

# Resolutions of the 6th National Congress of Força Sindical

*Praia Grande, the 29<sup>th</sup>, 30<sup>th</sup> and 31<sup>st</sup> of July, 2009*

## Questions caused by the international financial crisis

1. The 6<sup>th</sup> Congress of Força Sindical happens in a moment when the world economy faces its most serious crisis since 1929. Started in the USA, it quickly spread for all over the planet, devastating the financial system, the stock exchanges, with drastic impacts in the international commerce, in the industry production and in job.
2. The social consequences of the financial-economical crisis can be measured by the millions of workers which, all over the world, have lost their jobs and for those who still are going to lose theirs because of the credit, income and consumption contraction, by the imminent risk of failure of the big financial and industrial corporations, by the closing of factories, for more improper jobs and the increase of informality, for the different initiatives looking forward to break even more the job market.
3. Nearly all the great capitalists' economies are in recession, situation that is worse in the periphery countries. Even in the countries that are not technique in recession, the consequences of the slowness of the economic activity are already being felt in the increase of unemployment and poverty, in the fall of the work income and the increase of the social tensions.
4. The current crisis is a direct result of the predominance of the speculative capital over the productive, marked by the freedom of circulation of capitals and by a broken financial system. It still marks the breaking of all the theory and practice apparatus of what we conventional to call "neo-liberalism", breaking the myth that the market mechanisms are the most efficient to allocate the economic resources of the societies.
5. The privatizations, not ruled financial markets, the economy as not part of the State, the privileges to the speculative capital, the work legislation made more flexible and the improper of the work relations, among others, all fundamental parts of the program of "Minimum State", have shown, earlier than it was expected, as mere mechanisms to concentrate even more wealth and income (evident in the Brazilian and Latin American cases) and to centralize and concentrate even more the capitals (as in the case of the globalize economy)

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6. The same sectors of the politic and business elites which, in the last 30 years, said no to the State intervention in economy and imposed the program of the "Minimum State" now ask to the State to distribute their losses to all society. For all over the world, a truly great number of trillions of dollars are mobilized by the central banks and by the international financial organisms, public money, to give "liquidity" to the markets, avoid the banks and of the international financial system broke.
7. Despite of the evident not possibility of the neo liberal program, they want to make us believe that the current crisis is a result of a "mistaken attitude" of the market, of the punctual and messy actions of some operators, with origin in the *sub primes* of the North American imobiliary market. Such argument, besides trying to justify the truly make State of the financial system and the losses socialization, is about to avoid a deeper debate about the characteristics, extension and deep of the system crisis of the model that now is broken and the imperious necessity of bigger social and democratic control of the economic activity, of the State intervention and planning in economy.

### **For a democratic alternative to face the crisis**

8. We have, however, to recognize the difficulties faced by the trade union movement in offering, isolate, an alternative platform to the crisis over the accumulate debilities after decades of offensive against the trade union organization and the social and work rights and in function of the fragmentation operate in the working class by the productive structure.
9. We claim that the way out for the crisis and the recuperation of economy, world or national, has to be democratic, benefiting the majority of workers and people, through an agenda which can articulate the workers rights, the job, and the development.
10. It's not acceptable that trillions of dollars being burned to sponsor excesses, pay debts and save the financial system when they could be invested in the economy recuperation by the way of the environment recuperation, the generation of clean energy, in the production of food, in the investment in social and economic infrastructure, such as sanitary measures, health and public education made universal, popular habitation, transports, land reform and support to familiar agriculture, among others vital matters – specially in the periphery countries – to economical development with job of quality generation and income distribution.
11. For such, it's vital to make efforts together, with the trade union movement, of the democratic and progresses parties and of national governments, in defense of a new economical order and of democratic

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reforms in the international financial organisms willing to build a financial and economical architecture oriented to control and rule the capital fluxes and the speculative movements and promote the sustainable development, the social inclusion and the combat to misery and hunger.

12. Such movement will only be possible as a result of a large process of political mobilization and social organization, which must to be encouraged by the trade unions as a way to create a relation of forces favorable to the democratic alternative from each country. Therefore, it's a job that can't be postponed of the trade union movement to increase the number of linked people, the organization of workers in the work places, the politic workers representation, to enforce the collective negotiation, to defend and enlarge the economic and social work guaranties.
13. The trade union movement must to socially dispute a conception of democracy political and economical and fight to build a new ambience where the social and economical workers rights and of the majority of people be respected and promoted. For this it's fundamental to impulse, in the trade union and in the politic, alliances which represent, in the different levels of State administration, in the governments and in the parliaments, such conceptions.
14. More than this, workers must to lead the international organisms, globally or regionally, the social and work demands repressed by the neo liberalism, because we can't avoid the structure debate of those who defend democracy, social rights and social justice to the next decades, and must to became a truly political program of workers and excluded for a better life for all.

### **The new political configuration in Latin America**

15. These strategic objectives, or to create the program of the democratic alternative and a popular and democratic alliance, must to condition our approach about democracy, social dialogue, sustainable development and decent work.
16. In all Latin America is getting developed a vigorous political and social democratic movement. In many countries the political and economical oligarquies are obliged, by elections and social pressure, to give institutional space to the movements of "those who are from bellow", which articulate workers, different social urban and rural movements, democratic sectors and the politic left side, origin populations and, in some cases, parcels of the armed forces.

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17. In the majority of the South American countries (Brazil, Argentina, Uruguay, Paraguay, Bolivia, Equator, Chile and Venezuela) the role of the social forces lead popular alliances to the national governments, including with the support of more conservative politics, in an inedited movement in the political history of the region.
18. However, such movement isn't free of contradictions, disputes and tension, which are manifested, among other areas, in the determination of the economic politic and its impact in the work relations. Despite we cheer a new political configuration in the region, we don't have a lot to celebrate about the legal and institutional mark which is in the work legislation and the better economical and social conditions of workers.
19. We know that, over the globalize economy, the maneuver margins in national level are reduced, we also know that the ability of achieving more elevated levels of political and social rights depend, above all, of the inner forces of each country, of the dynamism of the national and international economies and of the force and political ability of the democratic chains more consequents and of the trade union and working class movement to impose a program of changes.
20. In other words, despite the political advances, there is still a lot to do to transform the fight for social dialogue, for decent work and for sustainable development in public politics, to institutionalize and transform in rights the premises that the growth to promote jobs for all, that the work rights be respected and enlarged, that democracy be strengthen, that new mechanisms of social protection be enlarged and to be promoted, efficiently, the social inclusion.

### **For sustainable development and economical growth**

21. To achieve quality jobs for all it's vital to make deep changes in the current economical model – which remains strongly attached to the interests of the financial system – which asks for a new phases of the national development and a new economic politic agenda, of social politics and public politics which central elements are the following:
  - 21.1. **Job:** The break, even partial of the accumulation pattern of the last 20/25 years, supported by not regulated finances, opens the possibility that new social and economical priorities to be incorporated in this new phase. It may be highlighted the World Job Agenda (OIT) as first priority of a national and international new cycle of development. The failure of the financial globalization impose a new State rule, forcing a "counts adjust" between financial capital and productive capital. It's to be expected, depending of the mobilization of the political forces of each country, that decent work and job come back to became central objectives of the economical and social politics. The earning of the capital must to be subordinated to the new

economical and social priorities, in which job must to have a predominant role.

- 21.2. **Tributary and fiscal reform:** after a long time of “believe” in the markets supremacy, in which the fiscal and tributary politics were subordinated to the pattern of financial accumulation, it come back to the public agenda, even that punctually and notably in the USA, the progressive rate of the richest, to finance social politics of protection to the poorest in the health area. It’s an unbelievable change in the period of neo liberal hegemony. It’s to be expected that many countries, including Brazil, adopt new politics in this field, using the progressive tributary to correct the income concentration.
- 21.3. **Workload reduction:** the pattern which failure had been exposing logic of over exploration of work, with very long workloads, extenuated and dangerous work conditions and very low salaries (Asiatic model). Taking new priorities, the countries and companies must to leave behind these anti social aims and to incorporate the dimension of the decent work, making better salaries and work conditions and reducing the workload, with positive effects over the life quality of workers and job market, with the creation of millions new jobs.
- 21.4. **Strengthen the trade union movement:** the functioning of the not ruled job markets haven’t made better the life standard of the majority of the world population. Even in the developed countries, the life standard became stagnated in the last years for the bigger parcel of the population. In the period of economical growth, with the elevation of the welfare of the worker majority, of the after Second World War, the trade union took a central role in the development process. The come back of the regulation must to bring this change. The trade unions must to be strengthening institutionally to be able to negotiate stronger and avoid the deterioration of the work conditions and income distribution.
- 21.5. **Environment sustainable development:** a new pattern of income and wealth generation can’t be supported in the predatory use of the natural resources, which directly contribute for a succession of environment tragedies. Same as job, the production must to be environment sustainable, using resources and technologies which assure that objective and encourage the creation of the called “green job”.
- 21.6. **Enlargement of the social protection net:** Brazil hasn’t concluded yet the universalization of its social protection net. To enlarge the rules to access to Social Security, to the programs of income transference, to extend the time of protection to the unemployed worker and make him compatible to the average time of search for job are important measures to assure that the periods of low growth and recession, part of the economic cycles of the capitalism, don’t make the poverty and social crisis worse. In this meaning we must to invest in the clearing and mobilization of workers

and of the society conjunct, willing to transform in living letter the generous principles of social security and misery eradication written in the Federal Constitution of 1988, defined as a conjunct of rights and social obligations oriented to the guarantee of basic human protection to the classic situations of social vulnerability, such as diseases and other damages to human health, advanced age, invalidity, widow ness, involuntary unemployment, work accident and children abandoned. In order to guarantee the effective universality of covering and attendant, the social and workers participation in the politics of administration, in the diversity of sponsoring basis, in the not reduction of the value of the benefits, in the equivalence of the benefits to the rural and urban populations, in the equality of the way of participation and cost etc, it became fundamental: Unify the budget and actions related to the social security (health, social security and social assistance), excluding him of the No Vinculum of the Union Receipt (DRU) and the sponsoring of the Social Security obligations of the Union in the Unique Juridical Regime (RJU); To enlarge the participation of the social actors and workers in the councils, and to fight for this became an effective instrument of social control and Social Security promotion.

- 21.7. **Social exchanges to the investment and public credit:** the use of public resources, as investment or as credit, must to come with social exchanges of job preservation and dignified work conditions, with the formalization of the work contract (Card Register) and guarantee of a secure ambience of work.
- 21.8. **Social Politics of Structural Achievement:** the social politics must to enlarge their horizon. A public education politic, laical and of quality, is fundamental to get better the social and including the work indicators, because they're widely known the relations between the increase of the scholar level, with better jobs and salaries and better life conditions. We must to demand the universalization of the public education of quality to all the children and adolescents, including the extension of the obligatorily of scholar until the third grade of the High Scholl, as a way to make latter the entrance of youth in the job market and the enlargement of the Technical Teaching, of the programs of the grown ups alphabetization and EJA (Young and Adults Education). A permanent habitation program, to eliminate the habitation lack, especially in the low income families, also belongs to this kind of social politic. In the same way, a politic of Sanitary Measures, with important impacts over the health of the benefited population. In the two cases, besides the social benefits of medium and long terms, the positive effects about the level of job will happen, also, in a short term.
- 21.9. **Social Funds (FGTS and FAT):** the social funds are important sources of low cost sponsoring to the social politics. Besides the first objectives linked to their creation (habitation, unemployment insurance and labor intermediation, among others), collaborate to the social and economic aims of short and long terms and pressure the financial system to reduce the rates practiced in the general credit.

- 21.10. **Enforce the Inner Market:** the international crisis gives Brazil again the challenge to internalize the productive chains with positives immediate effects over the level of job and salary. It's not about to close the country to the international commerce, but to enjoy the great potential of the inner market, able to assure the demand for an ample range of economic sectors to be structured and produce in the national territory.
- 21.11. **Monetary and fiscal politic subordinated to the objective of the plenum job:** for us to walk beyond the monetary stabilization achieved in the last 15 years, it's fundamental that the monetary and fiscal politics incorporate as a central objective the plenum job of the work force. This way, low interests, aligned with the other countries and a fiscal politic which stimulate the aggregate demand (with emphasis in investment) are strategic instruments to the sustainable growth of economy and job. In the same way, it's possible and necessary to combine factual inflation aims and well calculated job aims.
- 21.12. **Permanent politic of valorization of the minimum salary:** the current politic of valorization of the minimum salary must to be preserved and institutionalized as a permanent politic for a long term. The positive effects over poverty reduction, regional development, and better life quality of the poorest families and about income distribution show the importance of persevere this politic.
- 21.13. **For a legislation restrict to reasonless and massive demission:** the high rates of changing jobs characteristic of the Brazilian job market must to be combated by a new legislation which, to restrict reasonless and massive demission, forms used to make salaries low and punish workers in crisis moments, to introduce the obligation of negotiation with the trade union, to establish more barriers to demission and more severe punitions to the companies adepts to such practices, in the spirit of Convention 158 of OIT, and similar legislation institutes of other countries, as in case of Argentina and France. However, the trade union movement must not to expect for the approbation of the confirmation of the Convention 158 or specific national legislation about reasonless and massive demission. As in case of the workload reduction to 44 hours, when the most advanced sectors of the trade union movement, by mobilizations, have achieved the reduction by CCT or ACT even before its institutionalization in the 1988 Constitution, we have to fight to put in the negotiations issue and mobilize the categories for laws to restrict the reasonless demission., something like "Convention 158 in practice". We should, yet, to demand, incentive and support, in the Work Justice, actions which subordinate massive demission to negotiation with the trade unions, as in the recent cases of Maxion, Embraer and Usiminas
- 21.14. **For the right for collective negotiation in the public service:** the confirmation of Convention 151 of OIT looks for to make equal

public employees in the 3 levels of government to the workers of the private sector, allowing them to defend their interests in the relation with the Public Administration by collective negotiation and the establishment of the Conventions and Collective Work Agreements. A transparent system of negotiation must collaborate to make better the public administration, incorporating the interest of society in the definition of the system of work relations in the public sector.

21.15. **To strengthen the participation of workers in the instances of deliberation about economic politics, public politics, social politics, public funds and State companies:** beyond the traditional forms of political representation, as the National Congress, the Legislatives Assemblies and the District House of Representatives, the effective participation of workers in the several forums of decision of the public politics, the social politics and of the economic politic contribute to increase the legitimate of the decisions of the Public Power and of the State machine. The well succeeded examples of CODEFAT, of Curator Council of FGTS and of Social Security and several State companies, are stimulating references to demand the universalization of the participation of workers in these instances, especially in the Monetary Politic Commit and the National Monetary Council.

21.16. **Public investment:** the public investment is key in the process of national development. Beyond the impacts over the level of job and over infrastructure, creating externalities to the enlargement of the private investment, the public investment must to incorporate the dimension of the correction of regional inequalities, stimulating the less developed regions of the country.

### Work Platform of Americas and Decent Work Agenda

22. It's necessary to highlight that the conjuncture of the economic and financial crisis is an important obstacle to be overcome to the trade union movement can state a program of democratic alternative, once that in these conditions it's natural that workers fight for not losing the achievements and social and economic rights.

23. Although, since it's a moment of changing paradigms, of overcome the neo liberal movement, it's fundamental the pressure of workers to incorporate to the anti crisis politics (also called anti cycles) of each country and those sponsored by international financial organisms, elements of structural changes such as the proposes by the Work Platform of the Americas of the Trade Union Confederation of Workers of Americas (CSA), centered in the concept of "sustainable development, of new kind, in which the countries of the region advance in the route of fairer and equilibrated economies, generator of more and better jobs,

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with better salary levels, complemented by politics of social protection, which, in its conjunct, recognize the expectations of the people in the basis of the social pyramid, in what it's called massive consumption." (*Visiones Del Sindicalismo de las Américas Frente a la Crises Mundial, Confederación Sindical de Trabajadores/as de las Américas. Marzo de 2009*)

24. In the same way, we must to enlarge the political and trade union actions willing to implement the Decent Work Agenda, sponsored, by a decade, by OIT, which four central objectives are the creation of quality jobs to men and women, the social protection extension, the promotion and strengthen of the social dialogue and respect to the principles and rights fundamental in work (freedom of trade union organization and effective recognition of the right to collective negotiation, elimination of all kinds of forced and obligatory work, effective abolition of children work and elimination of the discrimination in matter of job and occupation).

### **Decent Work Agenda in Brazil**

25. Força Sindical wants to transform the promotion of the Decent Work Agenda in Brazil in a great national campaign, which dynamic should be enlarged and not centralized to the States and Districts, to the Trade Unions, to the federations and confederations, because we consider that it's about time for us to concretely advance in the route to the elevation of the levels of protection to worker in the country and to the reduction of the verified inequalities in the job market (region, gender, race, age etc)
26. Such campaign must to highlight, to beyond the OIT premises, the program and the claims of the trade union movement for better conditions of life and work by the promotion of politics oriented to the economy growth, to the strengthen of the inner market, to the generation of quality jobs, to the social protection for different forms of occupation and to the strengthen of the system of work relations, with large right of workers organization and collective negotiation, system of agile solution to conflicts and large right of strike.
27. For such, we demand bigger action of the Federal Government in the forward and promotion of the National Agenda for Decent Work, commitment firmmed in 2003 between the President Lula and the general-director of OIT, Juan Somavia, based in 4 priority areas: job generation, micro finances and human resources capacitating with emphasis in jobs for youth; making viable and enlargement of the system of social security; strengthen of the three parts dialogue and of the social dialogue; combat to the children work and the sexual exploration of children and adolescents, to forced work and to the discrimination in job.

28. In an effort to develop the social dialogue and to insert new contents to the collective negotiations, the actions around the Decent Work Agenda it may be to establish two and three parts negotiation, national and regional, involving workers, bosses and the different spheres of the Public Power.
29. Such actions should have strong repercussions in the National Congress and in the Legislative Assembly as a way to pressure the legislative projects which represent the program and the workers' wills to be negotiated and to be approved, as a consequence of the concern that the rights and the achievements of workers must be permanently institutionalized and extended to the workers' conjuncture.

### **The Trade Union Conjuncture in Brazil**

30. Any impartial balance of the trade union action in the last four years will have to register the important advances achieved by the trade union movement in the defense of the economic and social interests of workers and in their relation with the different levels of government, with the bosses and the civil society in general (social dialogue).
31. Part of the cited advances is a result of the democratic ambience which marked the work relations in the country in this period. Since the posse of President Lula, it has been established an important and democratic system of consults and negotiations with the Trade Union Centrals under different aspects of work relations, measure which became real in the Centrals' recognition, in 2008.
32. The frustration of the agenda of the National Forum of Work, thereby, the no approval in the National Congress of the Project of Constitutional Emend of Trade Union Reform and the Law Project of Trade Union Relations, made with basis in their Final Report, haven't damaged this process. On the contrary, the intense negotiation established among the directories of the Centrals and other trade union segments (Confederations, Federations and important Trade Unions) around the themes of the trade union reform, was condition and essential stage to the overcoming of historic differences, much of them superficial, which, in the past, have contributed to divide the movement and workers.
33. The more representative Trade Union Centrals, Força Sindical, CUT, NCST, UGT, CTB and CGTB, have understood and assimilated in a positive way the signs that the political and economic conjuncture of the period have passed to the conjuncture of the working class and have

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strengthen the unit of action and established a common political program:

33.1 The organization and release of the Workers Agenda for Development and the promotion of the National Seminar "Development with Income Distribution and Work Valorization", in April of 2007, promoted by the Trade Union Centrals. It's important to say that, since the first Conclat (National Congress of Working Classes), in 1981, events of this nature have not being promoted, joining the main Trade Union chains to the establishment of a common platform, as it is in the Agenda.

33.2 The fight against the Emend 3 and the organization of the National Day of Fight Against the Emend 3, in April of 2007 – the approval of the Emend 3 by the National Congress left it clear the elites disposition in promoting a work reform by the back doors, without negotiation in three parts and invariably contrary to the interests of the trade union movement and workers. The unit of action built by the Trade Union Centrals and the mobilizations for all over the country were fundamental to the achievement of the President veto to the Emend.

33.3 The realization of Minimum Salary March, and afterwards, Working Class March, in Brasília, when workers from all over the country presented to the government, to the National Congress and to Judiciary their claims in great manifestations unitary and pacific.

33.4 The mobilization for the approval of the Law Project 1990/2007, of the recognition of the Trade Union Centrals, when caravans of workers from all over the country went to Brasília to defend the approval of the PL and reject the blow against the trade union organization intended by the emend presented by the deputy Augusto Carvalho, oriented to transform the Trade Union Contribution from obligatory to volunteer.

33.5 The National day of Fight for the Workload Reduction from 44 hours to 40 hours, without salary reduction, in May of 2008, with public acts, strikes, delays in the work entrance and parades all over the country, mobilization which have claimed, yet, the end of the social security factor, a new table for the discount of the Income Tax in the source and the confirmation of the Conventions 151, which is about collective negotiation in the public sector, and 158, which is about reasonless demission, of OIT.

33.6 The continuation of the campaign for the Workload Reduction to 40 hours weekly, without salary reduction, in support to the PEC 393, of the deputy Inácio Arruda (PCdoB-CE) and of the senator Paulo Paim (PT-RS) with the collection of 1, 5 million signatures to the petition delivered to the National Congress in June of 2008.

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- 33.7 The unitary organization in Brazil of the World Women March (2007), World Journey for Decent Work (2008) and of the Unified International Act against the Crisis (March, 2009).
- 33.8 The constitution of places to workers in several Work Groups (Two and Three Parts) in the Work and Job Secretary and other public institutions, to agree a common point face to themes as the recognition of the Trade Union Centrals, outsourcing, trade union sponsoring, trade union participation in the councils of the S System, among others.
34. The unit of action built in the more general level was important to, in the economic and social field; workers reach victories and important achievements. It must to be specially highlighted the negotiations between the Trade Union Centrals and the government (2006) for a politic of recuperation of the afford power of the minimum salary and the readjust of the table of discount of the Income Tax in the source. It's also important to highlight that the PL that deals with this subject (minimum salary) is still in negotiation in the National Congress, what demands trade union pressure for its quickly approval.
35. The positive economic and politic ambience has also been manifested in the field of collective negotiation. The trade unions have accomplished satisfactory their role of recuperation of the afford power of the salaries and to keep and enlarge the others economic achievements in the Conventions and Collective Work Agreements, as it's shown in DIEESE studies and others research institutes.
36. The politic of recuperation of the minimum salary, the real salary raises and the readjust of the table of discount of the Income Tax in source were fundamental items to the income distribution and the poverty diminution verified in the last years, with expressive impacts in the agriculture and industry production, of wells and services and in the strengthen of the inner market.

### **The attacks against the trade union organization**

37. Despite the positive scene, we live with serious attacks against the trade union organization. The most significant of them is promoted by the Public Secretary, oriented to exclude of the Work Collective Conventions the items related to the Assistential Contribution/Confederative, under the argument that such contributions can only be demanded from the workers kinked to the trade union (Sumula 666 of STF and Normative Precedent 119 of TST).
38. There is, still, the Action of No Constitution promoted by PPS against the Trade Union Contribution. Such action were the resource used by the

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Party to continue its anti trade union particular offensive, initiated with the presentation of emend to the Law Project of recognition of the Trade Union Centrals from obligatory to “volunteer”, emend which was defeated in the Senate and the House of Representatives, in this one in the last vote, thanks to the great trade union pressure led by Força Sindical and its president, the federal deputy Paulo Pereira da Silva.

39. We classify the intentions of the Work Public Secretary against the Contribution Assistential/Confederative as a serious anti trade union practice, which deserve all the attention of Força Sindical and the conjunct of the movement, because they want to reach the trade union structure by their sponsoring, once this contributions became fundamental income for a good part, or for the majority, of the Brazilian trade unions. The actions of MTP against the contributions have, in many cases, led trade unions to the insolvency, damaging the maintenance of the assistance for workers, making the mobilization in defense of their rights difficult and restringing the role of the trade unions in the collective negotiations.
40. We know that such situation will only be definitely worked out when a new legislation is approved, giving rules to the trade union sponsoring. For such it's important to advance in the two parts negotiation (Federal Government and Trade Union Centrals), developed in the ambit of the Work Group, about Trade Union Sponsoring of the Work and Job Secretary, sending to the National Congress a project with such finality. It's in the absence of a legislative solution about the theme, promoted and negotiated by the trade union movement (for example the regulamentation of the 8<sup>th</sup> Article of the Federal Constitution), that STF, TST and MPT act, in detriment of the trade union and workers interests.
41. Beyond the necessary measures of politic and legislative character, it's necessary to largely denounce the reasonless interference of the MPT in the trade union organization. Among the possible measures against this particular case, we highlight the following of formal denounce of crime against the trade union organization to the Work International Organization (OIT).

### **The possible trade union reform**

42. As the approval of a larger trade union reform have become enviable, in the patterns proposed by the Work National Forum and which has counted with our permission, we consider that the trade union strategy must to focus in the negotiations with the government about a range of proposals of trade union interest to be voted in the National Congress, one by one, such as:

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42.1 A new Law of Trade Union Sponsoring, which may institute the Negotiable Contribution in substitution to the current Trade Union Contribution, Assistential and Confederative. However, it's necessary a lot of attention about the juridical security of such proposition because the trade union structure can't take the risk of extinguish the current contributions and substitute them for other which may be vetted in the Judiciary.

42.2 The institution of the National Council of Work Relations, composed by three parts and paired (workers/bosses/government), with the objective of institutionalize democratization mechanisms and negotiation in the work relations, such as to propose and subsidies the approval of legislative proposes and administration rules about work relations and trade union organization; to assess the contends of the propositions related to work relations and trade union organization discussed in the National Congress; to propose directives of public politics and give opinion about programs and government actions, in the ambit of work relations and trade union organization; to subsidize the Work and Job Secretary in the elaboration of reports about the matters related to the international work rules; to propose the establishment of criteria to the collect, organization and divulgation of data about work relations and trade union organization; to present proposes of alteration of the Annual Relation of Social Information – RAIS. The National Council of Work Relations should be composed by two parts (work/government and bosses/government), such, in the respective areas of actuation, should mediate and conciliate conflicts of trade union representation, by common request of the interested parts; to analyze the evolution of the index of trade union participation to subsidies the elaboration of politics of incentive to associative and to give formal recognition to the Trade Union Centrals (in this case, the part government/workers); to suggest to the trade union entities the observance of principles, criteria and general procedures which assure, in their statutes, the effective participation of the associated and transparence in the administration of the trade union entity and access to information about its organization and functioning.

42.3 To give rules and institutionalize the trade union representation in the companies, with the objective of to democratizes the space and the relations of work in the place of production, guarantying stability to the trade union delegate, with the following basic finalities: to represent the Trade Union and the workers in the company or productive unit, to examine the accomplishment, by the company and productive unit, of the work agreement firmmed in the collective negotiation.

### **Facing the financial crisis in Brazil**

43.As it was expected, and despite the initial unbelief of the government and of the slowness in reacting by the economical team, Brazil was attacked by the economic and financial economical crisis. The reduction of the economical activity and the contraction of credit have impacted

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job. According to IBGE, the number of unemployed have reached, in March, about 2 million people – the biggest number in 18 months – the rate of unemployed have reached, for the third consecutive month, the higher level since September, in 9% and interrupting, this way, the process of come back of the unemployed rate verified from 2003 to 2008 (of 12, 3% to 7, 9%, respectively). In September of 2008 it was 21,399 million of Brazilian occupied in the six bigger metropolitan regions of the country. In February of 2009 the number has shrunken to 20,943 million.

44. Although, the unanimity among the economic annalists is that Brazil is better positioned to face the effects of the international crisis. While in the most advanced economies the scene is of deep recession, in the emergent economies there is the slowness of economy. The Brazilian financial system is more regulated, and counts with the help of the public banks, notably the Bank of Brazil, the Federal Economic Cashier, and BNDES, which, together, represent 37% of the national financial system. The sectors more reached by the crisis are in the exportation sector and the sector which depend of credit. Therefore, if the financial economic crisis reaches differently the economic sectors, such fact must to be taken in consideration when we establish the trade union strategy of resistance and combat.
45. With the support of the Trade Union Centrals, the federal government has been acting in a way to face the impact of the financial crisis with anti cycle politics: giving liquidity to the banks, giving conditions to the external sponsoring, new aliquot creation for the Income Tax, fiscal exoneration (IPI reduction) of important sectors as, for example, the automobile industry and the white line (refrigerators, stoves, washing machines, etc), which warmness is vital to react all the productive chain (siderurgic, land mine, machines, equipments, textile, glass, electronic, rubber, commerce, sales, gas, workshops, etc).
46. Although, it's necessary a firmer attitude of the federal government to exchange at once the conservative monetary politic promoted by the Central Bank and by important parcels of the economic team. Drastic cuts in the interests rate are indispensable, and measures should been taken to reduce the banks spread, making easy the access to credit by companies and citizens to encourage the production and the consumption.
47. In a scene of recession and retraction of the world commerce (there are studies which point the fall of 45% of the world commerce since the beginning of the crisis), the reduction of the demand of Brazilian products is inevitable. As we already said, the losses are huge in the exportation sector of national economy and job, which could be worse

with the adoption, in the central capitalist countries, of protectionist politics, which are rejected by us.

48. For such, it's vital that the investments in infrastructure (roads, ports, airports, sanitary measures etc), energy and in popular habitation, predicted by PAC and by the habitation program recently announced, became real in the shorter period as possible, in a way that, linked with the other measures anti cycle and the drastic reduction of the interests and the bank spread rate have an effect in a short period as possible, in the substitution of the importations, the internalization of the productive chains and in job generation. It's necessary, yet, the inclusion of PAC or other programs, as the incentive in the train roads, in naval industry and in scientific and technological research.
49. The maintenance and enlargement of the social programs, as the Family Money, is another theme that deserve our attention, because, beside the politic of the recuperation of the afford power of the minimum salary, acts firmly in the poverty reduction, guarantying the access of millions of Brazilian to the massive consumer market and a more dignified life, specially in the poorest and less developed regions of the country, with evident benefits to the micro and small companies, to the districts, retired, etc.
50. The advance of the projects of economic integration regional and sub regional will also contribute in this effort to rescue the exportation sector, and it's a structural issue in the built of a new economic world order and in the Brazilian strategy of sustainable development and international insertion. We demand the deepening of economic, political and social integration politics to the level of Mercosul and its expansion to South America, with the respect to the social and work dimension. In the same way, It's vital that alliances with the emergent and South Hemisphere countries advance, by the increase of commerce, for modalities of economic integration.

### **The crisis conjuncture in Brazil Demands unit and fight from workers**

51. We defend the necessity of total re-structure of the regulatory mark at the borderline, with the revocation of the law 6634 and of the decree 85.604, willing, among other questions to allow the install of foreign companies, stimulate sub-regional process, to reduce the regional inequality and to increment the integration of South America; to get the government better and to stimulate the participation of the civil society at the elaboration and debates at the development projects; structure productive arrangements local and border; to promote the economic and

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social infra-structure; to get better the life conditions and citizenship of the border populations. The maintenance of the current rules restricted to the economical activity at the borderline damages the job and income generation in an ample area of the national territory where more than 10 million Brazilians live.

52. To face the bad effects of the financial crisis over job, salary and work and life conditions, Força Sindical has been calling the Trade Union Centrals and the conjunct of the movement to enforce the unit of action under the word of "Workers won't pay for the crisis".
53. It's in this meaning that we've been insisting in making unitary manifestations monthly, promoted by the Centrals for the drastic reduction of the interests rate and to denounce the conservative monetary politic of the Central Bank of Brazil. This way were the International Day of Fight against the Crisis, in the 30th of last March, when, for all over the country, in a unitary, orderly and making proposes way the Centrals and the social movements have organized big manifestations to present their claims and unitary programs to face the crisis.
- 54.** In a fundamental dimension of resistance to the crisis is the forward of the salary campaigns in the first and second semesters of 2009. Just as we made in 2008, even when, from the middle of the second semester, the crisis were already concretely manifested, we've been insisting in the claims of real raise of the salaries and the maintenance (enlargement and improving, if it's possible) of the other social and economic paragraphs of CCTs and ACTs, understanding that, as the international crisis reaches differently the economic sectors, there are no reasons for us to accept the bosses argument to general cuts in the achieve of rights and guaranties, for salaries raise below inflation and without real gains, for massive demission etc.
- 55.** In this sense, we cheer effusively the trade union directions and the workers of the many categories who went to fight and achieved real raises and more work advantages even in a critic moment as it is this we've been passing through, highlighting the examples of mobilization and negotiation, as the one promoted by workers of civil construction in São Paulo, among others.
- 56.** We have to fight for this pattern of salary campaign to be extended to the negotiations of the second semester, specially because of the fact that the economic predictions indicate that, in this period, the economy and job recuperation will be tougher and the conjuncture more favorable to trade union pressure.

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- 57.** We must, still, to insist for the organization of unified salary campaigns – between the categories of Força Sindical and the ones represented by the other Centrals and by independent Trade Unions – because the negotiation dynamic and the unit of action have to be replied regionally, always searching for points of consenting for the following of activities and conjunct negotiations and exercising the democratic and tolerating spirit that have been marking the unitary actions of the last times.
- 58.** We cheer, yet, all the initiatives oriented to job preservation, as the temporary workload reduction with salary reduction, sure that, sooner or later, the economic recuperation will compensate, through the maintenance of jobs and the reposition of the losses verified in this period, the less interested effort and the problems of workers and the Trade Union directions in this process.
- 59.** It must to be highlighted the necessity of adoption of compensatory measures to workers victim of unemployment. We defend that the parcels of the Unemployment Insurance must to be immediately enlarged for 12, paid with FAT and National Treasure resources. Besides, bigger investments in labor intermediation job qualification are necessary, beyond the establishment of programs of free public transportation, access to electric energy, treated water and sanitary measures to the unemployed.
- 60.** In the horizon of the year of 2009 it will be important the increase of pressure for the vote, in the National Congress, of the project of recuperation of the minimum salary, of the PEC – which constitutionally reduces the workload without salary reduction – the presentation of a Law Project avoiding reasonless demission and massive demission (with basis in the Convention 158 of OIT, and similar legislations in France and Argentina) and the speed of the negotiations to the end of the social security factor.

### **Força Sindical – elements for an organization balance**

61. It's necessary to recognize that one of the most important characteristics of the trade union conjuncture in the last period is the consolidation of Força Sindical as a National Central, of fight and negotiation, effectively representing of the trade union and political interests of their people and voice of a great spectrum of the Brazilian syndicalism.
62. To beyond the positive conjuncture that marked the trade union activity in the last period, it's worth to highlight some factors which have

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collaborated for the consolidation and the new important role of the Central:

61.1 The decisive participation of Força Sindical, in an independent way and making proposes, in all the important activities related to the trade union movement and to workers in the ambit of the different levels of government, the National Congress, with the bosses, the political parties, especially in the process of negotiation of the trade union reform in the Work National Forum and in the mobilization for the recognition of the Trade Union Centrals.

61.2 The defense of the unit of action with the other Centrals as fundamental condition to the obtained achievements and victories.

61.3 The firm position of the Central in defense of the sponsoring and of the Trade Union Contribution facing the attacks suffered in the Parliament, in the Judiciary, in the Work Public Secretary and in press sectors.

61.4 The correct decision of electing companion Paulinho as Federal Deputy, and of promoting and making compatible his parliamentary activity with the exercise of Presidency of the Central.

61.5 The political affirmation of independence in relation to the government and the MTE.

61.6 The possibility of a bigger participation of the linked workers and trade union directors in the internal debate and administration of the Central, the following of a politic of organization oriented to the strengthen and renovation of the state directories.

61.7 The maintenance of Força Sindical opened to ample ingress of workers as fundamental element to the organic growth of the Central, the renovation of their state instances and the enlargement of the influence in the different states and regions, categories, sectors and economic.

61.8 The maintenance of the ample and plural party character of the Central.

61.9 The confirmed success in the First of May celebrations in São Paulo while activities massive and representative, and their reproduction in the other States and regions. The First of May of Força Sindical has become a privilege reference of the celebration of this date and pattern incorporated by the other Centrals.

61.10 The regular functioning and the politic and organized initiatives of the Secretaries of Força Sindical, especially the Women's, the Youth's and the Children and Adolescent's , responsible by the crescent influence of the Central among women and youth activists, and for the qualified intervention of the Central in the international and national forums.

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62 The recognition of the Centrals was fundamental to Força Sindical consolidation. Since before the promulgation of the Law and willing to accomplish legal skills for the recognition, we've been implementing actions which went to the sustainable growth of the number of linked workers in different regions of the Country and in important categories, as in the case of the district public employees, people who work in commerce, teachers of the private schools and services.

63. However, despite the verified growth, a brief assess if the regional distribution of the Trade Unions, Federations and Confederations linked to Força Sindical will indicate that we will remain as a Central whose power and organization is concentrated in the South-East of the country and we represent, fundamentally, workers from the private sector of economy. The job of building a National Trade Union Central, representing the world of work, demands a bigger effort in the sense of guarantying that effective national covertures be combined to the overcome the historical debilities of insertion in categories, routes and strategic sectors of the economy and the movement.

64. But it's possible and necessary to growth bigger and better. Data of the National Catalogue of Trade Union Entities of MTE indicate that 45% of the Trade Unions in the country (about 3.800 trade union entities) are not linked to any of the Trade Union Centrals. Besides, the success in the political action and the new important role of the Central have been enlarging its capacity of polarization of trade union organizations linked to the others Trade Union Centrals known, just as to give a new breath in the dispute of trade union elections by segments of workers identified with our political and trade union orientation.

65. Despite approved in the National Plenary in June, 2007, the idea of the release of a National Campaign for Linking to Força Sindical it seems now to be mature. The huge growth verified since the recognition, in April, 2008, lead us to consider the possibility of having one more important role in the ranking of Work and Job Secretary. By the other hand, with the recognition, we count with the appropriate sponsoring to the campaign which, to be effective, will demand a new and efficient strategy of communication of the Central with the trade union universe and with society, the elaboration of advertisement pieces for different medias, including TV, the confection of material of divulgation and propaganda, the organization and capacitating of work teams of field, the money spent with trips, hotels, etc.

66. A Campaign for Linking to Força Sindical must to aggregate, necessarily, a call for workers to enter in the trade union movement. To strengthen the Trade Union and the Trade Union Central is a fundamental strategic element in this scene of the political conjuncture. The word of order: "Link yourself to your Trade Union, and Bring your Trade Union to Força Sindical", express clearly this intention.

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67. The linking of workers must to be a permanent objective of the Central. The positive effects are not contestable that the increase of linked workers brings strength of the representative ness of the Trade Union, the Trade Union presence inside the companies, the renew of the table of directors and activists and even to their treasure. The other important dimension is that the index of representative ness of the Central, counted annually by the MTE, depends of the number of linked Trade Unions and especially, of the increase of linked workers in the basis of these Trade Unions.

68. With the recognition, and for us to multiplicity our capacity of mobilization, it will be fundamental the establishment of new functioning methods, which overpass the necessary reform of the Statutes of the Central, referring, at first place, to the democratization of the internal relations and to the decentralization of our responsibilities, and to direct the political and organization action to:

68.1 To implant planning politics and control of activities of the different levels of direction and organization, willing to enlarge the efficiency of the political and organization work.

68.2 Reform the work methods, organization and direction in all the levels of the Central, which must to be based in the democratization and the principle of collective direction, in the responsibilities division and bigger dedication of the directors to the functions they've been elected for.

68.3 Take care for the regular functioning and periodicity of the meetings of all the organisms of direction.

68.4 Enforce the vertical organization of the Central, the States, and the Secretaries by economy, given them minimum infrastructure to act with the necessary autonomy willing to finish the jobs of national and regional implantation.

68.5 Restructured the State Directories and the inactive professional Secretaries by the convocation, by the National Directory of State Congress and meetings by economy.

68.6 Implement an ample program of trade union formation, of national ambit, with specific modules for the directories and trade union activists of basis, for Federations, Confederations and Secretaries by economy, for state and national directors.

68.7 Restructured the National Direction Secretaries through the demand of annual planning of activities, giving them the role to organize the homologues Secretaries to the level of the State.

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- 68.8 Enlarge the link among the National Directory, the States Directories, the professional Secretaries, the Trade Unions, Federations and Confederations linked, getting better the internal communication, the trade union press, enlarging the use of Internet for communication and for organizative and political meanings.
- 68.9 Organize technical and political assessorial and institute a program of capacitating and formation politic, trade union and administrative of all the ones involved in the day by day work (directors, assessors and administrative people).
- 68.10 In all the levels of directory it's necessary the implantation of systems of prediction of budget and obligatorily to answer about the expenses, encouraging the full exercise and performance of the Fiscal Councils.
- 68.11 Capacitating and preparing the people to the negotiation of Collective Work Conventions national by economy and economic sectors.
69. The approval of a new Statute in the 6<sup>th</sup> Congress, proper to the new phases of the recognized Central, containing clear and express definition of the role of the decisive organisms of the Central, of the national and state directories, of its composition, periodicity of the meetings, of the general responsibilities and specific of the directors, of the rights and obligations of the linked people, at last, of a new institutional/organization mark of the Central, which will be an important step in the process of establishing of new methods of functioning of the Central.

### **Enlarging institutional and parliamentary spaces**

70. Another permanent objective of Força Sindical must be to enlarge the institutional and parliamentary spaces, as a way to make viable its trade union and political projects, or in the ambit of the government or in the Parliaments, in its different levels. We must to encourage the participation of trade union directors in the parliamentary elections of 2010, respecting the democratic character and supra parties of the Central.
71. The matter of the institutional representation of Força Sindical in the forums and three parts collegiate (FAT, BNDES, Economic and Social Development Council, INSS, FGTS, National and State Councils of the System "S", etc) must to be an object of discussion and followed by the

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National Executive, because of the importance faced to the development of the social dialogue and once that, by the participation in this and other organisms, we can advance in the establishment of agreements and cooperation for distinct actions of trade union and political interest.

72. The matter of the electoral and institutional participation sends us to the participation of the Central in the successor debate of 2010. As a legitimate interlocutor of the world of work, and in the spirit of what we call before of "to forge the program of the democratic alternative and a popular and democratic alliance", it's really important our active and qualified presence in the definition of the political programs to the elections for President and of the States around the defense of the themes related to sustainable development and to the economic growth, to the income generation and distribution, the work valorization and defense of the decent job, of combat to all the forms of humiliating work, to the forced work, similar to the slavery, of the children work etc.

### **Fighting program**

Workload reduction to 40 hours weekly without salary reduction – for the approval of the Project of Constitutional Emend 393 of Inácio Arruda (PCdoB-CE) and the senator Paulo Paim (PT-RS) which is in negotiation in the National Congress.

Combat to the changing of labor, to the reasonless demission and to massive demission. More barriers to demission and more severe punishments to the companies adept of such practices, in the spirit of the Convention 158 of OIT and institutes contend in the work legislation of other countries, as in case of Argentina and France.

For the right to collective negotiation of the public servers, for the structure and organization of the trade union in the public sector, for the confirmation of Convention 151 of OIT.

Social Security public and universal, with fair and dignified benefits; for the recuperation of the afford power of benefits of retired and pensioners; for the better quality of attendance in the INSS posts and in medical examination; for the combat to impossibility to pay and to corruption; for an administration of four parts of the Social Security (government, workers, retired and businessmen); for a new model of sponsoring of the Social Security, against the Social Security factor.

Combat to all the forms of improper work relations, to informality, to outsourcing and to work not registered in the Professional Card.

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For the prohibition of the fake work cooperatives, the "coopergatas"; for the revocation of the Unique Paragraph of the Article 442 of CLT.

Enlarge the actions of combat to forced work, similar to slavery, to the children work and to the sexual exploration of children and adolescents.

Against all the discriminations of gender, race, sexual option in work and at society. For equal work, equal salary.

For the land reform and incentive to familiar agriculture.

For the real salary raise and enlargement of the participation of workers in the profits of results of the companies.

For the effective combat to anti trade union practices and the following of the denounces to OIT.

For the defense and preservation of the national biomass, especially the Amazonian, the territorial integrity and sovereign over Amazon, the necessity of programs of development environmentally sustainable, guarantee the right to job and welfare of the inhabitants of the region, for the institution of the environment education.

For a fair politic of remuneration of the balances of the Guarantee Fund for Time of Work.

For a permanent politic of value recuperation of the retires and pensions with basis in the increase of the minimum salary.

For the increase of the motherhood license from 4 to 8 months.

For the end of the obligatory military service which dampst the entrance of the youth at the job market.

To intensify the fight against moral and sexual harassment.

For the extension of the IPI reduction for all the economic sectors affected by the crisis.

*Translated by Luciana Cristina Ruy*