

Brazilian Labour Inspectorate

Policies and strategies for the best use of
labour inspection resources



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TRABALHO

MINISTÉRIO DO
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STRATEGIES FOR THE BEST USE OF LABOUR INSPECTION RESOURCES

- ❑ Structure and powers of the Brazilian Labour Inspection;
- ❑ Selection, appreciation and continuous qualification of Labour Inspectors;
- ❑ Convention 81 - full use of the prerogatives of the Labour Inspection :
 - ✓ Social Dialogue with a Focus on Tripartism: Sustainable Labour Program (PTS) and Special Sector Actions(AES);
 - ✓ Inspection power - control of the application of rules.

POWERS OF THE BRAZILIAN LABOUR INSPECTION

Labour inspectors must ensure :

- ✓ Compliance with legal and regulatory provisions, including those related to occupational safety and health, within the scope of labour and employment relationships;
- ✓ Compliance with collective bargaining agreements, conventions, and contracts;
- ✓ Respect for international agreements, treaties, and conventions to which Brazil is a signatory;

Free unannounced access to all workplaces;

Power to issue prohibition notices;

Power to take away children and adolescents from child labour and to rescue workers in the case of forced labor.

SELECTION AND APPRECIATION

- Access by public selection only;
- Generalist Inspectorate - candidates with university education.
- Typical state career and recognized by law as labour authorities;
- Starting salary of approximately R\$24,029.09 and final salary of R\$30,303.62 (US\$4,500.00-6,060.00)

CONTINUOUS QUALIFICATION



NATIONAL SCHOOL OF LABOUR INSPECTION



Conheça a ENIT



Revista da ENIT



Canal no YouTube



Acesso

access : gov.br/enit



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CONTINUOUS QUALIFICATION

□ For labour inspectors

- ✓ Planning of qualification actions is carried out in an integrated way with the planning of the Labor Inspection;
- ✓ All Inspectors must complete a minimum of 40 hours of qualification during the year;
- ✓ 87 improvement courses offered in 2021 and 75 until October 2022;
- ✓ In 2022, it held the 1st National Congress of Labour Inspection, with the participation of 400 Inspectors from all over Brazil in person.

CONTINUOUS QUALIFICATION

□ For the Society

- ✓ In 2021, the offer of courses for society began;
- ✓ National campaigns are carried out through the ENIT channel;
- ✓ Results in 2022 :
 - We reached more than 90 thousand subscribers on the school's Youtube channel;
 - More than 1 million and 700 thousand views.
 - Over 650,000 hours of the content displayed;
 - 496 educational videos and 32 live events.

CONVENTION 81 - FULL USE OF THE PREROGATIVES

- ❑ **Modernization** to **fully** exercise the **prerogatives** contained in C.81 and item 1.2.1 of the Guidelines on General Principles of Labour Inspection :
 - ✓ To ensure compliance with labor legislation;
 - ✓ To provide technical information to workers, employers, and other interested parties;
 - ✓ To bring to the notice of the competent authority defects or abuses not specifically covered by existing legal provisions.

SUSTAINABLE LABOUR PROGRAM (PTS)

□ Main Goal

- ✓ To promote **responsible business conduct** and **decent work** based on a proactive, preventive, and remedial action strategy, promoting **social, sectoral, and inter-institutional dialogue**

Programa

**Trabalho
Sustentável**

gov.br/sit



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SUSTAINABLE LABOUR PROGRAM (PTS)

- ❑ AXIS 1 – SECTOR/SOCIAL DIALOGUE;
- ❑ AXIS 2 – QUALIFICATION;
- ❑ AXIS 3 – CAMPAIGNS;
- ❑ AXIS 4 - IMPLEMENTATION OF TECHNOLOGICAL SOLUTIONS.

Vídeos do Programa Trabalho Sustentável



Lançamento do Programa Trabalho Sustentável

05 de maio - 10h



Live - Trabalho Rural - Safra de Café 2022

10 de maio - Apresentações da
Live: <https://bit.ly/sitcafe>



Lançamento do Curso de Combate

à Discriminação no Trabalho

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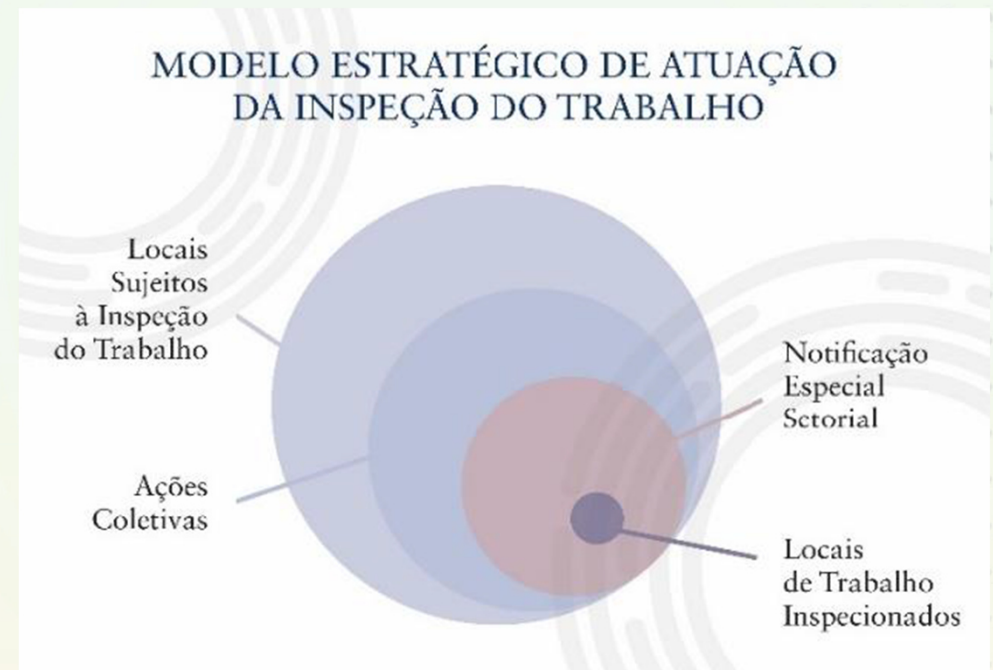


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SPECIAL SECTOR ACTIONS (AES)

- ❑ Modernization - implementation of the strategic model from 2021.



SPECIAL SECTOR ACTIONS (AES)

❑ Results

Espírito Santo

A total of 182 children and adolescents were found to be in a situation of child labour, 18 of them aged between 8 and 13 years old, who were referred to the Department of Social Assistance of the Municipality of Vitória for inclusion in public and assistance policies and another 164 adolescents aged 14 and over, most of whom were effectively included in apprenticeship programs.

CONTROL OF THE APPLICATION OF RULES

□ Results

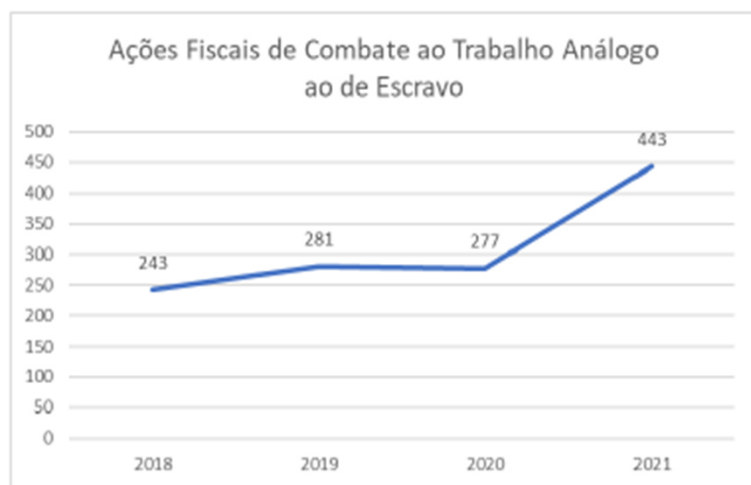


Figura 15 – Evolução no número de ações fiscais nos últimos anos
(Fonte: Radar SIT)



Figura 16 - quantidade de trabalhadores resgatados nos últimos 4 anos
(Fonte: Radar SIT. Consulta em 14/4/2022)

CONTROL OF THE APPLICATION OF RULES

□ Results



Figura 14 – Valor do FGTS recolhido / notificado nas ações fiscais ao longo dos anos
(Fonte: SFITWEB e SISTEMA CAIXA)

THANK YOU!!

Guilherme Schuck Candemil
Labour Inspector
Deputy Undersecretary of Labour Inspection



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