INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 3130 Cities in 166 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

CONTENTS

Sr.	TITLE & NAME OF THE AUTHOR (S)					
No.		No.				
1.	MARRIED WOMEN WORKING IN NIGHT SHIFT AND ITS IMPACT ON FAMILY	1				
	RELATIONSHIP					
	DR. MUNIVENKATAPPA, DR. LAKHSMIPATHI. C.G, DR. SHOBHA. C & T.					
	NARASIMHAIAH					
2.	BANKS IN BRAZIL: CHALLENGES AFTER THE GLOBAL CRISIS	6				
	MARIA ALEJANDRA CAPORALE MADI & JOSÉ RICARDO BARBOSA GONÇALVES					
3.	A STUDY ON POTENTIALITY OF SILVER AS AN INVESTMENT ASSET	11				
	CHANDRA SHEKAR BM, DR. NIRMALA K REDDY & MUNILAKSHMI R					
4.	ECONOMIC DEVELOPMENT AND TOURISM IN SIKKIM: A CRITICAL REVIEW	16				
	ANJAN CHAKRABARTI					
5.	AN ANALYSIS OF DETERMINANTS THAT INFLUENCE THE GOLD PRICE	22				
	MOVEMENTS IN INDIA					
	SHEETAL DUBEY & ANAMIKA HARDIA					
6.	RISING FOOD PRICES AS THE BASE OF INFLATION IN INDIAN ECONOMY	26				
	CHITRA BHATIA ARORA					
7.	ADULT EDUCATION: A KEY ELEMENT FOR THE TRIBAL WOMEN'S	32				
	EMPOWERMENT					
0	DR. TADEPALLI DORA BABU	26				
8.	EFFECTIVENESS OF NREGA'S IMPLEMENTATION IN INDIA	36				
9.	PRIYANKA PANDEY	41				
9.	BUILDING BRAND LOYALTY THROUGH SOCIAL MEDIA ROBIN INDERPAL SINGH	41				
10.	IFRS: AN IMPLEMENTATION	44				
10.	PAYAL CHATLY	44				
11.	CONTRIBUTION OF IMPROVED AGRICULTURAL INPUTS USE ON VEGETABLE	48				
11.	PRODUCTION: IMPACT ANALYSIS ON VEGETABLE PRODUCERS IN ALMATA,	70				
	TIGRAY, ETHIOPIA					
	GEBREMESKEL BERHANE TESFAY					
12.	IMPORTANCE OF INNOVATION FOR SME GROWTH: EVIDENCE FROM	54				
	ALBANIA					
	DORJANA FEIMI & DR. VASILIKA KUME					
13.	ROLE OF MAHARATNA COMPANIES IN INDIAN ECONOMY	59				
_	NIRANJAN KUMAR SINGH & NITA CHOUDHARY					
14.	DEVELOPING COMPETENCY BY STRATEGISING AN AGILE SUPPLY CHAIN	66				
	VIMALNATH VENKATASUBRAMANIAN & R BASKARAN					
15.	EURO ZONE CRISIS: IMPACT AND IMPLICATION FOR INDIA	71				
	NEHA ARORA					
	REQUEST FOR FEEDBACK & DISCLAIMER	76				

CHIEF PATRON

PROF. K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur

(An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India)

Chancellor, K. R. Mangalam University, Gurgaon

Chancellor, Lingaya's University, Faridabad

Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi

Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON

LATE SH. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana Former Vice-President, Dadri Education Society, Charkhi Dadri Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR

DR. BHAVET

Faculty, Shree Ram Institute of Business & Management, Urjani

ADVISORS

DR. PRIYA RANJAN TRIVEDI

Chancellor, The Global Open University, Nagaland

PROF. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

PROF. M. N. SHARMA

Chairman, M.B.A., HaryanaCollege of Technology & Management, Kaithal

PROF. S. L. MAHANDRU

Principal (Retd.), MaharajaAgrasenCollege, Jagadhri

EDITOR

PROF. R. K. SHARMA

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR

DR. SAMBHAV GARG

Faculty, Shree Ram Institute of Business & Management, Urjani

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

PROF. SIKANDER KUMAR

Chairman, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh

PROF. SANJIV MITTAL

UniversitySchool of Management Studies, GuruGobindSinghl. P. University, Delhi

PROF. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

PROF. NAWAB ALI KHAN

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

PROF. S. P. TIWARI

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

DR. ANIL CHANDHOK

Professor, Faculty of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

DR. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, KurukshetraUniversity, Kurukshetra

DR. SAMBHAVNA

Faculty, I.I.T.M., Delhi

DR. MOHENDER KUMAR GUPTA

Associate Professor, P.J.L.N.GovernmentCollege, Faridabad

DR. VIVEK CHAWLA

Associate Professor, Kurukshetra University, Kurukshetra

DR. SHIVAKUMAR DEENE

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

ASSOCIATE EDITORS

PROF. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida

PARVEEN KHURANA

Associate Professor, MukandLalNationalCollege, Yamuna Nagar

SHASHI KHURANA

Associate Professor, S.M.S.KhalsaLubanaGirlsCollege, Barara, Ambala

SUNIL KUMAR KARWASRA

Principal, AakashCollege of Education, ChanderKalan, Tohana, Fatehabad

DR. VIKAS CHOUDHARY

Asst. Professor, N.I.T. (University), Kurukshetra

TECHNICAL ADVISOR

AMITA

Faculty, Government M. S., Mohali

<u>FINANCIAL ADVISORS</u>

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

<u>SUPERINTENDENT</u>

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography: Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript anytime** in **M.S. Word format** after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. infoijrcm@gmail.com or online by clicking the link **online submission** as given on our website (**FOR ONLINE SUBMISSION, CLICK HERE**).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

	GOIDETHES LOW SODWISS	ON OF MIMINUSCRIP!
1.	COVERING LETTER FOR SUBMISSION:	DATES
	THE EDITOR IJRCM	DATED:
	Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF.	
	(e.g. Finance/Marketing/HRM/General Management/Economics/Psychology/L	w/Computer/IT/Engineering/Mathematics/other, please specify)
	DEAR SIR/MADAM	
	Please find my submission of manuscript entitled '	for possible publication in your journals.
	I hereby affirm that the contents of this manuscript are original. Furthermore, it under review for publication elsewhere.	has neither been published elsewhere in any language fully or partly, nor is
	I affirm that all the author (s) have seen and agreed to the submitted version of the	e manuscript and their inclusion of name (s) as co-author (s).
	Also, if my/our manuscript is accepted, I/We agree to comply with the format contribution in any of your journals.	lities as given on the website of the journal & you are free to publish ou
	NAME OF CORRESPONDING AUTHOR:	

Designation:

Affiliation with full address, contact numbers & Pin Code:

Residential address with Pin Code:

Mobile Number (s):

Landline Number (s):

E-mail Address:

Alternate E-mail Address:

NOTES:

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mentionthe following in the **SUBJECT COLUMN** of the mail:

 New Manuscript for Review in the area of (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/
 - Engineering/Mathematics/other, please specify)
- c) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is required to be below **500 KB**.
- e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.
- 2. MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.
- 3. **AUTHOR NAME (S) & AFFILIATIONS:** The author (s) **full name, designation, affiliation** (s), **address, mobile/landline numbers,** and **email/alternate email address** should be in italic & 11-point Calibri Font. It must be centered underneath the title.
- 4. ABSTRACT: Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

- 5. **KEYWORDS**: Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
- 6. MANUSCRIPT: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
- 7. **HEADINGS**: All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 8. **SUB-HEADINGS**: All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
- 9. MAIN TEXT: The main text should follow the following sequence:

INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDINGS

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

SCOPE FOR FURTHER RESEARCH

ACKNOWLEDGMENTS

REFERENCES

APPENDIX/ANNEXURE

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed 5000 WORDS.

- 10. **FIGURES &TABLES**: These should be simple, crystal clear, centered, separately numbered & self explained, and **titles must be above the table/figure**. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.
- 11. **EQUATIONS**: These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
- 12. **REFERENCES**: The list of all references should be alphabetically arranged. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in italics. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working
 papers, unpublished material, etc.
- For titles in a language other than English, provide an English translation in parentheses.
- The location of endnotes within the text should be indicated by superscript numbers.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

 Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

 Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 June.

UNPUBLISHED DISSERTATIONS AND THESES

• Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCE

Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

BANKS IN BRAZIL: CHALLENGES AFTER THE GLOBAL CRISIS

MARIA ALEJANDRA CAPORALE MADI PROFESSOR STATE UNIVERSITY OF CAMPINAS (UNICAMP) BRAZIL

JOSÉ RICARDO BARBOSA GONÇALVES PROFESSOR STATE UNIVERSITY OF CAMPINAS (UNICAMP) BRAZIL

ABSTRACT

Since the 1980s, the expansion of the private banking system in Brazil has favoured financial holding companies with diversified management of centralized assets which strategies are based on organizational changes, technological innovations, new labour relations, outsourcing, besides networks of retail outlets that offer financial services. This paper states that in spite of this expansion, the role of public banks has been outstanding in order to support the consumer credit cycle after the global crisis.

KEYWORDS

banking, Brazil, global crisis.

INTRODUCTION

ince the 1980s, the expansion of the private banking system in Brazil has favored financial holding companies with diversified management of centralized assets which strategies based on organizational changes, technological innovations, new labor relations, outsourcing, besides the networks of retail outlets offering banking services (correspondents).

As of 2003, the Brazilian government was the prime mover of consumer lending as public banks turned out to expanding consigned loans to workers of the public sector and pensioners. However, after the global crisis, the role of public banks has been outstanding in order to support the consumer credit cycle. Since then, public banks Caixa Econômica Federal and Banco do Brasil have already stimulated, through competition, the sustainability of financial access.

This article aims to present an overview of the recent changes in the Brazilian banking sector in order to highlight the main role of public banks after the global crisis. Section one presents the banking dynamics before the global crisis. Section two examines the aftermath of the global crisis and the government policies oriented to liquidity and consumer credit growth. Finally, the conclusions identify challenges after the global crisis.

1. BANKING DYNAMICS BEFORE THE GLOBAL CRISIS

Changes in organization and dynamics of the Brazilian banking sector have been driven by political and institutional guidelines in a context of changing competitive strategies. In 1988, new financial regulations² officially sanctioned multi-function banks, which can be characterized by flexibility in the management of assets and liabilities integrating several financial portfolio -such as the commercial, investment, consumer finance, real estate, leasing and development. In the period between November 1989 and July 1990 the growth of the number of multi-function banks was 73.86% (from 88 to 153). However, it should be noted that this result was due mainly to the migration of specialized financial institutions towards multi-function banks.

In the first half of the 1990s, the banking expansion strategies were subjected to the parameters set by the stabilization plans. After the 1994 economic stabilization plan (*Real Plan*), price stability and financial integration were pillars of the expansion of financial activities in Brazil. The changes in the regulatory framework encouraged capitalization and the increase of the scope and scale of the banking institutions.³ Additionally, the Basel Agreement was adopted as a prudent guide. The key idea was that banking capital should be adjusted to risk assumed by financial institutions in the context of self-regulation and transparency of the markets. At this very juncture, the privatization of public institutions and the entrance of international retail banks contributed to accentuate the transformations already underway. In the late 1990's, the banking sector in Brazil became even more concentrated, privatized and internationalized. However, this trend caused the large private banks to adopt national strategies for consolidation and expansion in the domestic market based on the acquisition of control of small and medium institutions. Thus, mergers and acquisitions in the banking sector began to dominate the scenario of consolidation towards new structures further concentrated. During the layoffs of 1995 and 1996, on average, 174 workers were dismissed per day. In the first eight months of 1997, some 28,000 jobs were cut. This trend was exacerbated through a process of privatization, mergers, acquisitions and liquidations that reduced the total number of banks by 12% between 1999 and 2002. Reducing the number of employees was also associated with the intense process of outsourcing, especially from the 1990s onward.

In truth, a main feature of this adjustment was to reduce the total number of banks and increase the participation of foreign capital in the assets of the system by 2002. In 1994, there were 243 banks: the ten largest banks held 60.2% of total assets and 66.1% of total deposits. In 2002, there were 180 banks. The top ten had total assets of 68.3% and 75.7% of deposits. The new configuration of the banking sector in Brazil in terms of shares of domestic and foreign banks in total assets can be seen in Table 1.

TABLE 1: BANKING SECTOR IN BRAZIL: TOTAL ASSETS (in %, 1993-2003)

Banks	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Foreign Control	8.35	7.16	8.39	9.79	12.82	18.38	23.19	27.41	29.86	27.38	20.73
Domestic Control	40.67	41.21	39.16	39	36.76	35.29	33.11	35.23	37.21	36.93	40.76
Public Control	13.41	18.17	21.9	21.92	19.06	11.37	10.23	5.62	4.3	5.87	5.79
Credit Cooperatives	0.13	0.2	0.24	0.3	0.37	0.5	0.66	0.76	0.9	1.04	1.28
Total	100	100	100	100	100	100	100	100	100	100	100

Source: Banco Central do Brasil

¹ In Brazil, there are various retail outlets where bank services are offered. They can be post office agencies, lottery offices, supermarkets, etc.

² With regards to the regulatory framework and the evolution of the Brazilian financial system, it is important to emphasize the creation f the multi-function bank officially in 1988 by means of the Resolution No. 1524 -National Monetary Council.

³ With regards to the regulatory framework and the evolution of the Brazilian financial system, in 1994 the Resolution No. 2099 - National Monetary Council – decided on the adoption of new requirements for corporate and prudential regulation. It also recalled that in the absence of regulation of Article 192 of the Federal Constitution, the Ministry of Finance through the Explanatory Memorandum No. 311, 24/08/1995, proposed the release of the entry of foreign capital in the institutions of the national financial system, which could be authorized by the President, when approved by the National Monetary Council.

In the second half of 1990, the demand for new sources of revenue, in addition to the traditional activities of financial intermediation, stimulated new movements to diversification. The search and consolidation of new opportunities for expansion strengthened and increased the performance of existing financial conglomerates, enhancing activities related to asset management (mutual and pension funds), insurance, credit cards, consumer credit, consortiums, and brokerage (Table 2).

TABLE 2: BRAZIL: NUMBER OF FINANCIAL INSTITUTIONS PER TYPE, 2001-2007

Type of financial institutions	2001	2002	2003	2004	2005	2006	2007
	Dec.	Dec	Dec.	Dec.	Dec.	Dec.	Aug.
Multi-Function Bank	153	143	141	139	138	137	134
Commercial Bank	28	23	23	24	22	21	20
Development Bank	4	4	4	4	4	4	4
Caixa Econômica (Commercial and Saving Bank)	1	1	1	1	1	1	1
Investment Bank	20	23	21	21	20	18	17
Credit and Finance Institutions	42	46	47	49	50	51	52
Brokers (securities)	177	161	147	139	133	116	109
Brokers (exchange)	43	42	43	47	45	48	48
Dealers (securities)	159	151	146	138	134	133	132
Leasing	72	65	58	51	45	41	40
Real State credit institutions and Savings and Loans	18	18	18	18	18	18	18
Mortage Companies	7	6	6	6	6	6	6
Development Agencies	9	10	11	12	12	12	12
Subtotal	733	693	666	646	606	606	693
Credit Cooperatives	1379	1430	1454	1436	1452	1452	1466
Micro-credit Lenders	23	37	49	51	56	56	55
Subtotal	2135	2135	2169	2133	2114	2114	2114
others	399	399	365	364	333	333	330
Total	2534	2536	2534	2497	2464	2447	2444

Source: Banco Central do Brasil

Multi-function banks are still the largest deposit-takers and financial service providers, although their number in Brazil has declined since 2001 (see Table 2). The contraction of the number of institutions can also be observed in commercial and investment banking besides leasing and brokerage (securities) activities. In addition, the expansion of financial access has enabled cooperatives to increase their activities in number, although their participation remains low in terms of the total assets –1.28% as of 2003.

As a matter of fact, the advances in the flexibility of the banking strategies were made possible by encouraging the creation of financial holding companies. In 2002, changes in the financial regulation sanctioned a new dynamic that favored the expansion of activities beyond the multi-function bank and involved the consolidation of new forms of concentration, diversification and management of capital in the banking sector. The main purpose of this corporate structure is to control diversified financial activities with a reduction of the opportunity cost of capital. Computer based investments, the diversification of delivery channels and the flexibilization in working conditions turned out to be part of an accumulation strategy supported by transparent corporate governance standards. In this sense, the financial regulation has reinforced an internationalized competitive business environment that justified new labor practices with relevant impacts on the future of bank workers and their forms of organization in the financial branch.

Considering the strategy centered on operational efficiency with diversification of the delivery channels (Table 3), the emphasis felt on the self-service network. In the investment diversification process, the operational expansion of credit, and finance institutions, insurance and supplementary pension funds fostered the employment beyond the multi-function banks. Besides, the strengthening of the computer technological controls also enhanced the delivery channels diversification process. In the period between 2004 and 2007, the weight of the self-service banking transactions in addition to the growth of the internet banking⁶, points of sale in the retail networks and correspondents are expressions of the recent transformations in the working conditions (Table 3).

TABLE 3: BANKING TRANSACTIONS BY TYPE, RELATIVE PARTICIPATION (2004-2007, in %)

	2004	2005	2006	2007
Self-service	32.9	30.7	32.4	33.5
Internet banking (corporations)	6.2	7.6	7.9	8.5
Internet banking (households)	6.8	9.0	8.9	8.4
Points of sale in retail networks(1)	3.3	3.2	4.1	4.1
Branches	12.0	10.6	10.4	10.4
Correspondents (2)	0.6	0.8	3.9	4.5

- (1) such as shops, supermarkets, oil stations
- (2) such as shops, lottery offices and post-mail offices.

Source: Febraban (2008)

The recent rise of transactions made through correspondents was supported by the expansion of physical units (Table 4). In this settlement, part of the financial transactions of the biggest retail banks has been transferred to the correspondents. Small banks like Lemon Triangulo have no bank workers related to traditional branches.

TABLE 4: CORRESPONDENTS RELATED TO SELECTED BANKS, 2009

Bank	Quantity of physical points/correspondents
BRADESCO	22,184
CAIXA ECONOMICA FEDERAL	13,773
BANCO DO BRASIL	13,645
HSBC BRAZL	7,198
LEMON	5,860
TRIANGULO	4,541
UNIBANCO	3,173
REAL	2,453
CITIBANK	2.113

Source: Banco Central do Brasil

⁴ In 2002, the Resolution 3040 -National Monetary Council - was published in order to give guidelines to the new conditions of access to the financial system.

⁵ In 2003, the Resolution No. 3110 - National Monetary Council- was published in order to define the possibilities of expansion of the correspondents.

⁶ As for the Internet banking transactions, the users totalled 25 million individual clients, after a growth of 12.6 million between 2006 and 2007.

The biggest retail banks have also stimulated the correspondents' expansion in order to enhance further mass credit services (Table 5). The workers that belong to these physical points are not considered bank workers, although they could develop similar tasks.

TABLE 5: CORRESPONDENTS RELATED TO MASS CREDIT SERVICES IN SELECTED FINANCIAL INSTITUTIONS, 2009

Institution	Conglomerate/holding	Quantity of physical points/correspondents		
AYMORÉ	Real	31,.847		
BANCO POPULAR	Banco do Brasil	7,414		
BANCO FININVEST	Unibanco	4,239		
UNICARD	Unibanco	1,633		
FINASA	Bradesco	1,293		
HIPERCARD	Unibanco	1,028		

Source: Banco Central do Brasil

In the context of technological changes, the ATM (Automatic Teller Machine) network was expanded from 14,453 units in 2000 to 34,790 in 2007. In the meantime, the number of bank branches and traditional points of attendance has had little significant increase, rising respectively from 16,396 to 18,308 and 9,495 to 10,427 in the same period. In the context of diversification of the delivery channels, the number of correspondents has grown, from 13,731 in 2000 to 84,332 in 2007 (Table 6). Thus, the channel represented by the correspondents in 2007 showed a growth of 15.5% and currently represents over 80% of all physical facilities provided by banks. As of 2007, correspondents opened 10.4 million new current accounts and 5.7 million savings accounts. In fact, correspondents initially offered financial services, such as opening current and saving accounts, withdrawals and deposits, loans, payments and tax collection, among others. In other words, without abandoning transaction activities (means of payment), the Brazilian correspondents turned out to foster credit operations (sale of personal loans and credit cards) (Gonçalves et al. 2009)

TABLE 6: BANKING SECTOR IN BRAZIL: DELIVERY CHANNELS (2000-2007)

	2000	2001	2002	2003	2004	2005	2006	2007	Variation 2007/2006	Variation 2007/2000
									%	%
Bank Branches	16,396	16,841	17,049	16,829	17,260	17,515	18,067	18,308	1.3	11.7
Traditional Points (1)	9,495	10,241	10,140	10,045	9,837	9,527	10,220	10,427	2.0	9.8
ATM network (2)	14,453	16,748	22,428	24,367	25,595	27,405	32,776	34,790	6.1	140.7
Correspondents (3)	13,731	18,653	32,511	36,474	46,035	69,546	73,031	84,332 (3)	15.5	514.2
Total	54,075	62,483	82,128	87,715	98,727	123,993	134,114	147,857	10.3	173.4

- 1. Include advanced points of attendance (PAA), points of banking attendance (PAB), points of cooperative attendance (PAC), points of micro-credit attendance (PAM), advanced points of rural credit (Pacre), points for collection and payment (PAP), points to buy gold (PCO) and administrative units.
- 2. Automatic Teller Machines
- 3. Information form Febraban

Source: Banco Central do Brasil

Indeed, due to the overall transformations and the intensification of the technological resources, the trends in the banking computer technology investments turned to favor the expansion of the financial services in the context of a model of flexible production. The accumulation pattern enhanced not only the productivity growth, but also the increase in the work intensity. The search of productivity growth fostered the adoption of outsourcing (Sanches, 2006). In the last decade, there has been an increase in outsourcing of services related to telecommunications, help desk, projects and maintenance of systems, in addition to the processing of cards. In 2007, the banks outsourced a higher volume of services related to the maintenance of systems. The outsourcing of the back-office activities are beginning to be increased (Table 7).

TABLE 7: OUTSOURCING OF ACTIVITIES: DEGREE OF UTILIZATION, IN %, 2005-2007

2003	2005	2006	2007
47	68	68	74
21	62	76	73
32	48	63	67
-	52	62	64
32	43	43	55
21	52	58	54
nd	43	52	46
11	38	49	44
nd	20	37	37
	- 1	-	7
11	29	29	33
	47 21 32 - 32 21 nd 11 nd	47 68 21 62 32 48 - 52 32 43 21 52 nd 43 11 38 nd 20 	47 68 68 21 62 76 32 48 63 - 52 62 32 43 43 21 52 58 nd 43 52 11 38 49 nd 20 37

Source: Febraban (2008)

As a result of the new trends, management strategies centered on the shareholders have been the focus of the banking sector while productivity strategies put pressure on th reduction of the workforce (Table 8). The participation of human resources in the financial results of the banking sector has been strongly reduced in the period between 2000 and 2007.

TABLE 8: BRAZILIAN BANKIGN SYSTEM*: DISTRIBUTION OF THE FINANCIAL RESULTS, 2000 -2007, IN %

Year/December	2000	2002	2004	2005	2006	2007
Human Resources	60.6	42.3	43.5	37.98	39.6	33.2
Governement	22.2	23.1	26.2	25.1	25.9	24.3
Profit/ shareholders	17.3	34.7	30.4	37.0	34.4	42.5

Source: FEBRABAN (2007)

2. THE AFTERMATH OF THE GLOBAL CRISIS: GOVERNMENT POLICIES ORIENTED TO LIQUIDITY AND CONSUMER CREDIT GROWTH

In the period between 2005 and 2007, the annual rate of growth of credit to households was 30%. As a matter of fact, banks modified consumer credit risk management practices by adopting new rules and standards in terms of types of contracts, credit –risk management, transaction costs and delivery channels. Consumer lending was stimulated by less-strict requirements in terms of income certification, payroll loans (consigned loans), loans against cars, besides the issuance of credit cards (Table 9). Banks turned out to focus on credit segments that would preserve liquidity targets and yield higher returns (Table 10).

^{*} information from 150 banks

TARIF Q. RRAZII.	CREDIT INDICATORS.	2005- 2010
I A D L D. D NAZIL.	CKLDII INDICATORS,	2003-2010

	.,				
Year/December	er Total credit as a percentage of GDP Consumer credit loans Average rate of		Number of borrowers- individuals registered at		
(households plus corporations) In %		growth (December/January) In %	the Central Bank of Brazil (In millions)		
2005	28.3	21.46	10,580		
2006	30.9	21.08	12,509		
2007	35.2	24.71	15,146		

Source: Bacen. Banco Central do Brasil. Sistema Gerenciador de Séries Temporais (SGS) www.bcb.gov.br/?seriestemp; Bacen (2011)

TABLE 10: SPREAD IN CREDIT OPERATIONS, FREE RESOURCES, IN %, 2000- 2010, DECEMBER

Year	Corporations *	Personal loans*	Tota consolidado	Meta Selic	CDI
2000	12.3	49.7	26,0	15,75	16,13
2001	13.3	51.0	28,7	19,00	19,05
2002	16.3	54.5	31,1	25,00	22,91
2003	14.4	50.9	30,0	16,50	16,81
2004	13.0	43.9	27,2	17,75	17,46
2005	13.8	42.7	28,8	18,00	18,15
2006	13.5	39.6	27,2	13,25	13,14
2007	11.9	31.9	22,3	11,25	11,11

Note: * The gross spread is obtained from the difference between the rates of funding and credit operations. Fixed rate operations are considered.

Source: FEBRABAN (2005)

Considering this background, the immediate responses of the government to the 2008 global crisis included measures aimed to increase liquidity and support fundraising in the domestic financial system to maintain and/or increase the supply of credit. Under the impact of the 2008 global crisis, credit policies supported the recovery of aggregate demand and the maintenance of high employment levels while monetary and financial stability was preserved.

Table 11 summarizes the set of measures taken by the Brazilian government between October and December 2008. In this scenario, the government decided to stimulate the levels of domestic consumption in order to preserve economic growth. The redefinition of credit policies- oriented to households was centered on

TABLE 11: RESPONSES TO THE FINANCIAL CRISIS: LIQUIDITY AND CREDIT MEASURES, 2008

Measures	Objectives	
Reduction of the rate of compulsory deposits (at time deposits) from 45% to 42%.	Increase liquidity in the domestic financial system and	
	enhance interbank flows and domestic credit operations	
Definition of new requirements and conditions in compulsory fundraising/ allocation of bank	Support credit flows to agriculture.	
resources.		
Redefinition of the compulsory allocation of bank resources.	Support credit flows to civil construction (housing).	
Introduction of financial changes (assets, risk diversification) in the management of the	Increase liquidity and support fundraising in the domestic	
deposit insurance system.	financial system.	
Definition of new financial strategies (assets, spreads, risks, capitalization) in the management	Support credit flows to households, civil construction and	
of public banks, mainly Banco do Brasil, Caixa Economica Federal and BNDES.	private companies.	

Source: Banco Central do Brasil

The reduction of 0.8% of the GDP (Gross Domestic Product) in the first quarter of 2009, in relation to the last quarter of 2008, revealed a soft landing of the Brazilian economy. To achieve this result, the credit expansion of the public banks was decisive (Table 12). As a matter of fact, the relative participation of public banks in the total amount of credit of the domestic financial system grew from 37.15% on February 2009 to 37.6% in March 2009, while this participation was only 34.2% in March 2008.

TABLE 12: CREDIT OPERATIONS IN THE BRAZILIAN FINANCIAL SYSTEM, TOTAL AMOUNT BY ECONOMIC ACTIVITY. FIRST QUARTER 2009, RATE OF CHANGE, IN %

	Public banks 1/	Domestic private banks	Foreign Private Banks
Public Sector	4.2	-0.4	-7.1
Private Sector			
Industry	2.8	1.2	-2.6
Housing	8.0	3.7	7.1
Agriculture	2.0	-3.5	2.3
Trade	3.5	-7.2	-6.1
Households	9.3	3.5	0.1
Total private sector	4.8	-0.9	-0.4
Total (Public and private sectors)	4.8	-0.9	-1.0

 $1/\ Institutions\ where\ the\ government\ has\ participation\ superior\ to\ 50\%\ in\ capital\ with\ right\ to\ vote.$

the expansion of domestic credit flows by public banks (Banco do Brasil, Caixa Econômica Federal).

Source: Banco Central do Brasil.

Table 12 reveals the role played by public banks in order to support the credit flows to the public and private sectors in a conjuncture where there was a reduction of the total amount of credit operations supplied by domestic and foreign private institutions. Indeed, in the first quarter 2009 the actions of the public banks have been outstanding in their attempt to preserve households' level of spending. Up to 2010 consumer loans increased sharply in all the regions of the country. The number of borrowers reveals the recent fast growth of consumer loans, increasing from 17,927 million people, as of December 2008, to 30,159 million in December 2010 (Table 13). The highest rates have been related to personal loans, credit cards and loans against cars. ⁷

TABLE 13: BRAZIL: CREDIT INDICATORS, 2005-2010

Year/December	Total credit as a percentage of GDP	Consumer credit loans Average rate of	Number of borrowers- individuals registered at
	(households plus corporations) In %	growth (December/January) In %	the Central Bank of Brazil (In millions)
2008	40.5	19.91	17,927
2009	44.4	15.16	22,233
2010	46.4	16.95	30,159

Source: Bacen. Banco Central do Brasil. Sistema Gerenciador de Séries Temporais (SGS) www.bcb.gov.br/?seriestemp; Bacen (2011)

⁷ Almost 60% of the total consumer credit refers to loans against property or cars and consigned loans (Financial Times, 2011)

With the advancement of public banks, their participation in the credit consumer market increased 10 % from 2008 to 2011. As of 2011, this participation amounted more than 45 % as of 2011. During this period, the rate of asset growth in the three largest private banks amounted 12.9%. However, the public bank Banco do Brazil achieved an increase of 20.8% in total assets in that period.

4. FINAL CONSIDERATIONS

After the global crisis, private banks have been increasingly selective in consumer lending (Abbc, 2012). In a conjuncture of crisis, as Minsky (1986) warned, financial fragility tends to grow due to increased indebtedness. Considering the Brazilian evidence, the delays in payroll of personal loans grew from which 5.7 % of total loans in December 2010 to 7.8% in November 2012, mainly in credit cards and overdrafts.

In addition, competitive pressures have increased in the banking sector, since retail private banks have been trying to regain or even maintained the market share that they lost to public banks in the aftermath of the global crisis. The comprehension of this Brazilian business reality is decisive to any transformation in institutions and policy making to promote sustainable economic growth and financial inclusion in the context of economic global integration.

REFERENCES

- 1. Abbc. Associação Brasileira de Bancos Comerciais e Múltiplos. Bancos públicos crescem 40% mais que concorrentes. Notícias. 2012. Available at http://www.abbc.org.br/noticiasview.asp?idNoticia=1798. (Accessed 10th December 2012).
- 2. Abep. Associação Brasileira de Empresas de Pesquisa) Alterações na aplicação do Critério Brasil, válidas a partir de 01/01/2013. 2013. Available at http://www.abep.org/novo/Content.aspx?ContentID=835 (Accessd on 15th January 2013).
- 3. Bacen. Banco Central do Brasil. Relatório de Inclusão Financeira. Número 2. Brasília, BCB. 2011.
- 4. ----- Estatísticas do Setor Financeiro. www.bacen.gov.br. Access in 20/04/2009.
- 5. DIEESE- Departamento Intersindical de Estatísticas e Estudos Socioeconômicos. Perfil dos Trabalhadores do setor bancário segundo a Rais de 2006. Estudos e Pesquisas. São Paulo.2008
- 6. FEBRABAN. Federação Brasileira de Bancos. Relatório Social 2007 http://www.febraban.org.br/p5a_52gt34++5cv8_4466+ff145afbb52ffrtg33fe 36455li5411pp+e/sitefebraban/RSFebraban2007.pdf Access in 20/04/2008.
- 7. ------ O setor bancário em números. Relatório. São Paulo. 2008.www.febraban org. br
- 8. ----- Federação Brasileira de Bancos. O Papel do Sistema Financeiro no Desenvolvimento Nacional. Workshop. 2005.
- 9. Financial Times. Brazil: Credit to redeem. By Joe Leahy, São Paulo, 2011. Available at http://www.cps.fgv.br/cps/bd/clippings/nc1093.pdf ((Accessed on 15th January 2013).
- 10. Gonçalves, J. R.; Krein, J. D. Madi, M. A. C. Condições de trabalho e sindicalismo no setor bancário no Brasil In: Krein, J. D. et alii As transformações no Mundo do trabalho e os Diretos dos Trabalhadores. SP. LTR. 2006.
- 11. Gonçalves, J. R.; Krein, J. D. Madi, M. A. C. Labor and trade unions in the financial sector: Challenges and perspectives in contemporary Brazil, paper presented at the 2009 Global Labor University Conference, Mumbai, India. 2009.
- 12. Gonçalves, J. R.B. and Madi, M. A. C. 'The Performance of Foreign Banks in Brazil: International Liquidity Cycles and Financial Regulation, 1870–2000'. Paper Proceedings. European Business History Association (EBHA) Conference, Copenhagen, 2006.
- 13. Ibase, Balanço Social das empresas. www.ibase.org.br. Access in 5/09/2008.
- 14. Ibge. Instituto Brasileiro de Geografia e Estatística. www.ibge.gov.br.
- 15. Kumar, K. From post-industrial to post-modern society. Oxford, Blackwell, 2005.
- 16. Madi, M. A. C.; Gonçalves, J. R. B. Corporate Social Responsibility and Market Society: Credit and Banking Inclusion in Brazil' In: Bugra, A. and Agartan, K. (Eds). Market Economy as a Political Project: Reading Karl Polanyi for the 21st Century. Palgrave MacMillan, 2007.
- 17. Madi, M.A.C.; Gonçalves, J. R.; Krein, J. D. Financialization, Employability and their Impacts on the Bank Workers' Union Movement in Brazil (1994-2004) In: Radical Economics and Labour, Edited by Lee, F. and Bekken, J. Routledge, USA, 2009. Minsky, H. Stabilizing an unstable economy. New Haven, Yale University Press.1986.
- 18. PNAD. Pesquisa Nacional por Amostra de Domicílios. www.ibge.gov.br.
- 19. Reis, J.; Valadares, S. 'Reforma do Sistema Financeiro: implementação recente e perspectivas'. Série Estudos Econômicos e Sociais, Discussion Paper. Brazil, Banco Interamericano de Desenvolvimento. 2004.
- 20. Sanches, A. T. Terceirização e terceirizados no setor bancário: Relações de emprego, condições de trabalho e ação sindical. Dissertação de mestrado em ciências sociais, PUC- São Paulo, 2006.
- 21. Sebrae. Serviço Brasileiro de Apoio às Micro e Pequenas Empresas. (Ed.) Anuário do Trabalho na Micro e Pequena Empresa 2009. Elaborated by DIEESE. São Paulo, 2010. Availabe at http://www.sebrae.com.br/customizado/estudos-e-pesquisas/anuario_trabalho2008.pdf (Accessed on 15 May 2011).
- 22. SPE. Secretaria de Política Econômica. Principais avancos na implementação da agenda de poupança e investimento. Ministério da Fazenda, Brasília, 2002.
- 23. Tavares, M . C. Da substituição de importações ao capitalismo financeiro. Rio de Janeiro, Zahar, 1972.
- 24. TeixeirA, M. A dinâmica das relações de trabalho no setor de serviços domiciliares e no setor financeiro. Relatório de pesquisa Cesist/Dieese/CNPq. Campinas, Instituto de Economia/Unicamp, 2005.
- 25. World Bank. Brazil Overview. 2013. Available at http://www.worldbank.org/en/country/brazil/overview (Accessed on 24th January, 2013)



REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, Economics & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as on the journal as a whole, on our E-mailinfoijrcm@gmail.com for further improvements in the interest of research.

If youhave any queries please feel free to contact us on our E-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, nor its publishers/Editors/Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal is exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.







