

# 136

**DISCUSSION PAPER**

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## **PEOPLE'S SECURITY SURVEY IN BRAZIL, ARGENTINA AND CHILE: A REGIONAL COMPARATIVE ANALYSIS**

**Lauro Ramos**





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Brasília, January 2015

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Lauro Ramos<sup>2</sup>

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1. This paper is part of the report People's security survey in Latin America, produced by the In Focus Programme on Socio-Economic Security, International Labour Office, Geneva, 2001. It was subject of an official cooperation between ILO and Ipea. Lena Lavinhas played a key role in this joint work, and her tireless effort to make it feasible deserves special acknowledgement.

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## DISCUSSION PAPER

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## **SINOPSE**

Este artigo apresenta os principais resultados obtidos nas pesquisas sobre segurança socioeconômica levadas a campo em 2001 na Argentina, Brasil e Chile. Uma análise comparativa entre os três países procura explicitar similaridades e contrastes de acordo com as noções de segurança subjacentes. Um traço comum entre eles é a existência de uma dicotomia clara no que se refere à noção de segurança associada ao mercado de trabalho e aos postos de trabalho em si: as pessoas que se encontravam desempregadas ou inativas no momento da pesquisa mostravam maior propensão à rotatividade e desalento; as que se encontravam ocupadas experimentavam, em geral, menor tendência à troca de emprego e menor duração dos períodos de desemprego. Por outro lado, algumas diferenças também são apontadas em respeito às noções de segurança associadas ao mercado de trabalho, com destaque para a Argentina, onde há um maior pessimismo, tanto em relação a questões objetivas quanto, de forma mais acentuada, no que tange às percepções dos agentes.

## **ABSTRACT**

The paper presents the main results produced by the People's Security Surveys applied in Argentina, Brazil and Chile in 2001. A comparative analysis across countries is developed, trying to point out the similarities and contrasts among behavioral patterns according to the notions of socio-economic security. A common trace for the three countries is a clear partition on the labor market and employment notions of security: those that were either unemployed or inactive at the moment the surveys were conducted had a propensity for higher turnover and discouragement; those that held a job tended to experience lower job rotation and shorter spells of unemployment. On the other hand, the comparison also reveals some differences regarding labor market sense of insecurity. There is a tendency for more criticism in Argentina, both in objective grounds and, in a stronger fashion, for the aspects related to the individuals' perception. Brazilians stand in the other extreme, whereas Chileans are somewhere in the middle.

# 1 INTRODUCTION

This paper presents an overall assessment of the results of the People's Security Surveys for Brazil, Argentina and Chile,<sup>1</sup> entailing a regional comparative analysis with respect to the different types of social-economic security addressed in the questionnaire, highlighting differences and common patterns among the three countries, as well as the limitations of this undertaking.

Besides this introduction and the overview of the countries labour markets that follows, the main body of the paper is presented in eight sections, following the definitions of the different notions of security provided by the ILO, as described below:<sup>2</sup>

- *Basic security*: existence of an environment that guarantees, in a broader sense, both an individual and collective sense of security, regarding equality of opportunities, freedom of speech and association, respect to human and political rights, etc.
- *Labour market security*: adequate employment opportunities, through state-guaranteed full employment policies;
- *Employment security*: protection against arbitrary dismissal, regulations on hiring and firing practices, imposition of costs on employees, etc;
- *Job security*: related to the occupation or "career", plus tolerance of demarcation practices, barrier to skill dilution, craft boundaries, job qualifications, restrictive practices, craft unions, etc;
- *Work security*: protection against accidents and illness at work, through safety and health regulations, limits on working time, unsociable hours, night work, etc;
- *Skill reproduction security*: widespread opportunities to gain and retain skills, through apprenticeships, employment training, etc;
- *Representation security*: protection of a collective voice in the labour market, through independent trade unions and employer associations incorporated economically and politically into the state, with the right to strike, etc;
- *Income security*: protection of labour income through enforced minimum wage policies, wage indexation, comprehensive social security, progressive taxation, etc.

The questionnaire applied in the three countries, which is presente in the Appendix, generated more than two hundred variables. Due to the space constraint, the comparative analysis developed here concentrates only on some of these. They are mentioned in each figure below, according to their code number in the questionnaire.

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1. These surveys were carried out by the International Labour Office (ILO) in 2001 for Brazil, Argentina and Chile. Lena Lavinas (ILO) was the team manager. The researchers responsible for the work at country level were Celi Scalonand Lauro Ramos, in Brazil, Malva Espinosa and Ninoska Damianovic, in Chile, and Ruben Lo Vuolo and Alberto Barbeito, in Argentina. Lauro Ramos was the regional coordinator.

2. The ILO In Focus Programme on Socio-Economic Security. A Medium Term Work Plan , October 1999, Geneve.

## 2 LABOUR MARKETS OVERVIEW

The following table presents a series of statistics which describe the state of the labour market for each country in 1999. The unemployment rate was higher in Argentina than in Brazil and Chile, whereas the informality rate, an indicator of precariousness, in Brazil was well above that for Chile and Argentina. In structural terms, the labour market was in better shape in Chile than in Brazil and Argentina.

TABLE 1  
LABOUR MARKET INDICATORS, ARGENTINA, BRAZIL AND CHILE — 1999

	Argentina	Brazil	Chile
Active population (thousands)	13 704	76 497	5 870
Of which, employed	11 871	68 860	5 381
Unemployed	1 833	7 640	489
Inactive population (thousands)	19 526	36 575	5 089
Unemployment rate (%)	13.4	10.0	8.3
Youth unemployment as % of total unemployment	37.4	44.2	32.3
Informality rate (%)	31.9	41.5	32.6

Source: 1. SES Database (urban population).  
2. PNAD, IBGE (all areas, except North, over 15 years old).  
3. SES Database (all areas, 15 years old and over).

At the time the survey was carried out (March – May 2001) some changes had taken place. In Argentina the recession deepened in 2000, unemployment was still high and a severe economic crisis was in process, with the consequent threat of political and institutional instability.

In Brazil, after a reasonable economic performance in 2000, the economic outlook, at the time of the fieldwork, looked good, in spite of a process of currency depreciation (it was only in late April that a sharp reversal regarding economic growth started to take place, with the announcement of energy rationing. The unemployment rate had dropped to 6.5 per cent in metropolitan areas where the survey was carried out. There was trouble on the political front, as the Government's popularity declined and Congress came under fire from both press and public.

After a decade of strong economic growth, Chile was also facing difficulties with its currency, and a worsening of unemployment and several other social indicators. Moreover, the country was deeply preoccupied politically over the fate of the former dictator Pinochet, and the clash between his supporters and democratic forces was at the centre of public and juridical debate.

In political terms, the picture in Chile is different from Brazil and Argentina. In these two countries, political reforms over the past two decades, in spite of some shortcomings, have led to a process of democratization and transparency. This is not the case in Chile, where traces of the military regime are still present in everyday life, arguably making people feel less comfortable about expressing their opinion regarding controversial issues.



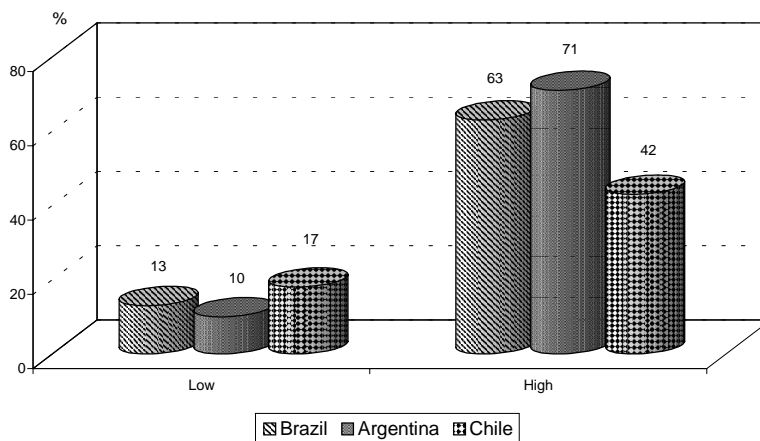
### 3 DIMENSIONS OF SOCIO-ECONOMIC SECURITY: COMPARATIVE ANALYSIS

#### 3.1 BASIC SECURITY

The concept of basic security encompasses a large array of elements that are related to the notion of citizenship and fairness, in the sense of being aware of one's social rights and being able to exercise them fully, in order to assure one's well-being now and in the future. The perceptions of social fairness is taken here as the relevant variable, and is analyzed and compared between the three countries.

The percentage of those who think that there is a high degree of equality of opportunity<sup>3</sup> is low (Figure 1). This is unsurprising, as social fairness has not been, historically, a characteristic of most Latin American countries. Taking perception of equality of opportunity as the indicator for basic security, the replies show a high level of basic insecurity in these countries. There are, however, a few differences that should be stressed.

FIGURE 1  
WHICH GRADE WOULD YOU GIVE TO YOUR COUNTRY CONCERNING EQUAL OPPORTUNITIES FOR PEOPLE IN GENERAL? (QUESTION D13)



First, Chileans seem to feel a little bit easier about the matter, as the proportion who consider that equality of opportunity is fairly high (17 per cent) lies well above perceptions in Brazil (13 per cent) and Argentina (10 per cent). Second, and perhaps somewhat striking, is the finding that the Argentineans are more concerned about the issue than the Brazilians. Several indicators in the two countries — human development, income distribution, level of schooling, and so on — lead to the conclusion that Argentinean society is more equal than Brazilian. Nevertheless, in terms of perceptions, the diagnosis is different.

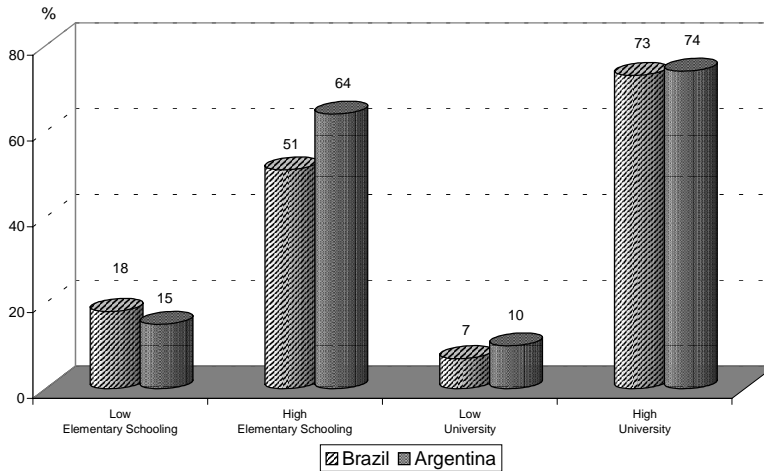
The very fact that the Argentineans have a higher level of education helps to explain this apparent contradiction, as they may be more aware of this issue. Figure 2<sup>4</sup> shows that the level of schooling is related to perceptions: the more educated the

3. There was no specific definition of "equality of opportunity" in the questionnaire.

4. In the Chilean report, only the average result was provided.

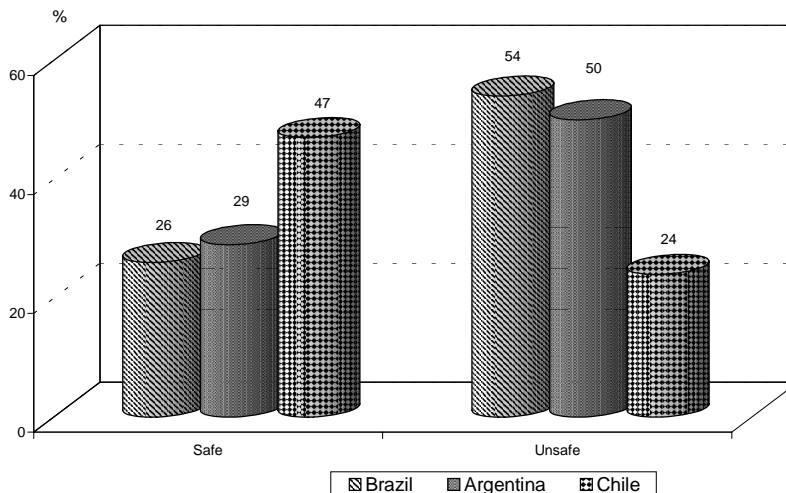
individuals are the more critical about social fairness they become. However, even among the highest educated, there is still an equal evaluation in the two countries. Differences in educational cannot, therefore, wholly explain the differences in perceptions.

FIGURE 2  
WHICH GRADE WOULD YOU GIVE TO YOUR COUNTRY CONCERNING EQUAL OPPORTUNITIES FOR PEOPLE IN GENERAL? REPLIES BY SCHOOLING (QUESTION D13)



Perceptions related to the idea of basic security seem also to be affected by current economic performance as well as by cultural traits. For this reason, Argentineans would tend to be more critical on account of the country's poor economic performance and a deterioration in its social environment. On the other hand, the economic situation in Brazil has not been as bad as in Argentina, and historically, social standards for Brazilians are lower, which could lead them to be less critical. Apparently this reasoning is confirmed by the expectations of future standards of living, shown in Figure 3: Brazilians and Argentineans are equally concerned about the future, even though the standard of living in Argentina is in general considered much better.

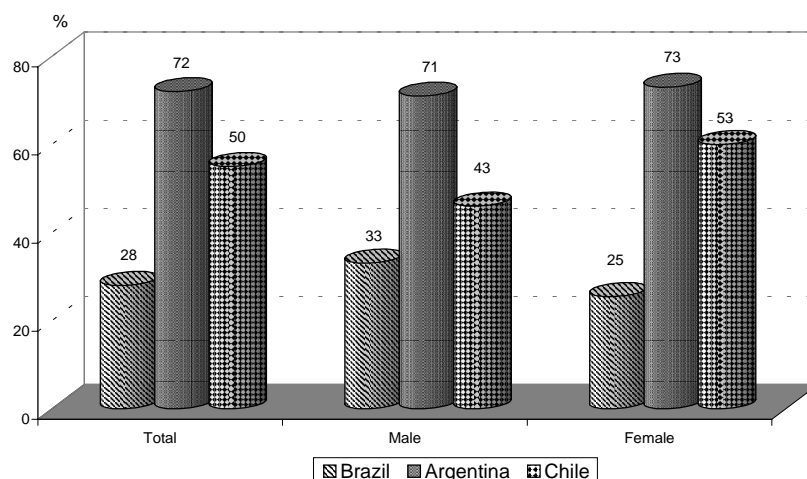
FIGURE 3  
HOW DO YOU FEEL ABOUT YOUR FUTURE STANDARD OF LIVING (QUESTION E16.5)



### 3.2 LABOUR MARKET SECURITY

The first aspect related to labour market insecurity to be analyzed is the frequency of unemployment among those who were not occupied at the time of the survey: they could be either unemployed or out of the labour force (Figure 4).

FIGURE 4  
IS UNEMPLOYMENT SOMETHING THAT HAPPENS VERY OFTEN IN YOUR LIFE? (QUESTION B9)



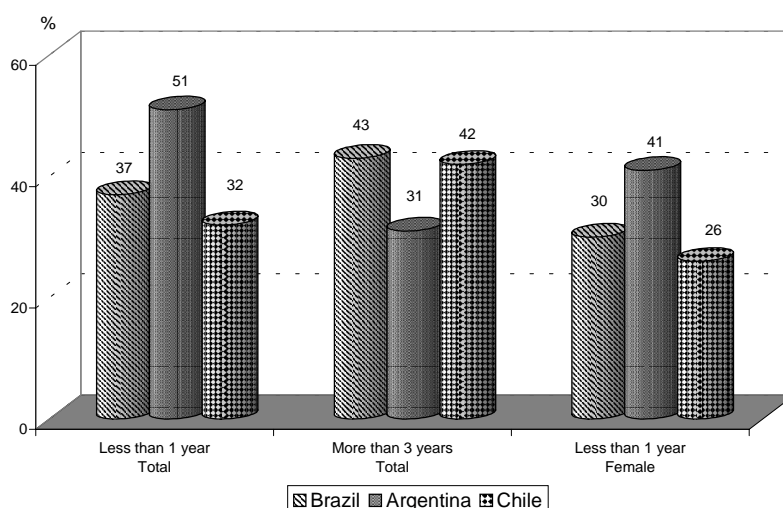
Due possibly to unfavourable macroeconomic conditions, a sizeable degree of insecurity is revealed by the high percentage of those who answered that being unemployed is a common experience. Almost three quarters of the respondents indicated that they have been frequently unemployed in recent times. This is particularly true in the case of Argentina, where, as mentioned before, the difficulties started longer ago than in the other two countries. The pattern of results by gender is quite different in each country: in Argentina, the figures for men and women are basically the same; in Brazil, being unemployed is a more frequent experience for men, whereas in Chile females are more affected by it.

These results are related to the perception of the individuals, as the notion of “frequency of unemployment” was left vague in the survey. A question about the length of unemployment was also asked, to allow a more objective analysis.

The worst situation for those not occupied in Argentina is apparently confirmed by the figures concerning the amount of time that has gone by since they left their last job. It seems reasonable to assume that those who have not worked for over three years are no longer in the labour force,<sup>5</sup> and that those who left their last job less than one year ago are still in the labour force, as unemployed. One may infer that labour turnover is higher in Argentina, which helps to explain the previous finding that unemployment is a more common experience there.

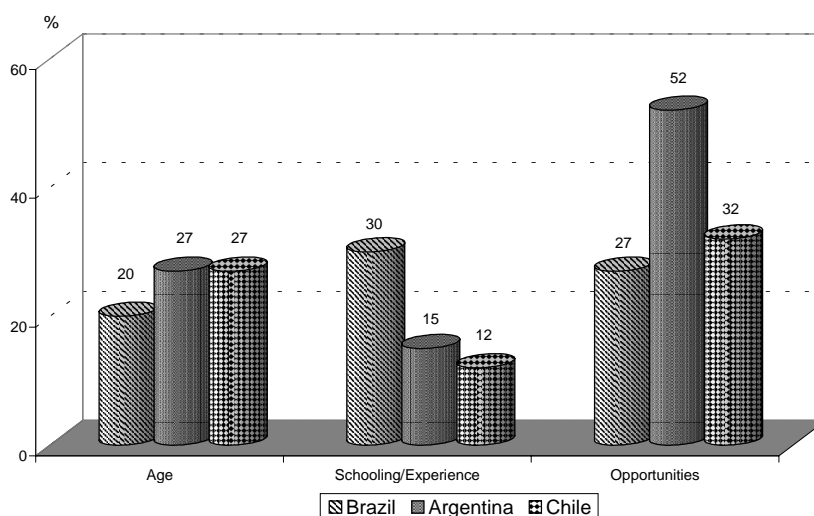
5. Retired people are probably in this group.

FIGURE 5  
HOW LONG AGO DID YOU LEAVE YOUR LAST JOB? (QUESTION B7)



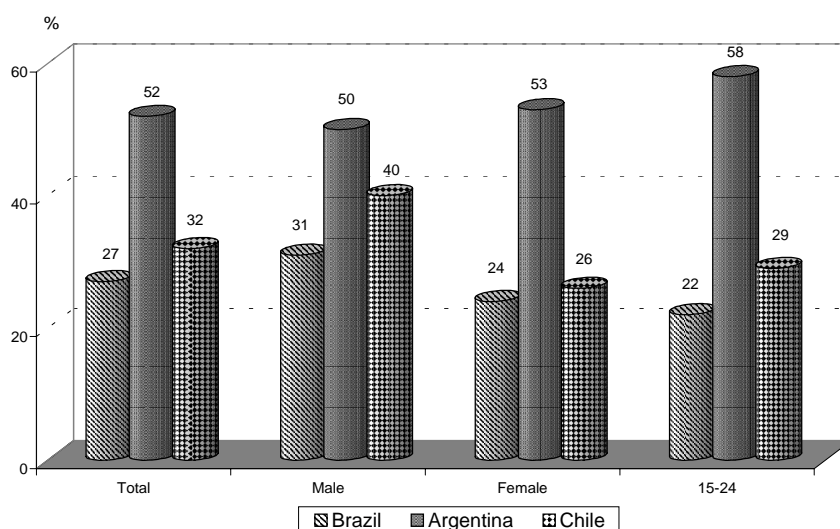
Further evidence for greater labour insecurity in Argentina is the reason, given by those who are not occupied, for not finding a job (Figure 6). In Brazil, the most common reason is lack of schooling and experience (30 per cent), variables that work as a proxy for the degree of human capital accumulation. Though this is a well-known shortcoming of Brazilian society, it is somewhat surprising that it is a more frequent response than “lack of opportunities in general”.

FIGURE 6  
WHAT DO YOU THINK ARE THE REASONS FOR NOT FINDING A JOB? (QUESTION B18)



Perceptions are rather different in the other two countries, particularly in Argentina. As in Chile, but in a more pronounced fashion, most of the Argentinians (52 per cent) believe the absence of adequate of opportunities in the labour market is to blame. This notion holds true in Argentina across different demographic groups: 50 per cent of the male, 53 per cent of the female. Moreover, 58 per cent of young people in Argentina point to the lack of opportunities as the major stumbling block to their access to a job (Figure 7).

FIGURE 7  
LACK OF OPPORTUNITIES AS THE REASON FOR NOT FINDING A JOB (QUESTION B18)



For those that were actively looking for a job at the moment the survey was carried out, or intending to do so in the near future, there are significant differences between the three countries in evaluating the chances of getting one in the next 12 months (Figure 8): 55 per cent of Argentines believed their chances were low, against 46 per cent in Chile and 38 per cent in Brazil. On the other hand, in Argentina 15 per cent believed they had a high chance, compared to 9 per cent in Chile and 17 per cent in Brazil. The feeling of insecurity associated with finding a job seems thus more intense in Argentina and Chile than in Brazil.

FIGURE 8  
WHAT DO YOU THINK YOUR CHANCES ARE OF FINDING A JOB IN THE NEXT 12 MONTHS? (QUESTION B10)

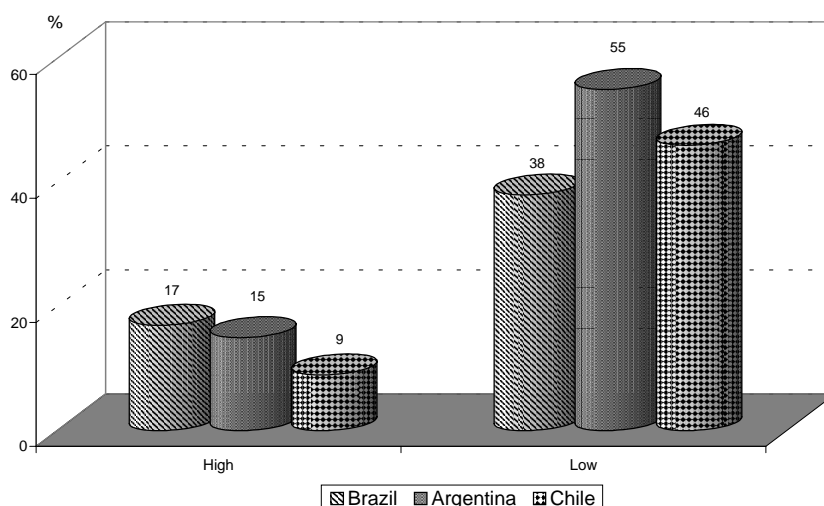


Figure 9 shows that this perception of insecurity is stronger among women in all three countries.

FIGURE 9  
**WHAT DO YOU THINK YOUR CHANCES ARE OF FINDING A JOB IN THE NEXT 12 MONTHS? REPLIES BY GENDER (QUESTION B10)**

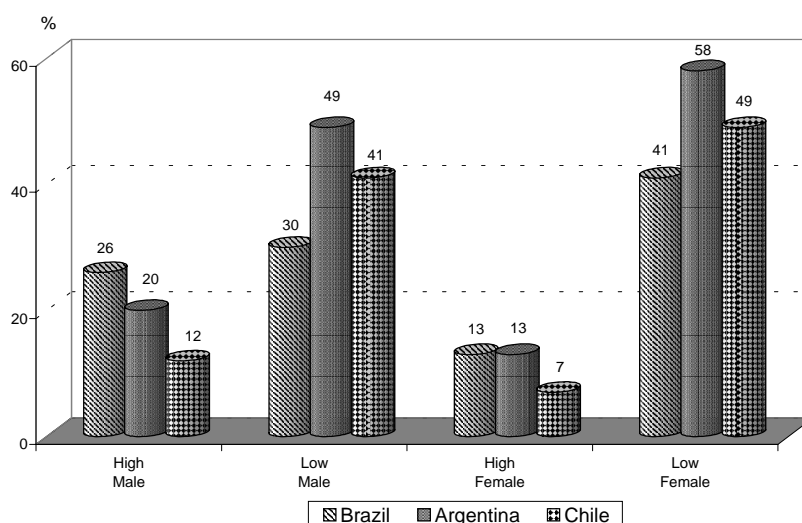
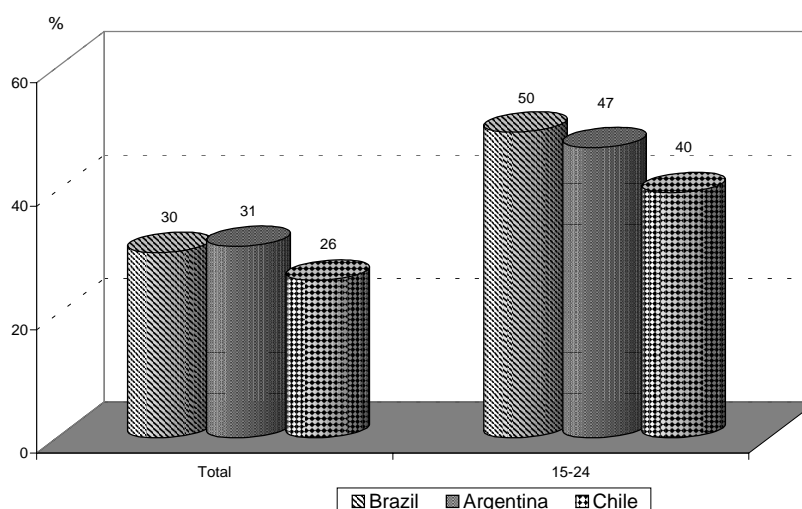


Figure 10 shows that of those who were employed when the survey was conducted, less than one third, ranging from 26 per cent in Chile to 31 per cent in Argentina, had experienced a spell of unemployment longer than a month in the previous two years. This percentage was pulled up by younger workers, where it ranged between 40 per cent in Chile and 50 per cent in Brazil.

FIGURE 10  
**HAVE YOU BEEN UNEMPLOYED FOR OVER ONE MONTH IN THE LAST TWO YEARS? (QUESTION C11)**



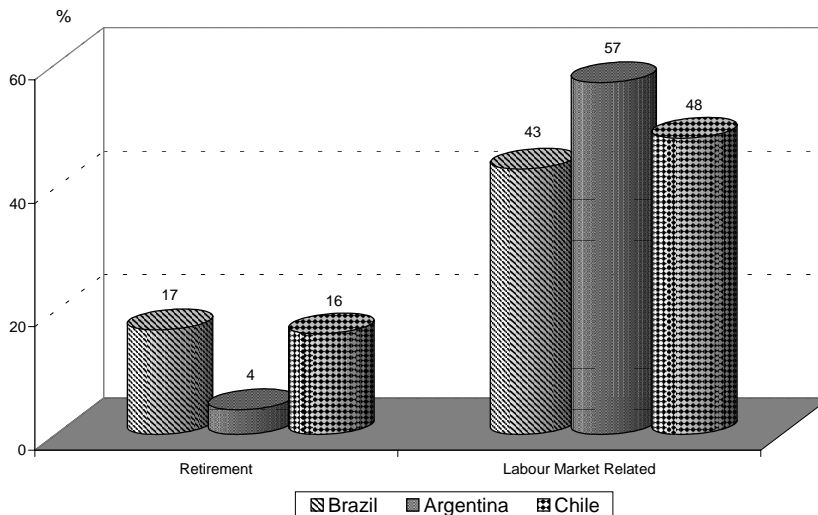
An interesting point, which reappears in other dimension of socio-economic insecurity, is the apparent dichotomy between on the one hand, those occupied who believe they are able to keep their jobs, or at least to get a new one in a short period of time; and, on the other, those who are not occupied, who experience higher turnover rates and longer spells of unemployment. In particular, unemployed

individuals, and even the inactive who may be thinking about looking for a job soon, are pessimistic about getting a job in the near future.

### 3.3 EMPLOYMENT SECURITY

Unoccupied individuals were asked which was the main reason for leaving their last job. For almost two-thirds of men (Figure 11), the main explanation is either retirement or labour market related reasons (have been fired, business went down, the contract has expired, decided to look for a better job). Retirement is important only in Brazil and Chile, where it responds for around one-sixth of the terminations. Conversely, in Argentina the majority (57 per cent) are of the opinion that they lost their jobs due to the poor performance of the labour market. Though these percentages are also high in Brazil (43 per cent) and in Chile (48 per cent), the case of Argentina stands out in this aspect.

FIGURE 11  
WHAT IS THE MAIN REASON FOR LEAVING YOUR LAST JOB? REPLIES BY MEN (QUESTION B8)



Considerable differences appear for women (Figure 12). First, retirement is less important, except in Chile, where 14 per cent of women gave this reason (compared to 5 per cent in Brazil and no more than 2 per cent in Argentina). Home care activities are the most important cause for women leaving their jobs in Brazil and Chile: It is important to notice, however, that labour market related reasons remain important in the three countries, accounting for around one-quarter of the withdrawals in Brazil and Chile and 38 per cent in Argentina, where they are even more significant than home care activities.

Taking the evidence for men and women together, the conclusion is that employment insecurity, as far as the causes for job termination go, is very high in the three countries, particularly in Argentina.

As far as occupied people are concerned, the picture is somewhat different. When asked how many times they had changed their main job over the last two years, about three-quarters of them answered that they had not changed it once during that period (Figure 13). Just 11 per cent in Brazil and Chile, and 14 per cent in Argentina, declared they had experience two or more changes. For those who are

employed, the possibility of losing their job is not such a strong source of insecurity as for those who have lost theirs.

FIGURE 12  
WHAT IS THE MAIN REASON FOR LEAVING YOUR LAST JOB? REPLIES BY WOMEN (QUESTION B8)

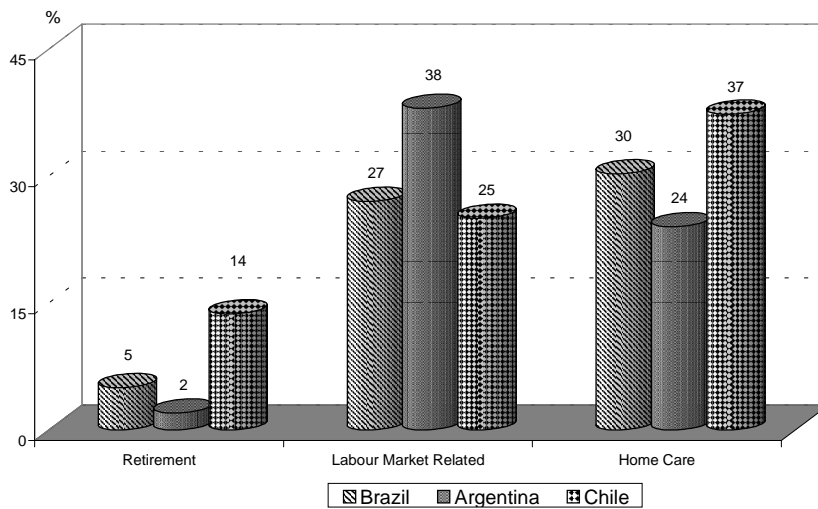
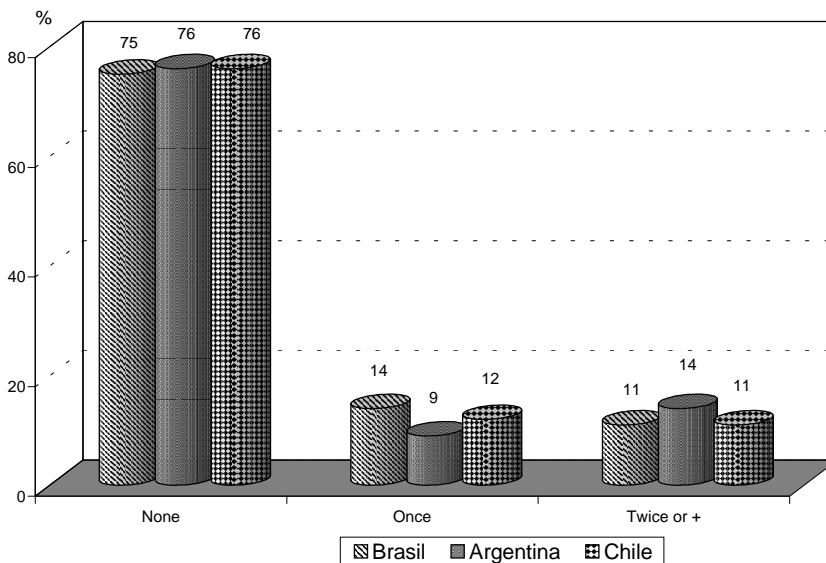


FIGURE 13  
HOW MANY TIMES HAVE YOU CHANGED YOUR MAIN JOB IN THE LAST TWO YEARS? (QUESTION C5)



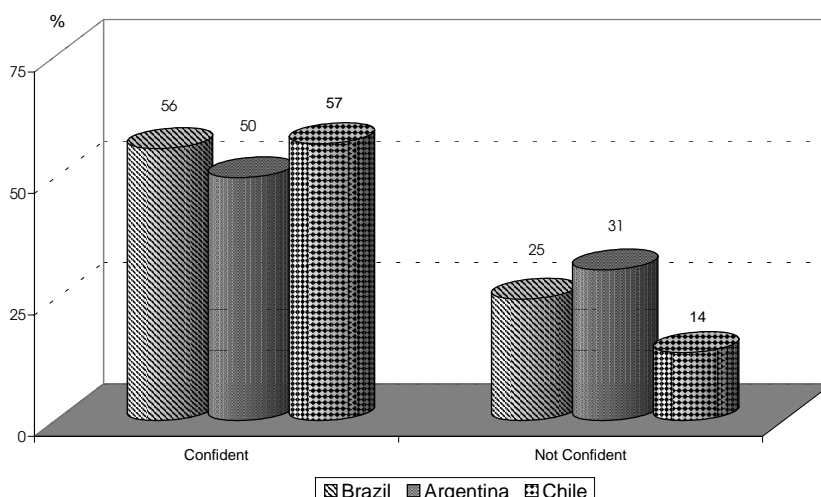
However, the picture is not quite so optimistic when this point is analyzed in subjective terms, related to the perception of these individuals as to how they evaluate the likelihood of keeping their jobs over the course of a year. As shown in Figure 14, 14 per cent of the employed in Chile, 25 per cent in Brazil, and 31 per cent in Argentina are not confident about this. Notwithstanding, it is still true that the majority of the occupied individuals are confident about staying in their current jobs.

As pointed out above, these characteristics of labour market functioning suggest the existence of different levels of insecurity according to labour market. For those who are out of the labour force or are unemployed, the degree of insecurity is



substantially high, measured both by objective questions (e.g., frequency of unemployment) and by subjective ones (e.g., chances of getting a job in the near future). For those who have a job, these notions of insecurity are much less dramatic in real terms (e.g., changes in the main job over the last two years) and also in terms of perception (e.g., chances of keeping their jobs).

FIGURE 14  
HOW CONFIDENT ARE YOU THAT YOU CAN KEEP YOUR PRESENT JOB FOR THE NEXT 12 MONTHS?  
(QUESTION C22)



It seems that in these countries there exists a clear dichotomy in the labour market: those that are employed have high chances of remaining so and will be less prone to undergoing much job rotation; those that are unemployed or economically inactive have low chances of getting a position, and if they do, it is likely that they will not be able to keep it for long.

### 3.4 JOB SECURITY

Two aspects of job security are highlighted here. The first concerns the way people evaluate their chances of developing a career in their present occupation. As shown in Figure 15, more workers believe that a promotion is not likely to take place in the two years to come than those who think that they will get one. The differences reveal an accentuated feeling of job insecurity, as far as career development goes.

The country comparison points to the pattern already identified: pessimism is more widespread in Argentina, where 48 per cent of the employees do not believe they will be promoted, as against only 17 per cent who think themselves likely to get a promotion. Brazilians and Chileans are more optimistic than Argentineans.

A second aspect of job security concerns the existence of discriminatory practices at the work place. Respondents were asked whether or not they had ever witnessed discriminating attitudes, towards themselves or other workers, related to race/colour/nationality, sex, homosexuality or serious illness like AIDS. Apart from race and nationality, the lowest percentages of positives answers were found in Argentina and the highest in Chile (Figure 16).

FIGURE 15  
**HOW DO YOU EVALUATE YOUR CHANCES OF PROMOTION IN THE NEXT 2 YEARS? (QUESTION C36)**

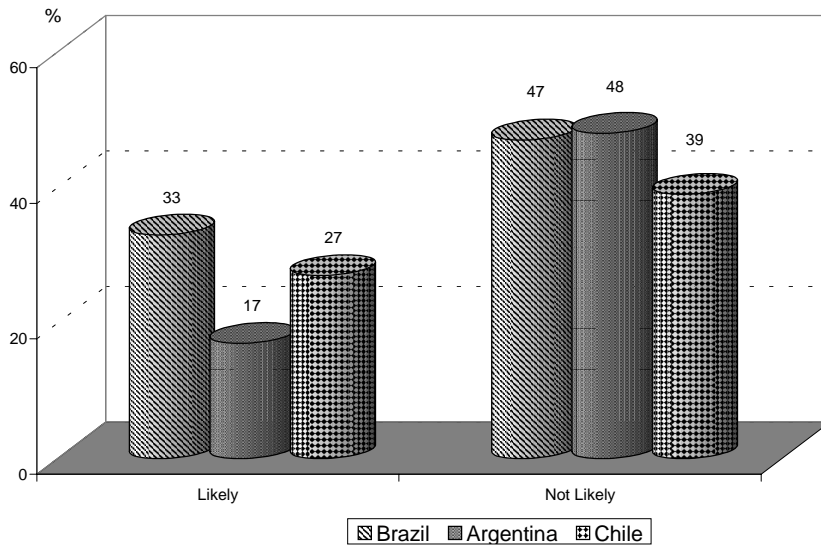
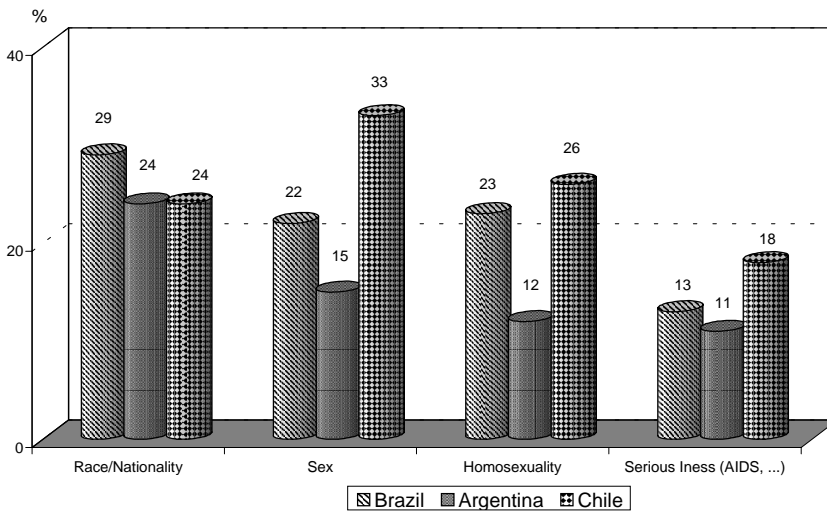


FIGURE 16  
**TYPES OF DISCRIMINATION WITNESSED (QUESTION D7)**

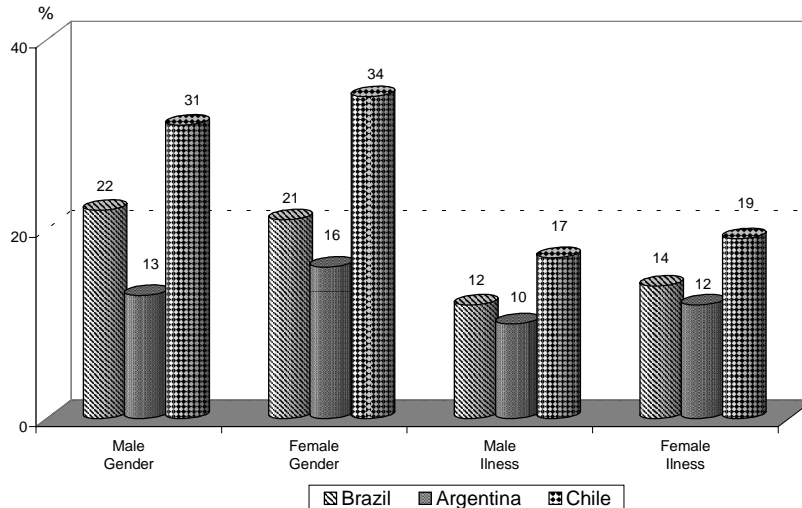


Solid conclusions about discriminatory attitudes at the work place cannot be drawn solely on the basis of these results, as a positive answer is highly affected by sensitivity to the issue, which may very well vary from one country to another. Bearing this *caveat* in mind, the results apparently indicate that discrimination towards race (in the case of Brazil) or nationality (in the case of Argentina) is the one that has the highest incidence in these two countries, though by a larger margin in Brazil. In Chile, sex discrimination is the one most frequently pointed out (33 per cent), well above the other two countries.

Chile also stands out on discrimination against serious illness: 18 per cent have witnessed this kind of attitude, compared to 13 per cent in Brazil and 11 per cent in Argentina. Argentina stands out on homosexuality, where only 12% have witnessed discrimination on this count, half as much as in the other two countries.

Looking at the figures by gender (Figure 17) it appears that women tend to be more sensitive to discriminatory practices than men. This is true for all countries and not only for sex discrimination.

FIGURE 17  
TYPES OF DISCRIMINATION WITNESSED, ACCORDING TO GENDER (QUESTION D7)



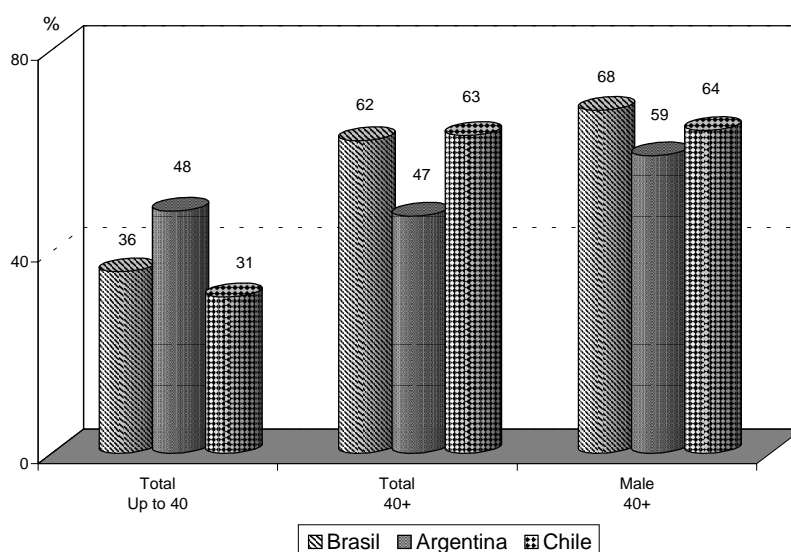
No well-defined pattern emerges from the examination of these two aspects of job security. It is possible that these questions are interrelated, as in general the perspectives of being promoted are low and the witnessing of discriminatory attitudes at the work place is relatively common.

### 3.5 WORK SECURITY

In all three countries, most occupied people work 40 hours or more (Figure 18). In spite of that, the percentage of those who work less is still high: 31 per cent in Chile, 36 per cent in Brazil, and 48 per cent in Argentina. The separate country reports show that part-time jobs are especially common among women.

Drawing upon the Argentina report, where one finds that 60 per cent of workers (and particularly the low paid) would be willing to work more for the same wage rate, it seems correct to infer that part-time work is not, in general, a voluntary choice. Rather, it is an indication of precariousness, of work insecurity.

FIGURE 18  
**HOW MANY HOURS DO YOU USUALLY WORK AT YOUR MAIN OCCUPATION? (QUESTION C8)**



### 3.6 SKILL REPRODUCTION SECURITY

The world economy has been experiencing an upward trend in international trade, flows of capital and technological upgrade. The last point is particularly important for developing countries, as the adoption of more up-to-date technologies requires an additional supply of skilled labour. Formal training becomes a key factor for allowing these countries to take advantage of this process, as well as for enabling their labour force to keep up with new demands and requirements, in order to sustain their so-called “employability” and to avoid being cornered out of the market.

Unfortunately, the results produced by this survey do not indicate much success on this front. As can be seen in Figure 19, less than one-third of the respondents declared that they had received any kind of formal training over the last two years, with no major differences by gender.

The picture is even bleaker when one looks at workers’ wishes in this matter (Figure 20). Brazil and Argentina display two different realities, both a cause for concern. In the case of Brazil, out of the 68 per cent that have not been trained, less than half declared they did not want it. In another words, the majority of those that were not trained were willing to take training in order to enhance their skills but did not get it for some reason. This is a clear case of a high degree of skill-reproduction insecurity, calling for a precise identification of the bottlenecks in the system. The striking difference in Argentina is that the vast majority was not interest in training. A worrying fact in the Argentina report is that the percentage of those who are not wishing to be trained is higher among the less educated and the unemployed. It is not clear whether this lack of interest comes from a widespread frustration with the economic situation or from an inadequate supply of training possibilities.

FIGURE 19  
**HAVE YOU RECEIVED ANY LABOUR SKILL ENHANCING ACTIVITY IN THE LAST TWO YEARS? (QUESTION D1)**

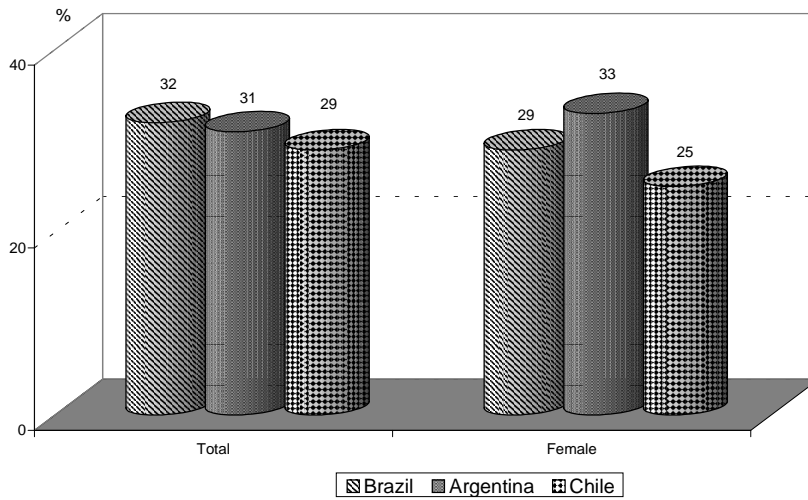
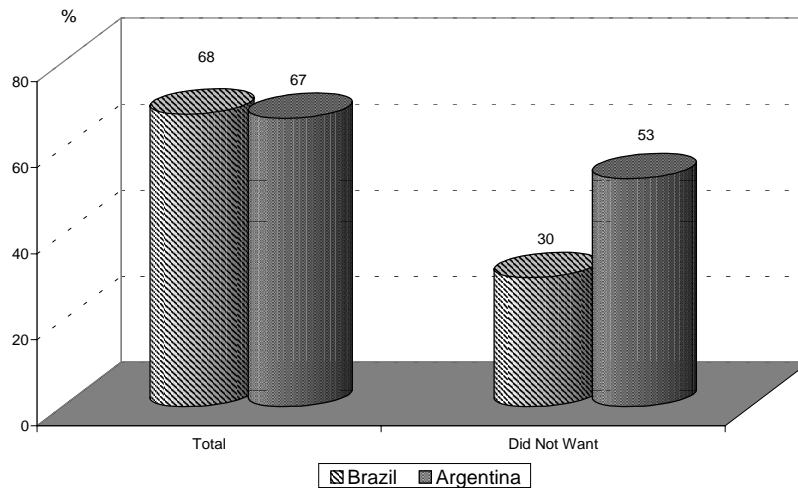


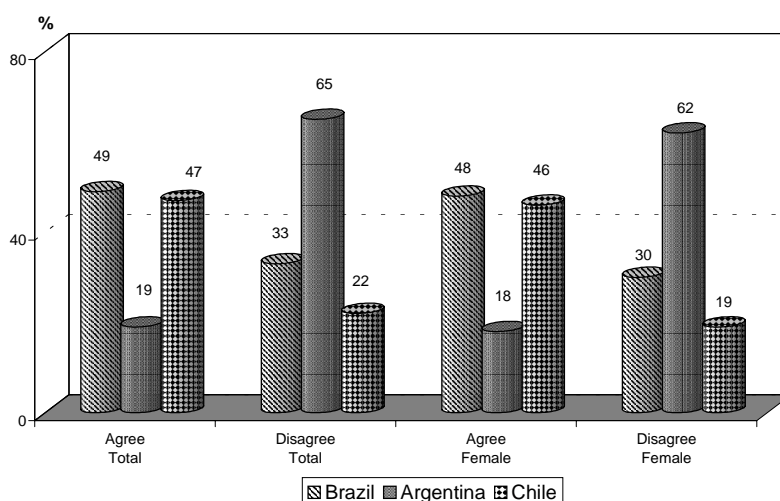
FIGURE 20  
**REASON FOR NOT RECEIVING ANY LABOUR SKILL ENHANCING ACTIVITY (QUESTION D1)**



### 3.7 REPRESENTATION SECURITY

Less than half of the respondents are of the opinion that the unions do a satisfactory job of representing their interests (Figure 21). The country reports identify this lack of credibility as the main cause for non-affiliation. As unions are, or should be, the main channel of voice representation, these results disclose a serious level of representation insecurity in Latin America. This is true for all three countries, but dramatically so in Argentina, where the unions are particularly fragile and where there seems to be no other institution able to fill this gap.

FIGURE 21  
**DO YOU AGREE WITH THE STATEMENT "LABOUR UNIONS, IN GENERAL, REPRESENT ADEQUATELY AND EFFICIENTLY THE WORKERS INTERESTS"? (QUESTION D8)**

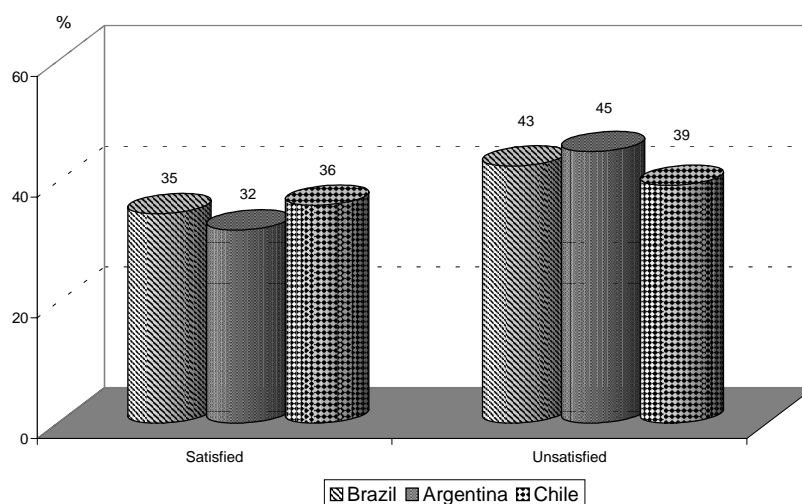


### 3.8 INCOME SECURITY

Though the fraction of those who declared themselves unsatisfied with their current earnings is always higher than that of those who feel fairly compensated, the differences between the three countries are rather small (Figure 22).

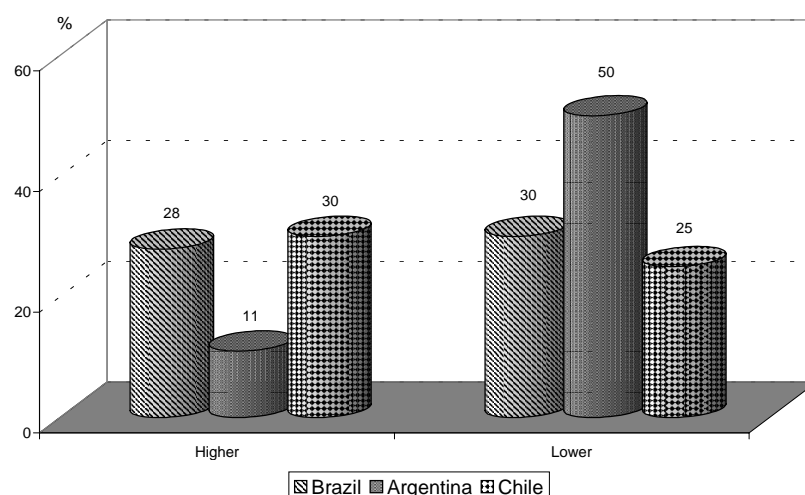
This outcome is somewhat unexpected, as the countries did not have a good record in terms either of growth or of labour market performance in the period prior to the survey, with the arguable exception of Chile. It is useful, therefore, to examine how these workers compare their current earnings status with the past.

FIGURE 22  
**ARE YOU SATISFIED WITH YOUR CURRENT WAGE OR INCOME LEVEL? (QUESTION C29)**



The results shown in Figure 23 suggest that the evolution of the labour earnings over the two years before the surveys were carried out describe three different situations:

FIGURE 23  
WHAT ARE YOUR EARNINGS IN YOUR MAIN WORK COMPARED WITH TWO YEARS AGO? (QUESTION C23)

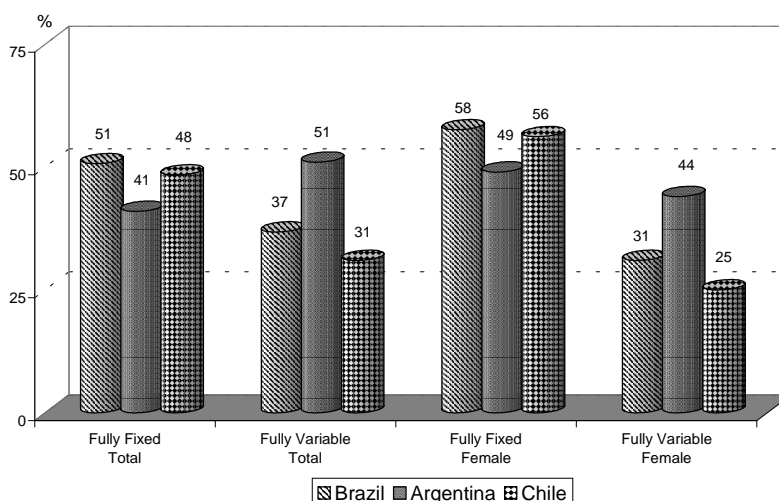


- in Chile, 31 per cent of the workers responded that they have higher earnings now than two years ago, compared to 26 per cent who declared their earnings to be lower now, indicating a small improvement in average terms;
- in Brazil, the respective percentages were 28 per cent and 30 per cent, pointing to relative stability; and
- in Argentina, it seems that a significant worsening has taken place, as only 11 per cent of the workers acknowledged having higher labour income now, while 50 per cent of them declared they have experienced losses.

To explain this apparent paradox — an equal degree of satisfaction in all the countries together with a completely different situation over time — it is possible that responses to the first question were ambiguous. Some of the respondents may have answered positively not precisely because they were in fact satisfied with their current earnings, but rather because they at least had some income. If this correct, one could say that the degree of income insecurity, notably in Argentina, is quite severe.

One can look further for more concrete evidences in this direction by assessing the nature of the individuals' labour earnings: whether they are fixed or variable. The underlying idea is that those who have variable earnings are more vulnerable to the ups and downs of the economy, as well as more dependant on their physical and/or health conditions for achieving a desirable flow, which introduces a greater level of uncertainty. Therefore, having fully variable earnings may be taken as an indicative of income insecurity. As it can be seen in Figure 24, Chile is the country in the best position as far as the nature of income goes, whereas Argentina is the worst one.

FIGURE 24  
**ARE YOUR MONTHLY EARNINGS FIXED OR VARIABLE? (QUESTION C10)**



## 4 SUMMARY AND CONCLUSIONS

The foregoing paragraphs show that labour market related insecurity in Brazil, Argentina and Chile is significant. Moreover, there is a clear division in Latin American countries between “winners” and “losers”.

Those that are not occupied, either unemployed or inactive, experience a high degree of turnover and/or discouragement, with lack of opportunity in the labour market being singled out as the main barrier they face in getting a job. The most vulnerable groups among them seem to be women in Chile, the youngest and less educated in Brazil, whereas in Argentina the feeling of insecurity is widespread among all groups.

Those that have a job, on the other hand, experience lower job rotation, with more than three-quarters of them having remained in the same occupation for the last two years, more than half thinking they will be able to retain their jobs in the near future, and less than one third having experienced a spell of unemployment longer than a month in the recent past. Though being better off, occupied people face intense insecurity on other counts, such as the opportunity of skill training and the chances of building a career. Moreover, only one third of workers are satisfied with their current earnings and, in the case specific of Argentina, 50 per cent declare that their earnings have dropped, relative to two years earlier, evidence that suggests income insecurity.

The comparison between the three countries reveals some general patterns concerning labour market related security, though the pattern is clearer for some types of insecurity than others. In Argentina there is a tendency for more criticism, or even pessimism, along the social-demographic groups. That happens also for the objective questions, but in a more strong fashion for the questions associated with the individuals’ perception. Brazilians, on the other hand, tend to be more optimistic, at least in relative terms, while Chile lies somewhere in the middle.



Perceptions can be explained, at least partially, by the macro economic performance, and the labour market in particular, in each country. But other factors may be at work that could bias the results. First, there are cultural elements that, deep-rooted as they are, may affect especially the subjective matters. For instance, there is a general belief that the Argentines are more pessimistic and the Brazilians more optimistic. Second, there may be differences in the referential that may influence the objective points: one country may be in a better situation than another, but worse off than its usual situation, leading to a generalized dissatisfaction with the current status.

A good example of these influences is illustrated in the section on basic security. The Argentines were much harsher about the evaluation of equality of opportunities than the Brazilians. The majority of the indices available show, however, that Argentina is more equal than Brazil. It could be the case that more awareness of the problem combined to some deterioration in recent times, led the Argentines to be more caustic than the Brazilians.

This point shows up once again the limitations of international comparisons, even when the surveys are carried out using the same methodology and the same questionnaire. Answers are affected by all these cultural and historical circumstances, as well as by the current economic performance. Instead of one cross-section (“snapshot”), a series of repeated cross-sections overtime (“movie”) is needed in order to allow a better comprehension of similarities and differences among countries.

## APPENDIX

The data presented in the paper comes from a fieldwork that took place between mid-March and May (2001) in the three countries. The common methodology was based on of stratified samples according to census information. The stratification encompassed two demographic variables (sex and age brackets: 15-41, 25-44, 45-64) and one labour market variable (occupational status: employed, unemployed, out of the labor force).

In each country three metropolitan areas were selected, in an attempt of capturing differences across and within countries’ realities, which are showed below with the respective sample sizes:

Country	Metropolitan Area	Number of Respondants
Argentina	Grand Buenos Aires	1313
	Córdoba	507
	Rosario	508
Brazil	São Paulo	2000
	Rio de Janeiro	1200
	Recife	800
Chile	Grand Santiago	432
	Valparaiso	385
	Concepción	380

## PSS QUESTIONNAIRE – LATIN AMERICA

### FOR THE RESPONDENT ONLY

#### A. SOCIO-DEMOGRAPHIC VARIABLES

A1. Position in the Household (*Single Answer - SA*)

- |              |                   |                 |             |
|--------------|-------------------|-----------------|-------------|
| 1. Head      | 2. Spouse/Partner | 3. Son/Daughter | 4. Relative |
| 5. Aggregate | 6. Other          |                 |             |

A2. Sex? (*SA*)

- |         |           |
|---------|-----------|
| 1. Male | 2. Female |
|---------|-----------|

A3. Age (completed years) (*SA*)

A4. Marital status? (*SA*)

- |            |            |              |                                |
|------------|------------|--------------|--------------------------------|
| 1. Single  | 2. Married | 3. Separated | 4. Divorced or Anulado (Chile) |
| 5. Widowed | 99. NA     |              |                                |

A4.1. How do you live? (*MR*)

- |                                  |  |
|----------------------------------|--|
| 1. Living alone                  | 2. Living with parents/ parents in law |
| 3. Living with spouse or partner | 4. Living with Children                |
| 5. Living with other relatives   | 6. Living with friends                 |
|                                  | 99. NA                                 |

A5. Are you currently at school?

- |        |       |        |
|--------|-------|--------|
| 1. Yes | 2. No | 99. NA |
|--------|-------|--------|

A5.1. What is your highest degree of schooling? (*SA*)

- |                           |                                       |
|---------------------------|---------------------------------------|
| 1. None                   | 2. Elementary Completed               |
| 3. Elementary Incomplete  | 4. High School Completed              |
| 5. High School Incomplete | 6. College Completed                  |
| 7. College Incomplete     | 8. Master or Doctoral Degree Complete |
| 77. Don't know            | 99. No answer                         |

A6. Race: Do you consider to belong to what ethnic or racial category (*SA*)

- |                  |                    |
|------------------|--------------------|
| 1. White         | 2. Black           |
| 3. Parda (Mixed) | 4. Asian           |
| 5. Indian        | 99. No Answer (NA) |

(For Argentina the categories are as: 1. Blanco; 2. Negro 4. Asiatico; 5. Indigena; 6. others; 77. DK ; 99. NA)

(For Chile, the categories are as: 1. Blanco; 4. Asiatico; 5. Indigena; 6. Others; 77. DK; 99. NA)

A7. What is your religion? (SA)

- |                                   |                          |
|-----------------------------------|--------------------------|
| 1. Catholic                       | 2. Evangelic Pentecostal |
| 3. Evangelic non-pentecostal      | 4. Spiritualist          |
| 5. Candomblé/Umbanda/Rel.Africana | 6. Jewish                |
| 7. Other (_____)                  | 8. None                  |
|                                   | 99. NA                   |

(For Argentina, the categories are as:

(For Chile the categories are as: 1. Catolica; 2. Evangelica Pentecostal; 3. Evangelica Non-Pentecostal; 6. Judaica; 7. . Otra; 8.. Ninguna; 99. NA)

A8. In which situation were you last week (from .....to .....)?

1. Working → (go to C)
2. Not working but having a job/business/occupation → (go to C)
3. Not working (go to B)

<b>B . FOR NON ACTIVE AND UNEMPLOYED</b>
--

B1. Considering that you haven't worked last week, are you currently actively seeking for a job/work or intending to set up a business?

1. Yes, as an employee (go to B3)
2. Yes, as a self-employed (go to B3)
3. Yes, as an employer (go to B3)
4. I am not seeking a job/occupation (go to B2)

B2. Which is the main reason you are not seeking for a job/work/occupation or activity, business? (SA)

1. I do not want
2. I got tired of seeking for one
3. I do not think I could find one
4. I am waiting for a call
5. I am temporarily sick/ill
6. I have to look after the children/elder people in the household/do housework
7. I am retired

- 8. I am a student
- 9. I am disabled
- 10. Other reason
- 77. Don't know
- 99. NA

B3 Have you had another occupation/job/work/business before?

- 1. Yes \_\_\_
- 2. No, I had never worked \_\_\_ (go to B10)
- 3. No, first time seeking ----- (go to B10)
- 77. Don't know
- 99. NA

B4 In this last main occupation/job/work/business you were ...? (SA)

- 1. Employer (go to B6)
- 2. Self-employed (go to B6)
- 3. Regular employee in the private sector
- 4. Non-Regular employee in the private sector
- 5. Employee in the public sector
- 6. Cooperative worker (suprimido en Arg/Chile)
- 7. Casual worker/Seasonal worker
- 8. Non remunerated family worker
- 9. Another
- 77. Don't know
- 99. NA

OBS: Argentina and Chile: all items except 6

Chile: items 3 and 4 => Employee in the private sector

B5. Which kind of contract did you have? (SA)

- |                               |                                 |
|-------------------------------|---------------------------------|
| 1. Permanent                  | 2. Temporary less than 3 months |
| 3. Temporary less than a year | 4. Temporary more than a year   |
| 5. Casual (day by day)        | 6. By task/ by product          |
| 7. Other                      | 77. Don't know                  |
|                               | 99. NA                          |

B6. Which was your last occupation/work/activity/business? (ISCO-ILO 1988) \_\_\_\_\_

B7. How long ago did you leave this work/job/business? \_\_\_\_ (days/months/years)

B8. Which was the main reason why you left this job/work? (SA)

1. I retired
2. I decided to look for a better one
3. I was fired
4. My contract expired
5. I had to take care of my family/ housework
6. Business went down (for self employed, employers)
7. For health reasons
8. I decided not to work any longer at that time
9. Other
77. Don't know
99. NA

B9. Is Unemployment something that happens very often in your life? (SA)

1. Yes                      2. No                      77. Don't know                      99. NA

B10. If you are trying to find a job, or intend to do so, do you think that your chances to get one in the next, say, 12 months are ...? (SA)

1. Very high                      4. Low                      88. Not applicable  
2. High                      5. Very low                      99. NA  
3. Neither high nor low    77. Don't know

B11. Which are your sources of economic support? (*Multiple responses:*)

1. Retirement funds                      2. Unemployment benefits  
3. Spouse                      4. Family  
5. Social care                      6. Occasional work  
7. Savings/investments/rents                      8. Other  
77. Don't know                      99. NA

B12. If more than one source in B11:

Which is the main one? (SA) \_\_\_\_\_

B13. Only if B11 = 6. Otherwise go to B16.

Where do you perform this occasional work? (*Multiple responses*)

- |   |                                   |
|---|-----------------------------------|
| 1. At home                              | 4. In associations/ churches, etc |
| 2. At your neighbours' or friends' home | 5. In shops/ enterprises          |
| 3. In other houses                      | 6. Other                          |
| 77. Don't know                          | 99. NA                            |

B14. In what does this work consist? (*Multiple responses*)

1. Babysitting (= care of children/ sick or elderly)
2. Sewing
3. Cleaning up/cooking
4. Jobbing (repair)
5. I shift very so often
6. Others
77. Don't know
99. NA

B15. Are you paid for this work or not?

- |        |       |        |
|--------|-------|--------|
| 1. Yes | 2. No | 99. NA |
|--------|-------|--------|

B15.1. How are you paid for that? (*multiple responses*)

- |                                 |                |
|---------------------------------|----------------|
| 1. In cash                      | 77. Don't know |
| 2. In kind                      | 99. NA         |
| 3. Exchanging help and services |                |

B16. Taking into account the last 12 months, what did you do in order to find a job/work/occupation? (*Multiple Responses*)

1. I did not do anything (**Go to D**)
2. I registered in a public employment office
3. I registered in a private employment office
4. I answered to calls for
5. I advertised my services in newspapers
6. I went to firms, stores, plants, ...
7. I asked relatives/friends to help me to find one
8. Others
77. Don't know
99. NA

B17. You are looking for a job/work/occupation in order to ... (SA)

1. Because I fulfill alone the household expenses
2. Because I help to fulfill the household expenses
3. To allow cover extra household expenses
4. To cover my personal expenses
77. Don't know
99. NA

B18. Which you believe are the reasons why you do not find a job/work/occupation?

(Multiple responses)

1. Your age
2. Your degree of schooling
3. Lack of experience
4. Lack of opportunities in your field
5. Lack of opportunities in general
6. You do not have good contacts
7. You only find jobs that are poorly remunerated
8. It is difficult for people of my race/social condition (CHILE)
9. It is difficult for people of my sex
10. It is difficult for people who are from other city/state/country
11. Other
77. Don't know (Go to D)
88. Not applicable (Go to D)
99. NA (Go to D)

B18.1. If B18 more than 1 response than ask:

Which you believe to be the main one? (SA) \_\_\_\_\_

All go to D

<b>C. EMPLOYED</b>
--------------------

(Employers/Self-employed/ Employees/ Unpaid Family Workers)
---

C1. What is your main occupation? \_\_\_\_\_

(ISCO/ILO 1988) If Occupation is not specified, indicate **OND**

NA

C2. In this occupation you are ...? (SA)

- |   |                                  |
|---|----------------------------------|
| 1. Employer                                   | 6. Cooperative worker            |
| 2. Self-employed                              | 7. Casual worker/Seasonal worker |
| 3. Regular employee in the private sector     | 8. Non remunerated family worker |
| 4. Non-Regular employee in the private sector | 9. Another                       |
| 5. Employee in the public sector              | 77. Don't know                   |
|   | 99. NA                           |

Argentina: all items except 6

Chile: all items, except 4 and 6

C3. Which is the sector of activity of your main work/job/ occupation/business? (SA)

- |                                 |                    |
|---------------------------------|--------------------|
| 1. Industry                     | 6. Public services |
| 2. Retail                       | 7. Transportation  |
| 3. Civil Building/ construction | 8. Other           |
| 4. Services                     | 77. Don't know     |
| 5. Public administration        | 99. NA             |

C4. How long have you been in your current main employment/self-employment/business?

\_\_\_\_\_ years \_\_\_\_\_ months

C5. How many times have you changed your main job/income earning work/occupation/business in the past 2 years?

- |                            |                |
|----------------------------|----------------|
| 1. Did not change          | 77. Don't know |
| 2. Changed once            | 99. NA         |
| 3. Changed twice           |                |
| 4. Changed more than twice |                |

C6. ONLY FOR EMPLOYEES AND EMPLOYERS With regard to the number of wage workers, is your firm/workplace bigger/smaller now than 2 years ago?

- |                   |                 |
|-------------------|-----------------|
| 1. Bigger         | 77. Don't know  |
| 2. Smaller        | 88. Not applied |
| 3. About the same | 99. NA          |



C7. ONLY FOR EMPLOYEES AND EMPLOYERS

How many workers are there in your firm/workplace?

- |                |                    |
|----------------|--------------------|
| 1. 1-5 ____    | 77. Don't know     |
| 2. 6-10 ____   | 88. Not applicable |
| 3. 11-25 ____  | 99. NA             |
| 4. 26- 50 ____ |                    |
| 5. 51-100 ____ |                    |
| 6. 100+ ____   |                    |

C8. How many weekly hours do you usually work at your main work/occupation/business?

\_\_\_\_\_ hours

77. Don't know  
99. NA

**Reminder:** Which is your main occupation (C1)

C9. What was your net monthly earnings in this occupation/business/activity last month?

R\$ \_\_\_\_\_

77. Don't know  
99. NA

C10. Your monthly earnings are (SA)

1. Fully stated (never varies) – (go to C11)
  2. Partly stated, partly varying – (go to C10.1)
  3. Fully variable – (go to C 11)
77. Don't Know  
99. NA

C10.1. If yes, which share of your total income is variable?

1. \_\_ less than  $\frac{1}{4}$
  2. \_\_ between  $\frac{1}{4}$  and  $\frac{1}{2}$
  3. \_\_ more than  $\frac{1}{2}$
77. Don't know  
99. NA

C11. Have you ever been unemployed (without paid work and looking for a job) for over one month at any time in previous 2 years?

1. Yes                      2. No                      77. Don't know                      99. NA

C.12. How many different jobs/economic activity/business you had last week?

1. Only the main one (go to C15)  
2. The main one and one extra (go to C 13)  
3. More than two (go to C 13)  
77. Don't know  
99. NA

C13. What is your net total monthly labor/business income? (Considering all activities)

R\$ \_\_\_\_\_

77. Don't know  
99. NA

C14. How many hours a week to do usually work in all activities you perform?

1. \_\_\_\_\_ hours

77. Don't know  
99. NA

C15. Are you searching for additional job/economic activity/business in the last 12 months?

1. Yes                      2. No (go to C17)                      99. NA

C16. Do you have (or are looking for) another work because... (Multiple responses)

1. You have a low salary?  
2. You work fewer hours than what you would like in your main job?  
3. You believe you are going to be dismissed?  
4. You don't have enough work? (for self-employed/employers)  
5. You believe it is going to give you more personal satisfaction  
6. Other  
77. Don't Know  
99. NA

C17. Which of the options below best describes the place where you work at? (SA)

1. I work outside my house
2. I work at home (Go to C19)
3. I work part of the day at home and part of the day outside the home
4. I work some days of the week at home and other days outside
5. I work in different places
77. Don't know
99. NA

C18. How many hours/minutes do you spend usually per day commuting to work (forth and back)?

1. Less than 30 min
2. More than 30 min – 1 hour
3. More than 1h to 1h30
4. More than 1h30 to 2h
5. More than 2h to 3h
6. More than 3h
77. Don't know
99. NA

C19. Think about the number of hours you work and your labor income. If you were to choose only one of the following alternatives, which one would you prefer? (SA)

- I would work more hours to increase my income
- I would stay working the same hours, making the same money
- I would work less hours with a lower income
77. Don't know
99. NA

C20. Have you been trying to change your main occupation/job/work/business for the past 12 months?

1. Yes
2. No (go to C22)
77. Don't Know (go to C 22)
99. NA (go to C 22)

C21. Why have you been trying to change it? (*multiple responses*)

1. You do not make enough money
2. You are not satisfied with your duties
3. You have a bad relationship with your boss / workplace
4. You believe you are gonna be dismissed
5. You believe the firm will close soon
6. There are few things to do (self employed) - there is no demand
7. You want a less stressing job
8. You want more non-salary benefits
9. Other
77. Don't know
99. NA

C22. How confident are you that you will be able to keep your present main job/economic activity/business for the next 12 months if you want so? (*SA*)

- |                                      |                |
|--------------------------------------|----------------|
| 1. Very confident                    | 2. Confident   |
| 3. Neither confident nor unconfident | 4. Unconfident |
| 5. Very unconfident                  | 77. Don't know |
|                                      | 99. NA         |

C23. Comparing to what you made 2 years ago, how is your labor/business income in your main job/labor activity? (*SA*)

- |                   |                    |
|-------------------|--------------------|
| 1. Higher         | 77. Don't know     |
| 2. About the same | 88. Not applicable |
| 3. Lower          | 99. NA             |

C24. Are the skills and knowledge you have at present in your main work/job/activity transferable to other jobs?

- |                   |                  |
|-------------------|------------------|
| 1. Yes, very much | 2. Yes, somewhat |
| 3. No             | 77. Don't know   |
|                   | 99. NA           |

C25. In the past 2 years, have you been off from work/business/occupation for more than one week due to a work-related injury, or illness, or stress?

(Codes: 1. Yes; 2. No; 77. Don't know; 99. NA)

1. Work-related injury
2. Work-related illness
3. Work-related stress

C26 In general, how safe or unsafe do you regard the working environment in your main workplace? (SA)

- |                             |               |
|-----------------------------|---------------|
| 1. Very safe                | 2. Safe       |
| 3. Neither safe, nor unsafe | 4. Unsafe     |
| 5. Very unsafe              | 6. Don't know |
| 7. No answer                |               |

C27. **ONLY FOR EMPLOYERS AND EMPLOYEES** At your present main job/work/business, is there a department or committee responsible for health or safety in the workplace?

- |                |  |
|----------------|--|
| 1. Yes         | 2. No                                  |
| 77. Don't know | 88. Not applicable (for self-employed) |
|                | 99. NA                                 |

C28. In the past 2 years, have you been exposed to any of the following hazardous working conditions in your work? (Codes: 1. Yes; 2. No; 77. Don't know; 99. NA)

1. Chemical substances
2. Unguarded or other dangerous machinery
3. Ionizing radiation (x-radiation)
4. Excessive heat or cold/noise/vibration
5. Repetitive effort
6. Other

C29. In general, how would you classify your degree of satisfaction with your current main job (earning activity) in terms of the following?

(Codes: 1. Very satisfied 2. Satisfied 3. Neither satisfied, nor unsatisfied  
4. Unsatisfied 5. Very unsatisfied)

- |                                       |       |
|---------------------------------------|-------|
| 1. Wage level or income               | _____ |
| 2. Non-wage benefits and entitlements | _____ |
| 3. Nature of work performed           | _____ |
| 4. Extent of autonomy/independence    | _____ |

- 5. Opportunity for improving skills \_\_\_\_\_
- 6. Opportunity for promotion \_\_\_\_\_
- 7. Work environment
- 77. Don't know
- 99. NA

C30. Indicate whether or not the following situations apply to your main labor activity: (Codes: 1. Yes; 2. No; 77. Don't know; 99.NA )

- 1. You frequently have to undertake heavy duty tasks/activities \_\_\_\_\_
- 2. You frequently have to bring home work tasks/activities \_\_\_\_\_
- 3. You frequently have to work more than the normal work journey \_\_\_\_\_
- 4. You frequently have to shift working hours -----
- 5. You frequently work over the weekend
- 6. You frequently do not get legal leave

<b>EMPLOYERS GO TO D</b>
--------------------------

**SELF EMPLOYED GO TO C 31**

**EMPLOYEES GO TO C32**

**C31. ONLY SELF EMPLOYED** Are you aware of the existence of any association that represents the interests of self-employed workers?

- 1. Yes
- 2. No
- 77. Don't Know
- 88. Not applicable
- 99. NA

C31.1. If yes and self employed, Are you affiliated to it?

- 1. Yes
- 2. No
- 77. Don't know
- 88. NA (Go to D)

<b>SELF EMPLOYERS GO TO D</b>
-------------------------------

**ONLY FOR EMPLOYEES FROM C32 TO C 39.2**

C32. Which kind of **contract or work agreement** do you have? (SA)

1. Permanent
2. Temporary less than 3 months
3. Temporary less than a year
4. Temporary more than a year
5. Casual (day by day)
6. By task/ by product
7. Other
77. Don't know
99. NA

C33. In your main occupation are you entitled to the following benefits?

(1. Yes 2. No 77. Don't know 88. Not applicable 99. NA)

- |                                   |     |    |
|-----------------------------------|-----|----|
| 1. Paid sick leave?               | YES | NO |
| 2. Paid maternity leave?          | YES | NO |
| 3. Severance payment?             | YES | NO |
| 4. Paid holidays?                 | YES | NO |
| 5. Christmas bonus?               | YES | NO |
| 6. Retirement ?                   | YES | NO |
| 7. Unemployment payment?          | YES | NO |
| 8. Scholarship or paid childcare? | YES | NO |
| 9. Health plan                    | YES | NO |
| 10. Family allowance              | YES | NO |
| 11. Food stamps program / meal    | YES | NO |
| 12. Transportation program        | YES | NO |
| 13. Bonus                         | YES | NO |
| 14. Others                        | YES | NO |

C34. If necessary, how easy or difficult do you think it would be to find another job (work) which would be: (Codes: 1. Very easy; 2. Easy; 3. Neither easy nor difficult; 4. Difficult; 5. Very Difficult)

- 1. Similar in pay to your current work \_\_\_\_\_
- 2. Similar in working conditions \_\_\_\_\_
- 3. Suitable job/work for your skills \_\_\_\_\_
- 77. Don't know
- 99. NA

C35. Have you been promoted in your main job/work in the last two years? (SA)

- 1. Yes
- 2. No
- 77. Don't know
- 99. NA

C36. How do you evaluate your chances of being promoted in the next two years? (SA)

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely
- 77. Don't know
- 99. NA

C37. Regarding the last two years, have you been affected by changes in the establishment you work at that resulted in a downgrade in:

a) your occupational grade/skills?

- 1. Yes                      2. No                      77. Don't know                      99. NA

b) remuneration (wage rate)?

- 1. Yes                      2. No                      77. Don't know                      99. NA

C38. Is there any union representation at the place you work?

- 1. Yes      2. No (Go to D)      77. Don't know      99. NA

C38.1. If Yes, Which one? (go to C 39)

- 1. Sectoral union                      77. Don't Know
- 2. Company association                      99. NA



C39. Are you member of this union?

1. Yes (**Go to C39.1**)                      2. No (**Go to C39.2**)                      99. NA

C39.1. If Yes, Is it mandatory?

1. Yes                      2. No                      77. Don't know                      99. NA

C39.2. If No, Why not?

1. I don't trust unions
2. I don't know unions enough to join them
3. I cannot afford contributing to unions
4. My contract does not allow me to
5. I don't want to
6. Other
77. Don't Know
99. NA

<b>EMPLOYEES GO TO D</b>
--------------------------

**D. TO ALL RESPONDENTS**

D1. Have you received formal training, or other labor skill enhancing activity, in the last two years?

If Yes , (**Read 1 and 2**)

1. I wanted so and I got it (**go to D2**).
2. Yes, I did not want but I had to (**go to D2**).

If No (**Read 3 and 4**)

1. No, I wanted so but I did not get it. (**Go to D1a**)
2. No, I did not want and I did not have to. (**Go to D4**)
77. Don't know
99. NA

D1.1. Why not? (SA)

1. They are expensive
2. I got no support/facilities from my workplace
3. I applied but I have not been selected
4. I had no time for personal reasons to attend it
5. Other
77. Don't know
99. NA

D2. Where did it (they) take place? (*Multiple responses*)

1. At workplace
2. At a public training center
3. At a private training center
4. Union
5. At school
6. Other
99. NA

D3. Do you take advantage of this training? (*SA*)

- |                      |                |
|----------------------|----------------|
| 1. Yes, a great deal | 77. Don't know |
| 2. Yes, but not much | 99. NA         |
| 3. No, not at all    |                |

D4. How likely do you think you will need to acquire new work skills in the next two years? (*SA*)

- |                                |                |
|--------------------------------|----------------|
| 1. Very likely                 | 77. Don't know |
| 2. Likely                      | 99. Na         |
| 3. Neither likely nor unlikely |                |
| 4. Unlikely                    |                |
| 5. Very unlikely               |                |

D5. During the past 2 years, have you experienced sexual harassment at work or at school? (*SA*)

1. Yes
2. No
77. Don't know
88. Not applicable
99. NA

D6. Do you think there should be a policy on sexual harassment at the workplace or at school? (*SA*)

- |        |                |
|--------|----------------|
| 1. Yes | 77. Don't know |
| 2. No  | 99. NA         |

D7. Have you ever witnessed discriminating attitudes towards other workers related to:

*(Codes: 1. Yes; 2. No; 77. Don't know; 99. NA)*

1. Race/color
2. Sex
3. Homosexuality
4. Serious illness, like AIDS
5. Other

D8. What do you think about the following statement: "The labor unions, in general, represent adequately/efficiently the workers' interests" (SA)

1. Fully agree
2. Partially agree
3. Do not agree nor disagree
4. Partially disagree
5. Fully disagree
77. Don't know
99. NA

D9. Do you know any organization in (name of the country), besides labor and company associations, that represents worker's interests? (SA)

- |        |                |
|--------|----------------|
| 1. Yes | 77. Don't know |
| 2. No  | 99. NA         |

D10. Are you part of any association; such as:

*(Multiple responses: binary code)*

1. Political parties
2. Religious associations
3. Environmental associations
4. Neighborhood associations
5. Parent associations
6. Student associations
7. Philanthropic associations
8. NGOs
9. Other
10. No association
77. Don't know
99. NA

D11. Which of the following institutions do you regard as trustworthy? (*Multiples responses*) (read one by one) (yes or no)

- |  |   |   |
|--|---|---|
| 1. Political parties                         | Y | N |
| 2. Labor unions                              | Y | N |
| 3. Neighborhood associations                 | Y | N |
| 4. Churches and other religious institutions | Y | N |
| 5. NGOs                                      | Y | N |
| 6. Parents' associations                     | Y | N |
| 7. Students' associations                    | Y | N |
| 8. Congress                                  | Y | N |
| 9. Press                                     | Y | N |
| 10. Justice                                  | Y | N |
| 11. Police                                   | Y | N |
| 12. Other                                    | Y | N |
| 13. None                                     | Y | N |
| 99. NA                                       |   |   |

D11.1. Which is the main institution?

-----

D12. What kind of effect do you feel that "globalization" has on the chances of workers, such as yourself, of keeping their jobs/works (or getting one, if not working)? (SA)

- |                    |                |
|--------------------|----------------|
| 1. Positive effect | 77. Don't know |
| 2. No effect       | 99. NA         |
| 3. Negative effect |                |

D13. Which grade would you give to your country concerning equal opportunities for people in general? (SA) indicar de menor (1) a mayor (5)

- 1 - 2 - 3 - 4 - 5 -                      ( ) Don't know                      ( ) NA

D14. Which of the following general principles you mostly agree with for the incomes of individuals? (SA)

1. There should be an upper limit for any person's income
2. There should be a lower limit for any person's income
3. There should be an upper and a lower limit for everybody
4. There should not be any limits on any person's income
5. There should be an equal income for everybody
77. Don't know
99. NA

D15. In your opinion, should the government compensate monetary individuals (or families) for the time they put into the following: (*Answer 1. Yes, 2. No, 77. Don't know, 99. NA*)

1. Care for children under age 6
2. Care for elderly
3. Voluntary work for community

D16. In your opinion, should the government provide a minimum income to the poor?

- |                            |                |
|----------------------------|----------------|
| 1. Yes                     | 77. Don't know |
| 2. No ( <b>Go to D17</b> ) | 99. NA         |

D16.1. Do you think that a minimum income should require some conditionalities? (*SA*)

- |                            |                |
|----------------------------|----------------|
| 1. Yes                     | 77. Don't know |
| 2. No ( <b>Go to D17</b> ) | 99. NA         |

D16.2. If Yes, conditioned on: (*Multiple responses*)

1. The adults should work
2. Parents should send their children to school
3. The mother should stay home looking after the children
4. Community work
5. If they take the jobs offered by the government
6. Other
77. Don't know
99. NA

D17. How do you regard your chances of fulfilling the requirements for retiring? (*SA*)

1. Very high
2. High
3. Moderate
4. Low
5. Very low
6. None at all (**Go to D19**)
77. Don't know
88. Not applicable (for retired)
99. NA

D18. At your old age (over 65 years old) how do you think will be your: (Codes: 1. *Very good* 2. *Good* 3. *Not good neither bad* 4. *Bad* 5. *Very bad* 77. *Don't know* 99. *NA*)

- 1. Access to health care?
- 2. Income (pension, rents, savings, ...)?
- 3. Standard of living?

D19. Did you ever suffer any kind of violence? (*SA*)

- 1. Yes
- 2. No (**Go to E**)
- 99. NA

D19.1 If yes, Which kind? (*Multiple responses*)

- 1. Hold-up (with guns, knives, etc)
- 2. Robbery
- 3. Physical aggression
- 4. Sexual aggression
- 5. Other
- 99. NA

D19.2 If we consider the one that most affected you, where did it happen? (*SA*)

- 1. At home
- 2. At my work
- 3. On the street
- 4. Elsewhere
- 99. NA

D19.3 Who was the offender (**related to question D19.2**)? (*SA*)

- 1. A person I used to know: from home
- 2. A person I used to know: from outside the home
- 3. A person I did not know
- 77. Don't know
- 99. NA

D19.4. Have you reported to the police (**related to question D19.2**)? (*SA*)

- 1. Yes (**Go to Section E**)
- 2. No
- 3. NA

D19.5. Why haven't you reported it to the police (SA)

1. I was frightened by the offender
2. I don't trust the police
3. Anyhow, nothing never happens
4. I felt uncomfortable to report it
5. Others
77. Don't know
99. NA

GO TO E

**E. HOUSEHOLD BASIC SECURITY**

**E.1. GENERAL INFORMATION ON THE HOUSEHOLD**

E2. What was the total net household income last month

R\$ \_\_\_\_\_

77. Don't know
99. NA

E3. Did anybody in the household receive the following kinds of income last month apart from the job/work/labour activity/business income? (*Multiple Responses*)

1. Retirement pension
2. Unemployment benefits
3. Severance payment
4. Rents, interest
5. Food stamps
6. Help from relatives that live elsewhere
7. Other
77. Don't know
99. No answer

PAY ATTENTION: The Brazilian questionnaire and database have an extra item, number 8, which is "no revenues"

E3.1 Which do you think is the most relevant to your family?

- \_\_\_\_\_
77. Don't know
  99. NA

E4. During the last 2 years, did your family borrow money to fulfill basic needs or contingencies?? (SA)

- 1. Yes
- 2. No (Go to E5)
- 77. Don't know (Go to E5)
- 99. NA (Go to E5)

E4.1. Are you worried or not worried about being able to repay your debt? (SA)

- 1. Very worried
- 2. Somewhat worried
- 3. Not worried
- 99. NA

E5. Did your family save money in the last 2 years?

- 1. Yes (Go to E6)
- 2. No (Go to E7)
- 77. Don't know (Go to E7)
- 99. NA (Go to E7)

E6. What are the major reasons for saving money in your household? (SA)

- 1. Contingencies and emergencies
- 2. Buy a house or improve your current house
- 3. Buy goods
- 4. Retirement
- 5. Investments
- 6. Health
- 7. Education
- 8. Others
- 77. Don't know
- 99. NA

E7. If you have to, or wanted to, borrow money, what would be the most likely source? (SA)

- 1. Bank
- 2. Money lender
- 3. Relatives
- 4. Friends and neighbours
- 5. Cooperatives
- 6. State
- 7. Professional association
- 8. Enterprise or employer
- 9. Other
- 77. Don't Know
- 99. NA



E8. Is your household income generally more than sufficient, just enough, or insufficient for (*Codes: 1. More than sufficient 2. Just enough 3. Insufficient 77. Don't know 99. NA*)

- 1. Food \_\_\_\_\_
- 2. Housing \_\_\_\_\_
- 3. Health care \_\_\_\_\_
- 4. Medicine \_\_\_\_\_
- 5. Clothing and footwear \_\_\_\_\_
- 6. Gas, electricity, telephone \_\_\_\_\_
- 7. Education \_\_\_\_\_

E8.1. Which of these above would you say is your most pressing need? (*SA*)

- \_\_\_\_\_
- 77. Don't know
  - 99. NA

**E9. ONLY FOR FAMILIES WITH CHILDREN UNDER 6 YEARS OLD, otherwise go to E11**

Who mostly takes care of the children under 6 years old during weekdays? (*SA*)

- 1. Mother
- 2. Father
- 3. Grand father/mother
- 4. A maid
- 5. Other family member under 15 years old
- 6. A kindergarten or school (**go to E10**)
- 7. A neighbour/friend/relative
- 8. Other
- 77. Don't know
- 99. NA

E9.1 If you could would you prefer to leave your child in a school or kindergarten?

- 1. Yes
- 2. No
- 77. Don't know
- 99. NA

E10. Have someone in the household had any work leave when the children were born?

1. Mother (Go to E10.1)
2. Father (Go to E10.3)
3. No one (Go to E11)
77. Don't know
88. Not applicable (Go to E11)
99. NA

E10.1. If Yes - **Mother**

1. Paid
2. Not paid

If paid in E10.1

E10.2 For how long? \_\_\_\_\_ days  
\_\_\_\_\_ weeks  
\_\_\_\_\_ months

E10.3. If Yes - **Father**

1. Paid
2. Not paid

If paid in E10.3

E10.4. For how long? \_\_\_\_\_ days  
\_\_\_\_\_ weeks  
\_\_\_\_\_ months

E11. Do you or does anyone in your household suffer from (yes/no) (**read one by one**)

Chronic illness (eg heart, renal, diabetes, etc.) which requires regular medical attention?

1. Permanent disability
2. AIDS
3. Alcoholism
4. Psychological problems
5. Other
7. None (**go to E13**)
77. Don't know
99. NA

E12. If so, from whom do you or your relative receive assistance (total or partial)?  
(Multiple Responses)

1. A public pension
2. Other public service
3. A charity institution/religious institutions
4. NGO
5. Other family members who do not live in the household
6. Other
7. None of the above
77. Don't know
99. NA

E13. How long have you been living in this neighborhood?

\_\_\_\_\_years \_\_\_\_\_ months

E14. Is the house/dwelling/apartment in which you are living?

1. Owned
2. Rented
3. Used without payment
4. Other
77. Don't know
99. NA

E15. In 12 months time, do you expect your household income to be higher, lower or about the same as compared to now?

1. Higher in real terms
2. About the same in real terms
3. Lower in real terms
77. Do not know
99. NA

E16. Do you and your family feel very safe/safe/neither safe nor unsafe/unsafe/very unsafe about: (1. Very secure; 2. Secure; 3. Not secure neither insecure; 4. Insecure; 5. Very insecure)

1. Violence
2. Robbery
3. Employment
4. Chances of education for the children
5. Keeping the standard of living

6. Economic stability

7. Political stability

8. Human rights

99. NA

E17. Have you or some relative been arrested (or still is under arrest)?

1. Yes

2. No (close the interview)

77. Don't know (close the interview)

99. NA (close the interview)

E18. If Yes

Did you (or he/she) suffer any kind of violence or violation of basic human rights?

3. Yes

4. No

77. Don't know

99. NA

THANKS AND GOOD BYE
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