estudos e pesquisas

(Survey and Research)

Nº 49 – March 2010

Conclusions from salary adjustment negotiations for 2009

DIEESE
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Introduction

Collective negotiations process is provided for in the Brazilian legal system of labor relations since the creation in the decade of 1930, by the State, of first labor union laws. However, they only became a systematic trade union practice from the decade of 1970, within the context of the struggle to redemocratizing the country. Until such time, solution of conflict between capital and labor in Brazil was mainly settled through the intervention of the State, by mediation of the Ministry of Labor or arbitration of Labor Courts.

So far, in Brazil there are two ways of solving conflicts: the self-composition – by collective negotiation – and the heterodox composition – mediation or state arbitration, nevertheless recent DIEESE data shows that direct negotiation is prevailing. However, within the legal framework of labor relations system, there are several restrictions to the full achievement of collective negotiations potential. Among these restrictions, following stand out: i) lack of legal guarantees to keep accomplishments recorded in normative labor rules, once its validity ends; ii) restriction to the right to strike and have a trade union organization, this included in the workplace, inhibiting workers demonstrations; iii) lack of regulation of worker's protection mechanisms against unjustified dismissal, reducing trade union's bargaining capacity, and; iv) for civil servants, absence of the right to do collective negotiations.

Restrictions on the right to collective negotiation in Brazil mainly arise from authoritarianism in the origins of Brazilian labor relations system. Federal Constitution of 1988 put an end to good part of these fundamentals, but preserved some doctrines still restricting trade union's freedom, and inhibiting the practice of collective negotiations.

In spite of existing restrictions regarding collective negotiation in Brazil, we may say that in the last decades, it favored a significant progress to formal wage-earners, and also that it was an important instrument of resistance for the trade union movement, facing attempts of flexibilizing labor rights, in the decade of 1990.

Nevertheless, there is still much to do in both legal and political areas to transform collective negotiation into an improving policy for working class life conditions.

Since 1996, DIEESE performs a survey on Brazilian salary negotiation results, focusing salary adjustments from a broader point of view and adjustments of wage floor. This survey is done based in the collection of norms – agreements and collective conventions – signed in collective negotiations by hundreds of categories of workers all along Brazil.

Main objective of this research is to follow salary's purchasing power evolution in a context of free salary negotiation, excluding minimum wage, because its adjustments are yearly defined by the government. Here we have to mention that Brazil has lived for almost thirty years with official salary policies, having among their objectives the control of high inflation rates. Usually, these policies brought expressive losses for the workers, and did not stop inflationary process.

The end of official salary policies cycle and high inflation rates was in 1994, after implementation of the Plano Real, and led Brazilian trade union movement to a big challenge: granting their salary's purchasing power in collective negotiation rounds. Survey series named "Results from Salary Negotiations"; published by the DIEESE since 1996 disclose practical results of facing that challenge, in different political and economic scenarios.

These surveys provide consolidated data allowing verifying the close connection between salary adjustment and inflation behavior. On the other side they show a positive relationship between real wage earnings and economic growth rates. In short, outcome of salary negotiations confirm that the success of trade union actions to keep or increase salary purchasing power is strongly influenced by factors of an economic nature, as well as political. In the case of wage floor, we may see that increasing minimum wage policy established between the government and trade unions, in force since 2006, has influenced adjustment rate's definition. That fact ratifies the importance of the minimum wage as a Brazilian labor market means of regulation.

Up to 2007, combined norms collected were disclosed in a panel changing each year. From 2008, the DIEESE began to disclose results of salary negotiations based in a panel showing same norms, with the purpose of publishing more consistent indicators, allowing outlining medium and long term trends.

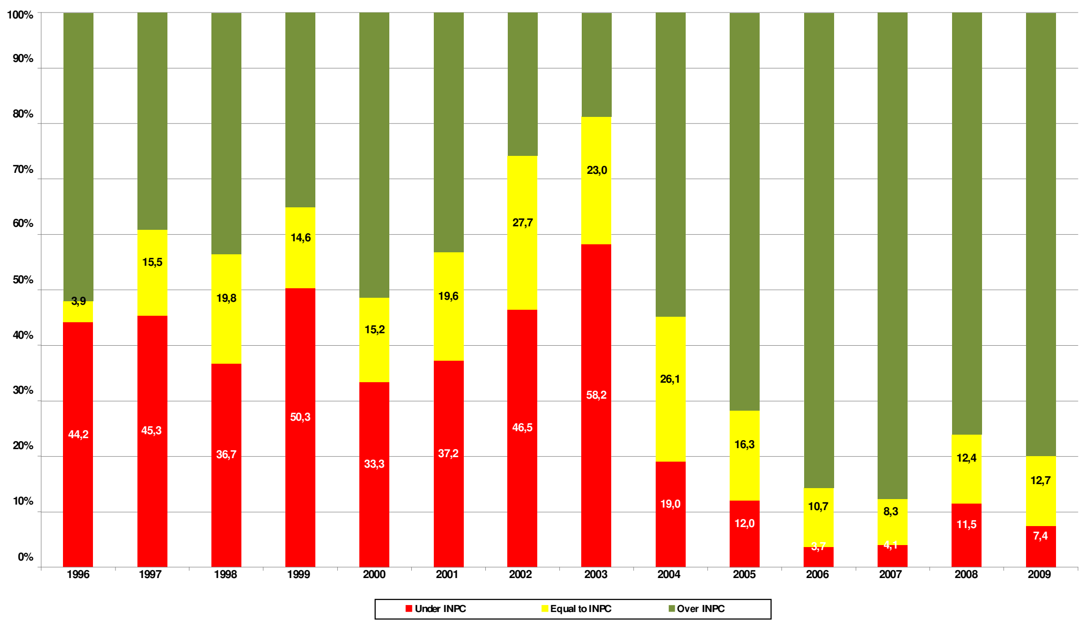
The survey following this introduction shows results of salary negotiations during 2009.

Conclusions from salary adjustment negotiations for 2009

The DIEESE – Inter-Union Department for Statistics and Socio-Economic Studies, using data regarding collective negotiations, compiled by SAS - DIEESE – Salary Monitoring System – presents in this number of the series Estudos e Pesquisas (Survey and Research) the results of 692 salary adjustment negotiations performed in Brazil during 2009.

The analysis of the outcome from salary adjustment negotiations for 2009 ratifies what had already been stated in first half year results: the global economic crisis that broke out in the last months of 2008 had little impact on salary adjustment[1] A concrete information corroborating this thesis is the six-year uninterrupted sequence, begun in 2004, showing that 80% or more of all categories got adjustments in a percentage being minimum similar to the INPC-IBGE – National Consumer Price Index of the Brazilian Institute of Geography and Statistics (Graph 1).

GRAPH 1
Distribution of salary adjustments, compared to Brazilian INPC-IBGE, 1996-2009



Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remark: In surveys performed between 1996 and 2008, adjustments considered were those of a group of professional categories being part of a different panel each year. From 2009, SAS-DIEESE began surveying salary adjustment data from categories of a same panel, using 2008 as base year. Currently, this panel has 782 negotiation units. In 2009, considered adjustment data were 692 of the total 782 units.

[1] One of DIEESE's initiatives, focused on understanding global crisis impact on the Brazilian job market, was to disclose in 2009 a Technical Note analyzing behavior of salary adjustments during the economic crisis. This note may be accessed by subscription members and full members of Dieese's technical production at: http://www.dieese.org.br/notatecnica/notatec83.xml.

Outcome

Good results of trade union performance in salary adjustment negotiations for 2009 may be seen in TABLE 1. Last year was the third one with adjustment under INPC-IBGE, since first survey made in 1996. Only 7% of records showed salary corrections under inflation rate. Same thing happened with records showing real earnings: along the verified period, only three times it was reached 80% of the categories: in 2006 (86%), 2007 (88%) and 2009 (80%). (TABLE1).

TABLE 1
Distribution of salary adjustments, compared to INPC-IBGE data
Brazil, 1996-2009

Year	Over INPC		Equal to INPC		Under INPC		Total	
	nº	%	nº	%	nº	%	nº	%
1996	120	51,9	9	3,9	102	44,2	231	100,0
1997	184	39,1	73	15,5	213	45,3	470	100,0
1998	141	43,5	64	19,8	119	36,7	324	100,0
1999	111	35,1	46	14,6	159	50,3	316	100,0
2000	190	51,5	56	15,2	123	33,3	369	100,0
2001	214	43,2	97	19,6	184	37,2	495	100,0
2002	124	25,8	133	27,7	223	46,5	480	100,0
2003	103	18,8	126	23,0	319	58,2	548	100,0
2004	361	54,9	172	26,1	125	19,0	658	100,0
2005	459	71,7	104	16,3	77	12,0	640	100,0
2006	562	85,7	70	10,7	24	3,7	656	100,0
2007	627	87,7	59	8,3	29	4,1	715	100,0
2008	595	76,1	97	12,4	90	11,5	782	100,0
2009	553	79,9	88	12,7	51	7,4	692	100,0

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remark: In surveys performed between 1996 and 2008, adjustments considered were those of a group of professional categories being part of a different panel each year. From 2009, SAS-DIEESE began surveying salary adjustment data from categories of a same panel, using 2008 as base year. Currently, this panel has 782 negotiation units. In 2009, considered adjustment data were 692 of the total 782 units.

Regarding distribution of negotiated adjustments, trend seen in last surveys became more evident: an increasingly significant proportion of agreements and collective conventions foresee an adjustment percentage close to the one verified by the INPC-IBGE for each one of the base dates. In 2008, 35% of negotiation units guaranteed percentage representing, at the time of the base dates, between 0.01% and1percent over the INPC-IBGE. That percentage went in 2009 to 38% of analyzed cases (TABLE 2).

On the other side, we can mention two positive facts:

(i) there has been a change in the lower part of the TABLE, since adjustments not respecting price increases in the last months, went down from 11% to 7%, and

(ii) in spite of still being discrete, there has been an increase in the presence (from 1% in 2008 to roughly 3% in 2009) of negotiation units with over 4% of real earnings. – after deducting inflation. We may say that this increase is directly related to the national minimum wage appreciation policy, because when we identify categories reaching over 4% of increase, we may observe that minimum levels of these categories are quite close to the national minimum wage, and that real earnings have been transferred not only to workers receiving minimum levels, but also to those with higher salaries.

Regarding adjustments able to equal the inflation, there is certain stability. This means that in both presented years, percentage remained close to 12%.

TABLE 2
Distribution of salary adjustments, compared to INPC-IBGE data
Brazil, 2008 and 2009

Changes	2008		2009	
	nº	%	nº	%
Over INPC	**534**	**77,2**	**553**	**79,9**
More than 5%	2	0,3	10	1,4
Over 4,01% to 5%	5	0,7	9	1,3
Over 3,01% to 4%	24	3,5	18	2,6
Over 2,01% to 3%	62	9,0	72	10,4
Over 1,01% to 2%	199	28,8	181	26,2
Over 0,01% to 1%	242	35,0	263	38,0
Equal to INPC	**79**	**11,4**	**88**	**12,7**
From 0,01% to less than 1%	66	9,5	40	5,8
From 1,01% to less than 2%	8	1,2	4	0,6
From 2,01% to less than 3%	3	0,4	2	0,3
More than 3,01%	2	0,3	5	0,6
Under INPC	**79**	**11,4**	**51**	**7,4**
Total	**692**	**100,0**	**692**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remark: This TABLE only shows results of 692 same negotiation units for years 2008 and 2009.

Salary adjustments, by economic sectors.

When analyzing results by economic sectors, we may see that only in industrial sectors there was a decrease in the quantity of categories with real earnings, however not much considerable (going from 88 to 85 percent). In commerce, percentage remains steady in the range of 88%, while in the service sector there was a substantial improvement: an increase of 11 percent to the proportion of adjustments with real earnings. (TABLE 3)

Industrial sector was the worst affected by the impact of global crisis, and therefore where dismissals and suspension of contracts of employment were higher. There was a modest increase in the percentage of adjustment records equal to the INPC-IBGE (going from 7% to more than 8%) and also in those under the index variation (going from 6% to 7%) due to the reduction of categories with earnings over the inflation.

The service sector, besides having registered higher increase of negotiation units with an improved purchasing power, managed to reduce in more than 50% the adjustments under the INPC IBGE; it went from 21% in 2008 to less than 10% next year – nevertheless a high level when compared to other sectors. In this sector we may see the highest percentage of negotiations with the same adjustment than inflation, measured by the INPC-IBGE (20% in 2008 and 2009).

TABLE 3
Salary adjustment percentages, over, equal to or under the INPC-IBGE, by economic sector. In Brazil, for 2008 and 2009

Changes	Industry		Commerce		Services	
	2008	2009	2008	2009	2008	2009
Over INPC	87,5	84,8	87,5	87,5	59,1	70,2
Equal to INPC	6,8	8,3	4,8	8,7	20,2	20,2
Under INPC	5,7	6,8	7,7	3,8	20,6	9,5
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remarks:
a) This TABLE only shows results of 692 same negotiation units for years 2008 and 2009
b) Of all 692 salary adjustments,336 (49%) refer to negotiations of industrial workers,104 (15%) in the Commerce sector, and 252 (36%) in Services.

Salary adjustments accumulated in the biennium 2008-2009

When analyzing salary adjustments accumulated in two base dates (2008-2009), we verify that in 692 analyzed negotiations, almost 84% got real increases compared to inflation of the biennium, 5% got adjustments only enough to replace salary purchasing power, and 11% accumulated losses (TABLE 4). We must stress that only 22 professional categories negotiated rates lower than the INPC-IBGE on both years, this representing a little bit more than 3% of studied negotiation units. On the other side, 472 negotiations (68% of the panel) got real increases in 2008 and in 2009.

It was in the commerce sector where we saw the majority of real increases. In the accumulated of these two years, around 92% of negotiations got real increases. It was in this sector also where we saw lower percentage of negotiations, with adjustments under the INPC-IBGE rate, it is a little bit less than 6%.

TABLE 4
Distribution of accumulated salary adjustments, compared to the INPC-IBGE
Brazil, from 2008 to 2009

Changes	Industry		Commerce		Services		Total	
	nº	%	nº	%	nº	%	nº	%
Over INPC	**305**	**90,8**	**96**	**92,3**	**179**	**71,0**	**580**	**83,8**
More than 10%	1	0,3	0	-	0	-	1	0,1
Over 9,01% to 10%	1	0,3	0	-	0	-	1	0,1
Over 8,01% to 9%	4	1,2	1	1,0	4	1,6	9	1,3
Over 7,01% to 8%	4	1,2	0	-	3	1,2	7	1,0
Over 6,01% to 7%	9	2,7	0	-	1	0,4	10	1,4
Over 5,01% to 6%	19	5,7	4	3,8	5	2,0	28	4,0
Over 4,01% to 5%	21	6,3	13	12,5	12	4,8	46	6,6
Over 3,01% to 4%	48	14,3	12	11,5	13	5,2	73	10,5
Over 2,01% to 3%	56	16,7	26	25,0	17	6,7	99	14,3
Over 1,01% to 2%	74	22,0	18	17,3	49	19,4	141	20,4
Over 0,01% to 1%	68	20,2	22	21,2	75	29,8	165	23,8
Equal to INPC	**7**	**2,1**	**2**	**1,9**	**24**	**9,5**	**33**	**4,8**
From 0,01% to less than 1%	17	5,1	5	4,8	31	12,3	53	7,7
From 1,01% to less than 2%	3	0,9	0	-	11	4,4	14	2,0
From 2,01% to less than 3%	2	0,6	1	1,0	3	1,2	6	0,9
From 3,01% to less than 4%	0	-	0	-	2	0,8	2	0,3
From 4,01% to less than 5%	0	-	0	-	1	0,4	1	0,1
From 5,01% to less than 6%	2	0,6	0	-	1	0,4	3	0,4
Under INPC	**24**	**7,1**	**6**	**5,8**	**49**	**19,4**	**79**	**11,4**
Total	**336**	**100,0**	**104**	**100,0**	**252**	**100,0**	**692**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remark: This TABLE only shows results of 692 same negotiation units for years 2008 and 2009.

When assessing distribution of accumulated adjustments in two base dates among equals, over and under the INPC-IBGE, industrial workers negotiations showed similar performance than those in commerce. However, when analyzing range by range, we observe that in the industry sector earnings are higher, because around 11% of salary negotiations exceeded 5% of real earnings. We must also emphasize that it was in the industry sector where we saw the lowest proportion of adjustments in the first range exceeding INPC-IBGE (the closest to the rate change), being 20% of total analyzed data.

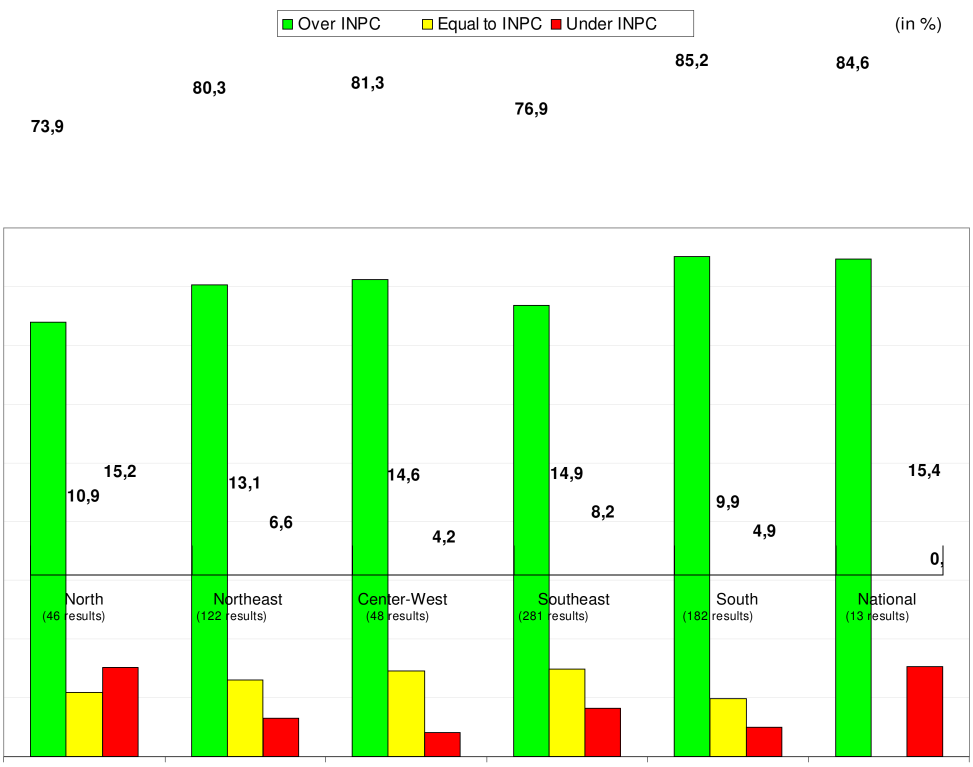
Regarding services, retrospect is less favorable. A sign of this is the number of categories with accumulated salary losses in the biennium 2008-2009, reaching around 19%. Even in negotiation units able to increase salary purchasing power, concentration of adjustments close to the inflation rate is high: 30% were in the range of 0.01% to 1% over the inflation, and approximately 50% between that range and next (from 1.01% to over 2%).

Salary adjustments, by geographical regions.

The approach by geographical region where collective negotiations were signed shows little difference in results distribution. In spite of percentage of adjustments over the INPC-IBGE fluctuate between 85% – in the South states and due to negotiations valid in the whole country – and 74% – for North states –, when considering the proportion of adjustments equal or over the inflation, we conclude that in all cities, a minimum of 85% of agreements and collective conventions reestablished salary purchasing power, compared to inflation.

In 2009, Brazilian Center West states had the smallest proportion of adjustment percentages under inflation rate: 4%, followed by South states: 5%. The situation in the North and in records of the rest of the country was a little bit different: 15% did not reach the accumulated inflation rate in base dates. In the Southeast, where there is a higher volume of negotiation units, 77% of categories got adjustments exceeding the INPC-IBGE, 15% got equal adjustment, and 8% remained under the index (GRAPH 2).

GRAPH 2
Distribution of salary adjustments, by geographical region, compared to the INPC-IBGE - Brazil, 2009



Source: DIEESE. SAS-DIEESE – Salary Monitoring System

Salary adjustments, by base dates

Negotiations in 2009, with base date in the second half showed higher percentage of adjustments over inflation. While in base dates July / December at least 85% of analyzed categories got real salary earnings, in first half only one month – January, reached 80% (TABLE 5).

TABLE 5
Distribution of salary adjustments, by base date, linked to the INPC-IBGE
Brazil, 2009

Changes	Base Date												Total
	Jan	Feb	Mch	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
Over INPC	88,5	75,0	62,4	75,5	75,1	75,6	92,6	88,9	91,9	97,1	91,8	84,6	**79,9**
Equal to INPC	7,7	13,9	24,7	20,4	15,2	17,1	7,4	3,7	3,2	0,0	6,6	0,0	**12,7**
Under do INPC	3,8	11,1	12,9	4,1	9,6	7,3	0,0	7,4	4,8	2,9	1,6	15,4	**7,4**
Total	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remarks.: Due to rounding, percentages may not reach 100..

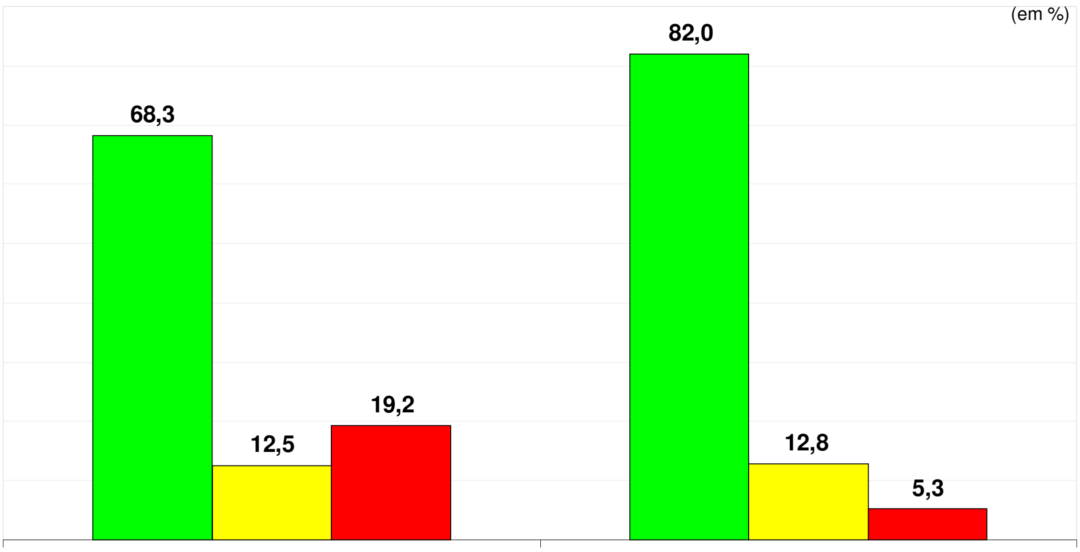
Salary adjustments, by types of negotiation

Like in 2008, in 2009 work collective conventions[2] had a higher proportion of adjustments equal or over inflation rate than collective agreements[3]. This behavior is even more evident if we consider different adjustment percentages over the INPC-IBGE: 82% of collective conventions improved their purchasing power, while percentage of collective agreements in the same situation remained in 69%. We also have to mention the proportion almost four times higher of negotiation units under inflation rate in documents signed with different companies: 19% against 5% (GRAPH 3).

There are a lot of reasons that may explain this better performance of adjustments in work collective conventions. An hypothesis could be the possibility of negotiating collective agreements with higher appreciation of other earning items – such as salary allowances and profit sharing or profit results – or complementary payments, for example meal vouchers or day-care assistance – in exchange of a lower adjustment in an inferior level.

[2] Document arising from work collective negotiations performed among trade union entities representing workers and trade union entities representing employers.
[3] Document arising from work collective negotiations performed among trade union entities representing workers and a company or a group of companies..

GRAPH 3
Distribution of work collective agreements and work collective conventions, compared to the INPC-IBGE - Brazil, 2009



ACT CCT

Over INPC Equal to INPC Under INPC

Source: DIEESE. SAS-DIEESE – Salary Monitoring System

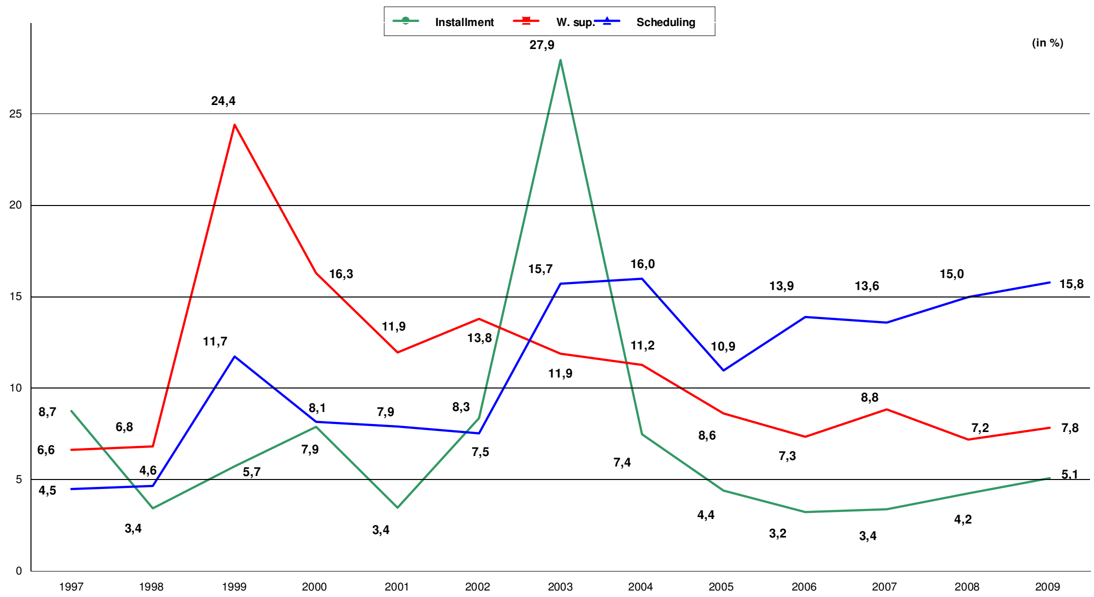
Special types of salary negotiations

Negotiation of salary adjustments may include other issues beyond setting a percentage to be paid by companies. Main features for analyzing salary adjustments are definitions regarding how they are awarded – if in one or two payments or in any other way based in a level criteria, and joint award of adjustments and wage allowances.

In 2009, adjustments paid in installments totaled a little bit more than 5% of negotiation units – the highest percentage since 2005. That change was probably caused by economic turmoil during this year. In general, payment in installments is negotiated when companies argue being facing some difficulties to do cash payment.

Scheduling adjustments slightly increased, going from 15% in 2008 to almost 16% in 2009 - a close percentage to the one of 2004, year with highest incidence in the series. Wage supplement also had a slight increase, going from a little over 7% in 2008 to almost 8% in 2009 – remaining in the average of last four years (GRAPH 4).

GRAPH 4
Frequency of adjustment installment and scheduling cases, and award of wage supplements
Brazil – 1997 to 2009



Source: DIEESE. SAS-DIEESE – Salary Monitoring System

Results compared to the ICV-DIEESE

If we consider the ICV-DIEESE (Cost of Living Index) as a parameter in this analysis, we may observe that 2009 results were slightly inferior to those of 2008. However, in a more favorable level when compared to the INPC-IBGE[4].

In spite of the decrease of real earnings percentage in 2009, participation of categories with adjustments over the ICV-DIEESE is still significant; close to 95%. An important change we may see is a marked concentration in the range of 0.01% and over 1%, going from 26% in 2008 to 46% in 2009. This data shows a reduction in earnings compared to this index. Additionally, same approximation was identified in the inferior part of the TABLE, this is, almost 4% of a total of 5% did not meet inflation index – and they classified in the range of 0.01% and under 1% (TABLE 6).

[4] When comparing performance of adjustment negotiations, using both inflation indexes of this analysis – ICV-DIEESE and INPC-IBGE – we must take into consideration methodological differences of each survey. Along a historical series, these indexes identify several reversals in accumulated values. As an example, during 2008 and 2009 ICV-DIEESE was lower than the INPC-IBGE. This explains the result we are presenting.

TABLE 6
Distribution of salary adjustments, compared to the ICV-DIEESE
Brazil, 2008 and 2009

Changes	2 0 0		2009	
			nº	%
Over ICV-DIEESE	**675**		**656**	**94,8**
More than 5%	7		13	1,9
Over 4,01% to 5%		1,	12	1,7
Over 3,01% to 4%	0 18		36	5,2
Over 2,01% to 3%		2,	105	15,2
Over 1,01% to 2%	6		175	25,3
Over 0,01% to 1%	65		315	45,5
Equal to ICV-DIEESE	**-**	**-**	**-**	**-**
From 0,01% to less than 1%	13	1,	27	3,9
From 1,01% to less than 2%	9		1	0,1
From 2,01% to less than 3%	1		3	0,4
From 3,01% to less than 4%		0,	2	0,3
From 4,01% to less than 5%	1		1	0,1
Less than 5%	1		2	0,3
Under ICV-DIEESE	**17**		**36**	**5,2**
Total	**692**		**692**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remark: This TABLE only shows results of 692 same negotiation units for years 2008 and 2009.

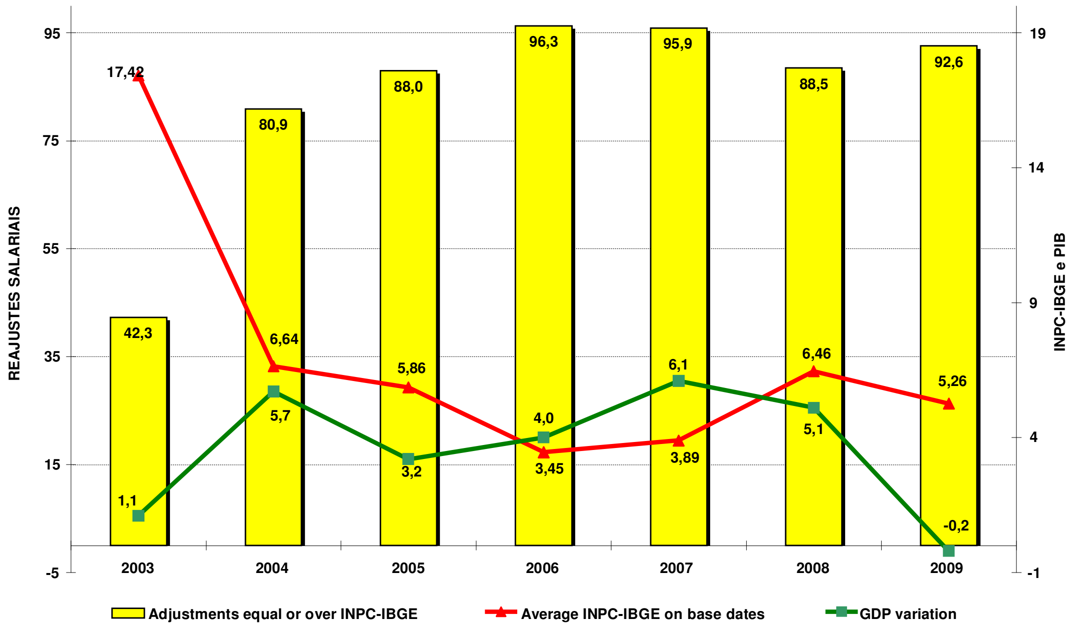
Final Considerations

The analysis of salary adjustments in 2009 showed that in spite of global economic crisis context, Brazilian trade union entities could achieve another more year of good results on worker's salary negotiations. Besides the trade unions negotiation capacity, extremely important when international crisis was strongly hitting Brazil, we must stress the relevant role of trade union movement, demanding and supporting anti-cyclical government initiatives as a fundamental fact helping fast recovery of national economy, mainly backed by domestic consumption growth. Even with a GDP showing a negative variation rate of 0.2%, consequence of economic slowdown in last quarter of 2008 and first months of 2009 – proportion of categories with salary adjustments minimum equal to INPC- IBGE was 93%, as it may be seen on GRAPH 5.

GRAPH 5

Percentage of negotiations with salary adjustment equal or over the INPC-IBGE. Yearly INPC-IBGE accumulated average for base dates and GDP variation

Brazil, from 2003 to 2009



Source: DIEESE. SAS-DIEESE – Salary Monitoring System

Another heavy impact in 2009 issue was price behavior. Adjustment percentage negotiation is easier when there is no risk of inflation getting out of control. Since 2004, indexes have confirmed stability of inflation, in levels under those recently verified: in 2009 accumulated INPC-IBGE average on each base date was 5.26% – a percentage lower to 6.46% in 2008 (may also be seen in GRAPH 5).

Minimum national wage behavior, at least for lower compensation categories, became an allied not only because it increased the wage floor, but also helped in adjustments of lower salaries, leading to a cascade effect on new minimum wage closer salary ranges. This phenomenon goes to workers recently hired and receiving floor level pay, to avoid them having wages equal or even superior to workers with more time in the same function.

Regarding 2010, current forecast is that we will have a year of consistent economic growth and job expansion. If in the next months favorable prospects showed by economic indexes could be confirmed, it is quite reasonable to expect another positive year for collective salary negotiations.

ANNEXES

Panel features

TABLE 7 shows distribution of negotiation units by geographic regions. The Southeast region covers 41% of information, followed by South with 26% and Northeast with 18%. North and Center West provide less than 7% of information. We also include 2% of information coming from negotiation units in other parts of the country. (TABLE 7).

TABLE 7
Distribution of salary adjustments, by geographic region
Brazil, 2009

Region	nº	%
Southeast	281	40,6
South	182	26,3
Northeast	122	17,6
North	46	6,6
Center West	48	6,9
National (*)	13	1,9
Total	**692**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System
Remark: (*) results corresponding to agreements or work collective conventions valid in the whole country or inter-regionally.

Salary adjustments distribution based on base dates shows that May is a month concentrating significant part of information (29%). March base date also includes a high number of categories: 13% of the surveyed panel. In the second half, September and November are months with higher participation, next to 9% of negotiation units for each base date (TABLE 8).

TABLE 8
Distribution of salary adjustments by base dates
Brazil, 2009

Base Date	nº	%
January	52	7,5
February	36	5,2
March	93	13,4
April	49	7,1
May	197	28,5
June	41	5,9
July	27	3,9
August	27	3,9
September	62	9,0
October	34	4,9
November	61	8,8
December	13	1,9
Total	**692**	**100,0**

Source: DIEESE. SAS-DIEESE – Salary Monitoring System

Methodological notes

1. This survey is based on data coming from agreements and work collective conventions recorded in the Salary Monitoring System – SAS- DIEESE. Documentation was sent to the Department by trade union entities involved in collective negotiations, or by regional offices and subsections (DIEESE work unit's locations within trade union entities). Additionally, we also used media news, virtual and printed newspapers from trade union environment – papers and magazines edited by worker's representative trade unions and employer's trade union entities.
2. Data here presented has an indicative value, aimed to provide salary Brazilian salary negotiation trends.
3. Information panel does not allow extrapolations beyond this work, since it is not a statistical sample.
4. Each panel entry refers to a negotiation unit. Negotiation units are collective negotiation clusters established between workers representatives and businessmen, producing documents making official decisions taken by parts.
5. In surveys performed between 1996 and 2008, adjustments referred to a group of professional categories forming a different panel. From 2009, SAS-DIEESE began analyzing data of salary adjustment categories belonging to a permanent panel. Currently this panel accounts for 782 negotiation units. From these, in 2009

we got adjustment data of 692 units.

6. This survey does not include contracts signed by rural workers representative entities nor civil servants. This is due to peculiarity of negotiations of these categories, significantly different from those of other economic sectors.
7. Exclusive focus of analysis performed in this research is direct salaries adjustment negotiations. Therefore it is not part of the plan of this work to deal with the effects of compensatory advantages granted as indirect or variable wages (allowances and additions).
8. Usually, adjustments applied to floor wages are higher than these concerning superior pay ranges. Therefore, in this survey we have not considered adjustment percentages exclusively oriented to floor categories.
9. In the case of salary adjustments scheduled by range of payment, we have accounted percentages influencing on the lower salary or, when having available data, on a wider salary range.
10. Data concerning years 1996 to 2002 does not correspond to results reported on previous issues, because data base for that period was reviewed. Changes are due to the fact that agreements and civil servant and rural workers' work collective conventions were excluded from panels, to adequate to methodological criteria of Note 6.
11. Other differences eventually observed among previous year's results, presented in the current survey and data disclosed at that time, are result of reviewing the data base.

12. Tables of this survey show percentages rounded after the first decimal; and in the text they will rounded to closest point.

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