

**OUTSOURCING IN BRAZIL: EVALUATION OF LEGAL FRAMEWORK AND COMMENTS  
ABOUT BILL Nº 4.330/2004****André Gambier Campos**

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There is a lot of discussion about the impacts of outsourcing in Brazilian labor market. And this discussion is taking place in economic, social and political spheres, involving actors like workers and companies.

In fact, outsourcing may have several impacts, especially for workers. That is why it is relevant to debate new regulations for this phenomenon, mainly legislative ones (judicial regulations have resulted in legal incertitude).

The Bill nº 4.330/2004 is just one of the regulations that have been discussed in Brazilian parliament. Nonetheless, it is the one that is far ahead in lawmaking process. That is the reason why it has been chosen to be studied in this article.

As it will be seen below, there are doubts whether Bill nº 4.330/2004 is the best option for a legislative regulation of outsourcing. Probably, qualified impact evaluations of this phenomenon should be made, before any parliament's decision about this bill.

**EXECUTIVE SUMMARY**