

**IMPACTS OF OUTSOURCING ON WAGE: NEW EVIDENCE FOR THE BRAZILIAN DEBATE****André Gambier Campos**

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This article brings empirical evidence for outsourcing debate in Brazil. This evidence is the result of a new methodology, which uses new microdata (Cnes/MTE and Rais/MTE), recently released by the Ministry of Labour. This methodology is rather simple, but it engenders interesting results, which can be compared to others, produced by similar methodologies, also focusing the outsourcing phenomenon. The total amount of outsourced employees estimated in this article is 4,02 million (11,7% of all urban employees in the private sector), distributed as follows: *i*) 3,10 million with medium probability of being outsourced (77,0% of the 4,02 million); *ii*) 0,92 million with high likelihood of being outsourced (23,0%). Comparing wages of direct and outsourced employees (with high probability of being outsourced), it is possible to notice a decrease in the wages of the latter, in most of the situations examined. Beyond outsourcing, other variables also influence employees' wages. The location of companies in the territory, by one side, and the sex, the education and the time of employment of employees, by the other, are examples of those variables. Despite that, outsourcing (considered by itself) has a relevant influence over employees' wages (at least amidst the group with high probability of being outsourced).

**EXECUTIVE SUMMARY**