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UGT and its ten years of fight

During the event of UGT's 10-year anniversary, a trade union center that is the second largest one in the country, Ricardo Patah, president, and Chiquinho Pereira, UGT's National Secretary for Organization and Trade Union Policies, described this path:

"The verb of our foundation was and always will be to unite!" This verb still marks the soul and actions of UGT, even now that it completes, worthily and heroically, ten years. We are children of union and not of division, and this verb, by eternally respecting our diversity, will always guide us

On July 19, 2017, we celebrate ten years. Almost four thousand trade union leaders and more than sixty international delegations participated in our Foundation Congress.

Our trajectory began when the maximum leaders of the Autonomous Workers' Confederation (CAT), the General Confederation of Workers (CGT), the Social Democracy of Trade Union (SDS) and a large group of independent trade unions - in particular the Commerce Workers Union and the Trade Union of Bakers, both from São Paulo - decided that a new direction had to be given to the Brazilian trade union movement



If we were to determine a decisive moment in the beginning of this fantastic trajectory, one that we decided to start walking through territories to be explored, unveiled and built, we could, without batting an eyelid, point to a historic meeting held in April 2007, in the coastal city of Praia Grande, in the Auditorium of the Summer Colony of the São Paulo Trade Union, when our founders approved the **UGT Foundation Manifesto** decided that they should also write its **Statement of Principles** to be presented at the founding congress.

From then on, workers from twenty-six states and the Federal District embraced UGT's ideals and built their respective State Branches. It was quite a deed that benefited the struggle of the workers in all the federative units of our beloved Brazil.

UGT is a young trade union center, but it was already hardened by the tradition of struggles of its experienced and historical union leaders, decent representatives of workers who gave life to them. It was hardened as well as by the battles made between 2007-2017, ten years, look how time passes quickly! These battles were also undertaken together with the new generations of trade unionists who found in UGT a safe continent and with leaders who know the course to follow within the Brazilian democracy and the trade union geography.

UGT is up for democracy, freedom, secularism and pluralism! All the political parties are inside UGT, but UGT does not belong to any party. UGT belongs to the workers!

The current moment is one of crisis and of attacking the rights of workers and the trade union movement. Considering the speeches that many congressmen and businessmen made against the workers, it seems that the guilt of Brazil being in recession, unemployment, fiscal deficit, etc. belongs to the social and labor rights of workers. Let's get over this. With struggle and dignity.

Long live to workers of Brazil and of the world!

Long live the ten years of UGT!



Leia: Reforma da Previdência: Nenhum Direito a Menos

United union centers want to change reform

On July 24, **União Geral dos Trabalhadores (UGT)**, together with Força Sindical, Nova Central, CSB, CTB and CSP Conlutas held a meeting to deliberate what actions the entities would do from now on since the proposal for labor reform was approved by the Federal Senate and sanctioned by President Temer.

Trade unionists reinforced the need to expand the unity of these institutions to build and defend together a proposal for a provisional measure modifying points of the labor reform.

During the meeting, the trade union centers established the points they will defend for a change in the labor reform, among them there are: the contribution of collective bargaining, intermittent labor contract, homologation of termination of contract, 12x36 working hours, pregnant women working in unhealthy places, autonomous work and safeguard of outsourced worker.



According to **Chiquinho Pereira, UGT's Secretary of Trade Union Organization and Politics**, it is no use crying over spilt milk, the proposal has already been approved and now it is necessary to strengthen the unit of trade union centers in common causes. "It's no good for us to make a compromise here and then to do a separate meeting with congressmen or the president, we need to take a single path."

The trade unionist described the meeting with President Temer, which took place on July 20, and said that the issue of labor reform is not over yet. "Now we have to talk to society, to Congress and to the Civil House so that the Provisional Measure can be approved," said Chiquinho.

Canindé Pegado, UGT's Secretary General, also defended the greater unity of trade union centers, realigning the actions of fight so that the organization of the working class can be restructured after the approval of the labor reform. "We did everything to negotiate the reforms, we held mobilizations, but the fight was uneven, because the congress was entirely intransigent and passed laws that only interested the employer sector."

"Though there was a reform project, at some point there should be room for negotiation, which is what happens in a democracy, but not this time, all the powers came together and commonly agreed for the labor reform. This was an unequal struggle," Pegado explained.

Reform will increase the number of lawsuits

The labor reform sanctioned by President Michel Temer on July 13 - Law 13,467 - was contested for removing rights and will result in a "flood" of lawsuits in the Labor Court. This is the evaluation of Noemia Porto, vice president of the National Association of Magistrates of Labor Justice (Anamatra).

According to her, the Labor Court will become more necessary for the Brazilian worker. "This reform is not a law that promotes pacification in labor relations, in fact, it potentiates conflicts. It will be up to the Superior Labor Court to interpret the provisions of the new law and contrast it with the Constitution and the international conventions ratified by Brazil "We estimate that there will be a lot more lawsuits in court than we currently have," she explained.

Noemia highlights three points of the reform that are considered harmful. "The first point allows collective bargaining below the Brazilian minimum legal level, which worsens the social conditions of the worker, in addition to violating the International Labor Organization (ILO) Convention 98, which Brazil has ratified," she said. "There are other devices that allow direct bargaining between the worker and the employer to prevail, and we know that employees are not in a position to negotiate equally with their bosses."

The second negative point, evaluated by Noemia, is related to the health and safety of the worker. "There is the possibility of negotiated days of 12 hours for any class, the reduction from 1 hour to 30 minutes of lunch and the breakdown of holidays. These are all issues on the physical and emotional recovery of workers".

The last issue that worries the judge is about the reform attempt to limit the interpretation of Labor Justice over collective bargaining agreements. "This is unprecedented and hurts the judicial independence consecrated in the Constitution." (RBA).



DIEESE and UGT discuss labor reform

International Day of Afro-Latin American and Afro-Caribbean Women

July 25th is the International Day of Afro-Latin American and Afro-Caribbean Women. This date marks the struggle of the black women for the inclusion in the spaces of power, against the violence that reaches them in greater number and against the prejudice of race and gender, among other challenges.



According to the latest census conducted by the Brazilian Institute of Geography and Statistics (IBGE), 49.5% of Brazilian women consider themselves black and brown.

According to data from the Ministry of Health, maternal mortality in black women has increased in recent years, contrary to the Brazilian average. About 60% of the maternal deaths registered in the country are black or brown (according to preliminary data from 2013 of CGAIE/SVS/Ministry of Health). The main reason for maternal death among black women (brown and black) is hypertension, followed by hemorrhage.

Bleeding causes the highest number of maternal deaths. When comparing the number of white women who died from 2000 to 2012, there was a reduction of 34.04% (141 cases reported to 93). In relation to black women, there was an increase of 6.32% (from 190 to 202 cases) in the same period.

Black women who have never done cervical screening are more numerous - 18.2% of brown women and 17.5% of black women of childbearing age have not taken any tests. They are the ones with less access to contraceptives - only 44.2% of black women have used any method in the past 12 months. Black women also represent 70% of pregnant women in the country. In the case of miscarriages, 18.9% happened to black women.

When it comes to education, women have increased enrollment in high school courses. Black women have also been following this trend with an increase in enrollment. They went from just over 700,000 in 2007 to over 1,4 million in 2013.

Violence against women

In 2016, the Women's Assistance Center - Dial 180 - received 140,000 reports of violence. Out of this total, 60.53% of the victims are black and brown.

The 2015 Violence Map, drawn up by the Latin American Faculty of Social Sciences (Flacso), points to a 54% increase in ten years in the number of violent deaths of black women, from 1,864 in 2003 to 2,875 in 2013. In the same period, the annual number of violent deaths of white women declined by 9.8%, from 1,747 in 2003 to 1,576 in 2013.

"As we can see from the figures presented, there is still a long journey to be fulfilled by women, especially black women, to achieve equity in the field of social and economic rights. And so we have to intensify our struggle so that we can achieve these goals," said **Ana Cristina dos Santos Duarte**, UGT's Secretary of Human Diversity.

Racism at work

60% of black people say they have suffered racism at work, according to research.

More than half of black professionals admit to having smoothed or shaved their hair to be accepted at work.

Nearly seven out of ten (67%) black professionals have felt that they have lost a job because of their color. This is what a research made by the consultancy Etnus and released on July 25 points out.

The study heard 200 residents of the city of São Paulo between May and July of 2017.

According to the survey, 92% of them believe that there is racism in the recruitment of candidates and 60% have suffered prejudice in the workplace.

The data also show that racism and the fact of being black are among the main difficulties that these workers face in the market, with 34% and 31% of citations, respectively.



Observatório
do Trabalho
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CONTEC celebrates 59 years

On July 28, CONTEC (National Confederation of Credit Establishments) celebrates 59 years working for the benefit of workers of the financial system. Its trajectory began in 1958, in Rio de Janeiro, when it was created. Six years later, the entity was intervened by the Ministry of Labor, and **Aluysio Palhano Pedreira Ferreira**, president at the time, was arrested, tortured and murdered by the forces of the authoritarian regime.

With the reestablishment of democracy, CONTEC achieved an independent administrative and political life, although it still suffered from "discrimination" for not bending to governments, political parties or bosses. CONTEC is proud to represent the workers and, therefore, it carries out negotiations and republican understandings - with any and every legitimately constituted government - based on autonomy and independence.

This has been CONTEC's position all these years, since it is the only ethical way of representing and defending the rights and interests of Brazilian banking and insurance companies. We know that the fight is still great and that the road will not be easy, but we are convinced that we can celebrate together many more years that are still to come for CONTEC!



Directors of FETHESP discuss labor reform

Directors of the Federation of Employees in Tourism and Hospitality of the State of São Paulo - FETHESP, affiliated to UGT, had a meeting in the city of Presidente Prudente/State of São Paulo, on July 19 and 20, to discuss, among other issues, the developments of the Labor reform (Law nº 13,467/2017).



The sanction of this Law by President Michel Temer was widely discussed by trade unionists who attended the presentation of Marilene Rodrigues, lawyer and adviser to the Presidency of FETHESP.

According to Rogério Gomes, president of FETHESP, the labor reform will require a new form of action from the labor movement.

"The renewal of trade unionism must be preceded by achieving Collective Labor Agreements that can guarantee that the changes instituted by the trade union reform are not only to the detriment of the working class," said Gomes..

Legislative Assembly of São Paulo pays tribute to UGT

The Legislative Assembly of São Paulo, through the appointment of Deputy Davi Zaia, will hold a Solemn Session in honor of ten years of UGT, to be held on August 7, 2017 at 10:00 A.M. in the Juscelino Kubitschek de Oliveira Plenary. We invite everyone to attend this session.

UGT, which has the motto "Civic, Ethical and Innovative Unionism," was founded in 2007 and it is the second largest trade union center in the country. Presided by Mr. Ricardo Patah, it is one of the great defenders of the Brazilian worker and will feel honored with your presence

Sexual harassment at work – Questions and answers

Booklet with questions and answers about sexual harassment in the workplace is released. Produced in a partnership of the Labor Public Ministry (MPT) and the International Labor Organization (ILO), this booklet provides guidance on sexual harassment in the workplace.



Sexual harassment at work

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

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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