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FORMAL EMPLOYEES IN THE CEARS TEXTILE INDUSTRY: EMPIRICAL STUDY OF SOCIOECONOMIC INSERTION IN MICRO AND SMALL COMPANIES VIS-A-VIS AVERAGE AND LARGE COMPANIES- 2005/2010

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SUMMARY
The research aims to compare, between 2005 and 2010, the profile of formal employees in Micro and Small Enterprises (MPEs) vis-à-vis Medium and Large Enterprises (MGEs) in the textile sector installed in Ceará, as well as to compare the profile socioeconomic status of workers in both sizes analyzed. To this end, the following variables are analyzed: evolution of establishments by size, in the manufacturing industry; evolution of formal employment by size in the manufacturing industry; number of employees in MSEs and MGEs in the textile sector regarding gender; age group; education level; length of service and range of pay. The data are from the Annual List of Social Information (RAIS) of the Ministry of Labor and Employment (MTE). The main results show that the textile sector has the largest number of establishments and generates the largest number of jobs. Some results point to an increase in the age group of workers and a considerable increase in the level of education. In addition to the greater predominance in both of the female labor force and the variation in the level of wages, notably between one and two minimum wages.

KEYWORDS: Textile industry; Formal employment; Companies.

1. INTRODUCTION

The development process of peripheral economies was marked on the one hand by the reflections of the current CEPAL that preached industrialization as a tool capable of leveraging economic development through gains in competitiveness, because unlike other sectors of the economy, it is the one with the highest productivity factors of production, since it drives the growth of the national potential product. On the other hand, the industrialization of these countries has brought different socioeconomic consequences, such as high rates of external indebtedness, regional inequalities, subordination to foreign capital, in addition to high land concentration.

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However, the Brazilian industrialization process proved to be dynamic in terms of capital investment, problem solving as a basic infrastructure, concentrating its productive capital in a restricted area of the territory, such as the Brazilian Southeast. However, regional development policies based on the transfer of productive capital through State action, such as the Northeast Development Superintendence (SUDENE), promoted a modernization of the Northeastern industrial park, based on the textile industry.

The industrial deconcentration policies were successful through the actions of the II National Development Plan (II PND), elaborated in the second half of the 1970s under the Geisel government, which stimulated the viability of an autonomous industrial production center, notably in the Northeast region of the country and that he started to have a greater support to face the physical problems (droughts) that had hit the region.

At that moment, through the Import Substitution Process (PSI), the production chains began to condense with high industrial production and regional integration between the intermediate goods produced in the Northeast that were sent to the Southeast of Brazil in order to make final products destined for the market. external market, as a way to offset the negative effects on the trade balance.

The most perverse result of this model was the induction of an extremely closed economy, a technology with low added value when it was not obsolete, which hindered the competitiveness of national products vis-à-vis imported ones. It was necessary to emphasize the presence of large monopolies that raised prices indiscriminately, through the developmental model that was sensitive to the environment of instability and economic shocks due to the 1973/79 oil crisis, since most of its economic decisions came from the foreign market.

Thus, the Brazilian economy entered the 1990s in an increasing phase of commercial opening, with an imbalance in public accounts, the price stabilization program (Plano Real), which was parallel to the high level of unemployment added to the resizing of the State's role in the economy. , had marked impacts on the Brazilian industry which, in order to become more competitive in the face of the annihilation of national development policies, migrated to the Northeast in search of fiscal and financial benefits, cheap and abundant labor and proximity to the American and European markets.

The choice of analysis of industrial companies by size in Ceará was partly due to their degree of polarization to attract labor-intensive industries (SILVA FILHO; QUEIROZ, 2009), however the attractive factor of industrial deconcentration was through the exemption of main

revenue of the state, the Tax on Circulation of Goods and Services (ICMS) to attract large companies that offer precarious employment (ARRAIS, 2003) and commit part of their collections to investment attraction policies that do not necessarily manage to break with the concentrating trend from industry (CANO, 1997), flow production to other states including abroad, given the proximity of the Metropolitan Region of Fortaleza with the major international consumer markets.In contrast, micro and small industrial companies play an important role mainly in the interior of the state, generating ICMS to the municipalities, since they are labor intensive and collaborate for local development.[3], with a vast number of companies geographically devolved, does not generate costs for municipalities and diversify production for the domestic market.

The choice of the Ceará textile industry for the study is motivated by presenting as an important textile pole in Brazil, with regard to the consumption of cotton lint, second only to the state of São Paulo, Ceará also holds the second place in the production of yarns, an activity also led by São Paulo. Within the production chain, Ceará ranks fourth in terms of production volume, after São Paulo, Santa Catarina and Minas Gerais.

Introduced to the discussion, the objective of the research is to compare formal industrial employment (by industry size) in the state of Ceará in the years 2005 and 2010, considering the importance of reducing informality[4]reflected through productivity gains, given the easiness in the elaboration of public policies for the benefit of formal companies, since it reduces the cost of physical capital and increases value to human capital.

Thus, the constituent parts of this work, in addition to the introduction, address: the methodology used, giving information about the study area, database and analysis method, followed by the theoretical framework that it briefly addresses in the first chapter: a brief exposition about economic thinking on the labor production factor, seeking to interpret economic phenomena within the scope of capitalist production. The second chapter seeks to highlight the dynamics of labor-intensive industries (with an emphasis on micro and small) from the Import Replacement Process (PSI) to the 1990s trade opening, in the third part the results and discussion of data. Finally, the conclusions and references.

2 METHODOLOGICAL PROCEDURES

[3] According to Urani (2003), economic territorialization is characterized by the articulation of companies and the relationship / articulation with other local agents.
[4] See Pinheiro (2003).

2.1 About the study area

The state of Ceará is located in the Northeast region of Brazil, bordering the north with the Atlantic Ocean, the south with the state of Pernambuco, the east with the states of Rio Grande do Norte and Paraíba and the west with the state of Piauí (IPECE, 2012). It has a geographical area of approximately 148,825.6 km2, which corresponds to 9.57% of the total area of the Northeast region and to 1.74% of the total area of Brazil (IBGE, 2010).

According to 2010 demographic data, Ceará has a total of 8448,054 people (4,118,065 men and 4329,989 women) distributed in a demographic density of 56.76 inhabitants / km2 and urbanization rate of 75.09% of the total occupied area (IPECE, 2012).

2.2 About the database

This research is classified as being descriptive and explanatory. The data used are of secondary origin, extracted from the Annual List of Social Information (RAIS), obtained through online access to the website of the Ministry of Labor and Employment (MTE), referring to the years 2005 and 2010. Despite the limitations, since it only covers the formal labor market, the database is much more comprehensive and information can be focused from national, regional, subnational, mesoregional, micro-regional, metropolitan and municipal levels.

2.3 About the method of analysis

In carrying out this work, it was necessary to use two methods: the descriptive and the explanatory. The first works with the description of the characteristics of the formal industrial labor market in Ceará. The second analyzes the characteristics of the industries (by size) installed in Ceará and traces the socioeconomic profile of its workers. It is essential to use seven variables, two to analyze the characteristics of the size of the industry and five to trace the profile of the worker employed in the industry in Ceará.

To analyze the characteristics of the industry, the study of the following variables was essential: number of industrial establishments by size in Ceará, number of workers in the industry by size.

The second part seeks to analyze the socioeconomic profile of the worker in the formal industry, using the following variables: number of employees in the industry by size

according to sex, age group, education level, length of service and minimum wage. To classify the size of companies, the criterion developed by SEBRAE was used, based on the number of employees that is expressed in Table 1.

TABLE 1: Classification of companies by size, according to the number of employees

Size / Industry	Industry	Commerce and Services
Micro	Until 19	Until 09
Small	From 20 to 99	From 10 to 49
Averages	From 100 to 499	From 50 to 99
Big ones	500 or more	100 or more

Source: SEBRAE. Self elaboration.

Given the methodological procedures, the results of the study are exposed through tables, followed by the respective analyzes.

3 ECONOMIC THINKING ABOUT THE PRODUCTION FACTOR WORK IN MPE VERSUS MGE:

There is a relative classic consensus that the division of labor is a driving force in the process of economic development, since firms gain considerably increased productivity, however theorists like Marx and Schumpeter analyze that the issue lies in the weight of the division of labor as the greatest generator wealth in significant increases in capital accumulation (CERQUEIRA, 2000).

According to Smith (1996) given the increase in the productive capacity of the work itself, he emphasizes the importance of the industrial sector in the economy, stating that the service activities are of low profitability, excluded from the course and increasing specialization of the work, are unable to generate profit enough for maintenance and expansion. Therefore, a large part of these activities are carried out by the government.

Ricardo (1996)[5] makes a parallel to the conceptions of Smith (1996) and highlights important contributions for Marx (1971) when affirming the demand on the part of the industries for machines and equipment to increase the productive chain with increasing net incomes, however the substitution of the human work for the machinery is harmful to the interests of the working class, causing a phenomenon called technological unemployment.

In the face of such prepositions Marx (1971) differentiates small and large industry, according to him the increases in goods of use, machines and equipment reflect changes in the

[5] In his work Principles of Political Economy and Taxation (1817), the role of industry that migrates to regions that offer comparative cost advantages is analyzed, as the best way to proliferate capital accumulation and production scales.

technical composition of capital, in which technological evolution generates in the process of economic growth, capital increase constant in relation to variable capital, increasing the organic composition, which expands the number of unemployed, reducing the wage bill paid, which causes intense precariousness in the labor market. In contrast to small companies that have a higher proportion of labor per unit of capital invested, they absorb part of the idle labor, generating employment and income. In this way, there is a complementary relationship of companies, by size, in the logic of capitalist accumulation.

It is perceived that MSEs are the biggest job generators, due to the logic of neoclassical thinking regarding profit maximization by the firm, stating that greater increases in employment and direct function with salary decreases.

In view of such analyzes, it becomes evident that several jobs were destroyed by technological innovations, but that these losses could be offset by job gains in the new, more dynamic sectors. However, the Brazilian economic development model is observed, the productivity gains resulting from the introduction of new technologies that save time and labor, mean a decline in employment rates. Because, it is known that with a rapid accumulation of capital, technological innovations may contribute to a virtuous increase in economic growth, job creation and increased productivity. But if global demand is deficient and capital accumulation is slow, increasing technical progress can raise unemployment.

The labor relationship of the Flexible Accumulation system is based on the maximum extraction of profit from living work, based on the support and extinction of combative unionism in which the innovation and flexibility of new forms of work organization ended up benefiting smaller companies, in view of being more integrated into the national market and the production process itself.

With the process of commercial and financial opening, the labor market underwent restructuring and new forms of management / production were adjusted in the world of work, in which with the weakening of unions and the imposition of labor contracts more compatible with the needs to reduce costs on the part of companies, creating a direct relationship between flexible jobs and precarious working conditions, which is a reflection of the Flexible Accumulation Model, in which the innovation of labor relations favors small companies, since they explore different market and job niches. small scale (HARVEY, 2004).

Valois (2007) points out that the principle of flexible accumulation stands out in the idea that for companies to remain in the market, they should oppose Fordist characteristics

such as salary rigidity and job stability, giving rise to subcontracting, outsourcing and temporary work as a mechanism of technical efficiency by organizations.

4 SUBSTITUTION OF IMPORTS TO TICKETS IN THE INTERNATIONAL MARKET: HOW DOES THE BRAZILIAN INDUSTRY BEHAVE?

With the failure of the agro-export model from 1929-1930 contrary to what exposed by Rezende (2002) who highlights the depressive effects of the crisis in the capitalist world, especially Brazil with high unemployment rates, deficit in the trade balance, since coffee exports were paralyzed. Rego and Marques (2006) go beyond the aforementioned author, stating that after the crisis of overproduction, the Brazilian economy reacted according to Keynes' ideals, practiced through the strong intervention of the state in the economy. Parallel to such situations in a scenario of currency devaluation, they created conditions for installations of capital goods industries, since low-value equipment was imported, which were idle due to the closure of thousands of factories. In this way, an Import Replacement (PSI) process was created, with large increases in the national product,

Lipietz (1988) assesses that the Import Replacement process would give partial success to the country's economic development process, since the disqualification of the workforce generated goods of low added value that made it incompatible to compete with the foreign market and increasing the analysis, the industrialization process had been achieved through a high level of external liabilities that unbalanced the country's balance of payments in the long run.

Thus, it is necessary to see Urani's comments (2003, p. 509) about the developmental model implemented in the country:

> It is important to emphasize that the increase in inequality was an expected result of the interventions of the National State in the most different markets to favor the big capital that had characterized the substitute model of imports. In the logic of this model, poverty would be reduced with economic growth, insofar as the dynamic sectors of the economy proved to be able to absorb all those who clustered in their leftovers.

As the national industry could not increase its productive capacity by importing capital goods, given the high cost due to the exchange rate devaluation, the pre-existing idle capacity was initially used, as in the textile industry, afterwards it was possible to import low value equipment from the factories closed after the crisis, there is thus a realignment of relative prices and gradually an industry capable of substituting imports (FURTADO, 2003).

In fact, the developmental model imposed great costs on the Brazilian population, reducing the external resources destined for investments in the country, since the recession in the central countries (1979-82) which impacted on the increase of the external debt, the reduction of foreign exchange reserves, high rates inflation with a sharp drop in the potential output of the economy, pressing the national government to elaborate structural reforms (DINIZ, 1995). As a result of the hegemony of neoliberal thinking and the high productive restructuring of a Toyotist character, the Brazilian economy started to live with an abrupt commercial and financial opening, high domestic interest rate, little economic growth, unemployment and growing precariousness in the labor market (HELOANI , 2002).

Faced with such changes implemented in the late 1980s and especially in the early 1990s, large companies started to adopt survival strategies, based on productivity gains through economies of scale in which to remain more competitive they started to dry the number of direct employees, outsourced functions, de-verticalized production through organizational innovations that favored economic efficiency in the paradigm of large industry (GUIMARÃES NETO, 1993).

In view of the consequences of structural changes and the economic adjustment adopted by the country, it caused a retraction of the formal labor market, combined with the triad globalization, neoliberal policies and productive restructuring impact on the supply and quality of jobs in the secondary sector with mobility of its employees. workers for the tertiary sector, underemployment and informality (QUEIROZ AND TARGINO, 2007).

From that moment on, small industrial companies began to absorb part of the unemployed labor at low cost, since according to Dedecca (1999), globalization and international competition had serious consequences such as the financialization of productive capital, which in an environment of raising the interest rate, led to a disproportionate increase in the non-operating return on productive capital.

In view of this situation, the Brazilian textile industry has undergone several changes, both in terms of production and in the situation. In the 1980s, there was an increase in global competition through the commercial opening in which new synthetic artificial fibers emerged, in addition to constant innovations, increasing production capacity. In addition, in Brazil, in the early 1990s, the process of commercial opening began, which resulted in increased competition, with reduced tariffs for imports of textile products and with the entry of other competitors in the national market (CLEMENTINO, 2015).

In order to face the economic situation in the late 1980s and especially in the early 1990s, in addition to verticalization, the textile industry underwent a relocation process, which is one of the main cost strategies. Companies located in the Southeast of the country transferred their plants to the Northeast, specifically to the states of Ceará, Paraíba and Rio Grande do Norte. In the South region there was an expansion of companies already installed in the region. The strategy was to look for places that would provide cheap, abundant and disciplined labor, tax incentives, proximity to large international consumer markets in order to improve competitiveness and stimulate the "fiscal war" between Brazilian states, particularly in the Northeast (NEGRI, 1992).

Another important fact was the implementation was the implementation of the Real Plan, in 1994, which, on the one hand, eliminated hyperinflation, but on the other hand, with the overvaluation of the exchange rate, it harmed national companies by favoring imports and with high domestic interest rate (COUTINHO and FERRAZ, 1994).

The process of opening up foreign trade marked changes in the productive structure, since Alves (2003) contradicts the idea of Markwald (2005) emphasizing that goods intensive in the factors that are abundant in Brazil (labor and natural resources) obtained relative losses potential output, which caused the employment variable to decompose, as well as lower participation in technology-intensive sectors.

Cano (1997) points out that openness can play an important role in stimulating productivity growth and reducing investment costs, but for such effects to be expressed, a favorable macroeconomic and institutional context is necessary.

In this way, the number of micro and small industrial companies expands, going against the process experienced in the large company that started to dry employees, to adopt microelectronic technology with deregulation of labor relations through demand for more qualified workers offering them internships, contracts temporary or subcontracting (VALOIS, 2007).

Still highlighting the macroeconomic issue in Brazil and the impacts on the development of smaller companies, it is worth highlighting the low growth rates and growing public debt, exposing the internal fragility to international crises and giving the country an environment averse to expansion bank credit to companies in the face of insecurity of economic agents regarding the evolution of business in a scenario subject to volatility and government interventions in monetary controls (REZENDE, 2002).

Historically, the Northeast it was characterized by a region that accommodated itself to the transformations of the Brazilian economy, assuming the role of supplier of primary inputs for the non-durable consumer goods industry, forming a process of integration in the national market (LIMA, 2005).

As the Northeastern producers were unable to keep up with the dynamics of the Southeast region, as they have greater infrastructure and capital accumulation acquired mainly with coffee. However, with the process of commercial and financial opening, high inflation rates, intensified by the increase in interest rates in the international market, caused low economic growth as a consequence of the decline in the level of investment that had a negative impact on the industrial sector, which eliminated jobs. formal work (REZENDE, 2002).

Thus, with the process of fiscal adjustments and restructuring of national states, micro and small companies have become an alternative to the absorption of labor, since they are more labor intensive and require less capital investment. During the 1990s, due to the effects of the crisis and the agglomeration diseconomies in industrialized areas, medium and large industrial companies migrated to the Brazilian Northeast due to the tax benefits and infrastructure provided by state governments.[6]. In the 2000s, a more differentiated movement can be seen, in which the deconcentration of the productive activity is losing its breath. In the Lula Government (2003-2010), there has been an expansion of exports, credit and consumption, which reduced Brazil's external vulnerability and provided a more favorable scenario for the reproduction of capital, with significant opening of micro and small establishments that enabled local and regional development, mainly in peripheral areas (REGO and MARQUES, 2006).

Micro and small companies are independent of the sector, they contribute to the decentralization of economic activity, since they are more accessible to the population, being able to serve small and specialized markets, however such productive units face a series of difficulties with respect to economic policies. restrictive, uncontrolled cash flow, absence of long-term financing, and shortage of working capital (MONTAÑO, 1999; MORELLI, 1994).

5 EMPIRICAL ANALYSIS OF THE FORMAL EMPLOYMENT BEHAVIOR IN MICRO, SMALL, MEDIUM AND LARGE FORMAL CEARSEN TEXTILE INDUSTRIES IN THE YEARS 2005/2010

[6] According to Negri (1996), agglomeration diseconomies are understood as the set of variables such as: higher transport costs, land, infrastructure services, expansion of the working class union power, environmental issues, reduced productivity and living conditions in large urban centers.

5.1 Evolution of the number of MPE and MGE in the transformation industry. Ceará-2005/2010

According to RAIS data, table 2 highlights the growth in the number of formal industries opened between 2005 and 2010, with emphasis on SMEs that went from 7184 production units to 9653 in the period analyzed, suffering a variation of 34.39%. In the case of industrial MGE there is an increase in absolute numbers from 246 firms to 336 in 2010, implying a variation of 36.59%.

With regard to the relative evolution of the number of micro and small industrial establishments, there is an increase in the percentage share of the number of textile industries, from 32.36% in 2005 to 34.31% in 2010, suffering a variation of 41, 72%, while medium and large companies registered a modest increase in participation, going from 26.42% to 26.79% in the analyzed period, suffering a variation of 38.46%. (TABLE 2)

In 2010, Ceará registered 3385 industries in the textile sector, of which 2977 (87.95%) are located in the Metropolitan Region of Fortaleza, with 97.11% being classified as micro and small companies, while 2.89% are configured as medium and large industry. Regarding the interior of Ceará, it is composed of 408 (12.05%) textile industries, 99.02% of which fit as MSEs while only 0.98% can be considered MGEs[7].

TABLE 2: Number of establishments by size in the manufacturing industry in Ceará - 2005/2010

Industry sector	2005				2010					
	MPE		MGE		MPE		MGE		MPE	MGE
	No. abs	(%)	No. abs	(%)	No. abs	(%)	No. abs	(%)	var (%)	var (%)
Mineral extraction	119	1.66	1	0.41	142	1.47	4	1.19	19.32	30.00
Industry. Non-metal minerals.	484	6.74	9	3.65	647	6.70	15	4.46	33.68	66.67
Metallurgical industry	469	6.53	11	4.47	715	7.41	13	3.87	52.45	18.18
Mechanical industry	126	1.75	6	2.44	268	2.77	9	2.68	112.69	50.00
Indúst.mat.elét.comu.	45	0.63	4	1.62	59	0.61	5	1.48	31.12	25.00
Material.transp.	85	1.18	4	1.62	115	1.19	10	2.97	35.29	150
Wood / Furniture Industry	504	7.01	11	4.47	663	6.87	12	3.57	31.55	9.09
Paper, cardboard, graphic	471	6.55	8	3.25	650	6.73	14	4.17	38.00	75.00
Ind.bor, smoke, leather, hides	314	4.37	9	3.66	430	4.45	10	2.97	36.94	11.12
Chemical industry	386	5.37	13	5.28	504	5.22	25	7.44	30.57	92.31
Textile industry	2325	32.36	65	26.42	3295	34.13	90	26.79	41.72	38.46
Footwear industry	196	2.73	25	10.16	305	3.16	46	13.69	55.61	84.00

[7] The data are from the Annual List of Social Information RAIS (2010).

Food products, beverages	1546	21.52	67	27.23	1714	17.75	72	21.43	10.87	7.46
Industrial utilities	114	1.59	13	5.28	148	1.53	11	3.27	29.82	(0.15)
Total	7184	100	246	100	9655	100	336	100	34.39	36.59

Source: RAIS / MTE. Self elaboration.

In view of this situation, the ineffectiveness of the Industrial Development Fund (FDI) was most clearly implemented in 1995, which sought to equally distribute industrial activity in Ceará, since the Ceará economy is still marked by sharp economic disparities within the territory.

With regard to the metallurgical industry, which is configured as capital intensive, MSEs increase their relative participation from 6.53% in 2005 to 7.41% in 2010, suffering a variation of 52.45%, while MGEs faced a drop in the percentage participation of the total establishments from 4.47% to 3.87%, implying a variation of 18.18%. In this way, there is a selectivity in the location of the textile industry in Ceará territory[8].

The data are in line with Pacheco's (1998) thesis by stating that there is still a process of industrial deconcentration (even at a slow pace) that manifests itself in the form of fragmentation of the national economy and the appearance of "islands of productivity" in each region .

In the food products industry, there is a drop in percentage terms in the share of total industrial establishments in both sizes analyzed, which is in line with the idea of Haguenauer et al. (2001), which emphasizes the role of the food industry in reducing its production due to the increase in real wages through the success in stabilizing prices (Plano Real), in which the demand for food tends to be more elastic with income expansion, a consumers will demand a greater diversified quantity of goods and services.

Cano (1997) remains partially correct when stating that the technology-intensive industrial sectors tended to re-concentrate to the more developed areas of the country. For the electrical material industry, there is a relative drop in the number of establishments, on the other hand, the transport material sector presents a relative increase in MSEs, going from 1.18% to 1.19% in the period under study, whereas MGEs which have a relative participation greater than 1.62% in 2005 to 2.97% in 2010.

The chemical industry presents a drop in the relative participation in the smaller companies, and in 2005 it counted with 5.37% of the total establishments, falling in 2010 to

[8] According to Baer (2005), the main obstacles to economic development in the interior of the state of Ceará are: the level of human capital that is too low, the level of scarce technology, unsatisfactory business knowledge and lack of economies of scale.

5.22, however the MGEs present a different situation when passing from 5, 28% to 7.44% in the analyzed period.

What is clear is that the industrial structure in Ceará is increasingly diversified, contradicting the idea of authors such as Rolim (2002), Galvão and Vasconcelos (1999) and even Cano (1997) who claim that capital and technology intensive industries tended to flee the peripheral regions and is especially concentrated in the metropolis of São Paulo. The factors that attract industries to Ceará, notably its Metropolitan Region, are due to tax incentives (for MGEs), cheap, abundant and disciplined labor and geographic proximity to the American and European consumer market.

5.2 Evolution of formal employment in the manufacturing industry. MPE and MGE- Ceará-2005/2010

When analyzing the evolution of formal employment in the manufacturing industry, it can be seen in Table 3 that in 2005 the textile industry participates with 35.98% of formal jobs registered in MSEs and these numbers tend to tend to decrease to 33.73% due to the growth of capital-intensive sectors such as the mechanical industry, which had the highest growth of 103.37% and metallurgy, 80.52%. Even with the expansion of Micro and Small industrial companies with greater technological value, that of the textile sector had a variation over the period under study of 30.55%.

TABLE 3: Number of workers by sector of the manufacturing industry, according to size, in Ceará- 2005/2010

Industry sector	2005				2010					
	MPE		MGE		MPE		MGE		MPE	MGE
	No. abs	(%)	No. abs	(%)	No. abs	(%)	No. abs	(%)	var (%)	var (%)
Mineral extraction	1463	2.01	173	0.15	2042	2.02	612	0.38	39.58	253.38
Industry minerals.nao.metalics	5784	7.97	1711	1.46	9251	9.16	2790	1.74	59.94	63.06
Metallurgical industry	3616	4.98	3985	3.39	6524	6.46	7901	4.93	80.52	98.27
Mechanical industry	1131	1.56	1645	1.40	2304	2.28	2379	1.48	103.37	110.34
Electrical and communications industry	403	0.55	1646	1.41	537	0.53	1358	0.85	33.25	(17.50)
Industry.mat.transport	974	1.34	1238	1.54	1242	1.23	2951	1.84	27.52	138.37
Wood / Furniture Industry	3837	5.29	1782	1.52	5707	5.65	2359	1.47	48.74	32.38
Paper, cardboard, editor and	3693	5,090	2169	1.85	5361	5.31	2998	1.87	45.17	38.22

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Ind.bor, smoke, leather, hides	3120	4.30	2889	2.46	4496	4.45	3210	2.00	44.10	11.11
Chemical industry	5303	7.31	3981	3.39	6535	6.47	6555	4.09	23.23	64.66
Textile industry	26095	35.98	26354	22.43	34066	33.73	36940	23.06	30.55	40.17
Footwear industry	2621	3.61	41647	35.45	3792	3.75	59770	37.31	44.68	43.52
Food and beverage products	12092	16.67	23549	20.04	16301	16.13	26030	16.25	34.81	10.54
Industrial public utility services	2222	3.06	4724	4.02	2849	2.82	4338	2.71	28.22	(8.17)
Total	72534	100	117493	100	101007	100	160191	100	39.25	36.34

Source: RAIS / MTE. Own preparation.

Regarding MGEs in the textile sector, there is an increase in relative participation from 22.43% to 23.06% in the period under study, with a variation of 40.17% (higher than MSEs). Formal industrial jobs are increasingly dynamic with a drop in the relative share of traditional sectors and an increase in the share of capital and technology intensive sectors (except electronic material). There is an increase in the jobs in the footwear sector in both sizes analyzed, even so the SMEs in this sector face several difficulties, which according to Lemos (2008) in Juazeiro do Norte, the largest city in the interior of the state in number of inhabitants, the main problems faced by micro and small companies in this municipality are the low qualification of microentrepreneurs, difficulties in credit lines, lack of incentive on the part of development institutions and little interaction between microentrepreneurs. (TABLE 3)

The lower participation of the industrial sector in total employment is described by Bresser Pereira (2010) as a process of early “deindustrialization” in Brazil through the industrial sector in favor of the tertiary sector, because with the increase in per capita income through price stabilization achieved in 1994 and the policy of valuing the minimum wage, the income elasticity for manufactured goods tends to fall to the detriment of sectors that have lower labor productivity.

5.3 Socioeconomic Profile of Employees in the SME and MGE of the formal textile industry in Ceará

5.3.1 Gender of Workers

The analysis disaggregated by sex shows that in 2005 there were 26095 workers employed in textile SMEs, with 26.81% male and 73.19% female. In 2010, the participation

of women employed in MPE falls slightly to 68.16% and of men it increases to 31.84% in the formal textile industry in Ceará. In 2005, MGE had a total of 26,354 workers in the textile industry, of which 54.71% are male versus 45.29% female, and in 2010 it had a movement contrary to SMEs, since it had a reduction in participation male (48.29%) and an increase in female participation (51.71%). (TABLE 4)

TABLE 4: Number of employees by sex in the textile industry (by size), Ceará-2005/2010

Genre	2005				2010			
	MPE		MGE		MPE		MGE	
	abs.	(%)	abs.	(%)	abs.	(%)	abs.	(%)
Male	6997	26.81	14419	54.71	10846	31.84	17841	48.29
Feminine	19098	73.19	11935	45.29	23220	68.16	19099	51.71
Total	26095	100.00	26354	100.00	34066	100.00	36940	100.00

Source: RAIS / MTE. Self elaboration.

Despite the growth in the number of jobs in the formal textile industry in the period under study, in 2010 the concentration of female workers in the MSEs (68.16%) and in the MGE (51.71%) prevails. In this context, it means that the textile industry, as labor intensive, absorbs a significant portion of the female gender in order to enter the formal labor market. (TABLE 4)

5.3.2 Age group

With regard to the age variable (Table 5), both in 2005 in the two sizes of the textile industry under study, the majority (approximately 29.84%) of the employed workers was in the age group of 30 to 39 years.

TABLE 5: Total employees in the textile industry (by size), according to age group, Ceará-2005/2010

Age range	2005				2010			
	MPE		MGE		MPE		MGE	
	abs.	(%)	abs.	(%)	abs.	(%)	abs.	(%)
Up to 17 years	140	0.54	149	0.57	85	0.23	43	0.12
18 to 24 years	5436	20.83	5663	21.49	8892	24.07	84	0.23
25 to 29 years	5149	19.73	5850	22.19	8476	22.95	8892	24.07
30 to 39 years	8382	32.12	8789	33.35	11435	30.96	8476	22.94
40 to 49 years	5235	20.06	4788	18.17	6287	17.01	11435	30.96
50 to 64	1697	6.50	1096	4.15	1723	4.66	6287	17.02

years								
65 or more	38	0.15	19	0.07	42	0.11	1723	4.67
Ignored	0	0.00	0	0.00	0	0.00	0	0.00
Total	26095	100.00	26354	100.00	34066	100.00	36940	100.00

Source: RAIS / MTE. Self elaboration.

In 2005, the participation of labor in the textile industry in the age group up to 17 years is insignificant in SMEs (0.54%) and in MGE (0.57%), and in 2010 these numbers tend to decrease to 0.23% in MEPs and 0.12% in MGE. Probably the explanation for SMEs to employ younger workers than MGEs is due to the lower demand for qualified workers, since their activities require less capital investment, facilitating the hiring of low-cost labor. With regard to medium and large companies, according to Arrais (2007), the demand for young workers arises from the insertion of apprentices and interns in the labor market, having as a mediator the Center for the Integration of School-CIEE that acts as a link between the industry, school and the student. (TABLE 5)

The decrease in child labor stems from the Federal Government's instruments to keep children and young people from 7 to 15 years old at school, such as the Bolsa Família program, which aims to increase the investment of families in the education of its members, especially children and young people. poor, which would reduce the likelihood that they will remain poor in the future.

5.3.3 Degree of Education

Regarding the level of education, it is clear that in 2005, employees in MSEs were concentrated in complete elementary education (36.75%), however for MGE (33.73%) of employees were in the age group. complete high school. (TABLE 6)

TABLE 6: Total employees in the textile industry (by size), according to education level, Ceará 2005/2010.

Education	2005				2010			
	MPE		MGE		MPE		MGE	
	nºabs.	(%)	nºabs.	(%)	nºabs.	(%)	nºabs.	(%)
Illiterate	148	0.57	91	0.34	149	0.44	54	0.15
Up to 5.incomp.	577	2.21	583	2.21	402	1.18	407	1.10
5.comp.fund.	1077	4.13	1054	3.99	676	1.98	505	1.36
6 to 9 fund.	3891	14.91	4360	16.54	2993	8.78	3266	8.84
Full.com	9590	36.75	7160	27.16	8414	24.69	7120	19.27
Medium incomp.	3271	12.53	3407	12.93	4506	13.28	4299	11.64
Medium length	7099	27.20	8889	33.73	16016	47.01	19785	53.55
Superior inco.	260	0.97	313	11.87	382	1.12	587	1.59

Superior comp.	182	0.70	497	1.89	528	1.55	917	2.48
Ignored	0	0.00	0	0.00	0	0.00	0	0.00
Total	26095	100.00	26354	100.00	34066	100.00	36940	100.00

Source: RAIS / MTE. Self elaboration.

In 2010, for both SMEs (47.01%) and MGEs (53.35%), most employees in the formal textile industry had completed high school. Such movement indicates that smaller companies are demanding more qualified workers vis-à-vis larger companies. The explanation of this situation reveals that micro and small entrepreneurs are increasingly using tools for competitive improvement due to the globalized market and new forms of work organization. (TABLE 6)

In 2010, the MGE showed a small decline in percentage terms in the participation of workers who had not completed high school, from 63.17% in 2005 to 42.36% in 2010. In absolute terms, this represents a negative variation of 6.07% with a decrease from 16655 employees in 2005 to 15651 in 2010. (TABLE 6)

Likewise, in the MSE there is a decline in percentage terms in the number of workers with an education level up to incomplete high school, from 71.1% in 2005 to 50.35% in 2010. In absolute terms, there is a reduction of these workers, which went from 18554 in 2005 to 17140 in 2010, suffering a negative variation of 7.62%. (TABLE 6)

There is a high degree of selectivity in the hiring of labor by the textile industry when observing that regardless of size, approximately 50.28%, that is, practically half of the workers, remain concentrated in complete high school. Workers with incomplete higher education present antagonistic situations in the MSEs and MGEs under study: while in the smaller textile companies there was an increase in the percentage of these workers (from 0.97% in 2005 to 1.12% in 2010), in the textile industries of larger size, there is a slight reduction from 11.87% in 2005 to 1.59% in 2010. (TABLE 6)

5.3.4 Length of Service

In relation to the length of stay of workers employed in the textile industry in Ceará, in 2005, 39.82% were employed for less than 1 year in MEPs, increasing to 42.65% in 2010; and in MGE they go from 23.21% in 2005 to 31.83% in 2010. (TABLE 7)

TABLE 7: Distribution of workers in the textile industry (by size), according to length of service, Ceará-2005/2010

Service	2005	2010

time	MPE		MGE		MPE		MGE	
	abs.	(%)	abs.	(%)	abs.	(%)	abs.	(%)
Less than 1 year	10393	39.82	6117	23.21	14529	42.65	11758	31.83
1 to less than 3 years	9007	34.52	7003	26.57	11551	33.91	11348	30.72
3 to less than 5 years	6203	23.77	10377	39.37	6979	20.48	9273	25.10
5 or more	492	1.89	2857	10.84	1007	2.96	4561	12.35
Ignored	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	26095	100.00	26354	100.00	34066	100.00	36940	100.00

Source: RAIS / MTE. Self elaboration.

Another fact that stands out is that employees in SMEs are more susceptible to unemployment, when observing that in 2010, 76.56% of them were employed for less than 2 years against 62.55% of workers in MGE. In this sense, for small companies, there is a direct relationship between jobs in small businesses and the disruption of the formal labor market, since their turnover is higher than that of medium and large companies. (TABLE 7)

In this sense, it is good to recall the comments of Arrais (2007) that the high concentration of workers with little time in the industry in the Northeast is the result of productive restructuring, technological advancement, new methods of organizing work and production and the high costs labor, which encourage employers to use outsourced labor, temporary contracts and young interns in order to reduce costs.

Regarding the number of workers who were employed for 5 years or more, it is slowly increasing in the textile industry. Empirical data contradict ideas that labor legislation makes the labor market excessively rigid, since companies determine the central aspects of the employment relationship, contract / dismissal[9].

5.3.5 Workers' Compensation

From the perspective of remuneration, there was an impoverishment of workers in Ceará in the period under study, both by increasing the proportion of those who received up to one minimum wage for SMEs and up to two wages for MGE, and by reducing those located in the higher income ranges in both sizes of the textile industry.

[9] Baltar and Proni (1996) point out that the advancement of contractionary macroeconomic policies adopted by the FHC Government, raised unemployment through price stability and created an adverse scenario to union action that was losing its fight through the labor market's flexibility and restructuring.

In 2010, precariousness increased in the two companies considered (being more intense for SMEs). The percentage of workers earning up to a minimum wage increases significantly from 7.81% in 2005 in MSEs to 15.57% in 2010, while in MGE the percentage of employees earning up to two minimum wages goes from 81.14 % in 2005 to 88.69%. (TABLE 8)

For those earning more than two minimum wages, there was a significant reduction in the proportion of employees concentrated in the highest income brackets in both sizes of companies analyzed, being more intense for the labor force employed in the textile sector's SMEs. Considering SMEs, in 2005, they earned above 2 minimum wages, it dropped from 4.09% in 2005 to 0.51%, and in MGE they went from 18.86% in 2005 to 11.28% in 2010. (TABLE 8)

In the MSEs in 2005, only 1.75% of their employed population in the formal textile industry were earning more than 3 minimum wages, falling to 1.35% in 2010. In the SMEs they presented dynamics similar to small companies, when passing under this aspect from 10.2% in 2005 to 6.26%. This sharp decline in the income of workers observed in both sizes of the analyzed company, generates over the years a smaller gap between the structure of wages in relation to the size of the textile industry in Ceará under study. (TABLE 8)

TABLE 8: Total employees in the textile industry's SME and MGE, according to salary range, Ceará-2005/2010

Income	2005				2010			
	MPE		MGE		MPE		MGE	
	abs.	(%)	abs.	(%)	abs.	(%)	abs.	(%)
Up to 01 salary	2039	7.81	464	1.76	5372	15.77	2330	6.31
More than 01 to 02 sm	22927	87.86	20921	79.38	27612	81.05	30434	82.38
More than 02 to 03 sm	612	2.34	2282	8.66	616	1.81	1855	5.02
More than 03 to 05 sm	257	0.98	1374	5.21	208	0.61	1228	3.32
More than 05 to 10 sm	98	0.38	871	3.31	80	0.23	707	1.91
More than 10 to 20 sm	20	0.08	258	0.98	8	0.02	147	0.39
More than 20 sm	5	0.02	65	0.25	1	0	32	0.08
Without declaration	77	0.29	119	0.45	169	0.49	207	0.56
Total	26095	100.00	26354	100.00	34066	100.00	36940	100.00

Source: RAIS / MTE. Self elaboration.

Pochmann (2009) attributes this phenomenon to the drop in the share of labor income in total income, which implies an intense wage devaluation and job instability. This perspective becomes conflicting, given that the workers in the textile industry have qualified over the years under analysis, on the other hand, there is a flattening of the earnings of these workers, which goes against the theory of human capital. With regard to low wages, it can create an unfavorable situation, since insofar as companies can use this cheap and abundant labor force to increase their profit reserve, the relocation of large industries can become favorable, since the state government offers tax and financial incentives[10].

Subnational units, like Ceará, adopt fiscal, financial and credit benefits that tend to cancel themselves, allowing them to act as contributing factors for locational decisions. On the other hand, for states there remains a generalized loss of tax revenue without first having assessed the cost and benefit of the investment. There is still a reallocation of public investments, through the abdication of revenue in favor of sectors that are not always a priority, that is, state governments suffer a worsening of their own financial situation and with a consequent relationship of investments and meeting the basic needs of the population (CASSIOLATO ; BRITO, 2001)

However, MSEs go against the dynamics observed by medium and large companies, since their installation depends on the dynamization of the domestic market, the low cost of financial intermediation and macroeconomic policies, especially those of an expansionary monetary nature, which reduce interest rates. interest and promote an environment of greater stability for small businesses, since they are responsible for the process of economic territorialization and labor absorption, mainly in times of economic recession.

Unlike medium and large companies, small businesses do not deduct taxes and state budget revenues. When formalized with the help of Super Simples, they are capable of generating a high level of local revenue, providing both economic and social advances, as they do not imply costs for municipal and state governments, in addition to contributing to a lower demand for formal employment in the public sector.

6 FINAL CONSIDERATIONS

[10] Cano (1997) points out that the fiscal war is the result of the process of dismantling the National State, which began especially in the early 1990s, in which, in the absence of regional development policies, economic responsibility is handed over to subnational governments, which are now use the insertion of the Goods and Services Circulation Tax (ICMS) to attract large industrial companies, thus favoring big capital, since the state budget becomes less effective to honor social commitments such as: health, education, sanitation , as this tax is the most important current state tax revenue.

The process of capitalist accumulation through hegemony of neoliberal thinking has imposed several consequences in the world at work, especially in the large industrial company that, in order to remain competitive in the face of international competition, adopts cost reduction processes based on the outsourcing of activities, relocation of its plants and dismissal of employees.

The textile sector, which is traditional in the Ceará economy, suffered significant impacts due to its obsolete structures, with low working capital and disqualified labor, in which, due to industrial restructuring, it remained to modernize its industrial park, in order to better compete with the market. International.

With the turbulent macroeconomic and institutional scenario, micro and small textile companies started to absorb part of the labor that was found in informality, underemployment or even dismissed by large companies. The textile industry has the largest number of MSEs in 2005, 2325 changing to 3225 in 2010, suffering a variation of 41.72%, while MGEs changed from 65 to 90 units in the period under study, suffering a variation of 38.46%.

In 2010, 68.16% of female workers predominated in the textile sector SMEs, while the SMEs participate with 51.71%, which indicates that the textile sector SMEs collaborate for a greater socioeconomic insertion of women in the labor market. formal, with the demand for workers aged between 30 and 39 years predominating in MGEs, while in MSEs, they are well distributed among age groups.

With regard to the length of stay of employees in the textile industry, there is a high turnover of labor, being more intense for MSEs. In 2005, 39.82% were employed by MSEs in the textile sector for less than a year, compared to 23.21% by MGEs. These numbers tend to increase in 2010, with workers employed for less than a year rising from 42.65% in MSEs and to 31.83% in medium and large companies.

This high turnover is caused by new methods of organizing production and work, outsourced labor, temporary contracts in order to reduce costs. Workers employed in smaller companies are more susceptible to unemployment vis-à-vis MGEs, due to the difficulty in remaining competitive in the market, they prefer to become flexible in order to reduce their mortality rates.

Another variable that stands out is the selectivity for hiring labor in both sizes analyzed. In 2010, in MGEs, 53.55% had completed high school compared to 47.01% in MSEs. These data reveal that the textile industry is increasingly competitive, requiring more qualified workers, due to the incorporation of the Toyota production model.

With regard to income, there was an impoverishment in the MSEs and MGEs of workers in the textile industry in Ceará, who migrated from the highest to the lowest income brackets. In 2010, in MSEs 96.82% of their employees earned up to 2 minimum wages against 88.69% in MGEs. These data reveal that the real appreciation of the minimum wage in the Lula government (2003-2010) did not imply concrete transformations in the labor market, as well as the changes adopted in the 1990s, which disrupted the formal textile industrial labor market, which even with increase in their plants, jobs are increasingly precarious.

What was found in the article was intense flexibility in the formal labor market in the productive units of the Ceará textile sector, with more intense precariousness in MSEs, between 2005 and 2010 there was a smaller gap between the productive units and the socioeconomic profile, since the market of textile work in MGEs followed, in this respect, the trend of developing countries.

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