

## EDITORIAL

The first section of this edition of the *Revista Paranaense de Desenvolvimento* includes a dossier that serves as a basis for a series of topics. This dossier, titled *Trabalho e mudança: uma crise atual e atualizada (Work and change: a current and updated crises)*, was prepared by Silvia Maria Pereira de Araújo, a sociologist with a degree from the Pontifical Catholic University of Paraná (PUCPR), a doctor in Communication Sciences from the University of São Paulo, a post-doctorate degree in the Sociology of Work from the University of Milan, and President of the ABET - Associação Brasileira de Estudos do Trabalho (Brazilian Association of Work Studies) (2011-2013).

According to the dossier, globalization has proved to be an hegemonic process of the capitalist system resulting from the crisis of accumulation of the sixties and seventies. Hobsbawm, distinguished historian, stated that during those “decades of crisis”, capitalism drifted towards instability and has been undergoing a reinvention process ever since. It intensifies the process of accumulation to ensure it is satisfactory, in order to obtain greater competitiveness, increase productivity and guarantee profitability. Organized capital expanded in the 20<sup>th</sup> century with the overvaluation of financial institutions, reduction of industrial productive capital contributions and improvements in labour force management.

The concentration of political and economic power, the transformation of the State of social well-being in developed countries, the productive restructuring of key sectors and the dissemination of information technology all resulted in the deprivation of survival and livelihood means of the working class. Today, globalization is inserted in the cultural reality of nations and, influenced by the global integration of capital, it draws distinctions between labour activities in the productive chains.

The consequences of transformation have not spared workers of any country. If the crisis of accumulation is felt in developed countries, where the wage society is consolidated, in the words of Castel in relation to France, in emerging countries a capitalism that rides on fragile waves of change penalizes the wage-based condition of workers. Parameters of the labour deregulation process are based on a condition of social and political regulation that guaranteed work and labour rights despite social tension during the peak of the Fordist production regime. In the scope of a restructured global economy, there is a deregulation of financial and capital flow, of national economies with privatization processes, of the labour market and even a deregulation of the State.

The reconfiguration of labour has been processed since the 1990s, in Brazil, and is redefining productive and institutional relations. The recent multifaceted phenomenon of partial, sub-contracted, precarious, outsourced labour refers to the paradigmatic situation of a formal, effective, full-time labour, with working condition statutes and basic protection rights. There is a

“crisis of the labour world”, that is, a destruction of standard work relations in which the formal, salary-earning worker prevails, which is a historical phenomenon of proportions that change the face of society.

The labour crisis has become current and updated in the recent forms of instability and transformation of work, in the challenges demanded by its theoretical explanation and, historically, by the confrontation of unemployment. The evaluations contained in the dossier define a scenario of change and work dynamics in light of the development of capitalism and how Brazil is inserted in this process according to the changing rhythm of different economic and political environments.

We invite readers of this dossier to follow the course of discussions that start with a contextual assessment of recent impacts of the financial crisis on the Brazilian labour market, since 2008. The reality of this market in North and South American countries is revealed, reacting to the intensification of the globalized economy in the last two decades. The discussion also includes observations on how the work day is extended despite technological advancements and innovative organizational systems. Armed with new modalities, workers of the ‘computer industry’ and those who self-employed, in the studied cases, have managed to rebuild their insertion in the labour market. Finally, we reach the topic of concern over youths and work in today’s future, in the sixth article of the dossier.

*Trabalho no Brasil: evolução recente e desafios (Work in Brazil: recent developments and challenges)* covers the topics of work dynamics, unemployment and income, the regulation and protection of work and labour market policies. Economists José Dari Krein, Anselmo Luis dos Santos and Amilton Moretto show that, contrasting with an aggravation of the world financial crisis – marked by problems of unemployment and deregulation of labour relations uniquely experienced in central countries (Europe and the USA) –, Brazil reacted positively to the capitalist climate of the crisis. Since 2004, this country has recovered its economy and improved labour market indicators: formal wage-earning has grown, unemployment has dropped, the minimum wage has increased and, in collective negotiations, there have been salary gains. Correcting the flaws of a relatively unstructured labour market is not immediate, as precariousness of work conditions and structural social inequality persist, resulting from the neoliberal deregulation policies of the nineties. Referring to an analysis of the second term of the Lula administration, the authors ponder on the extent to which confrontation of regulation issues depend on the development standard, the role of the State and pressure of social agents on work relations, informing us on the changes and challenges endured by work and its ordinance.

The comparative economic analysis *Desenvolvimento, mercado de trabalho e distribuição de renda (Development, labour market and income distribution)*, by Maria Cristina Cacciamali and Eduardo Luiz Cury, contemplates labour in Latin American countries in the past two decades. Without overlooking

the political specificities, disparities and changes of each country, the study sheds light on the pattern of development of Northern countries, with increased growth in the 1990s, and southern countries, shaken by the financial crises. If, during that time, countries in the North, such as Mexico and Costa Rica, presented better income generation levels, despite the low salaries, the economies of the South, exporters of commodities, experienced global macroeconomical instability with the shrinking demand and repercussions on the labour market. Profound deregulation and minimal organization of unions forced an increase in unemployment and informality. This situation is inverted in both regions at the start of the 21<sup>st</sup> century with neoliberal policies and redrafting of the international labor division, with China at the forefront of world trade. In the 2000s, active minimum wage policies, income distribution programmes and worker qualification plans rose average real income, especially in Argentina, Brazil and Chile. Hand in hand with market economy dynamics, free trade, increased education accessibility, support provided to the lower strata of income distribution and multiple public interventions of democratic governments generated formal jobs and narrowed the salary gap. Income concentration, however, is still high in Latin American due to a very unequal wealth distribution pattern.

There are many accumulating issues in terms of the value of work for the current development model, and one of these issues is based on the work day. The sociologist Sadi Dal Rosso presents this trend of contemporary capitalism in the article *Jornadas excessivas de trabalho* (*Excessive work hours*), a study on the intensification of work in the modern and globalized scenario. Based on recent data, the study exposes the phenomenon of increased work hours, which seems a paradox in the current technological era. Extended work hours in all countries has been in matter of consistent non-compliance with Convention number 1 of the ILO, that, in 1919, established eight-hour work days and forty-eight hour work weeks as parameters for the public policies of nations. Excessive work interferes with the health and safety of workers, and the author uses the legal case of sugarcane cutters in Brazil as an example. Information from 2004-2005 provides the proportion of wage-earners of both genders who work 49 hours or more every week, which totals an average of 28.4% in countries of advanced capitalism alone, such as the USA, the UK and Japan. This proportion is higher in countries of the Americas, Africa and Asia, in addition to intensified work associated with new technologies and management methods. This study does not overlook the extended work day of men, but puts some emphasis on added work for women who must also perform domestic work and take care of their children. Based on the history of the work day, which since the Constitution of 1988 has been fixed at 44 hours a week for the private sector and 40 hours for the public sector, Brazil has an average work hour that equals that of European countries. It is also a fact that our statistics on excessive hours do not include the duplicity of jobs for workers with more than one work day.

Work is not merely extended, however; it is also intensified. The article *O Trabalho no Setor de Informática no Paraná: reflexões sociológicas* (*Work in the Computer Industry of Paraná: sociological aspects*) confronts us with a flexible, operationally lean industry that is powered by the demand of a growing market and an intensification of work: “22 workers in the line produce an average of 300 computers per day”. While conducting research on the process and conditions of work in computer production lines, Maria Aparecida Bridi and Benilde Lenzi Motim outline the profile of a sector that, at the frontier of the technological vanguard, seems divided both by the nature of the activity (hardware and software) and the force of polarized work in this sector of Information Technology. This situation is related to the short history of this sector in Brazil, which was restructured and subsequently submitted to the neoliberal principles of free international competition. Without investing in R&D, hardware and production engineering, companies practically disappeared in the 1990s, leaving only computer assembly behind. If, on the one hand, there are production line operators with coordinated, repetitive and controlled tasks, in the shoes of multi-tasking workers who are temporarily employed until admission; on the other hand, software production and development companies employ a relatively low number of highly skilled, autonomous, outsourced, temporary, cooperative workers and legal persons that work on a project-to-project basis. This is a slippery reality in which to size an informal work market for the sector. On the other side of the coin, there is a cry for the monotony of Fordist labour. On both sides, turnover is merely a degenerating aspect of labour that is extended to virtual work. Both aspects of work in this sector draft the transformations of recent decades: the precariousness of labour and the lack of legal protection and rights.

In this scenario of decreasing salaried work, there is a proliferation of precarious conditions, even in the case of self-employment, in a diversification of arrangements that are overlooked by statistical sources of employment and unemployment in Brazil. In a qualitative, exploratory and empirical sociological study, Lorena Holzmann challenges the recurrent claim in literature that the category of self-employed workers sets the example of informality and precariousness of life and work, in the article *O trabalhador por conta própria no Brasil* (*The self-employed worker in Brazil*). Changes in the labour market after the mid 20<sup>th</sup> century resulted in the multiplication of contractual modalities based on deregulation and flexibilization. This detachment of formal work, this outsourcing of individual or collective productive activities and self-insertion in the labour market often leads to the misleading assumption that the worker is merely subordinated to capital, in a discourse of self-employment and entrepreneurialism. In the context of the historical condition of self-employment – a significant numbers of workers are oblivious to the social welfare system – the sociologist shows that this situation is neither recent nor case-by-case considering that it is included in the constitution of the capitalist order in Brazil,

which underwent an industrialization process, in several stages, that was incapable of absorbing the entire labour force. Even if heterogeneous, with a individualistic bias and of difficult collective organization, interviews with workers of this category showed they are formally inserted in the labour market.

The ability to insert and maintain oneself in the labour market is an issue that pursues the dilemma of public labour policies, training and qualification of young adults in Brazil: to encourage contracting or delay it? In other words: “is work a right of youths or is it a need?”. The professionalization of youths is considered a desirable objective in article 227 of the Constitution of 1988, and the legislation of 1990 of the Statute of the Child and Adolescent (ECA) acknowledges them as the holders of rights. Concerned with recognizing changes of the constitutional text, the lawyer Sidnei Machado discusses active public policies that articulate work and the labour market for youths in the article *Proteção jurídica do trabalho do jovem no Brasil (Legal labour protection of youths in Brazil)*. Based on programmes that target juvenile unemployment and the needed labour protection of youths in an economic and political setting, since 2005, these policies, whether as emergency responses or a more structured response to the confrontation of social issues, associate the topics of education and work. The assurance of extended schooling of youths did not set the tone for classic education and professional training policies that sought to meet the labour needs of industries and trade since the Brazilian Labour Code. Considering the criticism of flexibilization in work contracts in the 1990s, and the course of programmatic legislations of recent public policies for Brazilian youths, the author considers that access to the labour market does not reduce juvenile unemployment, and that youths hired by precarious and reduced social protection are subject to serious risks. He shows that this oscillation has its much deserved protection laws and guaranteed rights for children and adolescents.

The studies of this dossier discuss reconfigured work, the labour market and its fragmentation, work permeated with genre, race and ethnic relations, the role of public and private space in work, labour and income generation policies, and education and qualification for work. These are perspectives that approach the complex reality of salaried labour that is undergoing a process of deconstruction, which Jacques Derrida states as being a hierarchical inversion strategy that implies not forgetting the conflicting and subordinating structure of opposition. After all, capital and work continue face to face, and they are both undergoing changes.

After the dossier, there is a section of articles in which six contributions analyse and debate topics that range from economic development, education, rural transformations, sustainability and social management.

In the first article, *Uma análise dos retornos salariais em escolaridade para o Estado do Paraná, de 1995 para 2009 (An Analysis of Wage Returns on Schooling for the state of Paraná, Brazil, from 1995 to 2009)*, Marina Silva da Cunha and Priscila Calado Games discuss, in an exploratory manner,

the behaviour of wage returns according to school levels in order to highlight some aspects related to inequality of salary distribution for the people of Parana.

Then, Antonio Carlos Laurenti presents the results of his research on occupation and income from people from new rural structure of Parana in the article *Evolução da ocupação e do rendimento das pessoas no meio rural do Paraná no período 2001-2009* (Evolution of occupation and income of people in the rural area of Parana in the period 2001-2009) to identify the effects of a reduced rural population on the occupation and income of families.

In the third article, *Estudo da dinâmica agrícola na microrregião de Paranavaí-PR: um aporte da teoria clássica da localização* (Study on agricultural dynamics in the micro-region of Paranavaí-PR: a contribution of the classic location theory), authors Tomás Amaral Torezani, Aline de Queiroz Assis Andreotti and Antônio Carlos de Campos analyse the transition from cassava cultivation to sugarcane cultivation after installation of the USAÇUCAR plant in the micro-region of Paranavaí.

In the fourth article, José Carlos do Nascimento Dutra, Vilmar Antônio Boff, João Serafim Tusi da Silveira and Lucas Veiga Ávila investigate solar photovoltaic and wind power as alternatives to energy diversification in small rural properties in the article *Uma análise do panorama das regiões Missões e Noroeste do Estado do Rio Grande do Sul sob o prisma da energia eólica e solar fotovoltaica como fontes alternativas de energia* (An Analysis of the Panorama of the Missions and Northwestern Regions of the State of Rio Grande do Sul from the Perspective of Solar Photovoltaic and Wind Power as Alternative Energy Sources).

Contributing to the topic of sustainability, in the fifth article, Alex Elias Antun and Nelma Baldin show the importance of environmental education to create awareness regarding environmental preservation in the article *Pegada ecológica: percepção de crianças em caminhadas na natureza* (Ecological Footprint: the perception of children during nature walks).

To finalize the section, the study *Os Conselhos de Direitos da Criança e do Adolescente* (Advisory Councils on the Rights of Children and Adolescents) discusses activities developed by the Advisory Councils of the Rights of Children and Adolescents and their importance for social management. This article was authored by Elizabeth Aparecida Costa Almeida and Eloisa Helena de Souza Cabral.

We hope that the dossier and the other articles of this issue can instigate thought and encourage debates on the presented topics.

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Work and change: a current and updated crisis

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