

International
Labour
Organization



The ILO in Brazil

Brazil and decent work



As the 7th largest global economy in 2014, Brazil was one of the countries that most contributed to the attainment of the Millennium Development Goal (MDG) on halving extreme poverty by 2015. Brazil exceeded the goal by reducing its indexes from 25.5% to 3.5%. Between 2002 and 2013 Brazil also reduced the number of undernourished people by 82%.

Between 2004 and 2014, 20 million new formal jobs were generated, raising the formal employment rate from 46.7% to 59.3%. The unemployment rate went down from 9% to 6.9% between 2004 and 2014. Furthermore, the process of strengthening collective bargaining in the last ten years ensured that an average of over 90% of collective agreements produced wage adjustments above inflation. The minimum wage had a real increase of 76.5% between 2003 and 2015. All these factors, along with the cash transfer programs, decisively contributed to reducing income inequality, although considerable differences still persist.

Brazil is a founding member of the ILO and the first Latin American country to host an ILO field office, opened in 1950. Brazil has ratified **96 international labour conventions**.

The National Decent Work Agenda and subnational agendas

The promotion of decent work is one of the most powerful ways to achieve social inclusion, autonomy, and dignity and to distribute the fruits of economic growth. In 2006 a **National Decent Work Agenda** was launched, with three priorities: generating more and better jobs, eradicating forced labour and child labour, and strengthening social dialogue.

In 2010 the **National Plan for Employment and Decent Work** was launched and in 2012 the 1st National Conference on Employment and Decent Work was held, involving 20,000 constituents from the entire country. Subnational agendas were developed and implemented in states such as Bahia and Mato Grosso, and in cities such as São Paulo.

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Tripartite constituents

Government: Ministry of Labor and Social Security

Employers' organization: National Confederation of Industry (CNI)

Workers' organization: Unified Worker's Central (CUT)

Find out more

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“Decent Work is a fundamental precondition for poverty eradication and reduction of social inequalities, as well as a way to ensure democratic governance and sustainable development”

National Decent Work Agenda of Brazil

Key challenges

- **1.5** million formal jobs were lost in 2015.
- Afro-descendant workers earn **41%** less than the others
- **1 in 5** young afro-descendants and **1 in 4** young women do not study or work
- Only **0.7%** of formal jobs are occupied by people with disabilities

Strategic action and results

Eliminate child labour



Brazil was among the first six countries to receive the ILO's Programme on the Elimination of Child Labour (IPEC) in 1992. Since then, many projects and initiatives have been implemented to support the country in its fight against child labour. The ILO has implemented

with the Ministry of Social Development a project that developed inter-sectoral municipal diagnosis, enabling the development of localized and inter-sectoral actions to eradicate and prevent child labour. The ILO is also conducting a project to fight child labour in tobacco plantations in Rio Grande do Sul, which has already **trained 1,173 farm supervisors and registered 1,418 children** in a government programme called More Education. Additionally, in 2013 Brazil hosted the 3rd Global Conference on Child Labour, and – in the spirit of

South-South cooperation – invited Latin American and Caribbean countries to discuss and formulate the Regional Initiative “Latin America and Caribbean Free of Child Labour”.

During the 18th American Regional Meeting in Lima in October 2014, the **Declaration of the Establishment of the Regional Initiative** was signed by 25 ministers of labour from member countries, and the ILO was designated as the initiative's technical secretariat.

Eliminate forced labour

Through the Programme to Combat Forced Labour, the ILO promotes actions aimed at increasing the knowledge base on forced labour, strengthening the National Committee for Eradicating Forced Labour (CONATRAE), involving workers and employers in confronting and preventing the crime. Experiences on the subject are then shared through South-South cooperation activities with Peru. Through the Integrated Action Project, which first started in the state of Mato Grosso, the ILO also supports the socio-economic (re)insertion of people rescued from or vulnerable to forced labour, reducing worker vulnerability, especially when related to extreme poverty, illiteracy, and lack of professional qualifications. From 2009 to 2015, the Project assisted **1,752 workers (44 women)** who were referred to public policies,



Geraldo José da Silva, rescued from forced labour in sugarcane production, took a qualification course and today is a micro-entrepreneur in the agricultural sector.

of which 643 were capacitated. Thirty-six professional training processes were conducted, reaching 73 municipalities in Mato Grosso. The project's success caused a number of federal entities to

create the Integrated Action Movement with the goal of expanding and replicating the initiative in other states.

Green Jobs

Deforestation is still the largest source of greenhouse gas emissions in Brazil, causing damage to the rich biodiversity in the forests and threatening even the extensive protected areas, especially in the Amazon. The ILO supports the

Ministry of Environment in developing and implementing policies that protect the environment and simultaneously offer sustainable sources of employment and income to local populations. This includes providing tools to identify sus-

tainable value chains and to train public and private institutions at local, state, and national levels in using the chains towards productive inclusion. Successful Brazilian experiences are shared through South-South cooperation.

Elimination of discrimination in the work place

The mission of the ILO is to promote equal conditions and treatment in the work place. Thus it is fundamental to work with groups that are excluded because of discrimination such as LGBT persons, especially transsexual women and men. In partnership with UNAIDS and UNDP, the ILO formulated in 2014 as part of a tripartite initiative the “Manual for Promoting Human Rights

for LGBT People in the World of Work”, as well as a campaign for the inclusion and non-discrimination of LGBT persons. The manual has been used by public and private companies to train approximately **100,000 employees** in over 30 large companies. This effort is part of the UN's global “Free & Equal” campaigns.



PROMOTING DECENT WORK IN MAJOR EVENTS

The 2014 FIFA World Cup, held in Brazil, represented an opportunity for economic growth and jobs creation. In this context, and in order to guarantee the promotion of Decent Work, the ILO signed with the Federal Government two commitments aimed at improving the working conditions in civil construction and other sectors involved in the World Cup, through a tripartite action plan based on ILO's international labour standards. The ILO is also collaborating with the government through different actions to promote Decent Work at the Rio 2016 Olympic Games, and is developing a pilot project based on Salvador's Carnival to promote Decent Work in large-scale national events.



South-South cooperation programme



The ILO and the Brazilian government have committed to promote greater international

cooperation through the South-South Cooperation Program. The program mobilized approximately US\$ 20 million between 2005 and 2015, which enabled the implementation of 19 projects between Brazil and other countries in the areas of child labour, forced labour, social protection, social security, green jobs and labour

migration. In 2015 the ILO promoted the 1st South-South Cooperation Table of the Regional Initiative "Latin America and Caribbean Free of Child Labour", which resulted in 60 manifestations of interest, 17 defined commitments, and five announced partnerships among the 25 member states of the initiative.

Next steps

Brazil's **United Nations Development Assistance Framework (UNDAF)** for the 2017-2021 period will incorporate decent work as an Outcome and as an essential condition for reducing inequality in the country. The main challenges for ILO's future work in Brazil, as part of

the implementation of the Sustainable Development Goals are: alleviating the effects of the economic crisis, which has increased unemployment, especially among young people, whose unemployment rate is two times higher than the total unemployment rate; promoting

equal job opportunities and treatment for more excluded groups, such as afro-descendants, women, people with disabilities, LGBT persons, and migrants; and expanding social security among the most vulnerable segments of the population.

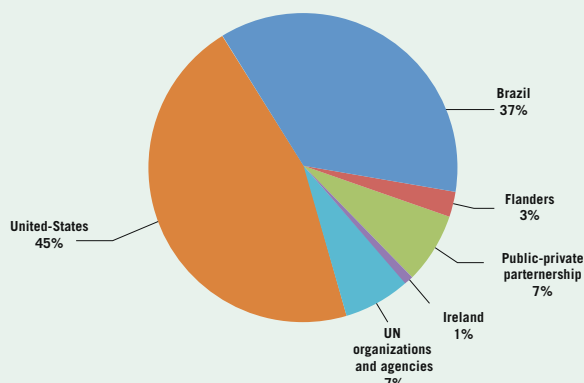
Partnership for decent work

PPP – The ILO maintains partnerships with private institutions. ILO-Brazil currently has a project in a public private partnership with Japan Tobacco International to eliminate child labour on tobacco growing communities in the south of the country.

Forums and joint entities – The ILO participates in over 60 forums and joint entities, most of which are tripartite and include the participation of civil society.

The ILO and the UN – The ILO Office in Brazil actively participates in the United Nations Country Team (UNCT) and its related groups.

Expenditure by resource partner (2012-2015)



THE ILO AND DECENT WORK – A MANDATE FOR PEACE AND SOCIAL JUSTICE

The ILO is devoted to promoting internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace.

The ILO's Decent Work agendas help advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress.

The ILO's tripartite structure provides a unique platform for promoting decent work for all women and men.

Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Selected Country Programme Results for Brazil in 2014 and 2015

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
Decent Work Agendas, Plans, Programs and Projects created in a tripartite manner (national, local, or sectoral)	
<p>Development of municipal decent work indicators for the 5,565 municipalities in the country.</p> <p>Signing of the “National Commitment for Decent Labor in the 2014 World Cup”, the “National Commitment to Improve Work Conditions during the 2014 World Cup in the Tourism and Hospitality Sectors”, together with the “Commitment to Decent Employment and Work in the 2014 World Cup” signed by seven cities.</p> <p>Decent Work Agenda for Brazil’s Public Health System workers.</p>	<ul style="list-style-type: none"> > The ILO developed the indicators together with the government and IBGE (Brazilian Institute of Technology and Statistics). > The ILO sponsored research, organized thematic forums and focus groups, developed technical documents, and made the necessary political connections to get the commitments signed. > Meetings to formulate guidelines for the Agenda and create a design for the final document.
Promotion of equal opportunities and treatment in the work place	
<p>Adopt a law that guarantees the same rights and working conditions for domestic workers as in other work categories.</p> <p>Fifth edition of the Pro Gender and Racial Equity Program (Federal Government) that encourages public and private businesses to adopt measures promoting equal opportunities and treatment.</p> <p>National campaign to fight homo-lesbo-transphobia and the stigma of HIV/Aids in the work place, launched in a tripartite manner.</p> <p>The Businesses and LGBT Rights Forum, made up of over 30 multinational companies, launched the “10 company commitments to promote LGBT human rights” based on the International Labour Standards.</p>	<ul style="list-style-type: none"> > Participation in meetings and dissemination of the ILO publication entitled “Promoting the Formalization of Domestic Work in Brazil”. > Institutional partnership in the Program and participation in all the phases. > In partnership with UNAIDS and UNDP, the ILO created the campaign that was shared on social networks and with public and private businesses. > Participation in the Forum and support for the formulation of the commitments and trainings in the work places.
Elaboration and implementation of policies to promote sustainable development and green jobs	
<p>The Brazilian Association of Technical Standards established a technical standard for the sustainable production of charcoal.</p> <p>The Sustainable Charcoal Group launched a Monitoring and Verifying Program to oversee the environmental and labor practices of companies in the steel mill sector.</p>	<ul style="list-style-type: none"> > The ILO is one of the founding and coordinating institutions of the Sustainable Charcoal Working Group. > The ILO was responsible for establishing the labour criteria adopted by the Program.
Adoption and promotion of public policies to formalize workers	
<p>The government implemented a strategy using official data involving gender, age, region, and sector to identify concentrations of higher informality that require greater inspection efforts in the work place.</p> <p>Bill of Law 2516, which establishes the new Migration Law, was formulated and is working its way through Congress.</p>	<ul style="list-style-type: none"> > The ILO financed a study to analyze the application of the government’s strategy and its impacts in order to contribute to its improvement. > The ILO supplied technical input to guarantee the protection of migrant workers’ rights, according to international regulatory frameworks (ILO conventions no. 97 and no. 143, and UN Convention on Migrant Workers and Members of their Families).
Strengthening of public policies and social actions to eliminate forced labor and child labor, with special attention to its worst forms	
<p>Launch the system of municipal decent work indicators that includes data about child labor, especially in its worst forms.</p> <p>The government designed and implemented a program with a set time period to fight child labour.</p> <p>Approval and enactment of the Constitutional Amendment 81/2014 about forced labor that states: “the rural and urban properties in any region of the country ... where the exploitation of slave labor is found, shall, according to the law, be expropriated and allocated to land reform and public housing programs...”</p> <p>The Brazilian Institute of Technology and Statistics developed a supplementary module for specific subjects of work relations in order to obtain information and proof of forced labour practices.</p>	<ul style="list-style-type: none"> > The ILO supported the government in developing municipal indicators of decent work. > The ILO supports the design and execution strategy of the program. > Production of technical documents and participation in thematic meetings. > Support for formulating the modules and training researchers on the subject.

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