Manaus. Considering casualties that took place in Sao Paulo and Brasilia, six workers lost their lives in a deplorable way.

The ones in charge of this project are the building company Andrade Guitierrez and the Managing Unity of World Cup Projects from the government of the State of Amazonas. What happened to Marcleudo also happened to Raimundo Nonato Lima da Costa, 49 years old, in March 2013. Nonato fell from a 5 meters height when he was jumping from a pillar to a scaffolding. On that occasion, the Public Prosecutor's Labour Office had already expressed itself through a statement that declared that working conditions in the Arena Stadium were precarious.

Ambet Yuson, secretary general of Building and Wood Workers' International (BWI), continues on warning that it is unacceptable this neglect towards workers in preparation of huge sport events. Through a note on November 29, Yuson demanded: "when will these deaths stop?"

In fact, the 3rd BWI Congress, which took place in Bangkok from December 02 to 05, place in the core of BWI's agenda stepping pressure on governments and on FIFA so that they put an end to this frightening scenario that dates back to ancient Roman games, in which people died so that people would be entertained.



[Click here to fill out the petition](#)

Dilma hands in Human Rights prizes

Emotion, protests and fight against torture marked the Human Rights award ceremony, which was attended by **President Dilma Rousseff**.

On December 12, President Dilma attended the World Forum on Human Rights (FMDH) in Brasilia, at the Convention Center, the Human Rights Award 2013.

UGT was at the 19th Edition of this award, which was attended by Minister Maria do Rosario Nunes, from the Human Rights Secretariat of the Presidency. After the award was given, Brazil and the United Nations signed an agreement to protect and guarantee human rights.

Afterwards, Luis Inacio Lula da Silva, former president, attended the activity entitled "The Defense of Human Rights and the Fight against Hunger".



Dilma Rousseff emphasized the focus of her government's actions toward human rights. "The institutions and people that we honor today engage in battles against prejudice, violence, torture, abuse of power, poverty, abandonment, sexual exploitation, slave and child labor. Those that we honor today are people who decided to make their lives a trench in the uncompromising defense of human rights. Ordinary people who, while speaking on behalf of those who are neglected, abused and excluded, become special for their dedication and struggle for a society committed to respect for human rights. I would like to express my enormous and sincere gratitude to all the winners. Congratulations!", celebrated the president.

This awards is a recognition of the Brazilian government to private individuals or legal persons that developed featured actions and innovative practices dedicated to the human rights cause. Twenty five people were honored, among them Maria da Penha Maia Fernandes, paraplegic due to aggressions suffered from her ex husband (which inspired the Maria da Penha law) was awarded in the gender equality class. Daniela Mercury, UNICEF ambassador, who defends equality among people, was also awarded in the category Culture and Human Rights. *(Mariana Veltri – UGT Newsroom)*

World Forum on Human Rights comes to an end

The World Forum on Human Rights, which took place in Brasilia, came to an end. This event pointed out the evolution of achievements in human rights, but it emphasized that there is still a lot for governments to do.

Among them, labour rights, which are the focus of the action of UGT, as defined by one of the organizers of the Forum, through UGT's department of Integration to the Americas. Paulo Vannuchi, ex ministry of Human Rights, idealizer of the National Truth Commission, made a speech on the transversality of human rights.



On December 12, last day of activities organized by UGT, the trade union centrals Força and CUT, as well as Latin American trade union members, participated in discussions over human rights and on the trade union movement, at the end of the day, occasion in which the documentary "Lead Poisoning in Santo Amaro da Purificação – Bahia", produced by UGT, was screened.

Among issues that were raised, one was related to the action of trade unions in the informal sector. What must be done, with the support of Dieese, Inter Union Department of Statistics and Social-Economic Studies, is a survey that will help implement policies focused on social protection and guarantees of labour rights in several areas. In commerce, these classes might be represented in the figure of street vendors, who represent a large amount of workers of the informal market. This work will have an important action of Ricardo Patah, president of UGT and of the Commerce Workers Union of Sao Paulo.

Other tests that should be created are the ones related to rural workers; textile workers (women from the rural area of the state of Pernambuco); workers of bars, restaurants and domestic workers, in order for them to have their jobs formalized. All these situations are still irregular and exploratory. The trade union movement has thought of solutions and contracts to formalize these sectors.

Workers right to leisure and to have time to spend with their family was also another topic covered during the forum. It is an essential factor of human rights and it has been violated. In order for that to happen, we need to make a parade to increase workers rights.

Sidnei Corral, secretary of the America's Relationships Department, thanks the support of UGT-DF to the logistic of the organization of the event. *(Mariana Veltri – newsroom UGT)*



Do you know your rights? Watch the Video

Santiago demands equality among men and women

On December 12, Deputy Roberto Santiago (PSD party) held a public hearing at the Labour, Administration and Public Service Commission (CTASP) to discuss difficulties faced by women in the labour area.

In this debate, Santiago demanded the vote of measures that could solve this issue, such as the ratification of the ILO Convention 156, which guarantees equality of opportunity for men and women.

"The legislation should be harsher on penalties for violators and more just when it comes to creating possibilities of effective equality in the job market. Everyone recognizes difficulties that are faced by women, but there are no effective measures", Santiago emphasized.



Data from the Pnad (National Household Sample Survey), from IBGE (Brazilian Institute of Geography and Statistics), of 2010, pointed out the ten out of a hundred women are unemployed. These numbers also point out that among workers with college degree, 11,5% per cent of men are unemployed while this figure reaches 19,5% of women.

Cássia Bufelli, secretary of UGT's Women department, informed that women respond for more than 50% of the economically active population and they still do not receive a fair recognition. "It does not matter if women study, take courses, they are still not able to ascent in their careers. The difference between salaries of same positions is huge", she stated.

Community health agents fight for national wage floor

Luiz Carlos Alves de Lara, president of SINDACS/PR, Trade Union of Community Agents of Health of Parana (an institution affiliated with UGT), had a meeting with directors of FENAAC - National Federation of Community Agents and Agents that combat diseases, in Sao Paulo, on December 13. In the agenda of this meeting, issues related to the creation of the Trade Union in defense of the approval of a national wage floor of this class were raised.

The president of SINDACS/PR is the vice-president of FENAAC and represents UGT in the federation. Among those that attended this meeting, there was Avelino Garcia Filho, director of the National UGT, contributing with his experience .



During this meeting, a letter with the agenda of requests of Community Agents and Agents that combat diseases was elaborated.

The text had the support of UGT, several trade union of other classes, federations and confederations of workers and it will be sent to the Congress.

To Luiz Carlos Alves de Lara, president of SINDACS/PR, the will of UGT is extremely important while bringing to Congress these requests of our community agents. "We would like to have the support of 14 deputies from UGT that are part of the workers sector in Brasilia, in order for this project not to be put away, so that these agents are recognized with their due valuation and with a due national wage floor of their class." (

Lack of economic dynamism affects the job market

On December 17, ILO informed that unemployment reached a historical minimum rate of 6,3% in Latin America and the Caribbean in 2013, though its labour situation is "worrying" due to lack of economic dynamism that caused impact on the job market.

The progress that was recorded in the job markets of this region during the last decade seems to be halted and, therefore, it is necessary to double the efforts in order to avoid retrocessions, ILO emphasized in its annual report [Panorama Laboral 2013](#) .



"The União Geral dos Trabalhadores reaffirms its historic commitments to the working class, while seeking to expand its methods of action, with ethics, courage and the certainty that Brazil can be better and more just. " Ricard Patah – UGT's President

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