



**NATIONAL PLAN**

**ON EMPLOYMENT  
AND DECENT WORK**

Fighting Poverty and Social Inequalities  
through the Creation of Decent Work

Brasilia 2010



## **Presentation**

The National Plan on Employment and Decent Work was built through dialogue and cooperation among different federal government agencies and promoted a broad process of tripartite consultation. It represents a fundamental reference for the continuing debate about the challenges of advancing public policies for employment and social protection. Its aim is to strengthen the capacity of the Brazilian State to face the main structural problems of society and the labor market, among which are: poverty and social inequality, unemployment and informality, extended coverage social protection, the share of women workers and workers subject to low revenues and productivity, the high degree of turnover in employment, gender inequalities, race / ethnicity; the safety and health in workplaces, especially in rural areas.

The social policies of President Lula, launched in the period from 2003 to 2008, largely reflect the commitment of the Brazilian government to promote the distribution of income through productive employment and decent work as central element of economic development policies. As important as the content of programs and activities that compose this Plan, include the fact that its contribution is given through extensive cooperation between various ministries and departments of State in consultation with workers and employers, through their representative institutions.

In 2009, Brazil generated nearly one million of new jobs, recovering 2008 levels before the international economic and financial crisis. The challenge now is to make economic growth projected for the coming years is actually accompanied by generating more and better jobs. The income distribution policies, following the example of Bolsa Familia Program and the policy of revaluation the national minimum wage led to the strengthening and expansion of domestic consumer market and accounted for a substantial part of the Brazilian response to the crisis. The initiative to qualify professionally and place in the labor market to the beneficiaries of Bolsa Familia Program brings the possibility of inserting a population socially and economically considered of high economic and social vulnerability.

The National Plan on Employment and Decent Work also represents a contribution to the Global Jobs Pact, the Hemispheric Agenda for Decent Work, to The Millennium Development Goals and the South-South cooperation, strengthening the global strategies to fight poverty. The integrated approach to economic, social and environmental policies with emphasis on promoting employment and decent work, social protection associated with a macroeconomic environment conducive to sustainable enterprise development should be an essential element of the strategy of development of our country and at the same time, be referred to the initiatives of South-South cooperation.

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## **Abstract**

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# Fighting Poverty and Social Inequalities through the Creation of Decent Work

## A. Precedents

Decent Work creation is a fundamental condition for overcoming poverty, to reduce social inequalities and to safeguard democratic governance and sustainable development. Decent Work is defined, by a large number of publications, as labor that is properly remunerated, non-compulsory, carried out under equal and safe conditions and able to safeguard dignified life standards. The International Labor Organization (ILO) bases the concept of decent work on four strategic pillars: a) the respect for international labor norms and in particular the respect for fundamental labor rights (the freedom to establish labor unions and the acknowledgment of the right to collective negotiations; the eradication of all forms of forced labor; the abolition of child labor; the eradication of all forms of labor and occupational discrimination); b) the promotion of quality employment; c) social security guarantees; d) social dialog.

The representatives of employment providers of the Tripartite Labor Group within the National Agenda for Decent Work (ANTD) have drawn attention to the fact that the International Labor Organization (ILO) has not provided an official definition of the concept. They consider the issue a value concept, stress its programmatic nature and point to the fact that even if the ILO's formulation used in this text does embrace several components of the concept it does not include one essential element, productive activities.

The furtherance of Decent Work is considered as a priority by the Brazilian Government as well as by other governments of countries within the American hemisphere. This priority has been debated and defined during 11 important conferences and international meetings that took place between September 2003 and November 2005 such as the Regional Mercosul Labor Conference (Buenos Aires, April 2004), the 13th and 14th Inter-American Labor Ministers Conferences (OEA - Salvador, September 2003 and Mexico City, September 2005), the General Assembly of the United Nations (UN - New York, September 2005) and during the 4th Meeting of American Heads of State (Mar del Plata, November 2005).

Heads of State and Government have acknowledged Decent Work as a national and international objective in the final Resolution of the United Nations General Assembly according to the following terms:

*“We strongly support a fair globalization process and we have decided to envision full and productive employment and decent work, in particular for women and youngsters, as a fundamental objective of our national and international policies and national development strategies, including strategies for the reduction of poverty, and as part of our efforts to reach the Millennium Development Goals” (Paragraph 47).*

Along the same lines, and as a result of the Meeting of American Heads of State, the 34 heads of State and Government that comprise the entire American hemisphere signed the Declaration and Action Plan of Mar del Plata, in which they reaffirm:

*“(...) our commitment to fight poverty, inequality, hunger and social exclusion in order to improve the life conditions of our populations and to strengthen democratic governance within the Americas. We acknowledge the right to labor, stipulated in the declaration of human rights, as a central point of the hemispheric agenda, and we therefore acknowledge the importance of the creation of decent work for the achievement of these objectives.” (paragraph 1 of the Mar del Plata Declaration).*

Furthermore, the Declaration also acknowledges “...” the value of employment as an activity that structures and dignifies the life of our populations, as an effective tool for social interaction and for participation in social development, and as a primordial objective of our governmental actions for the Americas” (Paragraph 76) The Declaration also includes the commitment of Heads of State and Government to:

*“(...)implement active policies for the creation of decent work and for quality employment conditions that provide a strong ethical and human content to economic and globalization policies as well as place the individual at the center of labor, enterprises and the economy. We will further decent work as the fundamental element of labor, employment, social security and social dialog.”(Paragraph 21).*

The signing parties of the above mentioned Declaration, the Heads of State and Government, also request the ILO to:

*“(...)in its Sixteenth Regional Meeting to be taken in 2006, which was the main subject of the 16th CIMT: ‘Individual employment at the center of globalization’, placing particular emphasis on decent work, and to consider governmental and tripartite actions to ensure the enforcement of the Mar del Plata Declaration and Action Plan.” (Paragraph 73).*

Special attention has also been given to particular aspects of decent work by other international forums and in particular within the Mercosul, either through prioritized actions aimed at fighting child and slave labor or through the furthering and promotion of equality and equal treatment within the labor sector. Furthermore, the Economy and Social Council of the United Nations (ECOSOC) has proposed the “creation of national and international forums that will allow for the creation of full and productive employment and decent employment for all and the consequences it will have on sustainable development” as a central subject for the high level sessions held in New York on April 4th and 5th of 2006.

The International Labor Conference of 2007 deepened, together with the concept of Decent Work, its study of another concept that is directly linked to the first and which together compose an indissoluble binomial concept. Namely the concept of the Sustainable Enterprise, which has also been included in the ILO's Declaration on Social Justice for Egalitarian Globalization, in the Global Pact for Labor (2009) and was approved through consensus by the International Labor Conference during its meetings in 2008 and 2009 respectively.

The furtherance of Decent Work is included in a series of international commitments signed by Brazil. During June 2003, the President of the Republic of Brazil, Luiz Inácio Lula da Silva, and the General Director of the ILO, Juan Somavia, signed a Memorandum of Understand which foresees the establishment of a Special Professional Cooperation Program aimed at the promotion of a National Agenda for Decent Work to be reached through consultations with organizations representing workers and employers.

The Memorandum of Understand establishes and prioritizes four areas of cooperation: a) the creation of jobs, micro-financing and empowerment of human resources, in particular for youngsters; b) the feasibility and broadening of the social security system; c) the strengthening of tripartite relations and social dialog; d) the fight against child labor and against the sexual exploitation of children, against forced labor and employment and occupational discrimination.

According to the Memorandum of Understand, it is the duty of an Executive Committee, composed by several Ministries and State Secretariats, working under the coordination of the Ministry of Labor and Employment (MTE) with labor, employment and social security related areas, to formulate projects for prioritized cooperation areas as well as to mobilize the professional and financial resources needed for the implementation, monitoring and evaluation of the same projects.

The Brazilian Government and the ILO have, as a result of the above mentioned initiative and through consultations with worker and employer organizations, created

the National Agenda for Decent Work launched during May 2006 by the Ministry of Labor during the 16th ILO American Regional Meeting, held in Brasilia. The Agenda is also the basis for the present proposal for a National Plan on Employment and Decent Work.

The priorities that are part of the structure of the National Plan on Employment and Decent Work are directly related to those defined by the National Agenda for Decent Work and have paid due consideration to the programmatic principles foreseen in the Pluriannual Plan (PPA) 2008-2011 and in the Hemispheric Agenda for Decent Work as well as to the conclusions presented by the Millennium Development National Follow-up Reports and the objectives of the National Development Program stated by the Council for Economic and Social Development (CDES).

These are the fundamentals of the present proposal for a National Plan on Employment and Decent Work aimed at strengthening efforts for the promotion of full, productive and decent work covered by nationwide social security, through the improvement of federal relations between the parties working for an egalitarian development, for the promotion of the country's social cohesion as well as to strengthen the Brazilian participation in international activities aimed at promoting labor market policies.

The following documents have also been taken under consideration during the elaboration of this proposal:

- a) the Mercosul Strategy for Job Growth, presented by the High Level Employment Group - GANE - Mercosul (2005);
- b) the Declaration of Mercosul Labor Ministers (2008);
- c) the ILO Declaration on Social Justice for an Egalitarian Globalization (2008);
- d) the Joint Declaration by the President of the Republic, Luis Inácio Lula da Silva, and the General Director of the ILO, Juan Somavia, and the Tripartite Declaration of the Brazilian Delegation to the ILO's 98th Conference (2009);
- e) the Document - To Overcome the Crisis: A Worldwide Labor Pact, released by the ILO (2009), and the Pittsburgh G-20 Declaration by Heads of State and Government (2009);
- f) the Declaration issued by the 16th Inter-American Labor Minister Conference (2009);
- g) the United Nations Development Assistance Framework for Brazil (UNDAF) 2007-2011;

- h) the American Labor Platform presented by the American Labor Union Movement (2005);<sup>1</sup>
- i) the Joint Declaration by the Business Commission for Professional Assistance in Labor Matters (CEATAL) and by the Labor Union Professional Assistance Council (COSATE) adopted during the OAS's 15th Inter-American Labor Minister Conference (2007).

## **B. Labor and Social Security Policies: advancements and challenges**

The main objective of the National Plan on Employment and Decent Work is to make a contribution for the promotion of Decent Work in Brazil according to the commitments assumed by the country in the National Agenda for Decent Work. Its implementation is expected to strengthen the capacity of the Brazilian State to face the main structural problems in society and in the labor market and in particular: poverty and social inequality; unemployment and informal labor practices; the extension of social security coverage; the percentage of workers subjected to low levels of income and productivity; the high incidence of labor rotation; the inequalities based on gender and race/ethnicity; the safety and health conditions of work locations, in particular in rural areas.

The above mentioned problems have deepened, mostly during the 90's, a period characterized by low economic growth, rising unemployment and informal job rates and falling real income rates. The Council for Economic and Social Development was created during 2003 - as a forum for dialog on public policies and strategic development measures between the government and society in general, a model that was also used in some subnational spheres (states and municipalities). During 2006, the year when the National Agenda for Decent Work was launched, the country passed through a period marked by significant progress and successful national policies which resulted in the positive reversion of the above mentioned social/market indicators.

Between 2006 and 2009 Brazil registered a significant increase in the employment rate and unemployment fell from 10.0% to 8.4%. We would like to point to the fact that in spite of the international financial crisis, which started at the end of 2008, the labor market in Brazil continues to show positive results as the market expects a definite return to economic growth. During the same period the monthly income of workers has risen by 10.1%, the rate of informal jobs was decreased and the social security coverage rate for previously unprotected workers increased.

According to a research study performed by the Getúlio Vargas Foundation (FGV) the percentage of the population considered as the middle class or class C has increased

<sup>1</sup> Document was not endorsed by the Employers Group.

from 46.7% in Dec/2006 to 53.6% in Dec/2009. Temporal comparisons, according to the same study, show monthly record increases in the joint class ABC up to December 2009, when compared to monthly rates from 2002 onwards. The population rate in classes D and E was also at its lowest level in December 2009.

The dialog between the government and labor unions has also led to an agreement which resulted in a Policy for Revaluation of the Minimum Wage. Between 2003 and 2010 the readjustment index of minimum salaries reached 70% above inflation. This has benefited millions of Brazilians and not only those currently in the labor market but also those that have worked all of their lives, helping to build the nation, and who are today retired with pensions linked to minimum wage rates.

Close to 450 thousand landless families have been relocated to farms, assisted by significantly improved credit programs and provided with professional assistance for family farmers. The number of those benefited through conditioned income transference has tripled and reaches today about 11.5 million families.

These actions have led to a real reduction in the number of Brazilians subjected to extreme poverty and a slight decrease in social inequalities. The Gini index of family revenue, which measures income disparities, fell from 0,5809 in 2003 to 0,515 in 2008. The gain is even larger for women and the black population: the percentage of white women in the population below the poverty line was reduced by 10.3%, by 14.3% for black women and by 15.2% for black men.

The rates for women within the labor market, as well as occupational levels, have increased significantly, particularly for black women. We have also registered a slight decrease in income disparities related to gender and race. Between 2004 and 2008 women increased their real income rate by 14,5%. The rate for men was 12.4% during the same period. The difference is a product of three factors: economic growth, a policy based increase in the minimum wage and social policies directed at revenue transference.

The reduction in the poverty rate and the increase of social mobility in Brazil is also supported by data from the Getúlio Vargas Foundation (FGV) showing a clear decrease in the percentage of people living in poverty conditions, with a monthly income lower than R\$ 145 (Brazil Real), from 28.12% in 2003 to 16.02% in 2008.

The period between 2006 and 2009 also shows significant gains in relation to the number of workers with regularized working conditions and with job security and health care. A total of 3.233.219 working conditions were found by labor fiscal inspectors to be irregular and were promptly regularized by employers. Furthermore, new regulatory



norms were issued in order to protect the physical integrity and health care for workers in the agricultural, cattle, silviculture, forestry and aquaculture sectors. The new regulations stipulate health care for workers and safeguard secure and healthy conditions for workers working in, among others, confined spaces.

The tripartite cooperation process developed by the National Commission for the Prevention and Eradication of Child Labor (CONAETI) during July 2008 resulted in the signing of a decree, by President of the Republic, which led to the creation and institutionalization of the List of the Worst Manifestations of Child Labor, according to articles 3 and 4 of the ILO Convention 182.

Furthermore, during the period between 2006 and 2009, 18.201 workers were rescued from working conditions similar to slavery. The period also witnessed the launching of the 2nd National Plan for the Eradication of Slave Labor, created by the National Commission for the Eradication of Slave Labor (CONATRAE) after a revision of the first Plan, which had achieved 70% of its total or partial objectives. The 2nd Plan establishes 66 actions aimed at the prevention and punishment of the crime of slave labor with special emphasis given to measures that lead to prevention, the social inclusion of workers rescued from working conditions similar to slavery and the participation of the private sector.

One of the results from social dialog initiatives was the legal acknowledgment of central labor union organizations as entities representing the general interests of workers, which in turn led to norms which define the criteria for their representation in forums aimed at debating and elaborating public policies.

Brazil has entered a large and diverse number of international commitments in the areas of labor, employment and social protection. The effectiveness of these commitments will be conditioned not only to the creation of adequate forms of interchange and cooperation between the different spheres of government that share responsibilities in the above mentioned areas, but also on the creation of conditions that favor an active social dialog.

The current proposal for a Plan, presented to the Executive Inter-ministerial Committee of the National Agenda for Decent Work (ANTD), aims at providing answers to the above mentioned requirements/conditions. It attempts to further the debate on the relationship between work, employment and social protection, while acknowledging the strategic long term national interests and priorities, and to improve mechanisms for the following-up, monitoring and evaluation processes of related policies. It also attempts to strengthen the capacity of the Brazilian government in the ongoing dialog and exchange with international organizations with common objectives.

Another objective of the National Plan on Employment and Decent Work is to lend support to the governing bodies in safeguarding the commitments to fight poverty and to improve the quality of life of the country's population through the implementation and improvement of related policies, programs and actions.

The National Plan on Employment and Decent Work should become a tool for the management of public policies related to labor, employment and social security and the decrease of social inequalities. It should also be implemented and articulated by all spheres of the government that compose the Inter-ministerial Executive Committee of the ANTD.

### **C. The International financial and economical crisis and Decent Work**

The year of 2008 was marked by a serious financial crisis which significantly affected the world economy and caused serious damage to the Brazilian labor market and led to a strong deceleration of the economy, a slow-down in production and fewer available jobs in the industrial sector. Brazil has, thanks to the prompt implementation of counter-cyclical policies legitimized by a strengthened social dialog, reacted immediately with urgent policies aimed at the preservation of jobs and of the rights of workers. These policies were rapidly supported by society in general due to an intensive social dialog and Brazil achieved worldwide recognition for being one of the first countries to restart economic recovery.

However, the explosion of the economic crisis did interrupt the sequence of strong economic dynamics and of significant advancements in social and labor policies. Labor became once again the central focus of countries and multilateral organizations. At a meeting in October 2008, Ministers of Labour of Argentina, Brazil, Paraguay and Uruguay have expressed concern about the serious crisis in international financial markets, as regional bloc. The ministers took the opportunity to start the debate on possible answers to the developing crisis and underlined the risks to the countries in the region and the negative effects of the crisis on economic growth and on the efforts to further policies promoting full and productive employment, decent work, the fight against poverty and on the accelerated development objectives.

A Round Table Declaration by the Administrative Council of the ILO, approved in November 2008, states that "the promotion of employment, social protection, principles and fundamental rights of the labor market and social dialog included in the framework of the ILO's Decent Work Program, constitute an effective tool for policies dealing with the current world economic crisis".

The above principles were reaffirmed by the Brazilian, Argentinean, Chilean and

Mexican Ministers of Labor during a meeting held in Santiago do Chile in January 2009 at the initiative of the America's Regional Directorate and the ILO's International Institute of Labor Research, at the High Level Meeting of the ILO on March 23 and at the Meeting of Social and Labor Ministers of the G8 (Rome, March 29 to 31) which included the participation of Brazil, China, India, South Africa, Mexico and Egypt. A joint Brazilian-Argentinean initiative also led to an invitation to the ILO to participate in the G20 meetings.

Developed countries will have to continue to live with the international financial crisis which started in the United States in September 2008. We expect, therefore, a continuation of the uncertainties surrounding the new point of equilibrium for the current globalization process. The crisis has led to criticism of the current fundamental principles of a free market, which flourished during the 80's, and to the doctrine that preached that the road to development was more market and less State.

The Brazilian experience shows that a strong and effective State is an indispensable factor for a strong national economy that can face crisis situations and the challenges of the 21st century. The good performance of Brazil in face of the crisis is mainly due to the safeguarding of the stability of the macro economy, a solid bank system and the counter-cyclical policies adopted by the government such as tax reductions, compulsory reductions, increases in the percentage of unemployment security payments, increased the credit lines offered by public banks and other measures such as the revaluation of the minimum salary and programs for the transference of income to vulnerable groups. The joint effect of the above measures has led to the sustenance and expansion of the national consumer market.

The Brazilian government supports the need for a substantial reform of the multilateral system and its adaptation to a globalized world. A reformed system that will allow the regulation and supervision of the financial markets and the mobilization of professional, human and financial resources for a joint effort to fight and eradicate poverty and to promote environmentally sustainable economies based on productive work and decent work.

The International Labor Conference held in June 2009 approved a document presented by the ILO named "Crisis recovery: A global pact for employment" which called for urgent and global action and to place employment and social security at the center of recovery policies. The document's fundamental objective is to provide an internationally agreed basis for policies aimed at reducing the period between economic recovery and the recovery of decent job opportunities. The Document received the support of representatives from more than 170 countries during a meeting of the United Nations Economic and Social Council.

Indexes provided by the General Employment/Unemployment Registry (CAGED) and by the Brazilian employment market thermometer, administered by the Ministry of Labor and Employment show that Brazil had regained economic growth by the end of 2009 which was followed by an increase in the levels of employment. Almost one million formal jobs positions were created during 2009. The group of policies adopted during the financial crisis should be complemented with initiatives aimed at the consolidation of social legislation.

#### **D. Institutional Framework**

The National Plan on Employment and Decent Work is managed by the Executive Committee according to the Memorandum of Understanding signed between the ILO and the Brazilian Government and was created through a Presidential Decree issued on June 4, 2009. The Executive Committee is composed of: the General Secretariat of the Presidency of the Republic; the Ministry of Labor and Employment; the Ministry Foreign Relations; the Ministry for Social Development and Fight Against Hunger; the Social Security Ministry; the Ministry of Justice; the Ministry of Education; the Ministry Health; the Ministry Finance; the Ministry of Planning, Budget and Management; the Ministry of Development, Industry and Foreign Trade; the Ministry of Agriculture, Stock Breeding and Supply; the Ministry of Agrarian Development; the Ministry of the Environment; the Presidency of the Republic's Secretariat of Institutional Relations; the Presidency of the Republic's Secretariat for Women's Policies and the Presidency of the Republic's Secretariat for Human Rights.

#### **E. Strategies used in the Creation of the Plan**

The National Plan on Employment and Decent Work was created by the Inter-ministerial Group (GTI), through the joint participation of representatives from Ministries and Special Secretariats which form the Inter-ministerial Executive Committee, and by the Tripartite Work Group (GTT) through consultations with social agents composed of representatives from the government, workers and employers.

The Tripartite Work Group (GTT) was created by the Ministry of Labor and Employment (MTE) in November 2007 and provides assistance to the Inter-ministerial Executive Committee (CEI) and its work on the implementation of the National Agenda for Decent Work (ANTD).

The Inter-ministerial Executive Committee (CEI) basis its work on an inventory of inter-sectoral existing programs and actions with objectives related to the priorities established in the National Agenda for Decent Work (ANTD). The inventory was realized in cooperation with the Ministries and Special Secretariats that share responsibilities

in the areas of Labor, Employment and Social Security and was systematized in the form of a logical matrix that became the object of an 18 month long debate within the Tripartite Work Group (GTT).

Therefore, the main subject of debate within the Tripartite Work Group was the study, revision and improvement of the logical matrix of the National Plan on Employment and Decent Work (PNTD), based on the systematization of the programs and actions included in the Pluriannual Plan 2004-2007 and aimed at subjects linked to three priorities set by the National Agenda for Decent Work (ANTD). Therefore, the matrix focuses on the specification of the three priorities defined by the National Agenda for Decent Work (ANTD) and on the corresponding planning elements, such as: a) expected results, b) objectives for 2011, based on the Pluriannual Plan 2008-2011, c) objectives for 2015, d) indicators. The year 2006 is the time line reference for objective assessments and indicators.

The Ministry of Labor and Employment, parallel to the activities of the Tripartite Work Group (GTT), requested the realization of a series of workshops in order to forward the formulation of a system of Decent Work Indicators. The workshops included the participation of researchers from the Inter-syndicate Department of Statistics and Socio-economical Studies (DIEESE) of the University of Campinas (Unicamp), from the Institute of Applied Economic Policies (IPEA) and from the International Labor Organization (ILO).

The debate on the decent work system of indicators was held for a long time at the ILO's Administration Council and was finally included in the agenda of the Labor Statistics Conference which took place during 2008. One of the ILO's inter-regional programs for Latin America has the purpose of assisting the respective countries with the subject matter and Brazil was chosen as a test ground for the model. The Brazilian developed proposal for a system of indicators not only attempted to answer the needs for measuring the evolution of decent work in the country itself but became also an important contribution for debate during the ILO's Statistics Conference.

The Work Groups have continued their work through electronic/online consultations and through periodic meetings. Their work led to the creation of a Tripartite Declaration Project which registers the consensus reached by the Tripartite Work Groups and relates it to the Expected Results as specified by the three Priorities of the National Agenda for Decent Work (ANTD). The Tripartite Declaration Project was approved at an extended meeting of the CTRI as part of the preparatory process for the Brazilian delegation to the 98th International Labor Conference and was, posteriorly, signed and attached to the Joint Declaration signed in Geneva by the President of the Republic, Luiz Inácio Lula da Silva, and the ILO's General Director, Juan Somavia, on June 15th, 2009.

The Joint Declaration reaffirms the Brazilian commitment to forward the National Agenda for Decent Work and the Hemispheric Agenda for Decent Work, as well as it points to the country's progress in addressing subjects related to: creation of jobs; progressive recuperation of the real income value of the minimum wage; fight against forced labor and child labor; broadening of social protection, in particular to women, youngsters, Afro-American descendants and indigenous people and the creation of tools directed at promoting gender equality.

The document also underlines the importance to place decent work at the center of economic and crisis management policies as well as the importance of adopting measures to safeguard fundamental labor principles and rights and thereby minimize the effects of the crisis on previously reached achievements. The Declaration reinforces the fundamental importance of promoting of social dialog and lends its support to the World Employment Pact as well as to the inclusion of the ILO in debates on the current crisis and in particular those held by the G20. Finally, it supports the implementation in Brazil of a National Plan on Employment and Decent Work, to be created within 180 days in cooperation with the ILO and in consultation with society in general, workers and employers.

The Tripartite Work Group did not, however, reach a consensus during the consultation process regarding the objectives presented by the government, and, in particular the objective to ratify Convention 156 which addresses subjects such as Equal Opportunity and Human Treatment in the Labor Market and emphasizes matters related to Gender Equality and the Conciliation of Work and Family Responsibilities.

The proposal was strongly supported by the Workers' Group. However, the Employers' Group evaluation saw an internalization of C156 not only as creating a complex paraphernalia, bureaucratic, conflict prone and interventionist climate but also as leading to increased economic and social costs to enterprises and thereby compromise the creation of jobs, stimulate employment irregularities and disrupt the climate of understanding between employees and employers. Furthermore, they stressed the fact that the Tripartite Work Group (GTT) did not partake of any professional study dealing with the national impact of Convention 156, a fact that hindered a possible consensus.

The Workers' Group reiterated the importance of supporting ratification of international labor norms such as Convention 158 from 1982, dealing with redundancies initiated by employers, and Convention 156 from 1981, dealing with workers with family responsibilities; the institutionalization of the minimum salary policy; an increase in formal jobs, including domestic workers; an increase in labor market participation for women and the Afro-American population; a decrease in salary discrepancies between men and women; an increase in the number of inspectors in regional labor

superintendences; the eradication of child and forced labor, its total elimination or total investigation of evident forced labor cases.

The Employers' Group stressed the fact that employers have responded positively and lent their support to the governments objectives and initiatives for sustainable development in Brazil, in particular within the social sector; their active and participative presence at all of the meetings of the Tripartite Work Group (GTT) based on a dialog characterized by the principles of tripartism and the untiring search for consensus, a participation which led to the signing of the Declaration by the Tripartite Delegation for the 98th International Labor Conference where employers assumed the commitment to continue with the dialog aimed at the creation of PNTD, based on previously agreed priorities and objectives.

The Declaration presented by the Employers' Group also questions proposed objectives which, according to the group's evaluation, do not form a complete and specified whole containing the main determining factors of the expected results or their quantifications and that they were not de facto justified or based on professional research as no corresponding studies were presented at the time.

We point to the fact that the objectives included in the Plan were established by the Inter-ministerial Executive Committee and quantified through consultations with units managing elated programs. The base line set for the measurement of reached results is the year 2006. Other considered periods were 2008-2011 in conformity with the Pluriannual Plan, 2008-2015 or in reference to the Millennium Objectives and the objectives set by the Hemispheric Agenda for Decent Work.

The indicators included in the Plan are the result of workshops undertaken during 2008 which also took into account the indicators used in the Pluriannual Plan complemented by the results reached by the research meeting on Decent Work Indicators held in Geneva, Switzerland during the month of September 2008.

The employer representatives invited to participate in the workshop, where they were a significant minority, did stress the fact that their reservations had already been stated by their representatives during the debate on the subject held by the ILO's Administration Council. None withstanding their agreement with the principle that indicators should be created without comparison between countries or any form of "ranking", the Group of Employers did not approve the group of indicators reached by that workshop or by any other workshop.

Acknowledging the achievements reached during the first stage of its activities, the Tripartite Work Group agreed to recommend the Inter-ministerial Executive Committee to: a) acknowledge the Tripartite Work Group as a permanent consultation and

professional support organ and make it a part of the Executive Committee; b) to comply with the commitments set by the Joint Declaration signed between the President of the Republic and the General Director of the ILO during June 2009, as well as with the Brazilian Tripartite Delegation Declaration made during the ILO's 98th International Conference; c) to request the units responsible for the planning, execution, evaluation and monitoring of the programs and actions undertaken by the Pluriannual Plan to consider the contents of the Final Report of the Tripartite Work Group (GTT); to provide instructions to the Tripartite Work Group related to the demands presented by the Employers Group and the Workers Group as stated in their respective documents attached to the Final Report; and e) to mobilize the necessary professional, human and financial resources aimed at strengthening the institutional capacity of the Tripartite Work Group and the continuation of its activities.

## F. Objectives and Priorities

The objectives set by the Plan and approved by the Inter-ministerial Executive Committee were not endorsed by the Employers Group due to the alleged lack of professional support data and are, therefore, referenced according to the objectives set by the Pluriannual Plan 2008-2011 and by the Hemispheric Agenda for Decent Work which were consolidated through broad consultation with the units of the federal government responsible for the management of programs and actions which compose the Plan and according to the Professional Notes available at the online address: [www.mte.gov.br/antd](http://www.mte.gov.br/antd). The adopted baseline is the year 2006.

The priorities correspond to those set by the National Agenda for Decent Work, namely:

**Priority 1:** To Create More and Better Jobs, under Equal Opportunities and Treatment. Agenda Nacional de Trabalho Decente 10

**Priority 2:** Eradicate Slave Labor and Eliminate Child Labor, in particular their worst forms.

**Priority 3:** Strengthen Tripartite Agents and Social Dialog as a tool for democratic governance.

**F.1 Priority 1:** To Create More and Better Jobs, under Equal Opportunities and Treatment.



## 1.1. Expected Results:

a) To direct public and private investments as well as fiscal and financial stimulus to sectors considered as strategic for the creation of jobs and for the promotion of sustainable development, through:

- (i) sustainable enterprises;
- (ii) enterprises directed at the improvement or conservation of the quality of the environment;
- (iii) micro and small enterprises;
- (iv) cooperatives and enterprises with a solidarity based economy.
- (v) family farming.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.1.1 a. 20% rise in investments, credit and fiscal stimulus for strategic and/or job intensive sectors.	1.1.1 b. 35% rise in investments, credit and fiscal stimulus for strategic and/or job intensive sectors.	1.1.1.1. Percentage of the GDP invested in each of the sectors and selected enterprises. 1.1.1.2. Number of employments created /Brazil Real million invested in the sectors and selected enterprises, split by gender.
1.1.2 a. 25% rise in the volume of credit operations, provided by governmental organs, to micro and small enterprises, cooperatives and enterprises with a solidarity based economy.	1.1.2 b. 40% rise in the volume of credit operations, provided by governmental organs, to micro and small enterprises, cooperatives and enterprises with a solidarity based economy.	1.1.2.1. Volumen y número de las operaciones de crédito a micro y pequeñas empresas, cooperativas y emprendimientos de economía social por intermedio de organismos gubernamentales, desglosados por sexo.
1.1.3 a. 48% rise in the volume of credit to family farming , provided by governmental organs.	1.1.3 b. 98% rise in the volume of credit to family farming , provided by governmental organs.	1.1.3.1. Volume and number of credit operations for family farming, split by gender.

**b) Upholding and Institutionalization of the Minimum Wage valorization policy.**

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
b) Upholding and Institutionalization of the Minimum Wage valorization policy.	1.2.1.b. Institutionalization of the Minimum Salary Policy.	1.2.1.1. Approved Legal Tools. 1.2.1.2. Real income evolution of the value of the Minimum Salary.

**c) Strengthening of the Public System for employment, jobs and income through the integration of professional empowerment policies, job intermediation and unemployment insurance, as well as the broadening of policies for professional empowerment and job intermediation, in particular for youngsters, women and the Afro-American population.**

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.3.1.a. 30% rise in the number of empowered workers.	1.3.1.b. 50% rise in the number of empowered workers.	1.3.1.1. Number of empowered workers split by age group, gender, race/color.
1.3.2.a. 25% rise in the number of workers placed in the job market through the National Employment System.	1.3.2.b. 45% rise in the number of workers placed in the job market through the National Employment System.	1.3.2.1. Number of workers employed through the National Employment System split by age group, gender, race/color.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.3.3.a. A real rise of 30% in public investment for professional empowerment and job intermediation.	1.3.3.b. A real rise of 50% in public investment for professional empowerment and job intermediation.	1.3.3.1. Percentage of the real rise in investments by the public sector in empowerment policies and job intermediation. 1.3.4.2. Volume of resources invested by the public sector in professional empowerment and job intermediation.
1.3.4.a. 30% rise in the number of youngsters qualified/empowered and placed in the job market.	1.3.4.b. 50% rise in the number of youngsters qualified/empowered and placed in the job market.	1.3.4.1. Number of youngsters qualified/empowered and placed in the job market, split by gender, race /color and age group.
1.3.5.a. Approval and start of activities of the National Empowerment Plan (PNAP).	1.3.5.b. Complete implementation of the National Empowerment Plan (PNAP).	1.3.5.1. Number of actions implemented by the National Empowerment Plan (PNAP).
1.3.6.a 800.000 apprenticeship contracts registered according to the National Empowerment Plan directives.	1.3.6.b. 1.200.000 apprenticeship contracts registered according to the National Empowerment Plan directives.	1.3.6.1. Number of new apprenticeship openings based on the provisions of the National Empowerment Plan (PNAP). 1.3.6.2. Number of registered apprenticeship contracts.

**d) Broadening and strengthening of social protection for workers and their families, in particular for the most vulnerable social groups and migrant workers.**

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.4.1.a. 10% rise in the coverage/reach of social assistance programs, social security and social security inclusion.	1.4.1.b. 20% rise in the coverage/reach of social assistance programs, social security and social security inclusion.	1.4.1.1. Number of beneficiaries of social protection policies for workers and social assistance programs, social security and social security inclusion.
1.4.2. a. Registration in the Federal Government's Single Registry for Social Programs (CadUnico) of 85% of families with monthly income of up to half a minimum salary per person.	1.4.2.b. Registration in the Federal Government's Single Registry for Social Programs (CadUnico) of 100% of families with monthly income of up to half a minimum salary per person.	1.4.2.1. Number of families registered in the Federal Government's Single Registry for Social Programs (CadUnico) with monthly income of up to half a minimum salary per person.
1.4.3.a. Formal job market inclusion for 15% of the economically active population belonging to families registered in the Federal Government's Single Registry for Social Programs (CadUnico).	1.4.3.b. Formal job market inclusion for 20% of the economically active population belonging to families registered in the Federal Government's Single Registry for Social Programs (CadUnico).	1.4.3.1. Number of persons registered in the Federal Government's Single Registry for Social Programs (and included in PEA) that enter the job market each year.
1.4.4.a. An increase by 15% of investigations related to serious or fatal accidents.	1.4.4.b. An increase by 30% of investigations related to serious or fatal accidents.	1.4.4.1. Quantity of investigated accidents by activity sector, geographic region and gender.
1.4.5.a. Revision and Implementation of the National Health and Safety Policy for Workers (PNSST), and improvement of the National System for Safety and Health at the Workplace (SNSST).	11.4.5.b. Implementation of the National Health and Safety Policy for Workers (PNSST), and of the National System for Safety and Health at the Workplace (SNSST).	1.4.5.1. Legal tools and the respective budgets, approved and published. 1.4.5.2. Percentage of actions undertaken by the National Health and Safety Policy for Worker (PNSST).

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
<p>1.4.6.a. A 40% registration in the notification system for work related illnesses and accidents and the creation in municipalities of the Notification System of Worker's Health Hazards (SINAN-NET).</p>	<p>1.4.6.b. Evaluation and Implementation of the Notification System of Worker's Health Hazards (SINAN-NET).</p>	<p>1.4.6.1. Number of municipalities that have adopted the notification System of work related illnesses and accidents;</p> <p>1.4.6.2. Number of municipalities that have adopted the Notification System of Worker's Health Hazards (NAST).</p> <p>1.4.6.3. National coverage index for the above Systems.</p>
<p>1.4.7. a. Revision and improvement of the NTEP matrix (Nexus Technical Epidemiological Welfare).</p>	<p>1.4.7.b Reduction in the sub notification of occupational related accidents and illnesses.</p> <p>1.4.7.b Reduction in work related illnesses.</p>	<p>1.4.7.1 Number of workers receiving help for accidents and/or illnesses</p> <p>1.4.7.2. Actualization of the list of work related illnesses (2015)</p>
<p>1.4.8.a. Improvement of the system, and broadening of the Professional Rehabilitation network (RP) according to the Law on placement, relocation and reinsertion in the labor market for citizens under the Professional Rehabilitation Program (INSS-PRP).</p>	<p>1.4.8.b. Evaluation and continued improvement of the National Health System's Professional Rehabilitation Program.</p>	<p>1.4.8.1. Number of individuals that are beneficiaries of the National Health System's Professional Rehabilitation Program</p> <p>1.4.8.2. Medium time of absence from the workplace.</p> <p>1.4.8.3 Number of institutions involved in the Professional Rehabilitation Program (PRP) and the National Health System (INSS).</p>
<p>1.4.9.a. 20% increase in the number of studies and research aimed at the prevention of work related accidents and illnesses.</p>	<p>1.4.9.b. 30% increase in the number of studies and research aimed at the prevention of work related accidents and illnesses.</p>	<p>1.4.9.1. Number of published studies and research aimed at the prevention of work related accidents and illnesses.</p>

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.4.10.a. Improvement of safety and health inspections at the workplace in economic sectors presenting high risks to the life and and the physical integrity of workers.	1.4.10.b. Improvement of safety and health inspections at the workplace in economic sectors presenting high risks to the life and and the physical integrity of workers.	1.4.10.1. Percentage of cases showing serious breaches of safety and health legislation that have been corrected through fiscal action.
1.4.11.a. Creation of 200 Worker's Health Reference Centers (CEREST) in the country which will compose the National Network for the Safeguarding the Health of Workers (RENAST).	1.4.11.b. Increase in the number of Worker's Health Reference Centers (CEREST) in the country which will compose the National Network for the Safeguarding the Health of Workers (RENAST).	1.4.11.1. Number of created and operative Worker's Health Reference Centers 1.4.11.2. Number of persons attended by Worker's Health Reference Centers (CEREST) split by gender, race/color.
1.4.12.a. Adoption of a policy and plan for the protection of migrant workers.	1.4.12.b. Implementation of a policy and plan for the protection of migrant workers.	1.4.12.1. Publishing of a Decree instituting the National Policy for the Protection of Migrant Workers. 1.4.12.2 Number of carried out actions under the policy and plan for the protection of migrant workers.
1.4.13.a. Study of the United Nations Convention for the Protection of the Rights of Migrant Workers and their Family Members, and of the ILO's Convention 143 on Migrant Workers (complementing provisions)	1.4.13.a. Study of the United Nations Convention for the Protection of the Rights of Migrant Workers and their Family Members, and of the ILO's Convention 143 on Migrant Workers (complementing provisions)	1.4.13.1. Decrees on the ratification of the Conventions; 1.4.13.2 Number of implemented actions.

**e) Development of legal initiatives and policy aimed at facilitating the transition from irregular work to formalized work while considering genre and race dimensions.**

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.5.1.a. 10% rise in the rate of formalized employment.	1.5.1.b. 20% rise in the rate of formalized employment.	1.5.1.1. Informal employment rate split by gender, race/color.
1.5.2.a. 20% rise in the number of domestic workers with signed labor cards.	1.5.2.b. 30% rise in the number of domestic workers with signed labor cards.	1.5.2.1. Number of domestic workers with signed labor cards.
1.5.3.a. 30% rise in the number of self-employed workers with formalized employment.	1.5.3.b. 50% rise in the number of self-employed workers with formalized employment.	1.5.3.1. Number of formalized self-employed workers 1.5.3.2. Number of individual micro entrepreneurs (MEI) with access to social security benefits.

**f) An increase in equal opportunity and equal treatment in the labor market, according to ILO Conventions 100 and 111, ratified by Brazil.**

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.6.1.a. 5% rise in the rates of participation and employment for women and of 5% in the rates for the Afro-American population.	1.6.1.b. 10% rise in the rates of participation and employment for women and of 10% in the rates for the Afro-American population.	1.6.1.1. Participation and employment rates split by gender, race/color.
1.6.2.a. 5% decrease in income discrepancies between women and men and whites and Afro-Americans.	1.6.2.b. 20% decrease in income discrepancies between women and men and whites and Afro-Americans.	1.6.2.1. Real income rates according to gender, race/color.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
1.6.3.a. 35% rise in the number of women attended by the National Program for the Strengthening of Family Agriculture/Women (PRONAF).	1.6.3.b. 40% rise in the number of women attended by the National Program for the Strengthening of Family Agriculture/Women (PRONAF).	1.6.3.1. Number of women attended by the National Program for the Strengthening of Family Agriculture/Women (PRONAF).
1.6.4.a. 30% rise in the number of enterprises and institutions that adhere to the Program for Gender Equality.	1.6.4.b. 50% rise in the number of enterprises and institutions that adhere to the Program for Gender Equality.	1.6.4.1. Number of enterprises and institutions that adhere to the Program for Gender Equality.
1.6.5.a. 30% rise in the rate of women empowered by the Women's Employment and Entrepreneurship Program.	1.6.5.a. 50% rise in the rate of women empowered by the Women's Employment and Entrepreneurship Program.	1.6.5.1. Number of women empowered by the Women's Employment and Entrepreneurship Program.
1.6.6.a. Empowerment of representatives attending forums, commissions and Councils as well as of public managers responsible for the creation and implementation of public policies related to labor, employment and income aimed at the inclusion of gender and race in policies dealing with labor, employment and income.	1.6.6.a. Percentage empowered representatives attending forums, commissions and Councils as well as of public managers responsible for the creation and implementation of public policies related to labor, employment and income aimed at the inclusion of gender and race in policies dealing with labor, employment and income.	1.6.6.a. Number of empowered representatives attending forums, commissions and Councils as well as of public managers responsible for the creation and implementation of public policies related to labor, employment and income aimed at the inclusion of gender and race in policies dealing with labor, employment and income.



OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
<p>1.6.7.a. Develop a methodology that will allow the measurement of the amount of public resources originating in the national budget earmarked for women in federal programs directed at the creation of jobs, employment, income and the combat against poverty.</p>	<p>1.6.7.b. Incorporation of the methodology to federal programs directed at the creation of jobs, employment, income and the combat against hunger providing data on the amount of resources originating in the national budget that is directed at women's interests.</p>	<p>1.6.7.1. Number of federal programs directed at the creation of jobs, employment, income and the combat against hunger providing data on the amount of resources originating in the national budget that is directed at women's interests.</p>
<p>1.6.8.a. Inclusion of data related to gender and race/color in 30% of all administrative registries and data banks of organs within the federal administration responsible for public policies directed at the creation of jobs, employment, income and the combat against hunger.</p>	<p>1.6.8.a. Inclusion of data related to gender and race/color in 50% of all administrative registries and data banks of organs within the federal administration responsible for public policies directed at the creation of jobs, employment, income and the combat against hunger.</p>	<p>1.6.8.1. Number of administrative registries and data banks of organs within the federal administration responsible for public policies directed at the creation of jobs, employment, income and the combat against hunger that include data related to gender and race/color.</p>
<p>1.6.9.a. Conclude the consultation process on ILO's Convention 156, dealing with workers with family responsibilities, and forward it to the National Congress.</p>	<p>1.6.9.b. Ratification of ILO's Convention 156 dealing with workers with family responsibilities.</p>	<p>1.6.9.1. Promulgation Decree for Convention 156.</p>
<p>1.6.10.a. Public consultations on the parity of rights between domestic workers and other salaried workers.</p>	<p>1.6.10.b. Grant domestic workers the same rights as other salaried workers, according to the CLT.</p>	<p>1.6.10.1. Adoption of legislation.</p>

## F.2. Priority 2: Eradicate slave labor and eliminate child labor, in particular in their worst manifestations.

### 2.1. Expected Results

#### a) Progressive eradication of child labor.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
2.1.1.a. Approval of the 2nd National Plan for the Eradication of Child labor.	2.1.1.b. Implementation, monitoring and evaluation of the 2nd National Plan for the Eradication of Child Labor.	2.1.1.1. Number of planned actions that have been implemented.
2.1.2.a. Inclusion in the Plan for the Eradication of Child Labor (PETI) of 60% of laboring children aged between 5 and 9 years of age.	2.1.2.b. Inclusion in the Plan for the Eradication of Child Labor (PETI) of 90% of laboring children aged between 5 and 9 years of age.	2.1.2.1. Number of laboring children in the age group 5 to 9.
2.1.3.a. Inclusion in the Plan for the Eradication of Child Labor (PETI) of 40% of laboring children aged between 10 and 13 years of age.	2.1.3.b. Inclusion in the Plan for the Eradication of Child Labor (PETI) of 60% of laboring children aged between 10 and 13 years of age.	2.1.3.1. Number of laboring children in the age group 10 to 13.
2.1.4.a. Increase of compulsory school age to 17 years.	2.1.4.b. 100% of school attendance to 17 years of age.	2.1.4.1. Passing of legislation setting compulsory school age to 17 years. 2.1.4.2. Number of adolescents of up to 17 years of age included in the school system.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
2.1.5.a. Increase in the number of public schools offering full day education in areas with high child labor incidence.	2.1.5.b. Increase in the number of public schools offering full day education in areas with high child labor incidence.	2.1.5.1. Number of schools offering full day education in areas with high child labor incidence.
2.1.6.a. Registration, in the Single Registry of Federal Government Social Programs, of 50% of working children and adolescents.	2.1.6.b. Registration, in the Single Registry of Federal Government Social Programs, of 90% of working children and adolescents.	2.1.6.1. Number of working children and adolescents registered in the Single Registry of Federal Government Social Programs.
2.1.7.a. Inclusion in the labor market, and/or social programs, of 60% of economically active adults belonging to families with working children.	2.1.7.b. Inclusion in the labor market, and/or social programs, of 100% of economically active adults belonging to families with working children.	2.1.7.1. Number of economically active adults belonging to families with working children that have entered the labor market and/or are attended by social programs.
2.1.8.a. Combat against the worst manifestations of child labor specified by the National Policy for Children and Adolescents and its 10 year Plan.	2.1.8.b. Implementation of actions for the combat against the worst manifestations of child labor specified by the National Policy for Children and Adolescents and its 10 year Plan.	2.1.8.1. Passing of legal tools and approval of specific federal budget resources.

## b) Implementation, monitoring and evaluation of the 2nd National Plan for the Eradication of Slave Labor.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
2.2.1.a. 20% rise in inspection actions originating in slave labor related accusations.	2.2.1.b. 50% rise in inspection actions originating in slave labor related accusations.	2.2.1.1. Number of inspection actions originating in slave labor related accusations.
2.2.2.a. Adoption of policies aimed at the psycho-social rehabilitation, empowerment and economic reinsertion of rescued workers.	2.2.2.b. An increase in the assistance capacity for workers rescued through policies aimed at the psycho-social rehabilitation, empowerment and economic reinsertion.	2.2.2.1. Number of workers assisted by programs aimed at the psycho-social rehabilitation, empowerment and economic reinsertion.
2.2.3.a. Consolidation and implementation of the Zero Tolerance Program in 4 States.	2.2.3.b. Implementation of the Zero Tolerance Program in 10 States.	2.2.3.1. Number of States with implemented Zero Tolerance Programs.
2.2.4.a. 30% rise in the number of enterprises that join the National Plan for the Eradication of Slave Labor.	2.2.4.b. 50% rise in the number of enterprises that join the National Plan for the Eradication of Slave Labor.	2.2.4.1. Number of enterprises that have joined the National Plan for the Eradication of Slave Labor.

**c) Implementation, monitoring and evaluation of the National Plan for the Fight against Human Trafficking and the National Plan to Combat Sexual Violence against Children and Adolescents.**

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
2.3.1.a. 20% increase in investigations originating from the national "dial 100" accusation line.	2.3.1.b. 50% increase in investigations originating from the national "dial 100" accusation line.	2.3.1.1. Number of cases origination from the national "dial 100" accusation line.
2.3.2.a. 30% rise in the adoption of state and municipal "dial accusation" line offerings that deal with the sexual exploitation of children and adolescents and human trafficking.	2.3.2.b. 60% rise in the adoption of state and municipal "dial accusation" line offerings that deal with the sexual exploitation of children and adolescents and human trafficking.	2.3.2.1. Number of state and municipal "dial accusation" line offerings dealing with the sexual exploitation of children and adolescents and human trafficking.
2.3.3.a. Empowerment of public service agents and members of civil society in the subject of prevention and management of sexual exploitation and human trafficking.	2.3.3.b. Inclusion of the subject of human trafficking and sexual exploitation in safety and justice courses attended by public servants working in the area aimed at the improvement of the combat against human trafficking and sexual exploitation.	2.3.3.1. Number of public service agents and members of civil society that have been empowered in the subject of prevention and combat against human trafficking and sexual exploitation.  2.3.3.2. Number of courses for the education and improvement of public servants in the areas of safety and justice which include the subject of combat against human trafficking and sexual exploitation.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
2.3.4.a. 20% rise in the number of states which have approved and adopted the State Plan for the Combat against Human Trafficking.	2.3.4.b. 30% rise in the number of states which have approved and adopted the State Plan for the Combat against Human Trafficking.	2.3.4.1. Number of states that have approved and adopted the State Plan for the Combat against Human Trafficking.
2.3.5.a. Approval and execution of the 2nd National Plan for the Combat against Human Trafficking.	2.3.5.b. Implementation of the 2nd Plan for the Combat against Human Trafficking.	2.3.5.1. Percentage of implementation of the 2nd Plan for the Combat against Human Trafficking.
2.3.6.a. 80% of Reference Centers with capacity to attend women subjected to human trafficking.	2.3.6.b. 100% of Reference Centers with capacity to attend women subjected to human trafficking.	2.3.6.1. Percentage of Reference Centers with the capacity to attend women subjected to human trafficking.
2.3.7.a. Establishment of 2 attendance offices on dry border stations for women subjected to human trafficking.	2.3.7.b. Establishment of 6 attendance offices on dry border stations for women subjected to human trafficking.	2.3.7.1. Number of offices on dry border stations for women subjected to human trafficking.
2.3.8.a. 40% of Guardian Councils with the capacity to attend girls, boys and adolescents who are victims of sexual violence.	2.3.8.b. 60% of Guardian Councils with the capacity to attend girls, boys and adolescents who are victims of sexual violence.	2.3.8.1. Percentage of empowered Councils/ Counselors.

### F.3. Priority 3: To strengthen tripartite agents and social dialog as a tool for democratic governance.

#### 3.1. Expected Results

##### a) The strengthening and broadening of tools and instances for social dialog and in particular tools for collective negotiations.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
<p>3.1.1.a. Support, strengthening and consolidation of CDES, CONAETI, CONATRAE, CTIO, CODEFAT, CNIG, CONJUVE, CTRI, CTPP, CT-SST, CAAT and other federal, state and municipal tripartite Council and organs .</p>	<p>3.1.1.b. Institutionalization of CDES, CONAETI, CONATRAE, CTIO, CNIG, CONJUVE, CTRI, CTPP, CT-SST, CAAT and other federal, state and municipal tripartite Council and organs .</p>	<p>3.1.1.1. Evaluation of operative social dialog instances            3.1.1.2. Internal statutes/ bylaws of established tools and instances for social dialog.            3.1.1.3. Adequate human resources for the safeguarding the functioning of instances and tools that further social dialog            3.1.1.4. Levels of representation and participation            3.1.1.5. Number of realized dialog forums with municipal employment commissions in municipalities with more than 200 thousand inhabitants.</p>

b) The introduction of measures, reached through consultations with workers and employers, for the promotion of the Social Justice Declaration for Egalitarian Globalization, for the furthering of the study of International Labor Regulations (NIT:s) and for the implementation of International Labor Regulations ratified by Brazil.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
<p>3.2.1.a. Promotion of debate on the Social Justice Declaration, International Labor Regulations (NIT:s) and on sustainable enterprises.</p>	<p>3.2.1.b. Increase in the number of opinions on International Labor Regulations (NIT:s).</p>	<p>3.2.1.1. Number of analyzed regulations and number of opinions provided by the CTRI and other competent organs.</p>
<p>3.2.2.a. Improvement of the national capacity to abide to the commitments stipulated by International Labor Regulations (NIT:s).</p>	<p>3.2.2.b. Improvement of the national capacity to abide to the commitments stipulated by International Labor Regulations (NIT:s).</p>	<p>3.2.2.1. Number of ratification proposals forwarded to the National Congress 3.2.2.2. Number of undertaken activities aimed at the promotion of International Labor Regulations ratified by Brazil.</p>
<p>3.2.3.a. Furtherance of the 2008 Declaration issued by Labor and Employer Organizations and other relevant entities.</p>	<p>3.2.3.b. Honoring of the 2008 Declaration in public policies directed towards the labor market.</p>	<p>3.2.3.1. Number of labor and employer organizations that use the Declaration on Social Justice as a reference for actions and activities. 3.2.3.2 Number of public policies that incorporate the general principles of the Declaration on Social Justice.</p>



c) The furthering of the Decent Work Agendas within regions, states, municipalities and economic sectors through consultations with labor and employer organizations.

OBJECTIVES 2011	OBJECTIVES 2015	INDICATORS
3.3.1.a. An increase the rate of approval and implementation of Regional, State, Municipal and Sectoral Agendas and Plans directed at Decent Work.	3.3.1.b. Approved, implemented and evaluated Regional, State, Municipal and Sectoral Agendas and Plans directed at Decent Work.	3.3.1.1. Number of approved, implemented and evaluated Regional, State, Municipal and Sectoral Agendas and Plans directed at Decent Work.
3.3.2.a. Empowerment of public managers for the furtherance and monitoring of Agendas and Plans.	3.3.2.b. Empowerment of public managers for the furtherance and monitoring of Agendas and Plans.	3.3.2.1. Number of public managers empowered to further and monitor Agendas and Plans.

## G. Implementation Tools

The National Plan on Employment and Decent Work is an adequate tool for the implementation of the agreement signed between the Brazilian Government and the ILO which resulted in the National Agenda for Decent Work. The agreement must be implemented through a dialog with organizations representing workers and employers. The National Plan on Employment and Decent Work sets priorities, expected results as well as strategies, objectives, deadlines, output and evaluation indicators. The Plan should be aggregated to the Pluriannual Plan and monitored and periodically evaluated in cooperation and consultation with organizations representing workers and employers.

Professional cooperation is one of the main tools for the implementation of the Plan and is therefore an indicator of the degree of cooperation between the parties. The current professional cooperation projects and activities developed by the ILO in Brazil, as well as possible future ones to be negotiated and approved from this date onwards, are important tools for the achievement of expected results. The Brazilian Government and the ILO will not spare any efforts to mobilize, nationally

and internationally, the professional and financial resources needed for the implementation of actions defined by the Plan.

The Plan also incorporates, as part of its objectives, the furtherance of International Cooperation in matters related to Labor, Employment and Social Security with particular emphasis given to South-South Cooperation as foreseen by the Cooperation Agreement signed on July 29, 1987, between the ILO and the Brazilian Government regarding professional cooperation with other Countries within Latin America and with African Countries. Both the ILO and Brazil will, based on the above mentioned Agreement, further the flow of information and exchange with other countries, in particular developing countries, on the good practices and initiatives developed by Brazil in matters related to this Agenda.

## **H. Monitoring and Evaluation**

The National Plan on Employment and Decent Work has the objective of furthering the creation and the monitoring of the group of programs and actions undertaken by the federal government directed at labor, employment and social security, according to the ANTD, as well as to strengthen cooperation with other countries and in particular the South-South countries. This perspective demands the strengthening of social dialog and the practice of tripartism both on national and international levels. To face and overcome the structural employment crisis demands a coordination of the efforts undertaken by all countries and their respective governments and by worker's and employer's organizations.

The Plan has been drawn in accordance with the commitments made by Brazil in the framework of the National Agenda for Decent Work, the Hemispheric Agenda for Decent Work, the South-South Cooperation Initiative, the ILO's World Employment Pact, the Inter-American Meeting of Labor Ministers, the Meeting of Heads of State in Mar del Plata, the Meeting of Heads of State in Pittsburgh and the G20 Meeting of Labor Ministers.

Furthermore, the Plan also stresses the importance to propagate and motivate the Global Initiative for Green Jobs, sponsored by the ILO, PNUMA, OIE and CSI as part of the strategy to combat the climate crisis.

It is of paramount importance, if the Plan is to fulfill its objectives, to strengthen management tools in order to assist authorities in the furthering of inter-sectoral dialog between the diverse governmental agents and with non-governmental agents. The atmosphere of dialog will allow the Plan to improve the capacity of our country to face the current challenges and pave the way for a better future.

The Executive Committee will, through a systematic consultation process with labor and employer organizations, hold regular meetings in order to monitor the implementation of actions, evaluate results and revise the National Plan on Employment and Decent Work.

While acknowledging the importance and the reach of the current tools for employment measurement (CAGED, PME and other), new professional studies should be undertaken in order to determine the viability of measuring employment in the same way as macroeconomic indicators such as inflation and interest rates are measured.

It is also necessary and convenient to link the National Plan on Employment and Decent Work resource requirements to the resources of the pluriannual plans. This proposal is based on the convergence of objectives between the plans: acceleration of the processes to fight poverty and the reduction of social inequalities.

These are the fundamental grounds for the present proposal for a National Plan on Employment and Decent Work. A Plan aimed at sponsoring efforts to promote full and productive employment and decent work with social security protection throughout the national territory, as well as the improvement of federative relations needed for the accomplishment of egalitarian development and for the furthering of the country's social cohesion.

## **I. Technical Cooperation**

Brazil has undertaken many and diverse initiatives which have been implemented with other developing nations within the South-South cooperation area. The converging preoccupations and viewpoints between Brazil and the ILO creates a good ground for the deepening of cooperation initiatives. In the Joint Declaration signed in June 2009, the General Director of the ILO Juan Somavia and the President of the Republic of Brazil, Luiz Inácio Lula da Silva, reiterate their commitment to a specific cooperation program which will define the cooperation forms and tools that will be made available to Brazil as a contribution for the implementation of the National Plan on Employment and Decent Work.

Therefore, the National Plan on Employment and Decent Work has become a fundamental reference and the new framework for cooperation between Brazil and the ILO. At present, cooperation should focus on the development of a professional cooperation program aimed at the strengthening of Brazilian institutions and thereby consolidate permanent tools for the creation and implementation of public policies, programs and actions directed at the furthering of decent work.

The National Plan on Employment and Decent Work is also a reference for the deepening of South-South cooperation in accordance with the Complementing Adjustment signed during March 2009 for the implementation of a Partnership Program ILO/Brazil aimed at supporting and furthering the Agenda for Decent Work in other ILO member States.

One of the great challenges facing a growth model based on inclusive and sustainable development is to safeguard the central role that employment plays in public policies. We must, therefore, develop the necessary professional conditions to allow for the incorporation of employment as an objective of economic policies. To see employment as a marker of economic development is an indispensable tool to ensure that the process of economic recuperation and economic growth is in effect accompanied by the recuperation and creation of more and better jobs.

We will continue our efforts to ensure that the recommendations made by the Ministers of Labor related to the commitments of the G20, established during the Meeting of Heads of State and Governments in Pittsburgh, will be turned into concrete measures for the coordination global efforts for an economic recovery accompanied by the creation of jobs.