



MTE MINISTRY OF LABOR AND EMPLOYMENT

# Seminar on Inter-Sectoral Public Policies: Social Protection and Employment

Rio de Janeiro, November 30-December 1, 2010



The Brazilian Experience: Social and Professional Qualification  
integrated into the Social Protection Network

# THE INTER-SECTORAL RELATION IN THE CONSOLIDATION OF SOCIAL PROTECTION



# Public Employment, Labor and Income System

Instrument

Basic and Complementary Functions

Mission

Public  
Employment,  
Labor and  
Income  
System

1) Labor Intermediation and  
Professional Orientation

2) Social and Professional  
Qualification and  
Professional Certification

3) Development of  
microbusinesses

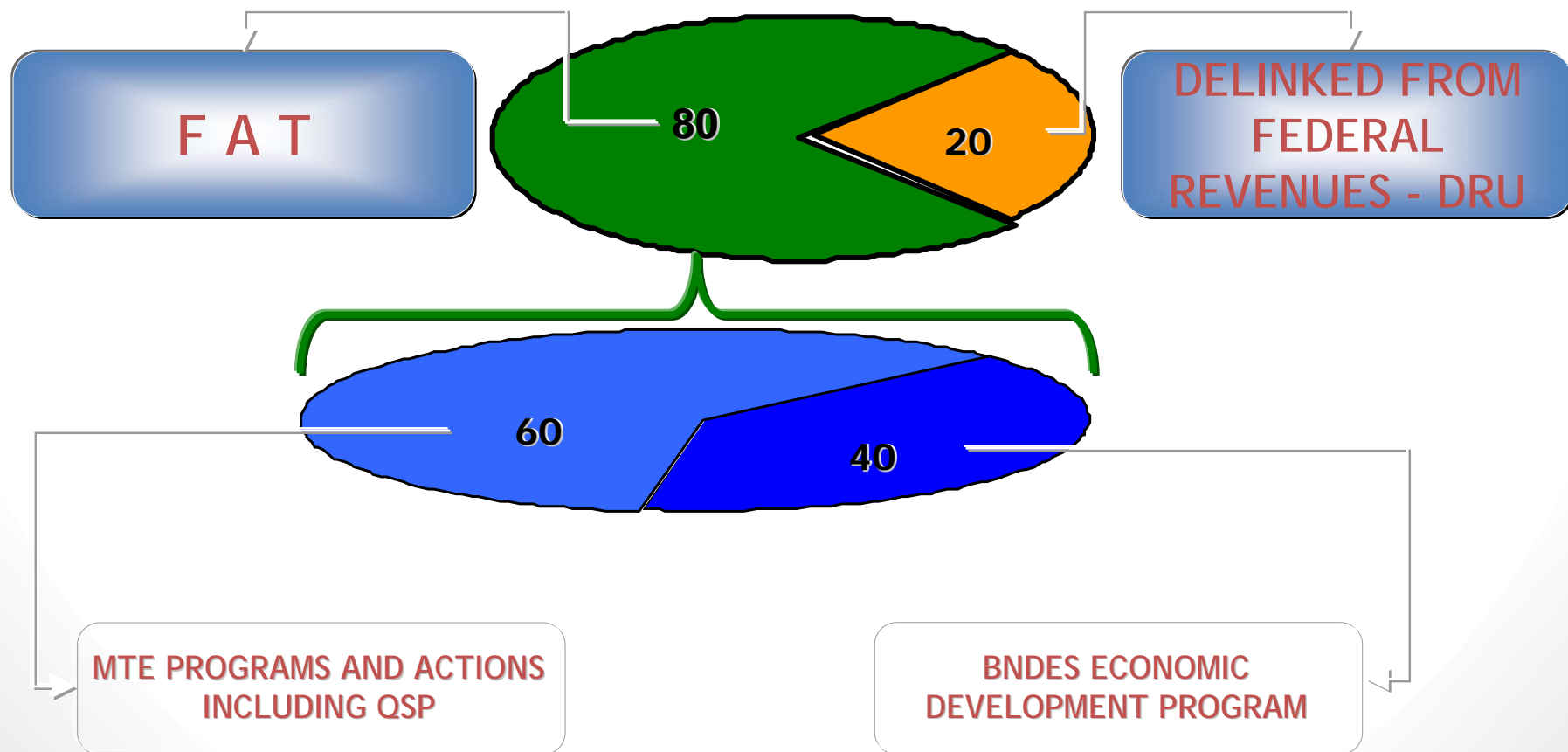
4) Unemployment Insurance

5) Labor Market Information  
/Observatories

- 1) Placement of workers in labor market vacancies
- 2) Guidance in self-employment activities,
- 3) Stimulus for microbusinesses and alternative forms of labor and income generation



## PIS/PASEP Contribution allocated to FAT





## Brasil - Comportamento do Emprego Formal no Saldo Acumulado Janeiro a Outubro - 2003 a 2010, Segundo o CAGED



Fonte: CAGED - LEI N° 4.923/65 - MTE

**CAGED**  
Outubro 2010



## BRAZIL'S QUALIFICATION POLICY

### National Qualification Plan

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Promotion of social and professional qualification and professional certification of Brazilian workers, *with priority for social and economically vulnerable individuals.*

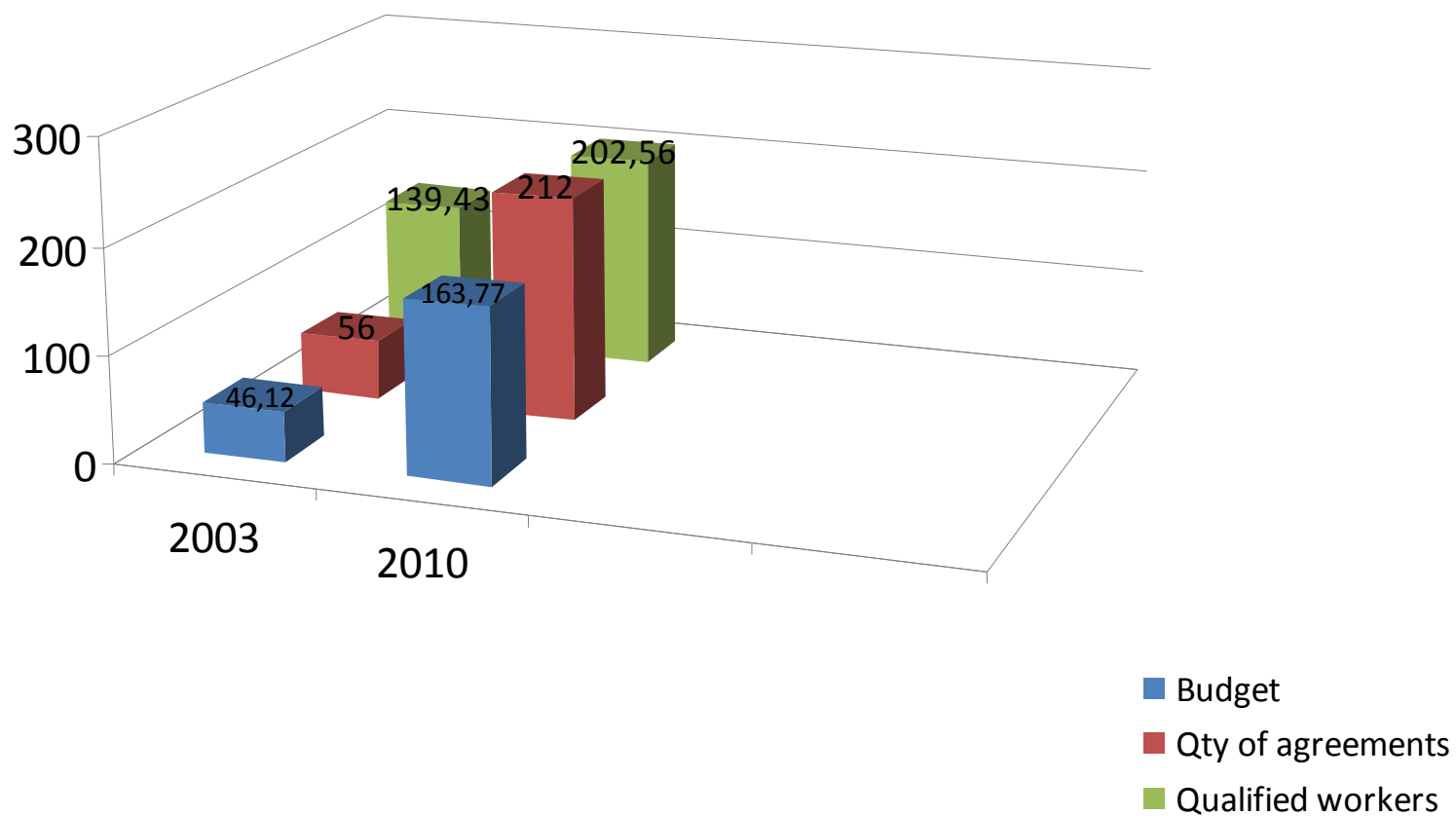


## NATIONAL QUALIFICATION PLAN

- Resources from the Workers' Protection Fund (*Fundo de Amparo ao Trabalhador - FAT*);
- Chartered by Resolutions of the FAT - CODEFAT Board of Advisors;
- *Articulated with labor intermediation and other employment and income public policies;*
- Operating based on four different implementation mechanisms.



## Analysis of PNQ Evolution







## PLANSEQ STAGES

1. Demand Reception;
2. Demand Analysis;
- 3. Public Hearing;*
- 4. Coordination Commission;*
5. Project Analysis;
6. Terms of Reference and Call for Bids;
7. Public Bid;
7. Formalization of agreements;
8. Execution.



Intersectorality:

# PLANSEQ EXPERIENCE: NEXT STEP



## PLANSEQ NEXT STEP

### Interministerial Action:

- MTE/MDS/Cabinet Office;
- National Coverage;
- Sectors: Civil Construction and Tourism.

### Target:

- Bolsa Família Beneficiary or Beneficiary Family Member;
- Aged 18+;
- Having completed at least 4th year of primary education.

### Registration:

- SINE Centers;
- Agencies of the Social Assistance Reference Centers (CRAS).

- *The Bolsa-Família beneficiary has to exhibit the beneficiary credential and/or NIS/PIS number (system validity check).*



## PlanSeQ Próximo Passo

- Público: beneficiários do Bolsa Família
- Setores econômicos: Construção Civil e Turismo

- Meta total de  
**159.777** trabalhadores/as  
em todo o Brasil
- 226 municípios atendidos em  
23 estados e Distrito Federal.

Execução com  
entidades privadas,  
estados e municípios:

- **79.636** alunos  
formados ou em sala  
de aula





## The Management and Accompaniment Process Initial Challenges

- Knowing the teams
- Understanding the systems: Sigae - Siconv - CadÚnico - Bolsa-família
- Integrating state and local employment and social protection networks into the qualification execution process
- Connecting the students to the Civil Construction and Tourism economic sectors
- Refining the monitoring and supervision models



## Initial Problems

- First year of execution: slow pace



- Learning about the needs of the target audience
  - Fear of losing the benefit
  - Lack of team integration
- Difficulties in the operationalization of the systems



## Action Plan to Improve the Indicators

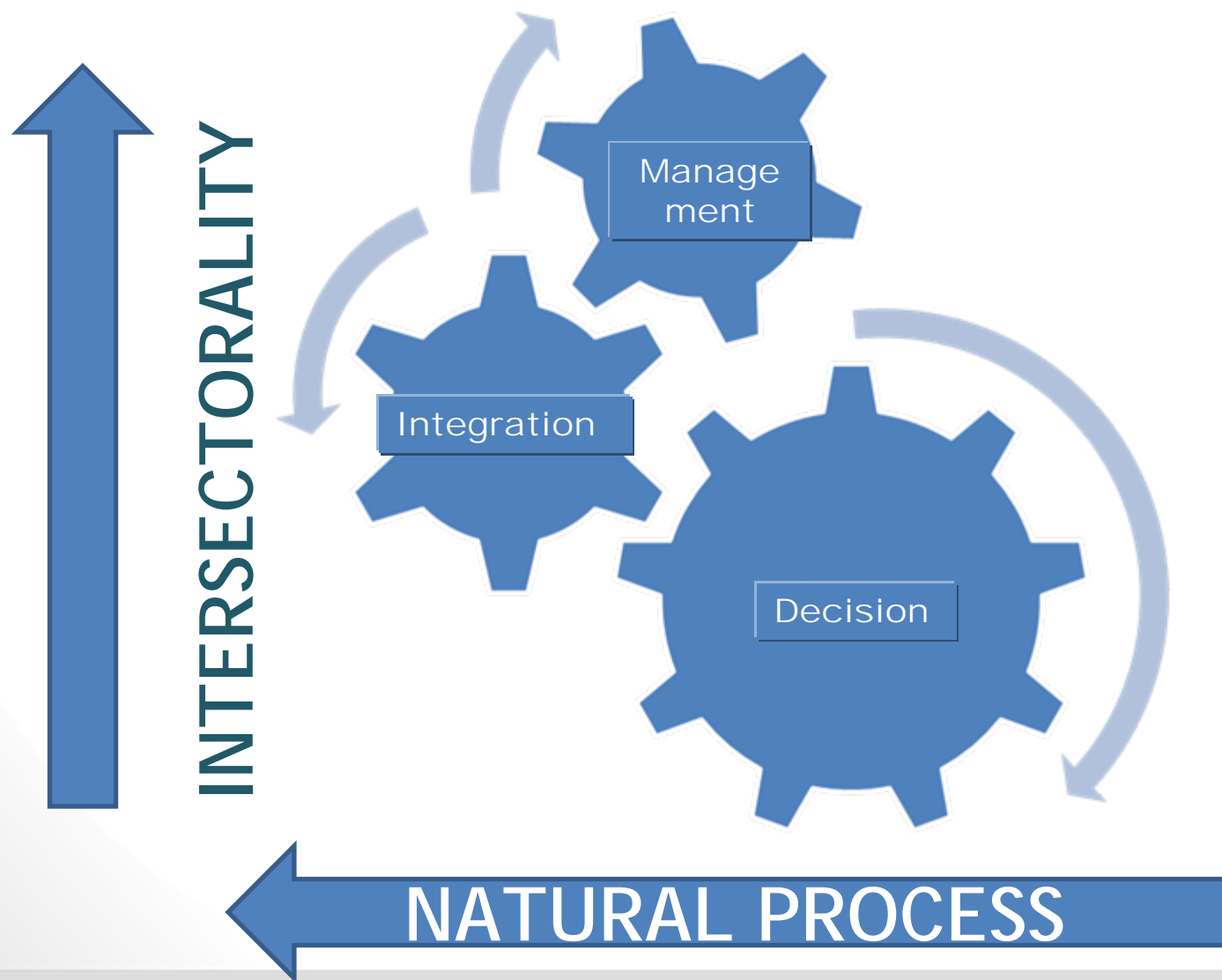


First Step: Management Decision – Action  
Priority – Cabinet Office – Ministers

- Strategic Decision: Real interest in economic and social inclusion



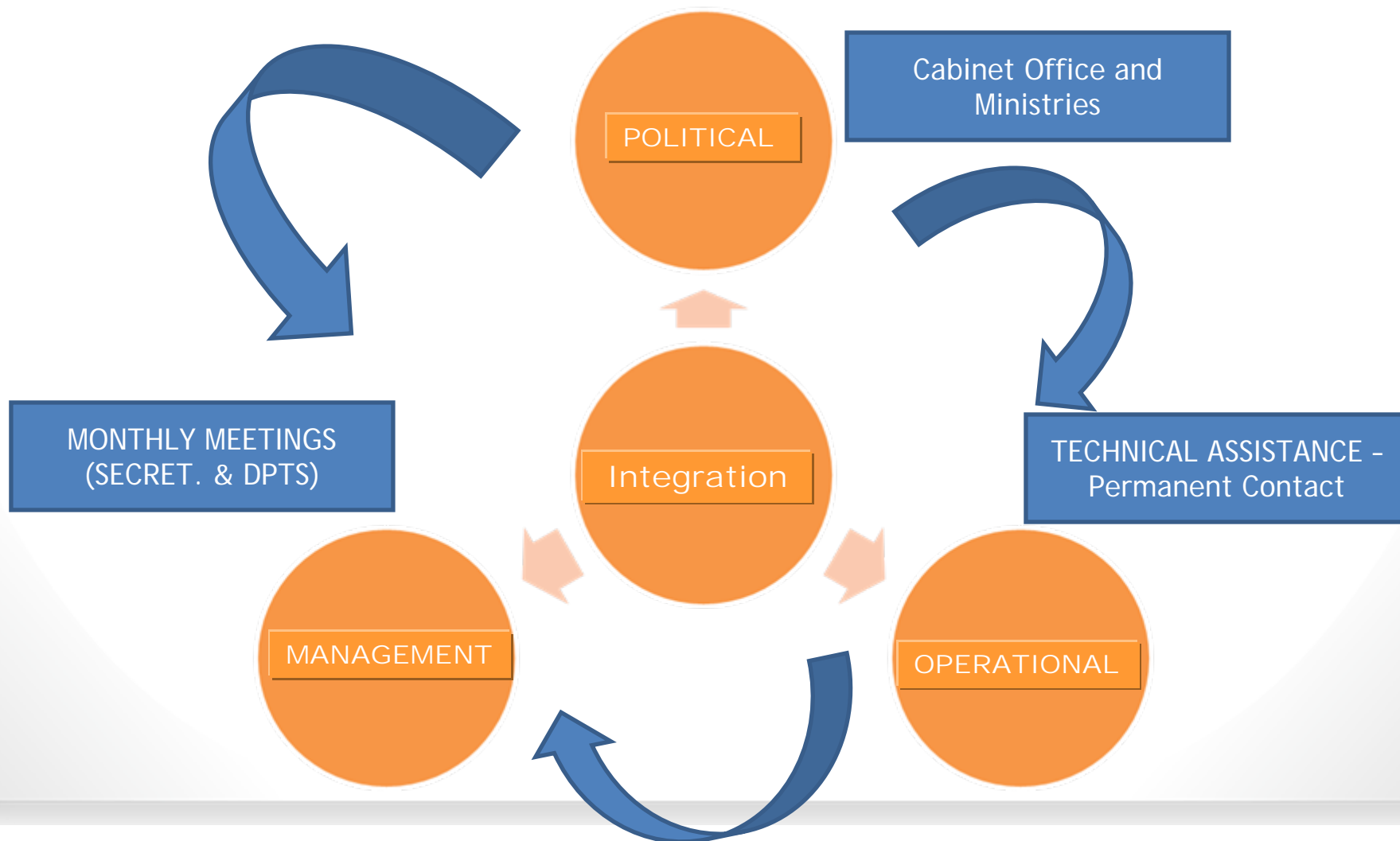
## Employment and Social Protection







## Required Planning Levels





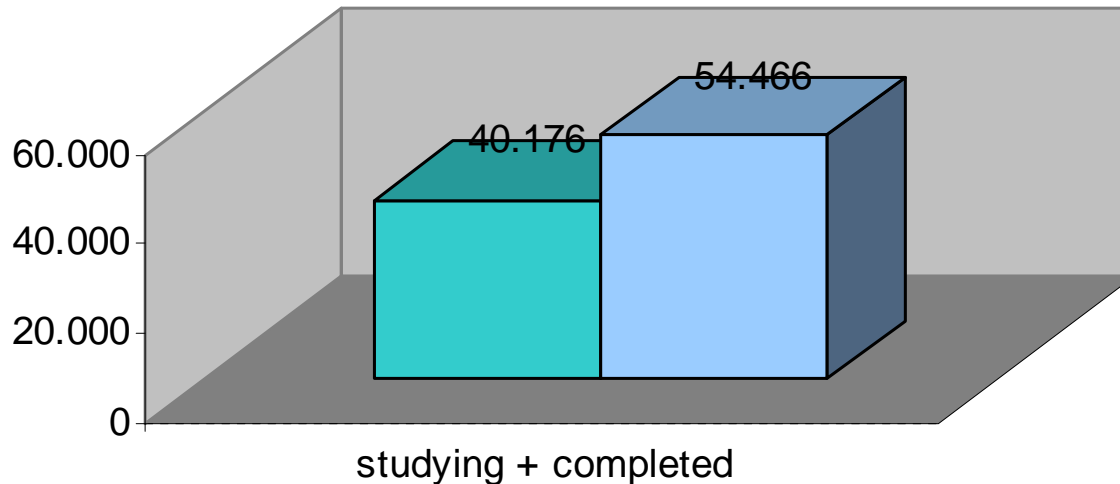
## Implemented Actions

- Participation of President and Ministers in graduations and initial classes - enhancement of program value
- Team Meetings every two weeks
- Preference for maintaining operational counterparts
- Contacts with all partner states and municipalities
- Seminars and meetings with executing agents
- Definition of action support strategies
- Intensified dialogue with the productive sector
- Direct support for labor intermediation



## PlanSeQ Next Step

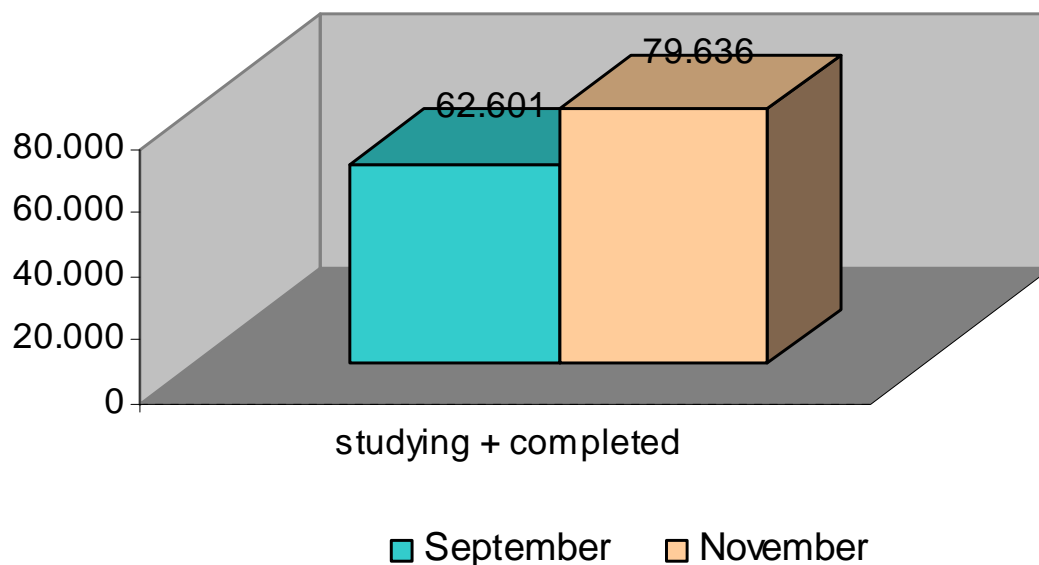
Input of intersectoral initiatives data in SIGAE - Non-Profit Organizations





## PlanSeQ Next Step

Input of intersectoral initiatives data in SIGAE - Non-Profit Organizations + States/Municipalities





# OTHER ACTIONS WITH INTERSECTORAL PARTICIPATION



# PlanSeQ Oil and Natural Gas

- *Petrobras (Promimp) and MTE*

- *Based on inter-sectoral meetings:*

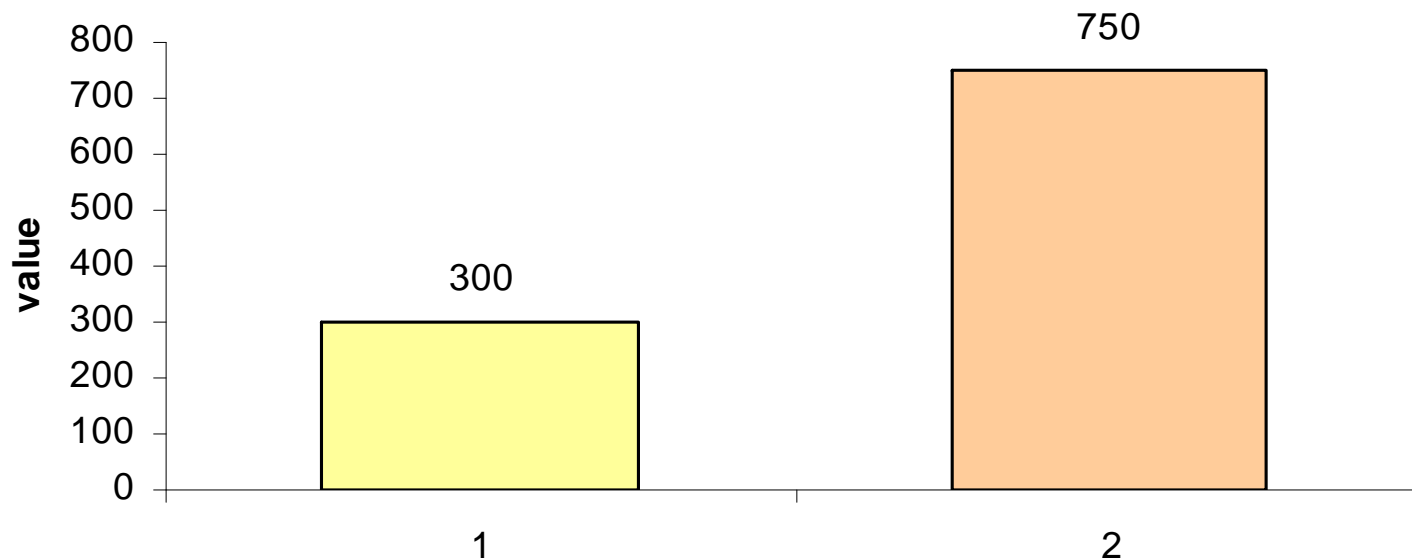
- Changes in operational flow to facilitate execution;
- Organization of joint Seminars;
- Improved pedagogic quality;
- Closer links with the productive sector



# PlanSeQ Oil and Natural Gas

- 150% increase in value of assistance scholarship

## Bolsa Auxílio - Oil & Gas

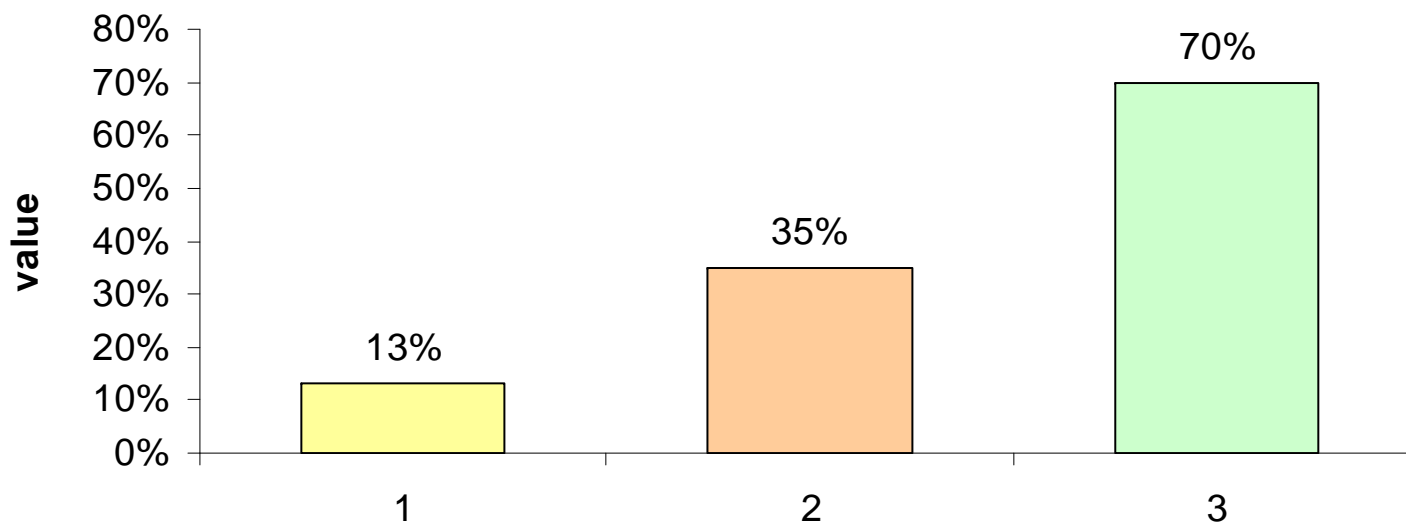




# PlanSeQ Oil and Natural Gas

Increase from 13% to 35% of execution target, 70% forecasted for 2010.

## Oil & Gas increase of execution target







## PlanSeQ Social Aspects

- Workshop Organization with the participation of *Cabinet Office and SEPIR - Afrodescendants and Domestic Workers;*
- Domestic Workers Resumed in 2009;
- Linkage with organizations, especially those of afro descendants and domestic workers;
- Integration of Domestic Workers in education enhancement activities conducted by MEC.



## New PlanSeQs

- *Sucroalcooleiro* - Agriculture and Cabinet Office
- *Copa do Mundo* - Tourism - Education - State and Municipal Committees for Soccer World Cup readiness
- *Prison Released Offenders* - CNJ



## Conclusions from Our Experience

- The inter-sectoral principle is a *necessary condition* for effectiveness in the management of social protection programs associated to employment public policies;
- The participation of the productive sector should start at the planning of the courses, and be fostered throughout the whole of the training process;
- The Cabinet Office plays a fundamental role in the integration of the teams;
- The inclusion of workers should also contemplate alternative income generation programs - Individual entrepreneurship



# CHALLENGES...



- Promoting increased schooling
- Complementing the intersectoral process with a more effective participation of state and municipal governments
- Defining precise policy evaluation indicators
- Developing new inter-sectoral cooperation strategies
- Promoting the full employability of vulnerable populations



# THANK YOU

[ana.paula@mte.gov.br](mailto:ana.paula@mte.gov.br)

61- 3317-6320