

Labour market and turnover in the industrial employment in the Brazilian Northeast region

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Abstract

Recent economic growth has played in settings marked labor relations, especially in scenarios of late capitalism. The disruption in the Brazilian labor market was the result of the offensive of capital over labor, in a context of economic growth with unemployment and high turnover rates. Therefore, this article aims to analyze the turnover of the industrial labor market in the Northeast. This scenario is strongly characterized by the national restructuring process, especially as a receiver of economic activity/work intensive. Methodologically, it resorts to a literature review and empirical methods are added to the construction of indicators of turnover. The time frame covers the years 2001 and 2010, with the data source to the Annual Social Information and the General Register of Employed and Unemployed of the Ministry of Labor and Employment. The main results show that there are high rates of unfair dismissal, and a high proportion of workers who leave their jobs in less than a year. In addition, turnover is more pronounced in construction and agriculture. However, when the selection is made for the sectors of manufacturing industry, mechanical industry, footwear and food industries have high rates of turnover, compared with the other. Regarding the turnover rate according to demographic and socioeconomic characteristics, it is more pronounced for the male labor force, the very young and the young, less educated and in jobs with earnings of up to one minimum wage.

Key words: job market, turnover, Northeast.

JEL Classification: J00, J7.

Resumen

El crecimiento económico reciente ha configurado ajustes acentuados en las relaciones laborales, especialmente en escenarios de capitalismo tardío. La ruptura en el mercado de trabajo brasileño fue el resultado de la ofensiva del capital sobre el trabajo, en un contexto de crecimiento económico con tasas de desempleo y de alta rotación. Por lo tanto, este artículo tiene como objetivo analizar el volumen de negocios en el mercado

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de trabajo industrial del noreste. Este escenario está fuertemente caracterizado por el proceso de reestructuración nacional, especialmente como un receptor de la actividad económica/trabajo intensivo. Metodológicamente, se recurre a una revisión de la literatura y se añaden métodos empíricos para la construcción de indicadores de volumen de negocios. El marco de tiempo abarca los años 2001 y 2010, con la fuente de datos de la Información Anual Social y el Registro General de Empleados y Desempleados del Ministerio de Trabajo y Empleo. Los principales resultados muestran que hay un alto índice de despido injustificado, y una alta proporción de trabajadores que dejan sus puestos de trabajo en menos de un año. Además, la rotación es más pronunciada en la construcción y la agricultura. Sin embargo, cuando se realiza la selección de los sectores de la industria manufacturera, la industria mecánica y la de calzado y alimentos tienen altas tasas de rotación en comparación con las demás. En cuanto a la tasa de rotación, de acuerdo a las características demográficas y socioeconómicas, es más pronunciada para la fuerza de trabajo masculina, los muy jóvenes y los jóvenes, menos educados y en puestos de trabajo con ingresos de hasta un salario mínimo.

Palabras clave: mercado de trabajo; volumen de negocios; noreste.

INITIAL CONSIDERATIONS

The transformations in production relations in the 1990s were responsible for an intense debate about the settings and the rotation of the Brazilian labor market. The main hypotheses guided raised the debate about the turnover to the characteristics inherent to the new procedures introduced, in the midst of production restructuring (Dedecca, 1998, 2005; Pochmann, 1998, 1999, 2001). Therefore, would the turnover be in the labor market, a result of new forms of production prevailing in the country?

It is known therefore that experienced economic settings around the world before the economic liberalization and the expansion of neoliberal process actions, sharply marked relations of production and labor (Silva Filho and Queiroz, 2010; Silva Filho and Clementino, 2011). In developing nations the impacts of such actions were exceedingly intense. The productive restructuring in Brazil led to a series of market actions that guided production system under precarious conditions for the workforce.

New forms of contracts were implemented in the Brazilian economy. The deregulation of the labor market was appreciated under different dimensions. It diverges in the national literature the thought that guides the actions of capital over labor. On one hand, there are those who advocate a deregulated labor market and reduced state participation guides production to market demand without

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