

TALLER RIAL SOBRE SERVICIOS PUBLICOS DE EMPLEO

Red Interamericana para la Administración Laboral (RIAL)

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GUIA DE PREGUNTAS

PANEL 1 - SPE y Desarrollo Local: vínculos con el entorno productivo para asegurar inserción en empleos productivos y de calidad.

- ¿Se está descentralizando o desconcentrando el SPE en su país? Si su respuesta es afirmativa, ¿cómo se está llevando a cabo este proceso y cuál es su grado de avance?

The Public Employment Service in Brazil is entirely operated by the 26 states, the Federal District, and several large municipalities. When it was first conceived, in the mid 1970's, only state governments were partners; then, from the late 1990's to the year 2005, the country's major workers' representations also entered the National Employment System (Sistema Nacional de Empleo - SINE); and finally, as of 2004, large municipalities began to sign direct agreements with the Federal Government.

The National Employment System is financed, at the federal level, by the Worker's Support Fund (Fundo de Amparo ao Trabalhador - FAT), whose deliberative council, CODEFAT, establishes the main directives in the operation of SINE. Partners at state and municipal level are co-financers, and define their own operational schemes, whilst abiding by the rules established by the CODEFAT and the Ministry of Labor and Employment.

- ¿Qué esfuerzos realiza el SPE para atender mejor las necesidades del entorno productivo y contribuir al desarrollo económico a nivel local?

Apart from diagnosing company's needs in terms of workforce and providing job placement services, there are numerous credit programs available to small businesses, individual entrepreneurs and family-run farms, with special interest rates. These compose the Programas de Geração de Emprego e Renda - PROGER (Income and Work Generation Programs), financed through public banks, with funds from the Worker's Support Fund - FAT.

Sectoral Professional Training Plans are also available, where a group of companies belonging to a same sector may request professional training of a certain number of workers in specific skills, as long as they guarantee hiring most if not all the trained workers.

- ¿Existen estrategias o iniciativas para lograr una mayor articulación con los actores productivos locales, en especial, mayores vínculos con los empleadores? Si su respuesta es afirmativa, ¿cuáles son los elementos exitosos de esas estrategias?

Mixed strategies are used in reaching companies and offering job placement services, and vary from state to state and municipality to municipality. Most frequent are centralized telephone services, both active and passive, and personal visits to companies. Some partners also use round tables, business breakfasts or other events. And yet others offer more personalized services.

- ¿Cómo pueden lograrse relaciones de colaboración efectivas con los empleadores? ¿Qué servicios presta el SPE a los empleadores?

The main service provided to employers is job-matching, ranging from simple sending of a certain number of interested workers per position available, to actual recruiting and pre-selection processes.

In specific cases, a group of companies belonging to a same sector may request professional training of a certain number of workers in specific skills, through Sectoral Professional Training Plans, as long as they guarantee hiring most if not all the trained workers. (Another form of professional training plan is the Territorial Plan, based on a general diagnosis of the locality.)

Information on credit and how to formalize a business are also available at most large agencies.

PANEL 2 - Articulación de los SPE con los sistemas de formación profesional y sistemas de información

- En su país ¿cuál es el rol de los SPE en los procesos de orientación profesional y laboral? ¿Existe articulación con los sistemas de formación profesional? Si su respuesta es afirmativa ¿cómo se está dando esta articulación y cuales son los aciertos y las lecciones aprendidas?

Although the federal resources allocated to the Public Employment Service may be used for job counseling, there are no national norms on the subject. This service is only available in some agencies—usually in the largest cities—, and is operated according to local definitions.

- ¿El SPE en su país está asumiendo un rol más activo en las labores de orientación y acompañamiento luego de la colocación?

No. The Brazilian Public Employment Service is not nationally articulated when it comes to job counseling and follow-up after job placement. The only type of follow-up after the intermediation process that is uniformly practiced is the confirmation of the job placement.

- ¿Hay una relación entre el sistema de información de mercado de trabajo o el observatorio (si existe) con el SPE?

In planning job placement services as well as professional training, all PES partners use data from the Cadastro Geral de Empregados e Desempregados - CAGED (an administrative survey which is obligatory to all private enterprises, in which they provide information to the Ministry of Labor and Employment on all workers hired and fired in a given month).

Furthermore, 7 of the largest metropolitan areas in the country have the Pesquisa de Emprego e Desemprego - PED (Employment and Unemployment survey), co-financed by local and federal governments. This is a much broader survey than the CAGED, and provides planners with important information on informality.

There is also a labor market observatory at national level, at the Ministry of Labor and Employment, and local observatories in some states and municipalities, although these are not financed with federal funds.

- ¿Se está retroalimentando la labor del SPE con la información contenida en los observatorios o sistemas de información? Si su respuesta es afirmativa, ¿De qué manera se da esta retroalimentación y cuales han sido sus efectos?

The information system used in 60% of the PES provides multidimensional managerial reports, which are essential in planning future action and correcting problems.

PANEL 3 - Atención de los SPE a grupos vulnerables o con mayores barreras de inserción laboral

- ¿El SPE en su país se articula de alguna manera con el sistema de protección social para atender a grupos vulnerables o con mayores barreras de inserción laboral? Si su respuesta es afirmativa, ¿cuáles son las lecciones aprendidas, dificultades y resultados de esta articulación?

The main form of articulation is with the unemployment benefit system. The PES is responsible for the job placement of workers who sign up for the unemployment benefit through its agencies. The main difficulty in promoting this integration is that workers may request the unemployment insurance at Caixa Econômica Federal (a public bank) or through one of the local agencies of the Ministry of Labor and Employment; in which case the worker is not automatically redirected to the job placement service. To address this problem, the information system will become unified starting in mid-2009.

Another important initiative in course—whose results are still to be measured—is the Sectoral Professional Training Plan aimed at families who receive the Bolsa Família benefit (income transfer program, with conditionalities). The project attempts to take advantage of the growth in GDP, and consequent boom in the construction industry, to teach the very poor living in urban areas a profession. The program is at its initially stages, but already it has become a problem convincing families that they will not lose Bolsa Família if they participate in the professional training course.

- ¿Cuenta su país con alguna experiencia exitosa o buena práctica para promover la superación de barreras que implican la discriminación por razones de género, raza, etnia, condición de migrante, etc, de las personas en su acceso al empleo?

An important strategy has been to establish certain groups as priority groups in professional training programs, and job placement. The Federal Government has also created special Secretariats at the Presidency for women's issues (SEPM), for the promotion of racial equality (SEPPIR), and for human rights protection (SEDH).

- ¿Qué medidas, programas o estrategias está desarrollando el SPE para apoyar a los grupos con mayores dificultades para ingresar al mercado laboral?

Apart from establishing priority groups in professional training and job placement programs, the Federal Government has also established resource distribution criteria that attempt to diminish regional inequalities (the South and Southeast are much more developed than the Midwest, Northeast and North of the country).

There are also many actions at the national level geared at teenagers and young adults from low-income families. The main program is ProJovem, with specific lines of action for youngsters in urban and rural areas, for schooling and professional training.

Muchas gracias por responder este cuestionario.