



THE ILO IN BRAZIL

DECENT WORK FOR A DECENT LIFE



WHO WE ARE

The International Labour Organization (ILO) is a UN specialized agency whose mission is to promote Decent Work opportunities for men and women. The concept of Decent Work, formalized by the ILO in 1999, summarizes its historical mission of promoting opportunities for men and women to have quality and productive work in conditions of freedom, equity, security and dignity. While being the focal point around which the four ILO strategic objectives converge (respect of rights at work, promoting more and better jobs, extending social protection and strengthening social dialogue), Decent Work is a fundamental condition for overcoming poverty, reducing social inequalities, ensuring democratic governance and sustainable development.

Founded in 1919 with the aim of promoting social justice as a condition of universal peace, the ILO is the only UN agency with a tripartite structure, composed of representatives of governments and of organizations of employers and workers. The ILO is responsible for the formulation and implementation of International Labour Standards and maintains a representation office in Brazil since the 1950s, with programmes and activities that reflect the objectives of the Organization.



ILO Strategic OBJECTIVES

STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

One of the most important functions of the ILO is the preparation, adoption, implementation and promotion of international labour standards in the form of Conventions, Recommendations, Resolutions and Declarations. All of these instruments are adopted by the International Labour Conference, the highest decision-making body of the ILO, which meets once a year.

ILO Conventions are international treaties defining minimum standards to be observed by all countries that ratify them. The ratification of an ILO Convention by any of its member States is a sovereign act and involves its incorporation into the judicial, legislative, executive and administrative systems of the country in question, thus acquiring a legally binding character.

Recommendations, in turn, are non-binding in legal and judicial terms. A Recommendation often supplements a Convention, proposing more defined guiding principles on how it should be applied. There are also stand-alone recommendations, which are not associated with any convention, and that can serve as guides for legislation and public policies of member States.

Resolutions represent guidelines to member States and the ILO itself regarding specific themes, whereas Declarations contribute to the establishment of general principles of international law. Although they do not enjoy the same binding character of conventions, member States should answer to the ILO what have been the initiatives and measures taken to promote and implement the purposes and principles of the Declarations.

The ILO has a system to control the compliance of standards consisting of various bodies and instruments, among which: a) *Committee of Experts on the Application of Conventions and Recommendations* (CEACR), which examines the reports from the Governments of member States regarding the Conventions they have ratified; b) *Conference Committee on the Application of Standards*, where the annual report of the Committee of Experts is examined on the occasion of the International Labour Conference; c) *Complaints and Grievances*, a channel through which organizations of employers or of workers have the right to submit complaints to the ILO against any member State, which – in their opinion – has not satisfactorily complied with a ratified Convention; d) *Committee on Freedom of Association*, which examines complaints concerning violations against principles of freedom of association and collective bargaining (Conventions 87 and 98), even when the member accused of such offenses does not ratify those same Conventions.

In addition to the regulatory oversight system already described, the ILO – through its activities covering technical assistance, research, training and institutional strengthening – gives support to its constituents in the various regions of the world in order to promote and ensure the effective implementation of International Labour Standards.

In 1998, the ILO adopted the *Declaration on Fundamental Principles and Rights at Work and its Follow-up*, which is a universal restatement of the commitment of the member States of the Organization, alongside the wider international community, to respect, promote and implement a minimum level of principles and rights at work, recognized as fundamental to sustainable development and a fair globalization.

Those principles and rights are governed by eight fundamental Conventions covering freedom of association, effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the elimination of child labour and the elimination of discrimination in respect of employment and occupation.

The Eight Fundamental ILO Conventions

- » Forced Labour Convention, 1930 (No. 29)
- » Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- » Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- » Equal Remuneration Convention, 1951 (No. 100)
- » Abolition of Forced Labour Convention, 1957 (No. 105)
- » Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- » Minimum Age Convention, 1973 (No. 138)
- » Worst Forms of Child Labour Convention, 1999 (No. 182)

Brazil ratified a total of 82 out of 189 ILO Conventions. It ratified all fundamental Conventions, with the exception of no. 87.

EMPLOYMENT

Persistent poverty, increasing income inequality and slow job growth are critical restrictions on economic and social progress worldwide. With global unemployment level at historically high levels, there has never been a greater need to put employment and income generation at the centre of economic and social policies.

The ILO identifies policies that help create and maintain dignified work, compiled in the form of a Global Employment Agenda. The main purpose of this agenda is to give centrality to the theme of employment and income in the face of the economic and social policies of the member States of the organization. Consistent with the Millennium Development Goals, the Agenda seeks, through the creation of productive employment, to improve the lives of people who are unemployed or whose remuneration from work is insufficient to allow them a dignified life.

ILO's strategy for the promotion of full, productive and freely chosen employment includes the following key outcomes: a) coordinated and coherent policies to generate inclusive job-rich growth; b) skills development policies to increase the employability of workers, the competitiveness of enterprises and the inclusiveness of growth, and c) policies and programmes to promote sustainable enterprises and entrepreneurship.

By promoting the implementation of the Global Employment Agenda, the ILO conducts training, research and collection of best practices for promoting employment. It also collaborates in the development of policies that generate inclusive growth, that facilitate the qualification to enhance the employability of the worker and the company's

competitiveness, and promoting sustainable enterprises, with emphasis on the generation of equal opportunities for men and women.

There are some international instruments adopted by ILO constituents seeking to prioritize employment within the current global state of affairs, such as: the 2008 *Declaration on Social Justice for a Fair Globalization* and the 2009 *Global Jobs Pact*, just to mention the most recent instruments.

SOCIAL PROTECTION

Social protection is universally recognized as a fundamental human right, as reflected in the Universal Declaration of Human Rights (1948), in the regulations of the United Nations and in International Labour Standards. Social protection policies include ensuring decent working conditions, such as compliance with labour legislation and the principles of health and safety at work, as well as social security schemes and the set of policies aiming to protect particularly vulnerable groups within the working population. An effective social protection system contributes to equitable growth, social stability and improving productivity.

Based on those assumptions, the ILO has established three main goals reflecting the most important dimensions of social protection:

- » Promote the extension of the coverage and effectiveness of social security systems that provide access to health care and basic income in various contingencies, such as maternity, unemployment, disease, disability and accidents.

- » Promote basic conditions for decent work, including appropriate wages, working time and occupational safety and health;
- » Promote programmes and activities seeking to protect vulnerable groups such as migrant workers and their families, workers in the informal economy and people living with HIV / AIDS.

Social protection – in particular, the concept of Social Protection Floor – has been increasingly considered as a key instrument of development in various international fora. Adopted by the UN and the G20, the Social Protection Floor was designated as one of nine global initiatives in response to the international economic and financial crisis that erupted in 2008. Led by the ILO and the World Health Organization, the initiative of the Social Protection Floor consists in promoting an integrated and coordinated policy for basic income generation, combined with access to essential health services, education, sanitation, nutrition, employment, housing, among others, in order to protect and empower the poorest and most vulnerable segments of the population in order to escape poverty.

The *Consultative Group on the Social Protection Floor*, led by former President of Chile Michelle Bachelet, prepared the report “Social Protection Floor for a Fair and Inclusive Globalization”, published in 2011 by the ILO. The report argues that the implementation of social protection floors can stimulate economic growth, can increase social cohesion in the face of the economic crisis and can help countries in the world to meet the Millennium Development Goals (MDGs).

Brazil has demonstrated that investing in social protection is an extremely effective way to combat

poverty, reduce inequalities, improve living standards and promote social cohesion and stability. Part of the strategies contained in the proposed Social Protection Floor is based on good practices from Brazil such as the Family Grant Programme (Bolsa Familia), the Continuous Cash Benefit (BPC), the Unified Health System (SUS) and the Unified System of Social Assistance (SUAS).

SOCIAL DIALOGUE

The tripartite social dialogue between governments, employers and workers is the best method of operation of the ILO and it is reflected on the activities of the International Labour Conference and of the Board of Directors, as well as on regional and sector meetings arranged by the Organization.

The strengthening of tripartite social dialogue is essential to address the problems and challenges in the workplace. Among them we can find discussions concerning labour legislation, policies and strategies to improve occupational health and safety, besides other working conditions; the resolution of individual and collective labour conflicts; the negotiation of fair terms of employment for the benefit of the workers, enterprises and the economy; as well as concerning the improvement of productivity.

The ILO offers support to major organizations of workers and employers in each country and – at regional and international levels – through training and technical assistance activities in the many areas within its mandate. By supporting and strengthening the organizations of employers and workers, the ILO helps to create favourable conditions for an effective dialogue between themselves and with governments.

Decent Work AGENDAS

How is it possible to overcome decent work deficits? How can the concept of decent work be applied to many different development levels and processes around the world? The consideration of those questions resulted in the proposal of the *Decent Work Agenda*, which expresses an agreement among the ILO's tripartite constituents in a given country or region vis-à-vis the objectives and goals that will lead a given society up to a new level of decent work. Those objectives and targets, in each case, will depend on the values, priorities and possibilities of each society and may be modified over time.

Commitment to the Decent Work Agenda is growing nationally and internationally. Brazil launched its own agenda in 2006 with the objective of *creating decent work to combat poverty and social inequalities*. The Decent Work National Agenda of Brazil (ANTD) is structured around three priorities: a) generate more and better jobs, with equal opportunity and treatment, b) eradicate slave labour and child labour, particularly in its worst forms, and c) strengthen tripartite players and social dialogue as a tool of democratic governability.

The ANTD foresaw the subsequent preparation of an Employment and Decent Work National Plan (PNETD). This Plan was formulated by an Interministerial Executive Committee – coordinated by the Ministry of Labour and established by a presidential decree in June 2009 – in dialogue with employers' confederations and trade unions. The PNETD, launched in 2010, reaffirmed the priorities of the National Agenda and established 12 expected outcomes, associating several targets and indicators to each one of them.

Moreover, the Decent Work National Agenda for the Youth (ANTDJ) was developed and launched in 2011 as another outcome from tripartite dialogues. The ANTJD responds to the need of giving a specific look at this segment of the population, on which falls the heaviest burden of unemployment and precarious employment. The ANTJD contains four priorities: a) more and better education, b) balancing studies, work and family life;

c) dignified and active inclusion into the workplace; d) social dialogue: youth, work and education.

Furthermore, since 2007, there have been pioneering experiences with regards to the construction of sub-national decent work agendas. This applies to the Bahia Decent Work Agenda, the Mato Grosso Decent Work Agenda, the Regional Decent Work Agenda for of the ABC Paulista and the Curitiba Decent Work Agenda. The novelty of these initiatives makes Brazil a country that is now at the forefront of this discussion.

The completion of the First National Conference on Employment and Decent Work (convened by presidential decree in 2010) represents a change of scale in Brazil's commitment to the promotion of decent work. This is the broadest exercise of social dialogue that has ever taken place in the country on workplace issues, aiming to define guidelines for an Employment and Decent Work National Policy, as well as to review and update the PNETD. New state and local agendas shall arise as a result of this process, which is a unique opportunity to apply the decent work agenda according to the diversity of themes and situations that characterize the country.

Monitoring and Assessing Progress on Decent Work

The *Declaration on Social Justice for a Fair Globalization*, adopted by the



International Labour Conference in 2008, reaffirmed the commitment of member States to promote decent work based on the Organization's four strategic objectives: the promotion of employment; the development and improvement of social protection measures; the promotion of social dialogue and tripartism; and the respect and promotion of principles and rights at work.

The monitoring and evaluation of the progress made at the national level towards these goals is a concern of the ILO and its constituents. The Declaration of 2008 specifies that member States may consider "the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and assess the progress made" (Paragraph II.B.ii.).

The project "Monitoring and Assessing Progress on Decent Work (MAP)" – funded by the European Union and developed in conjunction with government agencies (including Ministries of Labour), national statistical institutes, trade unions and employers' organizations, as well as research institutions – seeks as its main goal to strengthen the capacity of developing countries to monitor and assess their progress towards decent work autonomously. The project covers countries in all major world regions: two in Africa (Niger and Zambia), four in Asia (Bangladesh, Cambodia, Indonesia and the Philippines), one in Europe (Ukraine) and two in Latin America (Brazil and Peru).

CHILD LABOUR and Working Teens

Since the early 1990s, the Brazilian State and society have been developing strong actions to prevent and eradicate child labour in the country, with the support and active participation of the ILO. The ILO has been supporting this national effort since 1992 through its International Programme on the Elimination of Child Labour (IPEC).

The first step in this effort was crowned with the ratification by Brazil of the two ILO Conventions dealing with child labour, which occurred respectively in September 2000 and February 2002: the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182), and the Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138). As a result, measures have been promoted to adapt the national legislation to the principles of these conventions, a National Plan has been formulated and several programmes have been implemented at the national, state and local levels for the prevention and elimination of child labour.

Over the last two decades of operations in Brazil, the ILO has developed five areas of cooperation, with the aim of strengthening the national policy for the prevention and eradication of child labour: knowledge-base production, communication strategies, legislative strengthening, capacity building and pilot action programmes to prevent and eliminate child labour, including sexual exploitation and trafficking of children and adolescents and their use in drug trafficking.

More than 120 pilot programmes were developed in the country in order to address the problem. Those programmes were designed, implemented, monitored and evaluated in conjunction with government bodies, organizations of employers and workers, UN specialized agencies in Brazil and other civil society organizations, as well as the affected communities.

Currently, six large platforms sustain the implementation of those five pillars: a) the establishment of child labour-free zones; b) supply chains free of child labour; c) development and application of methodologies for actively identifying children and adolescents in child labour or who are vulnerable to it; d) generation of decent work opportunities for adult men and women as a way of prevention; e) sharing of good practices through the Brazilian South-South and horizontal cooperation; and f) special attention to indigenous and traditional peoples. All of them emphasize social dialogue as a solution method, besides the challenge faced by issues such as comprehensive education and the transition from school to work.

Image: Solange de Souza / UNFPA





SLAVE and Forced Labour

The elimination of slave labour became a national priority since 1995, when the Brazilian government acknowledged its existence in the country, after numerous complaints made by the CPT since the 70s. In June of that year, the Special Mobile Inspection Group (GEFM) was established, composed of labour inspectors, prosecutors and federal police officers. Since the time GEFMs began their operations up until the end of 2011, more than 40,000 workers were freed from a condition analogous to slavery.

There are two ILO conventions on this subject: the Convention concerning Forced or Compulsory Labour, 1930 (No. 29) and the Convention concerning the Abolition of Forced Labour, 1957 (No. 105), both ratified by Brazil in 1957 and 1965, respectively. Those two conventions were defined as being fundamental ones in 1998 by the Declaration on Fundamental Principles and Rights at Work and its Follow-up.

In March 2003, the country launched the National Plan for the Eradication of Slave Labour, covering 76 actions expressing and organizing the roles of public institutions and the civil society in confronting the problem. In the same year, the National Commission for the Eradication of Slave Labour (CONATRAE) was created, thus being a collective body whose primary function is to monitor the implementation of the National Plan.

In December 2004, the Ministry of Labour and Employment (MTE) issued Ordinance no. 540, containing the *Register of employers caught exploiting workers in a condition analogous to slavery*. Such register is updated every six months, and offenders are prevented from obtaining credit in public funding, among other grants. In May 2011,

Ordinance 540 was replaced by the Interministerial Order no. 2 from both the Presidency's Special Human Rights Secretariat (SDH) and the MTE, thus further strengthening this instrument in order to combat slave labour.

In 2005, the ILO led the negotiations bringing about the launch of the National Pact to Combat Forced Labour. The pact consists of a series of commitments made by voluntarily adhering companies to eliminate slave labour from their supply chains. The main sanction is the restriction of trade of those suppliers that become listed on the Register. This is the most important initiative taken by Brazil's private sector to address the problem.

Important actions to prevent slave labour are also being developed with the support of the ILO. Among them, the training of elementary school teachers in recruitment areas, as well as innovative experiences in rehabilitating rescued workers, especially within the context of Mato Grosso's Decent Work State Agenda, led by the Regional Superintendent of Labour

and Employment/MTE and by the Labour Attorney General's Office (MPT).

The main challenges in the fight against contemporary slavery in Brazil are listed in the Second National Plan for the Eradication of Slave Labour, launched in September 2008. Among its general actions, the Plan emphasizes the importance of establishing integrated operational strategies and the implementation of a social rehabilitation policy as a way of ensuring that freed workers do not fall back into slavery, thus containing specific actions dealing with the generation of income and employment, land reform, formal education, vocational training and reintegration of workers.

The eradication of forced labour is defined as a priority in the Decent Work National Agenda, in the National Plan for Employment and Decent Work and in the Decent Work agendas covering the states of Bahia and Mato Grosso. In spite of significant advances made by the country, it is still necessary to strengthen policies and instruments enabling the ultimate eradication of this problem.





HUMAN Trafficking

The ILO considers trafficking for commercial sexual exploitation and forced labour as an assault on human dignity and a grave violation of human rights and fundamental labour rights. Human trafficking and forced labour are the antithesis of labour in freedom.

Brazil is currently a country of origin, transit and destination for trafficking in persons. The lack of opportunities for decent work and poverty cannot be taken as the sole causes of trafficking, but they play an important role in the set of causes of this phenomenon. Those causes – allied to inequality and discrimination based on gender and race – make people more vulnerable to the action of drug traffickers, either by the need of ensuring their means of survival or by the impossibility of building a satisfactory occupational project. Most human trafficking victims in Brazil originate from poor regions or countries, as well as from within population groups in a situation of poverty.

Since 2005, the ILO has been developing in Brazil various technical cooperation projects devoted to the subject, with the main objective to promote their inclusion in the public agenda and to strengthen the capacity of national organizations to implement policies and programmes to fight against trafficking for sexual exploitation and forced labour.

In response to the national priorities relating to such topic, the ILO has developed several activities organized along the following strategic lines:

- » Technical assistance to the Federal Government for the development and implementation of the Policy and National Plan to Combat Trafficking in Persons, as well as assistance to state governments to develop and implement state level plans to counter human trafficking;
- » Technical support to organizations of workers and employers, private companies and other civil society organizations aimed at developing actions against trafficking in persons;
- » Institutional strengthening: development of training manuals and support to the training of the players involved in fighting human trafficking; and the development of the knowledge base on the subject, concerning its connections with labour market dynamics and structure, migration and with the inequality and discrimination of gender and race;
- » Support to the development of awareness-raising campaigns.



Gender and Race EQUALITY



Social inequality is a striking component of the Brazilian reality and a key issue to be addressed in order to overcome poverty. Gender and racial discrimination are structural axis of the patterns of social inequality in Brazil, making women and black populations face additional barriers to overcome poverty and to access decent work.

Women and black people together make up two thirds of the economically active population in Brazil. The magnitude of this presence is closely followed by the existence of significant decent work deficits in almost all labour market indicators. Women – especially black women – have lower income levels than men and, in spite of attaining higher education levels in average, they still face the problem of occupational segregation which limits the range of employment opportunities. Women and black people are over-represented in informal and precarious occupations, and black women represent the vast majority of those working in housekeeping.

In the face of such a scenario, facing discrimination and promoting equality of gender and race is one of the priorities of ILO's work in Brazil. Since 2004, the 'Programme for Promotion of Gender and Race Equality in the World of Work' of the ILO Office in Brazil has developed a number of strategies in order to support the incorporation of the dimensions of race and gender in public policies and in

the actions of workers' and employers' organizations. This programme is developed in conjunction with the actions undertaken by the ILO's Subregional Office for the Southern Cone of Latin America (Santiago, Chile), Office for Gender Equality in Geneva and the ILO International Training Centre in Turin, Italy. The programme is organized based on the following strategies:

- » Technical support to the Brazilian government, especially the Ministry of Labour and Employment (MTE), Secretariat of Policies for Women (SPM), Secretariat for Policies to Promote Racial Equality (SEPPIR), unions and employers' organizations;
- » Strengthening institutional capacity through training activities directed to public managers, representations of workers and employers, as well as to civil society organizations;
- » Expanding the knowledge base on gender, race and the labour market;
- » Promoting the mainstreaming of gender and race in the Decent Work National Agenda and the National Plan, as well as in Decent Work State and Municipal agendas;
- » Developing actions in partnership with other UN agencies in Brazil.
- » Supporting the development of awareness-raising campaigns.

Foto: Solange de Souza / UNFPA



Image: Solange de Souza / UNFPA

ACTIVITIES

with Employers and Workers

The ILO's tripartite structure – consisting of the representations of governments, employers and workers from its member States – aims to promote social dialogue as the best way to address and solve the various issues and problems in the workplace. This structure has the advantage of allowing the representatives of the real economy to have a role in setting the direction and form of operation of the Organization. Its importance is even greater during times of crisis and increasing social tensions, when respect and the use of social dialogue mechanisms, including collective bargaining, are even more necessary.

Bureau of Workers' Activities (ACTRAV)

The existence of free trade unions is the result of the spontaneous organization of workers in order to defend their rights in the workplace and in society in general. Although in many countries the right to organize is not respected, the international trade union movement is the most important and representative organization in the world founded on the principle of voluntary membership. In most democratic countries, trade unions are key actors of civil society.

The Bureau of Workers' Activities (ACTRAV) is mandated to promote the relationship between the ILO and one of its main partners: the international trade

union movement. To this end, it cooperates with organizations of workers at national and international levels by helping them to effectively defend the interests of workers and their families.

It is also a function of ACTRAV to maintain close links with trade unions from different countries, as well as keeping the ILO updated on the problems, interests and opinions of those organizations. The Bureau coordinates ILO's activities related to workers' organizations, promoting primarily: a) the development and strengthening of representative, independent and democratic organizations of workers; b) the ability of unions to participate in political, economic and social negotiations and decision-making; c) the active participation of those organizations in ILO activities.

Bureau of Employers' Activities (ACTEMP)

The success of companies is crucial to any strategy of creating jobs and improving living standards of

workers. In this sense, employers' organizations play a decisive role, since they promote the creation of an environment conducive to the feasibility and competitiveness of enterprises, contributing to economic and social development. They are also key actors of the process of social dialogue.

ILO's Bureau of Employers' Activities (ACTEMP) collaborates with employers' organizations so that they can effectively support its members. One of the assistance programmes developed by ACTEMP is dedicated specifically to employers' organizations in developing countries, transition economies and post-conflict regions. In addition, ACTEMP coordinates activities related to employers' organizations and individual companies; it supports those organizations and, in particular, the International Organization of Employers, in the preparation for the various tripartite meetings; it also promotes their active participation in ILO activities, as well as the development of useful services for companies, aiming to strengthen their membership levels and their negotiation capacity.



YOUTH Employment



The Brazilian youth is a hardworking youth, with increasing education levels and growing family responsibilities. Nevertheless, a significant part of that youth has to face great difficulties to get good quality insertion into the labour market.

Such insertion is often marked by insecurity, which makes it difficult for a large contingent of young people to build decent work trajectories ahead. High rates of unemployment and informality, as well as low levels of income and social protection, reveal this difficulty. As in many other countries, the Brazilian youth exhibit higher rates of unemployment and informality than the average, as much as lower income

levels. This situation is much more critical for young women and young black people of both sexes.

The decision to develop a Decent Work National Agenda for the Youth in Brazil (ANTDJ) was prompted by those findings, added to the perception that the juvenile condition is marked by a great diversity of situations – determined by factors such as social and regional origin, sex, race and ethnicity, urban and rural life. Such decision was also based on the certainty that economic development alone would not suffice to create opportunities building decent work trajectories for the vast majority of young Brazilians.

The Presidential Decree creating the Interministerial Executive Committee (IEC) of the Decent Work National Agenda (2009) also created a subcommittee to promote a Decent Work National Agenda specifically destined to the youth. The decree established that the subcommittee should adopt the dialogue with civil society, employers' and workers' organizations in the implementation of their actions. For this purpose, an Advisory Working Group of the Decent Work National Agenda for the Youth was created, becoming a specific body consisting of entrepreneurial confederations and trade unions.

The Subcommittee and the Advisory Working Group built – in a fully consensual and tripartite form – the Decent Work National Agenda for the Youth, making Brazil the very first country to have such an agenda.



Green JOBS



Green jobs can be defined as decent job positions that contribute to reduce carbon emissions or to improve/preserve environmental quality. The primary objective of the Green Jobs Programme of the ILO is to promote a socially fair transition towards a more sustainable economy, one able to generate decent jobs with less impact on the environment. In

this context, the ILO Office in Brazil has been providing technical support for various initiatives aimed at changing patterns of production, distribution and consumption, in order to reduce their environmental impact. In parallel, the Green Jobs Programme has been making an effort to promote the generation of decent work in economic activities considered “green”, such as sustainable forest management, waste recycling and renewable energy production.

Among other partners, the ILO has been collaborating with the following ones: the Technical Group on Solar Thermal Energy of the Federal Government to develop professional training programmes for installers and maintenance officers of the solar heating equipment in the houses built by the government housing programme “Minha Casa, Minha Vida” (My House, My Life); the Brazilian Forest Service, with the intention of contributing to the inclusion of labour clauses and criteria on economic exploitation concessions of national forests; the State Government of Bahia, providing technical assistance to the construction of the Green Economy Development Plan within that state, as part of the Decent Work Programme in Bahia. In addition, the ILO Office in Brazil has promoted a series of studies on the generation of green jobs in different sectors of the economy, amongst which stands out the survey *Green Jobs in Brazil: how many there are, where they are and how they will evolve in the coming years*, published in 2009.

HIV/AIDS

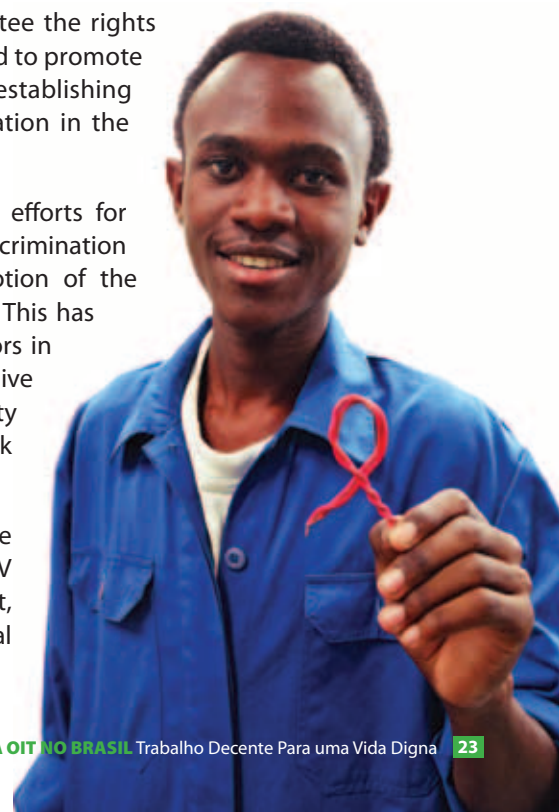
and the World of Work

In order to allow universal access to prevention, treatment and care for people living with HIV, and especially to strengthen the contribution of the workplace to combat the epidemic, the ILO adopted in June 2010, during the International Labour Conference, a new international standard that reinforces the importance of the workplace as a space guaranteeing fundamental human rights of people living with HIV, especially those related to the world of work.

Recommendation 200 on HIV and AIDS and the World of Work aims to contribute to global efforts to guarantee the rights of working men and women affected by HIV and to promote prevention and care at work, as well as establishing guidelines for handling stigma and discrimination in the workplace.

In Brazil, the ILO has contributed to national efforts for preventing, caring and fighting against discrimination related to HIV and AIDS through the promotion of the guidelines laid down in Recommendation 200. This has also included the sensitization of tripartite actors in order to guarantee the rights of workers who live with HIV, as well as the support of the civil society in discussions regarding the inclusion of the work environment in public policies.

Assuming that the workplace should be one of the pillars for the full implementation of HIV prevention policies promoted by the government, the ILO actively participates in the National



Business Council on HIV / AIDS (CEN AIDS), technically supporting actions promoted by the private sector. In addition, it supports the actions taken by unions in this area and also coordinates the construction of a joint

initiative for HIV prevention reaching workers of the waterway sector of Brazil, bringing together workers of river and maritime transports and fisheries in the main Brazilian river basins.



South-South COOPERATION

The South-South Cooperation has been an active force in ILO since the 1970's through the "Technical Cooperation among Developing Countries" (TCDC). This type of cooperation is based on solidarity and mutual support among Southern Hemisphere countries in order to reach internationally agreed development goals, in a spirit of non-conditionality, equity and sharing. This concept evolved from the year 2000 to that of South-South Cooperation, which basically incorporates the principles of the TCDC, but acquiring a greater geopolitical dimension.



In December 2007 and March 2008, two Memoranda of Understanding were signed, one on the Prevention and Elimination of Child Labour and, the second, on the Promotion of Social Protection in several regions, with special focus on Portuguese-speaking African countries. Those *Memoranda* have expressed a commitment between the ILO and the Brazilian government to identify needs and process demands for technical cooperation coming from developing countries, as well as to mobilize the financial resources to enable such cooperation.

A more comprehensive framework agreement was signed in June 2009 – the "Complementary agreement to the agreement between the government of the Federative Republic of Brazil and the International Labour Organization (ILO)

on technical cooperation with other Latin American and African countries for the implementation of the ILO/Brazil partnership programme for the promotion of South-South Cooperation". This instrument allowed the establishment of a multi-year cooperation aimed at promoting the four strategic objectives of the Decent Work Agenda.

Given the good results, the cooperation between Brazil and the ILO in this area has evolved from individual initiatives and projects towards a cooperation based on comprehensive and more robust programmes, structured around themes. Currently, those programmes are: Partnership Programme for South-South Cooperation for the Prevention and Eradication of Child Labour in the Americas; Partnership Programme for the Promotion of Social Security, Strengthening Trade Union Programme in the areas of Social Security, Health and Security at Work in African countries; and the Programme for the Elimination of Forced Labour and Promotion of Green Jobs.

Another area of innovation in the Brazilian government has been the development of South-South-North partnerships to strengthen the South-South cooperation already in place. In 2009, a regional project for the Prevention and Elimination of Child Labour was approved, funded by the United States Department

of Labour (USDOL), in coordination with the South-South Cooperation projects with Ecuador, Bolivia and Paraguay financed by the Brazilian Cooperation Agency (ABC). This was the first sign of interest in the development of joint South-South-North initiatives.

In 2010, the US Department of State (USDOS), Brazil (ABC), Haiti and the ILO signed the first Memorandum of Triangular North-South-South Cooperation for the benefit of Haiti, with three objectives: a) to protect the most vulnerable children after the earthquake, b) to develop capacity for the reconstruction of public services, including educational services, c) to promote the "safe school" programme aimed at making schools safer places in the face of a disaster.

Geographically, the cooperation between Brazil and the ILO through the CSS is concentrated mainly in Latin America (Paraguay, Bolivia, Ecuador, Haiti and MERCOSUR), Africa (Portuguese-speaking African Countries - PALOPs: Angola, Cape Verde, Guinea Bissau, Mozambique, Sao Tome and Principe, and Tanzania) and Asia (East Timor). Additionally, some specific activities were carried out with El Salvador and the Dominican Republic in relation to the Decent Work agenda, and with South Africa and India in relation to the combat against child labour.







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