The National Association of Labour Judges (Anamatra), an entity that congregates labour judges throughout Brazil, has created and developed, since 2004, the Labour, Justice and Citizenship Program, an initiative which brings together justice and education through citizenship-building actions.

Objectives

- Spread awareness about human rights, especially the rights of workers;
- Encourage reflection about justice, ethics, work and citizenship;
- Offer guidance regarding access to justice;
- Bring the Judiciary closer to society.

Target Public

- Elementary and high school students, preferably from public schools; students in vocational schools, young and adult students and teachers.

Methodology

- Partnerships with public education organizations, schools and associations of judges and courts;
- Training courses for teachers;
- Talks given by judges, attorneys, lawyers, public servants and Law students directed to students participating in the Program;
- Artistic activities performed by students, on the topics of labour, justice, ethics, citizenship, duties and rights of workers and employers;
- Mock trials and judgments, conducted by the students, aside from visits to public forums and courts.

Results (by May 2011)

- 22 Brazilian states applying the Labour, Justice and Citizenship Program;
- 5 thousand trained teachers;
- 50 thousand participating students;
- Creation of multiplying factors to spread awareness of fundamental rights in their communities.

Didactic Materials

- Labour Primer comic book (over 100 thousand distributed copies);
- Pocket Labour Primer;
- Brazilian Federal Constitution, labour, social security and civil laws, Children and Adolescent Statute, Universal Declaration of Human Rights, International Labour Organization Conventions, publications on citizenship, ethics, labour and justice.

The successful experience of the Labour, Justice and Citizenship Program inspired Anamatra and the ILO to create this Primer of International Labour Law in the form of a comic book, to spread awareness of international labour laws, particularly the ILO Fundamental Conventions. Thus, hoping to contribute to the effectuation of the rights and fundamental guarantees for people and to the strengthening of social justice.

National Association of Labour Judges (Anamatra)
Address: SHS, quadra 6, bloco E, conjunto A, salas 602 a 608, Ed. Business Center Park Brasília/DF – CEP: 70316-000 Brazil
www.anamatra.org.br
International Labour Standards are the main instrument of the International Labour Organization (ILO) for the promotion of social justice in the world. The National Association of Labour Judges (Anamatra), an entity that represents over 3,500 labour judges throughout Brazil, shares the ideals that led to the elaboration of these norms. The labour rights are the genesis of the internationalization of fundamental human rights. They are inalienable victories for humanity. Unfortunately, however, many of these rights are still not being observed, partly due to not being known. Thus, publicizing them is essential. International norms and judicial decisions on the rights must be well understood and widely spread. Anamatra and the ILO believe that the respect for the labour principles and its labour fundamental rights will be achieved through initiatives that make decent work for men and women a reality, promoting the strengthening of social dialogue. It is with this vision that Anamatra and the ILO present the “Primer of International Labour Law in Comics”.

Written in an accessible way, the Primer explains the content of the ILO Fundamental Conventions and offers a brief summary of the history of labour, of the struggles and victories of workers. It is to be distributed freely to spread knowledge about rights, a seed, an affirmation that projects the effectiveness of social rights. In all nations of the world, a Democratic Constitutional State, social progress and sustainable development will only be a reality when citizens are conscious of their rights and duties. Anamatra and the ILO wish that this primer may lead to increased knowledge and respect for the labour fundamental rights. However, the involvement of social actors, governments, workers, employers and all citizens is necessary for men and women throughout the world to be able to live together in a more fraternal and just society.

Happy reading!

Luciano Athayde Chaves
Anamatra President

Laís Wendel Abramo
ILO Director Office in Brazil

“I congratulate Anamatra for publicizing, together with the ILO, the International Labour Rights norms, using modern methods capable of reaching the working family without cultural or geographic limits. With this objective, I would like to highlight the creation of this comic book primer, which will pique the interest of those without easy access to international norms, among which are the conventions and recommendations of the afore mentioned organization.”

Minister Arnaldo Sussekind, one of the architects of Brazilian labour legislation, was a member of the Experts Commission of the International Labour Organization for 15 years and collaborated on the creation of this primer.
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WORKERS OF THE WORLD

RIO DE JANEIRO, BRAZIL
This city, considered one of the most beautiful in the world, will host the Global Labour Conference.

Governments, workers, employers, professionals, entrepreneurs, investors, international organizations and non-governmental organizations from different parts of the world will meet to exchange experiences and find a way to make decent work a global reality.

This is Prof. Helena. She is Brazilian, speaks Portuguese, is a law professor and works at a public university.

Welcome to the Global Labour Conference! I am an ILO expert and am here to direct the work at this conference, which brings together representatives from every continent!
I WOULD LIKE TO ASK THE REPRESENTATIVES FROM EACH CONTINENT TO INTRODUCE THEMSELVES AND TAKE A SEAT ON THE PANEL!

HELLO, I AM AKIIKI, FROM MOZAMBIQUE. I SPEAK PORTUGUESE AND AM THE DESCENDANT OF AFRICANS THAT WERE TAKEN FROM THEIR NATIVE LAND AND SOLD AS SLAVES!

I AM A PUBLIC HEALTH PHYSICIAN AND WORK TO IMPROVE HEALTH CONDITIONS AND THE QUALITY OF LIFE IN AFRICA!

I AM MIDORI. I AM ASIAN AND CAME ALL THE WAY FROM JAPAN. I WORK WITH INFORMATION TECHNOLOGY AS A SYSTEMS ANALYST!

MY NAME IS RAMIREZ, I AM LATIN AMERICAN, FROM PERU, A DESCENDANT OF THE INCAS. I SPEAK SPANISH AND QUECHUA!

I WORK AS AN ENVIRONMENTAL ENGINEER, DEVELOPING ENVIRONMENTAL PRESERVATION AND SUSTAINABLE DEVELOPMENT PROJECTS GEARED TOWARDS PEOPLE WHO LIVE IN THE AMAZON!

CIAO! I AM PAOLA, A EUROPEAN FROM ITALY. I WORK AS A FASHION DESIGNER. I AM THE DIRECTOR OF AN ASSOCIATION THAT SUPPORTS SMALL ITALIAN BUSINESSES!
I AM JUSTIN, AND I CAME FROM THE OTHER SIDE OF THE WORLD, AUSTRALIA. I SPEAK AUSTRALIAN ENGLISH AND AM A DESCENDANT OF THE ABORIGINES, CONSIDERED THE MOST ANCIENT HUMAN BEINGS ON EARTH!

I AM A FARMER AND HAVE DEVELOPED A SUPPORT PROJECT FOR RURAL WORKERS, ESPECIALLY THE ELDERLY. IN MY COUNTRY, THE YOUNG POPULATION IS VERY SMALL!

MY NAME IS SHARMILA, I AM FROM INDIA AND I AM A MERCHANT. I SPEAK HINDI AND AM PART OF A GROUP DEDICATED TO THE ELIMINATION OF CHILD LABOUR!

HELLO, I AM STEVE, ANOTHER AMERICAN ON THIS PANEL. I AM FROM THE UNITED STATES OF AMERICA AND WORK IN AN AUTOMOBILE FACTORY!

BECAUSE I HAVE SEEN THE DIFFICULTIES FACED BY IMMIGRANTS UP CLOSE, I HAVE STUDIED THE ISSUE AND HAVE COME TO SHARE MY EXPERIENCES!

NOW THAT YOU HAVE INTRODUCED YOURSELVES, LET'S GET TO WORK!

GLOBAL LABOUR CONFERENCE
A BRIEF HISTORY OF LABOUR

GLOBAL LABOUR CONFERENCE

LET’S TAKE A LOOK AT THE "HISTORY OF LABOUR" PRESENTATION BY GERMAN SOCIOLOGIST, HANS!

LET’S BRIEFLY GO THROUGH THE HISTORY OF LABOUR, THE CHALLENGES AND VICTORIES OF WORKERS!

A Brief History of Labour
By
Hans Heisel

CANN YOU SEE THIS DOCUMENT? IT IS A VICTORY FOR THE HUMANITY!

DEMANDED BLOOD, SWEAT AND TEARS, AS WELL AS THE LIVES OF MANY MEN AND WOMEN THROUGHOUT HISTORY, IN ORDER TO BECOME REALITY!

RIGHTS NOW!

ILCO Fundamental Conventions
IT CONTAINS THE FUNDAMENTAL CONVENTIONS OF THE ILO - INTERNATIONAL LABOUR ORGANIZATION, WHICH DEAL WITH THE LABOUR FUNDAMENTAL RIGHTS, WHICH ARE ALSO HUMAN RIGHTS!

AND THEY SHOULD BE A REALITY IN ALL PARTS OF THE WORLD, BUT THEY STILL ARE NOT!

LABOUR HAS EXISTED FOR AS LONG AS HUMANITY ITSELF, WHEN PEOPLE HUNTED TO SURVIVE, LEARNED TO MAKE FIRE, MADE INSTRUMENTS OF BONE AND STONE FOR DEFENCE, AND LEARNED TO LIVE IN COMMUNITIES!

THE HISTORY OF LABOUR IS AS OLD AS THAT OF HUMANITY AND, AT TIMES, THEY CAN GET MIXED UP!

IT COULDN'T BE ANY OTHER WAY. TO THIS DAY, LABOUR TAKES UP OVER A THIRD OF OUR LIFETIME!

IN ANCIENT HISTORY, PEOPLE WORKED TO PRODUCE WHAT THEY CONSUMED: FOOD, CLOTHING, HOUSING AND RUDIMENTARY TOOLS.
IN WARS BETWEEN TRIBES, THE ONES WHO WERE DEFEATED WERE EITHER KILLED OR, ENSLAVED AND PUT TO WORK FOR THE VICTORS.

WITH THE GROWTH OF THE POPULATION OF WAR PRISONERS, THOSE SLAVES BEGAN TO BE TRADED, RENTED OR SOLD!

IN ANCIENT TIMES, IN GREECE AND ROME, SLAVE LABOUR WAS RESPONSIBLE FOR A LARGE PART OF THE PRODUCTION OF GOODS AND SERVICES.

THOUGH FREED SLAVES COULD WORK FOR A SALARY, THE SLAVE SYSTEM WAS THE BASE OF THE PRODUCTION. THIS WAS THE CASE, THROUGH THE MIDDLE AGES, WHEN SLAVERY BECAME PREVALENT.

IN THE SYSTEM OF SERVITUDE, PREDOMINANT IN THE FIELDS, WORKERS WERE THE SUBJECTS OF THE LANDOWNERS, THE FEUDAL LORDS. THEY HAD NO FREEDOM OF WORK, COULD NOT COME AND GO FREELY, AND SUFFERED MANY RESTRICTIONS ON THE FEW RIGHTS THEY HAD.
Through escape or manumission, the serfs gradually left the fields for the cities, where they joined other workers and grouped themselves by profession in an organized manner. Craft guilds emerged, in which there was still a lack of freedom from labour and subjection to masters who exploited their subordinates.

Boss, I’m tired!

You haven’t worked for 14 hours!

Craft guilds emerged, in which there was still a lack of freedom from labour and subjection to masters who exploited their subordinates.

With the French Revolution, freedom of labour was recognized as a right and slavery was declared inhumane, though it was still legally practised in many countries.

Free labour, wage labour, only started to come about with the Industrial Revolution!

Thank goodness for this revolution!

But in practice, this freedom to be hired did not lead to fair work conditions or salaries. It just created a new form of exploitation and oppression.
DID YOU KNOW THAT SALT WAS ONE OF THE FIRST FORMS OF REMUNERATION FOR LABOUR?

SO IS THAT WHERE THE WORD “SALARY” COMES FROM?

THAT’S INTERESTING!

THE USE OF MACHINES IN THE PRODUCTION OF GOODS, IN THE XVIII CENTURY, ESPECIALLY THE LOOM AND STEAM MACHINE IS AN IMPORTANT MARK IN THIS STORY...

...FOR MANY MEN, WOMEN AND CHILDREN WORKERS WERE CONCENTRATED IN THE CITIES AND ORGANIZED THEMSELVES ACCORDING TO THEIR ACTIVITIES. WITH THE DEVELOPMENT OF COMMERCE CAME THE FIRST LABOUR MOVEMENTS SEEKING DECENT WORKING CONDITIONS.

NO MORE REST!

UP UNTIL THEN, LABOUR WAS POORLY REWARDED AND THERE WERE NO LIMITS FOR THE WORKING TIME!

LABOUR CONDITIONS WERE DETERMINED BY THE WHIM OF WHOEVER WAS HIRING, SINCE THERE WERE NO LAWS REGARDING LABOUR RELATIONS!

END
WE CAN SAY THAT THE WORKING CLASS MOVEMENT BEGAN AROUND 1800, WHEN MANUFACTURING WAS REPLACED BY MACHINES!

ENGLAND WAS THE COUNTRY THAT STARTED INDUSTRIALIZATION!

THAT IS ALSO WHERE THE FIRST LABOUR MOVEMENTS BEGAN TO FIGHT FOR DECREASED WORKING HOURS AND A VARIETY OF SOCIAL RIGHTS, SUCH AS FREE SCHOOLING FOR ALL.
Many strikes were held in the 19th century, like in 1842, in Northern England, when the first general strike in history was held. The principal demand was the reduction of working hours.

AND HOW LONG WAS THE AVERAGE WORKDAY? IN THOSE DAYS, 12, 15 OR EVEN 18 HOURS PER DAY!

AFTER THAT STRIKE A LAW WAS PASSED IN ENGLAND THAT ESTABLISHED 10-HOUR WORKDAYS!

But in other countries the workdays were even longer. In New York, on March 8, 1887, female textile workers went on strike and occupied a factory, seeking a reduction in the workdays from 16 hours to 10.

Aside from the long hours, female workers received less than one third the men’s salary. During the occupation, they were locked in the factory. There was a fire and around 130 women were burned to death.

That is why the International Women’s Day is celebrated on March 8, to pay homage to those women!
In the United States, in Chicago, on May 1, 1886, thousands of workers organized a general strike and took to the streets to demand better working conditions. The police repression resulted in the imprisonment and death of many workers.

And, in memory of the Chicago martyrs, May 1 has become international Labour Day!

Yes, but that is not all!

That and other labour movements were responsible for victories such as the 8 hours workday, vacation time, rest on Sundays, social security, accident reparations, retirement...

In 1864, the first International Meeting organized by workers was held in London, bringing together workers from several industrialized European countries like England, France, Belgium and Switzerland.

They were still few, but it was the beginning of labour organization! And the first International Workers' Association was born!
The First World War (1914-1918) sent millions of workers to the trenches, men and women, who fought side by side with soldiers from different social classes. Millions of people died in Europe.

The workers understood, then, that if people are equal enough to fight and die together, they should have the same rights to live together!

What do you mean?

Male and female workers should enjoy the same rights as all citizens!

The first country to put protection for workers into its constitution was Mexico, in 1917. Thirty articles were dedicated to social rights.

The German Weimar Constitution, from 1919, a classic model of a social-democratic state, also guaranteed basic labour rights!

Also in the 20th century, national legislation started regulating labour contracts, determining the rights and duties for employers and employees!
THE INTERNATIONAL LABOUR ORGANIZATION – ILO

Part 4

The creation of the ILO was approved by the Peace Conference after the First World War. Its constitution corresponds to Part XIII of the Treaty of Versailles, from 1919!

The ILO was created to establish universal norms that make relations between capital and labour more just and humane. Governments, workers’ and employers’ organizations would then approve, at the ILO International Labour Conference, conventions, recommendations and resolutions to be adopted by the nations!
What are the differences between them?

Conventions have greater legal power and, when ratified, which means that once recognized by the member states, they become mandatory!

Recommendations are proposals for norms to be transformed into law by the member states, while resolutions give complementary guidelines to conventions.

I demand!  I recommend!  I suggest!

And what are conventions?

They are international treaties that create norms for the protection of labour and improve its dignity!

Once ratified by the member states, the conventions become part of the national legislation of each country.

At the first ILO meeting, in October 1919, Convention No. 1 was approved, establishing that all countries would adopt the 8-hour workweek!

In other words, the 8-hour workday!

The ILO was the first institution to join the United Nations - LIN, and, on its 50th anniversary, it received the Nobel Peace Prize.
In 1998, the ILO Declaration on Fundamental Principles and Rights at Work was adopted, a document that reaffirms the obligation to respect, promote and realize the principles stipulated in the ILO Fundamental Conventions!

The ILO headquarters are in Geneva and its supreme organ is the International Labour Conference. It is a general assembly that approves the norms followed by the member states.

Representatives from governments and the employers’ and workers’ organizations of the member states!

This tripartite representation, with equal votes in the general assembly, is a historical innovation by the ILO.

Over 180 nations currently are part of the ILO.
Part 5

THE ILO FUNDAMENTAL CONVENTIONS

THE ILO has approved 188 conventions at its International Labour Conferences throughout the years!

It is very important for countries to ratify and apply all of them!

How many conventions have been approved?

The ILO has designated eight conventions as fundamental!

They were published in the Declaration on Fundamental Principles and Rights at Work, in 1998!
These conventions are on the following topics: freedom of association, collective negotiation, elimination of forced labour, abolition of child labour and the elimination of discrimination in respect of employment and occupation. They should be applied by all ILO member states!

Have all countries ratified these conventions?

No!

Though they guarantee dignity for workers, there are still countries that have not ratified all conventions!

But, according to the Declaration on Principles of 1998, all member states of the ILO, despite not having ratified the fundamental conventions, have the obligation to respect, promote and realize the principles of labour fundamental rights.

That is why workers and employers should act within their class entities so that the governments of their countries ratify the fundamental conventions!

The ILO develops dissemination actions and awareness raising campaigns for the ratification and compliance of its norms!

The experts, such as Prof. Helena, have, aside from other activities, the important job of verifying compliance with the conventions and the analysis of reports sent by member states to the ILO.
NOW WE WILL GET TO KNOW THE RIGHTS OF WORKERS THAT THE ILO FUNDAMENTAL CONVENTIONS ESTABLISH. I WOULD LIKE THE MEMBERS OF THE PANEL TO GIVE THEIR PRESENTATIONS!

LET'S START WITH JUSTIN, WHO WILL BE SPEAKING ON THE DIGNITY OF THE WORKER AND THE NEED TO ELIMINATE FORCED LABOUR THROUGHOUT THE WORLD!

ELIMINATION OF FORCED LABOUR

Convention No. 29 (1930) Forced Labour
Convention No. 105 (1957) Elimination of Forced Labour

LABOUR IS CONSIDERED FORCED WHEN IT IS DEMANDED UNDER THE THREAT OF A PENALTY FOR WHICH THE INDIVIDUAL HAS NOT VOLUNTEERED! IF THIS PERSON IS A CHILD, EVEN IF THERE IS CONSENT, IF THERE IS A THREAT SITUATION, IT IS CONSIDERED FORCED LABOUR.

IT IS NECESSARY TO ADVOCATE FOR THE ELIMINATION OF FORCED OR COMPULSORY LABOUR IN ALL ITS FORMS!

FORCED OR COMPULSORY LABOUR AS A MEANS OF COERCION OR POLITICAL EDUCATION IS PROHIBITED IN ALL ITS FORMS.
Punishing someone for expressing his or her opinions is also prohibited.

The employer and its representatives cannot:

Threaten or punish their employees physically, morally or psychologically;

Moral harassment wounds the worker’s dignity!

Keep the worker from going home at the end of the workday;

Withhold the worker’s personal and identification documents;
WITHHOLD SALARY FOR THE WORKER’S SUPPOSED DEBT RELATED TO FOOD OR HOUSING;

Salary? And who’s going to pay for all this luxury?

PREVENT THE BREAKING OF A CONTRACT DUE TO THE WORKER’S DEBTS;

DEMAND THAT THE CHILDREN OR FAMILY MEMBERS OF THE WORKER PERFORM SERVICES WITHOUT A CONTRACT OR INDIVIDUAL REMUNERATION;

But what about cases of war or calamity?

It is true! There are exceptions!

Compulsory labour may occur in emergency situations, such as wars, fires, earthquakes, etc.

Compulsory military service and adequately supervised prison labour are also considered exceptions.
Though there are many international treaties and universal conventions demanding the end of slavery and human trafficking, these are still problems that world is facing!

People and countries believe it is enough to pass a law to eliminate the trafficking of slaves, but that is not how things work!

Legal abolition is a necessary first step, but real abolition requires rigorous law enforcement to punish traffickers and protect and rehabilitate the victims!

Every year, thousands of people are forced to cross international borders to perform domestic and manual labour.

Many illegal immigrants become panhandlers or victims of forced labour and prostitution! As they are clandestine, they work in inhumane conditions for fear of being reported.

But is there forced labour in all parts of Earth?

Unfortunately, this degrading form of labour still exists in many countries, despite efforts to eliminate it!

Even in developed countries!
AND WHAT ABOUT BRAZIL, PROF. HELENA?

BRAZIL, ONE OF THE LAST COUNTRIES TO FORMALLY ABOLISH SLAVERY, TODAY IS ONE OF THE MOST PROACTIVE COUNTRIES IN THE FIGHT AGAINST FORCED LABOUR!

AND DOES DESTRUCTION OF THE ENVIRONMENT CONTRIBUTE TO AN INCREASE IN FORCED LABOUR?

YES, IN SOME CASES, SUCH AS ILLEGAL DEFORESTATION, WHERE WORKERS ARE HIRED TO WORK IN CONDITIONS ANALOGOUS TO SLAVERY...

...WITHOUT A SALARY, LIVING IN DEGRADING HOUSING CONDITIONS, WITHOUT RUNNING WATER, FAR FROM THEIR HOMETOWNS, WITHOUT ACCESS TO TELEPHONES OR ROADS TO URBAN AREAS.

THESE SITUATIONS SHOW THAT DESTROYING THE ENVIRONMENT HAS A BIG IMPACT ON PEOPLE’S LIVES!

INDIGENOUS PEOPLE, PEOPLE WHO LIVE ON THE BANKS OF RIVERS (KNOWN AS “RIVERSIDE PEOPLE”), AND SMALL FARMERS LOSE THEIR SOURCES OF SUSTENANCE AND BECOME VULNERABLE TO UNTRUSTWORTHY JOB OFFERS THAT RESULT IN FORCED LABOUR. IT IS A VICIOUS CYCLE FOR SOCIETY AND THE ENVIRONMENT.
Criminals break environmental laws, invade indigenous and preserved areas, mine in prohibited locations, disregard the laws and enslave their employees.

Human trafficking for forced labour is a transnational crime and the dismantling of these criminal organizations depends on cooperation among nations!

Almost all members of the UN signed the United Nations Convention against Transnational Organized Crime and the Palermo Protocols, which prescribes international cooperation in this sense.

But it is necessary that governments make the issue a priority!

Whoever thinks that slave labour only exists in developing countries is fooling themselves!

It’s true! There are reports of forced labour in many rich and developed nations!

The countries charged with the difficult task of eliminating slavery will be rewarded with a more prosperous and peaceful society!
FREEDOM OF ASSOCIATION, UNIONISATION AND COLLECTIVE BARGAINING

Convention No. 87 – Freedom of Association and Protection of the Right to Organize (1948)
Convention No. 98 – Right to Organise and Collective Bargaining (1949)

CONVENTION NO. 87 ESTABLISHES THAT ALL WORKERS AND EMPLOYERS HAVE THE RIGHT TO ORGANISE UNIONS THAT THEY CONSIDER CONVENIENT, AND JOIN THEM, WITHOUT PRIOR AUTHORIZATION!

WHAT IF THE GOVERNMENT DOES NOT GIVE AUTHORIZATION?

THE CREATION, FUNCTIONING AND CLOSING OF UNIONS DEPENDS SOLELY ON THE WILL OF ITS MEMBERS. THE UNION IS NOT SUBJECT TO THE APPROVAL OF THE GOVERNMENT OR PUBLIC AUTHORITIES.

EVERYONE IN FAVOUR OF UNIONISING RAISE YOUR HAND!

WE WANT OUR UNION!!!

THE PURPOSE OF UNION ORGANIZATIONS IS TO PROMOTE THE DEFENCE OF THE INTERESTS OF ITS MEMBERS!

COMRADES!!!

FEDERATIONS AND CONFEDERATIONS CAN BE ESTABLISHED TO BROADEN THE SPACE FOR THE DEFENCE OF WORKERS.

CONFLICTION NO. 98 IS DIRECTED TOWARDS THE PROTECTION OF THE WORKER AGAINST ACTS THAT IMPAIR HIS OR HER FREEDOM OF ASSOCIATION!
CONVENTION NO. 98 ESTABLISHES GUARANTEES FOR THE FREE FUNCTIONING OF THESE ORGANIZATIONS, WITHOUT THE INTERVENTION OF PUBLIC AUTHORITIES.

PROHIBITING A WORKER FROM JOINING OR BEING PART OF A UNION AS A CONDITION FOR EMPLOYMENT IS STRICTLY FORBIDDEN!

FIRING OR HINDERING A WORKER, IN ANY WAY, FOR PARTICIPATING IN UNION ACTIVITIES IS FORBIDDEN.

THE PROTECTION OF EMPLOYERS’ AND WORKERS’ ORGANIZATIONS AGAINST INTERFERENCE WITH ONE ANOTHER IS GUARANTEED.

VOLUNTARY NEGOTIATION SHOULD BE STIMULATED. EMPLOYERS AND WORKERS, BY MEANS OF THEIR ORGANIZATIONS, SHOULD BE ENCOURAGED TO REGULATE THEIR OWN TERMS AND CONDITIONS FOR EMPLOYMENT.

AS WE CAN SEE, THESE CONVENTIONS ARE OF FUNDAMENTAL IMPORTANCE TO GUARANTEE THE FREEDOM OF ASSOCIATION, UNIONIZATION AND COLLECTIVE BARGAINING FOR WORKERS!

UNITED WORKERS ARE STRONGER AND CAN MAKE THEIR VOICE BE HEARD TO GUARANTEE THEIR RIGHTS!
EQUAL REMUNERATION FOR MEN AND WOMEN

Convention No. 100 – Equal Remuneration for Men and Women Workers for Work of Equal Value (1951)

YOU ARE RIGHT, THE SALARY STILL VARIES BY GENDER, BUT IT IS CHANGING LITTLE BY LITTLE!

WORK PERFORMED BY MEN HAS THE SAME VALUE AS WORK PERFORMED BY WOMEN.

DISCRIMINATION BASED ON GENDER, RACE, SEXUAL ORIENTATION OR EVEN HEALTH CONDITIONS IS UNACCEPTABLE.

IT IS THE DUTY OF ALL SOCIETY TO FIGHT FOR NON-Discriminatory RELATIONS BETWEEN MEN AND WOMEN, BECAUSE IF BOTH CONTRIBUTE TO THEIR JOB FOR THE CONSTRUCTION OF SOCIETY, BOTH SHOULD RECEIVE EQUAL TREATMENT FROM IT!
NON-DISCRIMINATION IN TERMS OF EMPLOYMENT AND OCCUPATION

Convention No. 111
Discrimination (Employment and Occupation) (1958)

All people are equal and should have equal opportunity and treatment in terms of employment or profession!

All type of distinction, exclusion or preference is forbidden if it is based on race, sex, or political opinions, nationality or social origin, if it impairs or alters the equality of opportunity.
BUT... WHAT ABOUT IMMIGRANTS? DON'T THEY SUFFER EMPLOYMENT DISCRIMINATION?

I READ IN A UN REPORT (PNUD, 2009) THAT 200 MILLION PEOPLE IMMIGRATE ANNNUALLY. IT IS ESTIMATED THAT AMONG THOSE 50 MILLION IRREGULAR WORKERS!

YES, THE MIGRATION OF IRREGULAR WORKERS IS ONE OF THE SOCIAL PROBLEMS OF OUR TIME!

BUT ISN'T THAT A PUBLIC SECURITY ISSUE?

ABSOLUTELY NOT. IN A GLOBALIZED WORLD, IT IS A MATTER OF HUMAN RIGHTS, OF INTERNATIONAL COOPERATION!

MIGRANT WORKERS - MOSTLY COMING FROM DEVELOPING OR CONFLICT-RIDDEN COUNTRIES - MAKE UP A CHEAP AND VULNERABLE LABOUR FORCE.

THAT IS WHY COUNTRIES SHOULD FORMULATE AND APPLY POLICIES TO PROMOTE THE EQUALITY OF OPPORTUNITIES, SEEKING TO ELIMINATE ALL DISCRIMINATION THAT IMPEDES THE EXERCISING OF DECENT WORK AND EMPLOYMENT.

THUS, LABOUR WILL BE ABLE TO GIVE THE WORKER AND HIS OR HER FAMILY A DECENT LIFE!
CHILD LABOUR

Convention No. 138 – Minimum Age Convention (1973)

Convention No. 182 – Worst Forms of Child Labour (1999)

ONE OF THE MOST DEGRADING FORMS OF LABOUR IS CHILD LABOUR!

CHILDHOOD IS SUCH A SPECIAL TIME THAT IT SHOULD BE RESERVED FOR FUN AND EDUCATION, FOR HEALTHY DEVELOPMENT!

CHILD LABOUR IS BAD FOR ALL OF SOCIETY! WHEN A CHILD IS FORCED TO MAKE PROFIT TO SOMEONE, ASIDE FROM HAVING TO WORK TO SURVIVE, THAT IS EXPLOITATION!

CONVENTION 138 ESTABLISHES CRITERIA FOR COUNTRIES TO DETERMINE THE MINIMUM AGE FOR A CHILD TO BE ALLOWED TO WORK OR BE EMPLOYED. AND IT SHOULD NOT STOP THERE! WHEN COUNTRIES RATIFY THIS CONVENTION, THEY SHOULD PROGRESSIVELY INCREASE THE ESTABLISHED AGE.

CHILDREN AND ADOLESCENTS HAVE THE RIGHT TO PHYSICAL, MENTAL AND INTELLECTUAL DEVELOPMENT, WHICH IS WHY LABOUR THAT CAN HARM THE HEALTH, SECURITY AND MORALS OF SOMEONE UNDER 18 YEARS OF AGE IS PROHIBITED.

IT IS IMPORTANT TO NOTE THAT CHILDREN SHOULD NOT BE ELIGIBLE FOR EMPLOYMENT BEFORE THE CONCLUSION OF OBLIGATORY SCHOOLING!

BUT WE KNOW THAT THERE ARE MANY CHILDREN WORKING, EVEN AS SLAVES, IN MANY COUNTRIES THROUGHOUT THE WORLD!

THE AUDIENCE’S REMARK TAKES US TO THE TOPIC OF THE WORST FORMS OF CHILD LABOUR, OR ILO CONVENTION NO. 182!
Some of the worst forms of child labour:

- All forms of slavery: sale or trafficking of children, debt-driven servitude and servitude, forced labour;
- Labour in armed conflicts;
- Manufacturing or trafficking of illegal drugs;
- Exploitation for prostitution, production of pornography, pornographic acts;
- All work that endangers the child’s health, safety or morals.
ALL COUNTRIES SHOULD OFFER REHABILITATION AND SOCIAL INSERTION PROGRAMS FOR CHILDREN RESCUED FROM CHILD LABOUR AND ADOPT IMMEDIATE MEASURES TO PROTECT THESE CHILDREN AS A MATTER OF URGENCY, SUCH AS ACCESS TO FREE BASIC EDUCATION, PROFESSIONAL TRAINING AND PROTECTION FOR BOYS AND GIRLS LIVING IN HIGH-RISK SITUATIONS.

CHILD LABOUR IS CAUSED, IN LARGE PART, BY POVERTY.

THE SOLUTION IS IN ECONOMIC DEVELOPMENT AND SOCIAL PROGRESS, ESPECIALLY BY PROVIDING FREE AND UNIVERSAL BASIC EDUCATION FOR ALL!
Companies can decisively contribute to the elimination of child labour by not hiring children or making sure that their chain of production does not use child labour.

Children do not have fully developed bones and muscles. If working, they can be deformed.

They have reduced lung capacity and therefore they take more breaths, which makes them more vulnerable to intoxication.

Their nervous system is not fully developed. Under pressure, the child loses its capacity for concentration and memory, aside from psychological problems. The child’s educational potential is compromised.

Children have higher heart rates. They become tired faster than adults.

Society should be aware of the 9 reasons why children should not work!
5. Their liver, spleen, stomach and kidneys are not fully developed, which makes them more vulnerable to intoxication.

6. A child’s body produces more heat than an adult’s, which increases the risk for dehydration.

7. A child’s skin is less developed and thinner than an adult’s, making them more vulnerable to burns, cuts and intoxication...

8. Peripheral vision of the child is not yet fully developed, giving them less perception of their surroundings, and thus more vulnerable to workplace accidents.

9. Their hearing system is not fully developed, which makes them more vulnerable to loss of hearing.

Additionally, the use of child labour promotes unfair competition. This is why it is important to mobilize the production chains of multinational corporations.
CHILD LABOUR ROBS THEIR CHILDHOOD. IT DEGRADES THE FAMILY AND DEGENERATES SOCIETY!

EMPLOYERS HAVE THE OBLIGATION AND DUTY TO NOT HIRE CHILD LABOUR, UNDER THE THREAT OF SANCTIONS PRESCRIBED BY LOCAL LEGISLATION!

IF EVERYONE FOLLOW THE RIGHT EXAMPLE, REJECTING GOODS PRODUCED WITH FORCED AND CHILD LABOUR, THIS SITUATION CAN BE CHANGED!

I DO NOT BUY FROM COMPANIES THAT USE FORCED AND CHILD LABOUR!

VERY WELL!

EACH COUNTRY HAS THE OBLIGATION TO ADOPT MEASURES THAT PROMOTE AND BROADEN COMPULSORY EDUCATION AND THE PROTECTION OF THE CHILDHOOD!

...FORMING NETWORKS OF SOCIAL AWARENESS AND INSPECTION THAT PREVENT THE EXPLOITATION OF CHILD LABOUR!
Even domestic work is off limits because it is an affront against childhood!

There are serious violations against the rights of children in many countries of the world, with higher incidences on continents where social inequality and poverty levels are higher and where schools haven’t left the drawing board...

The ILO seeks to assist countries, especially those whose educational systems and economies are not sufficiently developed, in the adoption of concrete strategies for the elimination of child labour.

Children belong in school!

Freedom for children!

Children have rights!

June 12: International Day Against Child Labour!

Each one of us can contribute. Playing and studying are a children’s fundamental rights. Let’s demand that these rights be respected.

Child labour exists all over the world and needs to be eliminated!

The ILO and the United Nations Children’s Fund – UNICEF fight for the creation of laws and efficient programs to protect children from exploitation through labour!
I BELIEVE THIS PANEL ON THE FUNDAMENTAL CONVENTIONS OF THE ILO HAS SHOWN THE IMPORTANCE OF WORKERS TO THE WORLD!

I UNDERSTOOD THAT A PERSON IS AT THE CENTRE OF EVERYTHING AND HIS OR HER LABOUR IS THE DRIVING FORCE OF THE WORLD, FROM THE BEGINNING OF TIME THROUGH TODAY!

I CAME TO THE CONCLUSION THAT, AS LABOUR IS INSEPARABLE FROM HUMAN BEINGS, A PERSON’S DIGNITY MUST BE GAINED THROUGH EDUCATION AND DECENT WORK!

THE PANEL SHOWED ALSO THE HISTORICAL IMPORTANCE OF THE ILO IN THE EVOLUTION OF LABOUR RELATIONS AND THE PROMOTION OF DECENT WORK!

YES, THE KIND OF WORK THAT IS PRODUCTIVE, ADEQUATELY REMUNERATED, DONE IN CONDITIONS OF FREEDOM, EQUALITY AND SAFETY, WITHOUT DISCRIMINATION AND CAPABLE OF GUARANTEEING THE WORKER A LIFE OF DIGNITY!

I HOPE YOU MAKE GOOD USE OF THIS GLOBAL LABOUR CONFERENCE AND THAT THE EXCHANGE OF EXPERIENCES IS PRODUCTIVE AND CONTRIBUTE TO THE CONSTRUCTION OF A MORE JUST WORLD FOR ALL. THANK YOU!
Part 6

LABOUR RIGHTS ARE HUMAN RIGHTS

I imagine that all of you, like me, are ecstatic after these wonderful panels on the history of labour and the ILO conventions!

I thought it was interesting to learn that the ILO predates the UN and that the fights and victories of men and women workers contributed to the creation and broadening of human rights!

In fact, social rights are the fruits of organization, of the fight and suffering of workers and today, just like civil and political rights, they are universal!
They are the rights of the humanity. Being part of the humanity is the only requirement to have and exercise those rights.

We all have human rights!

Now that we have gone through the fundamental conventions of the ILO, let’s go over the fundamental human rights established by the United Nations, the UN!

Where can we find these fundamental rights?

In the Universal Declaration of Human Rights (1948) and in the International Covenant on Economic, Social and Cultural Rights (1966).

"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."

(Article 1 of the Universal Declaration of Human Rights, 1948)
RIGHT TO LIFE (Universal Declaration, Art. 9).

EDUCATION (Universal Declaration, Art. 26). CULTURE (Universal Declaration, Art. 27). ICESCR, Art. 15.

FREEDOM OF THOUGHT (Universal Declaration, Art. 18). FREEDOM OF EXPRESSION (Universal Declaration, Art. 19).

I AM OPPOSED! I HAVE NO RELIGION! PROTECT THE ENVIRONMENT!

HEALTH (ICESCR, Art. 12).

SPECIAL PROTECTION OF CHILDHOOD (Universal Declaration, Art. 25)

EQUALITY (Universal Declaration, Art. 2).

DECLARATION OF THE RIGHTS OF THE CHILD
Housing (ICESCR, Art 11).

Work (Universal Declaration, Art. 23).
Fair and satisfactory remuneration (Universal Declaration, Art. 23. III).

Right to strike (alarming of work for the defence of own interests - ICESCR, Art. 8).

We are on strike! Work stoppage for better salaries!

Pregnancy leave (childbirth paid leave. ICESCR, Art. 10.2)

Safe and healthy working conditions (ICESCR, Art. 78).

Rest, leisure and reasonable limitation of working hours and paid holidays (ICESCR, Art. 70).
POLITICAL PARTICIPATION (Universal Declaration, Art. 2).

ELECTORAL SECTION

SECURITY (Universal Declaration, Art. 3).

ACCESS TO JUSTICE (Universal Declaration of Human Rights, Art. 8 and 10).

WE KNOW THAT THESE RIGHTS ARE GUARANTEED BY CONSTITUTIONS, CONVENTIONS AND OTHER LAWS, BUT THEY ARE NOT THE REALITY FOR MANY PEOPLE!

BUT IT IS IMPORTANT THAT THEY BE ON PAPER SO THAT THEY CAN BE DEMANDED!

AS WE CAN SEE, WE HAVE PLENTY OF LAWS!

IT IS NECESSARY FOR EVERYONE TO KNOW THE LAWS SO THAT ALL OF US CAN, TOGETHER AND IN AN ORGANIZED WAY, DEMAND THAT THEY BE RESPECTED IN ALL COUNTRIES!

END
Part 7

THE FUTURE OF WORK

GLOBAL LABOUR CONFERENCE

Looking at everything we have seen so far, what do you think is the future of work?

The greatest challenge will be to make all work fair and decent!

I believe in a better world, even if it takes decades!

My country is highly developed in terms of technology, but these resources are still not accessible to all workers in the world!

Yes, this is clear in India! We are also a technologically developed country, but a large part of the population has no access to technology!

It will be very difficult for these people to be absorbed by an increasingly demanding job market, where there is constant innovation!
WE LIVE IN THE INFORMATION AGE AND THE SPEED OF CHANGE AND INNOVATION IS EVIDENT!

WE WANT FREE PROFESSIONAL TRAINING COURSES!

EVERY DAY NEW TECHNOLOGIES ARE INVENTED, AND WITH THEM, NEW PROFESSIONAL OPPORTUNITIES ARE CREATED.

WORKERS MUST BE UP TO THE SPEED OF THEIR TIME!

TECHNICAL ASSISTANCE

THEREFORE, GOVERNMENTAL PROFESSIONAL TRAINING PROGRAMS ARE INDISPENSABLE.

WON'T ALL THIS TECHNOLOGY END UP BRINGING MORE RISKS TO WORKERS?

TECHNOLOGICAL INNOVATIONS, WHEN IMPROPERLY APPLIED, MANY TIMES CAN OPPRESS, DISCRIMINATE, PREVENT OR REDUCE THE WORKER'S REST, LEISURE, AND PERSONAL TIME SPENT WITH FAMILY AND FRIENDS!
THE REALITY OF THE 21ST CENTURY IS MARKED BY THE WORKERS’ ALMOST TOTAL DEDICATION TO THEIR TASKS, IN A CONTINUOUS SYSTEM THAT IS NOT LIMITED TO THE WORKPLACE.

THIS IS WHERE THE CURRENT WORK-RELATED SYNDROMES AND DISEASES COME FROM: ANXIETY, DEPRESSION, AND THE SILENT EPIDEMIC OF REPEETITIVE STRESS INJURY (RSI), AMONG OTHERS.

DATA ENTRY DEPARTMENT

WE ARE VERY CAREFUL ABOUT THAT WHERE I WORK!

REST AND FAMILY TIME TO REGAIN ENERGY MUST BE VALUED. WORK SHOULD NOT BE TAKEN HOME!

I BELIEVE THAT TECHNOLOGICAL INNOVATION AND WORK CAN COEXIST PEACEFULLY, AS LONG AS THE SEARCH FOR BETTER PRODUCTION RESULTS IS REFLECTED IN THE WORKERS’ QUALITY OF LIFE!
Ladies and gentlemen, at the end of this magnificent Global Labour Conference, which counted on the participation of representatives from all continents, we can conclude that:

In a globalized world, we are headed towards a worldwide consciousness. We are part of one family, the human family.

Together we are one: Planet Earth!

It is the duty of all governments, workers, employers and society, to build a better world.

A better world, with decent work!

In which the fundamental principles and rights of labour are respected and where freedom, equality and just participation in the riches and development of human potential are assured;
WHERE CHILDREN ARE PROTECTED AND ADOLESCENTS ARE GUARANTEED THE RIGHT TO LEARN A TRADE... AND WHERE YOUNG PEOPLE HAVE ACCESS TO DECENT WORK.

SOCIAL PROGRESS, ECONOMIC GROWTH AND SUSTAINABLE DEVELOPMENT SHOULD GO HAND IN HAND!

THE WORKERS OF THE AMERICAS, EUROPE, ASIA, AFRICA AND AUSTRALIA DECLARE, TOGETHER WITH EMPLOYERS, GOVERNMENT REPRESENTATIVES AND OTHER PARTICIPANTS OF THIS GLOBAL LABOUR CONFERENCE, THAT SOCIAL JUSTICE IS ESSENTIAL FOR LASTING, UNIVERSAL PEACE!
Primer of International Labour Law in comics

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