

LETTER OF SOCIAL PEACE

SESC | SOCIAL SERVICE OF COMMERCE



At the occasion of the silver Jubilee celebrations of SESC, the Documentation and Exchange Division of the National Department launches this edition of the Letter of Social Peace, which reproduces an edition made at the time of establishment of (the) SESC.

The Letter of Social Peace was created by the representatives of business community of the country, gathered in a historical Conference held in Teresópolis, from May 1st to 6th, 1945, and is a significant milestone to mark a takeover position of Brazilian employers in favor of Social Justice.

Organized by the business community of commerce of Rio de Janeiro, along with associations of agriculture, commerce and industry, the Conference discussed ten topics: 1) The state and the economic order; 2) Raising quality of life of the population; 3) Agricultural production policy; 4) Industrial and mineral production policy; 5) Investment policy; 6) Energy and transport; 7) Commercial policy; 8) Monetary, banking and fiscal policy; 9) Social and labor policy; 10) Immigration policy.

On the Letter of Social Peace then said the great leader of Brazilian trade: “It’s a document that highly expresses the spirit of solidarity and realism of this Brazilian businesspeople generation / generation. It shall contribute to harmonize and pacify the capital and work in our country, in a superior plan of mutual understanding. Thus, we invite the employees to stablish, on a solid basis, a policy of mutual understanding and of mutual respect.”

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January, 1946

Employers and employees who are dedicated, in Brazil, to the various areas of economic activity recognize that a solid social peace, established in the economic order, must result primarily from an educational work, fraternizing and strengthening the feelings of solidarity and trust among people.

To speed up such a result, and as a preliminary step, we must acknowledge the need to guarantee the country a long period of cooperation to develop its productive forces and the raising of the quality of life of Brazilian people; Then, it is essential to promote the increase of national income and its best and widest distribution, with the best use of the country's resources, which can be obtained by execution of a large-scale and objective economic planning, according to the Letter of Teresópolis.

To this end, knowing that nothing will be achieved without the narrowest understanding between employers and employees, allowing a free and stable exercise of their activities and to these a dignified existence and the growing participation in productive wealth, solemnly undertake to propagate the achievement of these objectives, through reciprocal recognition of rights and duties, within a true system of Social Justice, in the form mentioned below.

1) A manutenção da democracia política e econômica e o aperfeiçoamento de suas instituições são considerados essenciais aos objetivos da felicidade social e à dignidade humana. A ordem econômica deverá fundar-se no princípio da liberdade e no primado da iniciativa privada, com as limitações impostas pelo interesse nacional.

1) Maintenance of political and economic democracy and the improvement of its institutions are considered essential to the objectives of social happiness and human dignity. The economic order must be based

on the principle of freedom and the primacy of private initiative, with limitations imposed by the national interest.

2) Monetary Capital should not be considered only a profit-producing instrument, but mainly a mean of economic expansion and collective well-being. Work is the right that everyone has to participate in social life and a duty to contribute to it with the best of their abilities, ensuring workers a salary that guarantees them a dignified, healthy and efficient existence.

3) Not only for reasons of social solidarity, but of economic convenience, the people purchase power should be increased as quickly as possible, mainly rural population, aiming to nourish the country's prosperity and strengthen the internal consumer market.

4) In order to meet urgent social needs and provide the city and rural workers a greater sum of well-being and equal opportunities, employers are invited to create a Social Fund to be applied in works and services benefiting employees from all categories, and in social assistance, allocating tasks to existing institutes welfare assignments, physical and cultural improvement of population. The aim of the Social Fund is to promote the implementation of measures that not only continuously improve the standard of living of employees but to facilitate the means for their cultural and professional improvement.

5) The Social Fund shall consist of a contribution of each company - agricultural, industrial, and commercial, or other -, withdrawal of net profits from its balance sheet, raised under the conditions prescribed by the tax legislation on income. The form of collection and the annual contribution percentages shall be fixed to meet the needs of the care plan.

6) The administration of the Social Fund will be organized in the most appropriate and efficient way, according to the experience within companies, with their grouping or by means of local joint committees, composed of representatives of employers and employees, preferably where possible, target workers and employees the benefits corresponding to the quota profits of the companies to which they belong. This administration form shall be decided upon after employers and employees' queries, in order to best meet their wishes.

7) Employers shall also search for, with the greatest interest and goodwill:

a) Rationalizing the work and equipment improvement, promoting the increase productivity of companies, aiming at reducing production costs, as a means of achieving the reduction in sales prices, thus facilitating general living conditions.

b) Promoting educational provision and appropriate assistance to prevent that the rationalized techniques in production affect the employee personality, destroying or weakening their human values, whose expansion and perfectibility must be ensured in every way compatible with the common good.

c) Establishing awards for employee initiatives aimed at improving the production technique and the greater extent of the worker's well-being, as well as the efficiency of his ability or effort.

d) Cooperating in the development and improvement of professional education, sponsoring the professional and artistic vocations of the employees and workers.

8) It will be up to the employees an effective contribution to build

up harmony and cooperation to employ all its effort in improving the production and cooperate every way, individually and collectively, in a plan of the economic expansion in the country.

They must seek:

- a) To contribute, with an appropriate action, to reducing job instability and lack of attendance at work to the minimum;
- b) To avoid disagreements that potentially damage cordiality between employers and employees or workers;
- c) To ensure the conservation of company's facilities and working tools;
- d) To cooperate to foster discipline in the execution of the work;
- e) To improve their technical expertise, attending the courses of SENAI and SENAC or others that may be held by companies;
- f) To encourage individual productivity, a preponderant factor for increasing national wealth;
- 9) Employers and employees shall cooperate so that the bargaining agreements are made in the local trade union joint committees, in general, any rights shall be claimed by peacefully, condemning formally any recourse to violence;
- 10) Completing the set of measures in this Letter, employers and employees will require the State to follow some steps:

a) To fight inflation by reducing its effects and eliminating its causes;

b) To end public organizations that hinder production and trade and consequently contribute to raising the cost of living, also fighting the maneuvers that produce rising prices of essential goods;

c) reduction to the minimum of taxes on foodstuffs, to increase its production and improve people's diet;

d) To eliminate or reduce substantially the taxes, fees and emoluments levied on any security on the rental and acquisition of the urban and small rural property, extending the legal provisions for the protection of popular housing;

e) To change the current administrative system of the Social Security Institutes, in order to ensure the effective participation of its taxpayers and the actual fulfillment of its purposes;

f) To apply measures to ensure trade unions autonomy, both as to the choice and dismissal of their leaders, as to the administration social funds, without prejudice to the State;

g) To effectively implement the rights and guarantees conferred on the employees by current labor legislation.

11) A Central Executive Committee of employers and employees will be set up to carry out the program established here, in the face of the current situation, promoting the most appropriate, practical and efficient means to give it full implementation.

Trusting in the solidarity of the elements that contribute to the greatness of Brazil in the vastness of its territory, its signatories Letter hope that, in an atmosphere of cooperation, fraternity and mutual respect, and in the union of all the living and conscious forces of the nation, It will be possible to establish public freedoms, maintaining social balance and conquer, for our Homeland, the respect and admiration of all peoples.



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