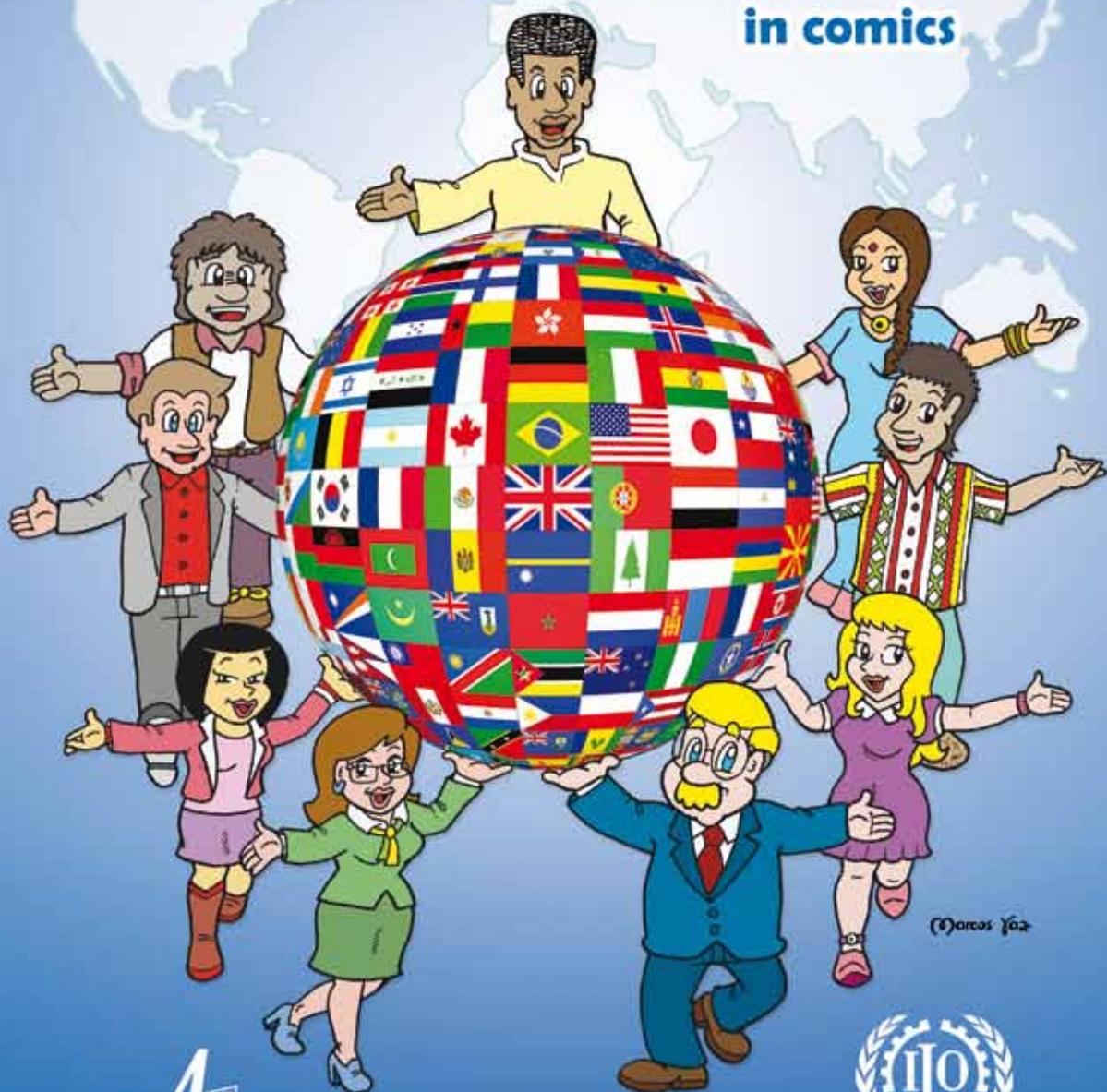


Primer of International Labour Law

in comics



(c) Marcos Yoa



ANAMATRA
NATIONAL ASSOCIATION
OF LABOUR JUDGES



International
Labour
Organization



Labour, Justice and Citizenship Program

Bringing the Judiciary closer to the citizen!

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

Objectives

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

Target Public

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

Methodology

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

Results (by May 2011)

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

Didactic Materials

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



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

National Association of Labour Judges (Anamatra)

Address: SHS, quadra 6, bloco E, conjunto A, salas 602 a 608
Ed. Business Center Park
Brasília/ DF – CEP: 70316-000
Brazil
www.anamatra.org.br

Presentation

International Labour Standards are the main instrument of the International Labour Organization (ILO) for the promotion of social justice in the world. The National Association of Labour Judges (Anamatra), an entity that represents over 3,500 labour judges throughout Brazil, shares the ideals that led to the elaboration of these norms.

The labour rights are the genesis of the internationalization of fundamental human rights. They are inalienable victories for humanity. Unfortunately, however, many of these rights are still not being observed, partly due to not being known. Thus, publicizing them is essential. International norms and judicial decisions on the rights must be well understood and widely spread.

Anamatra and the ILO believe that the respect for the labour principles and its labour fundamental rights will be achieved through initiatives that make decent work for men and women a reality, promoting the strengthening of social dialogue. It is with this vision that Anamatra and the ILO present the "Primer of International Labour Law in Comics".

Written in an accessible way, the Primer explains the content of the ILO Fundamental Conventions and offers a brief summary of the history of labour, of the struggles and victories of workers. It is to be distributed freely to spread knowledge about rights, a seed, an affirmation that projects the effectiveness of social rights.

In all nations of the world, a Democratic Constitutional State, social progress and sustainable development will only be a reality when citizens are conscious of their rights and duties.

Anamatra and the ILO wish that this primer may lead to increased knowledge and respect for the labour fundamental rights. However, the involvement of social actors, governments, workers, employers and all citizens is necessary for men and women throughout the world to be able to live together in a more fraternal and just society.

Happy reading!

Renato Henry Sant'Anna

Anamatra President

Laís Wendel Abramo

ILO Director Office in Brazil



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

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



Primer of International Labour Law in comics

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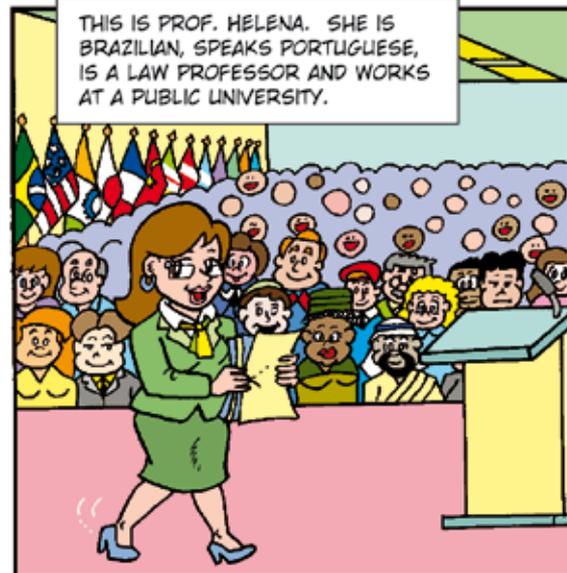
WORKERS OF THE WORLD

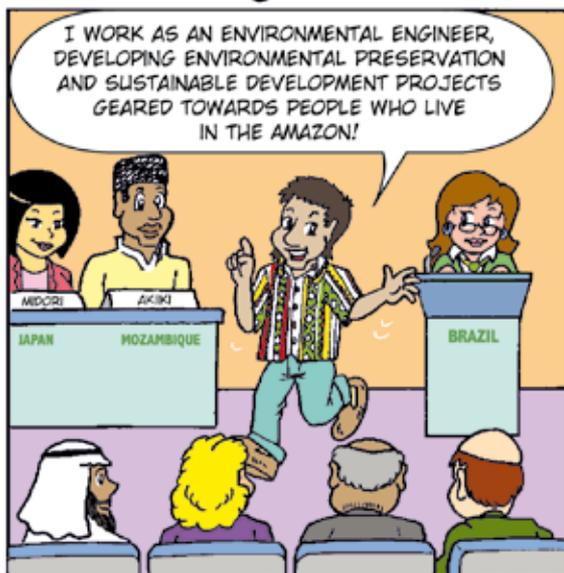
RIO DE JANEIRO, BRAZIL
THIS CITY, CONSIDERED ONE OF THE MOST BEAUTIFUL IN THE WORLD, WILL HOST THE GLOBAL LABOUR CONFERENCE.

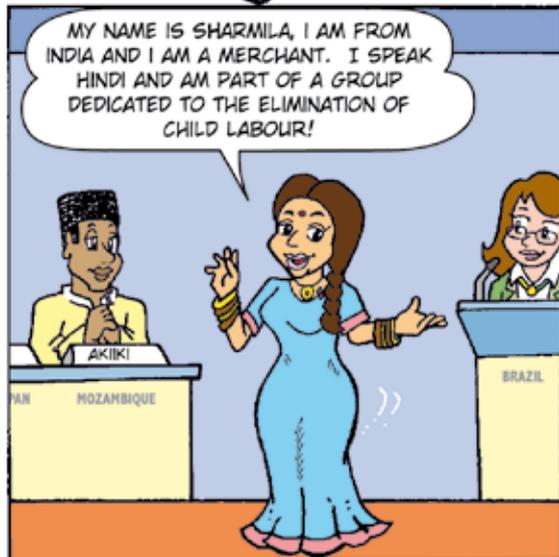
GOVERNMENTS, WORKERS, EMPLOYERS, PROFESSIONALS, ENTREPRENEURS, INVESTORS, INTERNATIONAL ORGANIZATIONS AND NON GOVERNMENTAL ORGANIZATIONS FROM DIFFERENT PARTS OF THE WORLD WILL MEET TO EXCHANGE EXPERIENCES AND FIND A WAY TO MAKE DECENT WORK A GLOBAL REALITY.

THIS IS PROF. HELENA. SHE IS BRAZILIAN, SPEAKS PORTUGUESE, IS A LAW PROFESSOR AND WORKS AT A PUBLIC UNIVERSITY.

WELCOME TO THE GLOBAL LABOUR CONFERENCE! I AM AN ILO EXPERT AND AM HERE TO DIRECT THE WORK AT THIS CONFERENCE, WHICH BRINGS TOGETHER REPRESENTATIVES FROM EVERY CONTINENT!

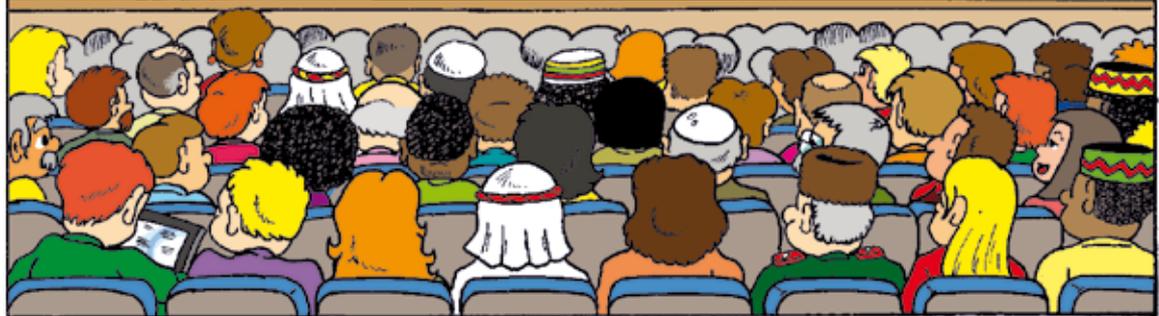






END

A BRIEF HISTORY OF LABOUR



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



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



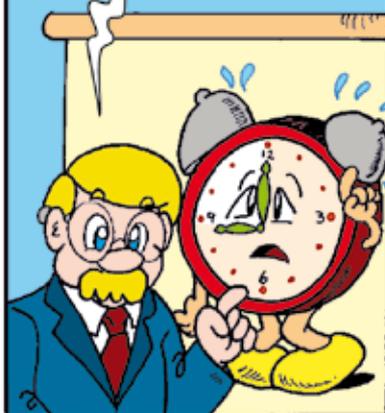
LABOUR HAS EXISTED FOR AS LONG AS HUMANITY ITSELF, WHEN PEOPLE HUNTED TO SURVIVE, LEARNED TO MAKE FIRE, MADE INSTRUMENTS OF BONE AND STONE FOR DEFENCE, AND LEARNED TO LIVE IN COMMUNITIES!



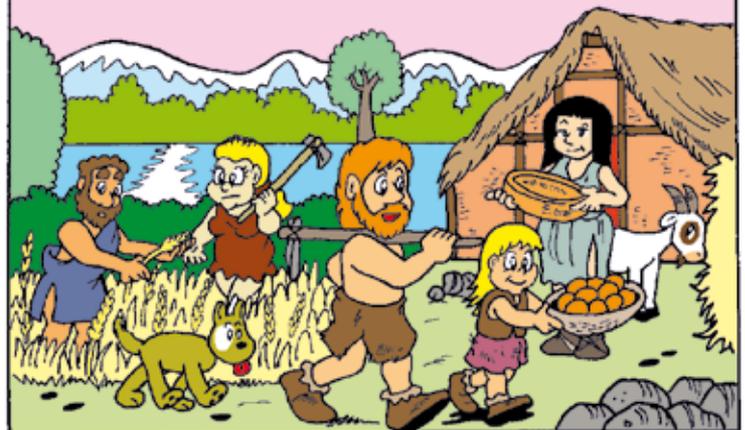
THE HISTORY OF LABOUR IS AS OLD AS THAT OF HUMANITY AND, AT TIMES, THEY CAN GET MIXED UP!



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



IN ANCIENT HISTORY, PEOPLE WORKED TO PRODUCE WHAT THEY CONSUMED: FOOD, CLOTHING, HOUSING AND RUDIMENTARY TOOLS.



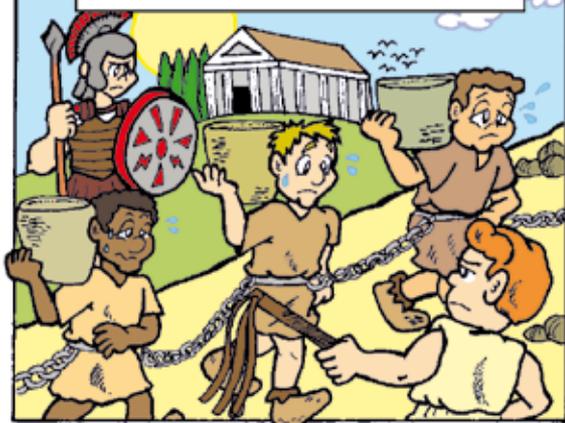
IN WARS BETWEEN TRIBES, THE ONES WHO WERE DEFEATED WERE EITHER KILLED OR, ENSLAVED AND PUT TO WORK FOR THE VICTORS.



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



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



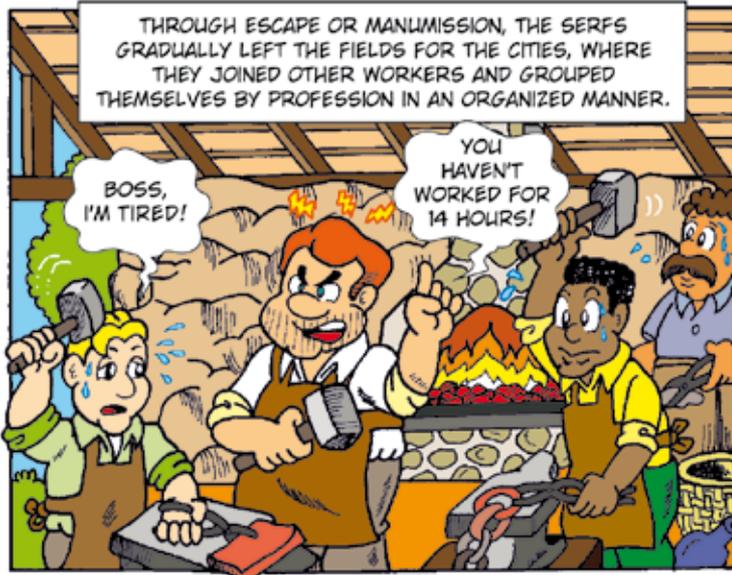
THOUGH FREED SLAVES COULD WORK FOR A SALARY, THE SLAVE SYSTEM WAS THE BASE OF THE PRODUCTION. THIS WAS THE CASE, THROUGH THE MIDDLE AGES, WHEN SLAVERY BECAME PREVALENT.



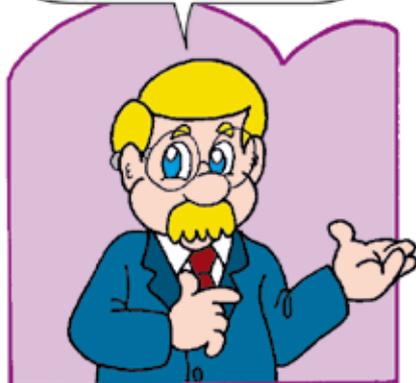
IN THE SYSTEM OF SERVITUDE, PREDOMINANT IN THE FIELDS, WORKERS WERE THE SUBJECTS OF THE LANDOWNERS, THE FEUDAL LORDS. THEY HAD NO FREEDOM OF WORK, COULD NOT COME AND GO FREELY, AND SUFFERED MANY RESTRICTIONS ON THE FEW RIGHTS THEY HAD.



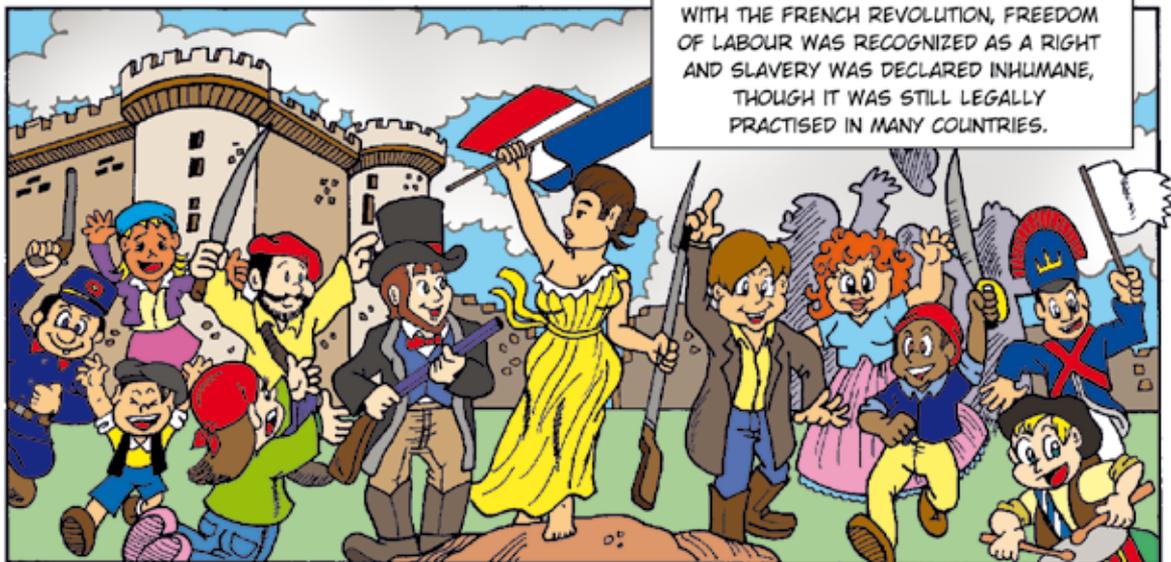
THROUGH ESCAPE OR MANUMISSION, THE SERFS GRADUALLY LEFT THE FIELDS FOR THE CITIES, WHERE THEY JOINED OTHER WORKERS AND GROUPED THEMSELVES BY PROFESSION IN AN ORGANIZED MANNER.



CRAFT GUILDS EMERGED, IN WHICH THERE WAS STILL A LACK OF FREEDOM FROM LABOUR AND SUBJECTION TO MASTERS WHO EXPLOITED THEIR SUBORDINATES!



WITH THE FRENCH REVOLUTION, FREEDOM OF LABOUR WAS RECOGNIZED AS A RIGHT AND SLAVERY WAS DECLARED INHUMANE, THOUGH IT WAS STILL LEGALLY PRACTISED IN MANY COUNTRIES.

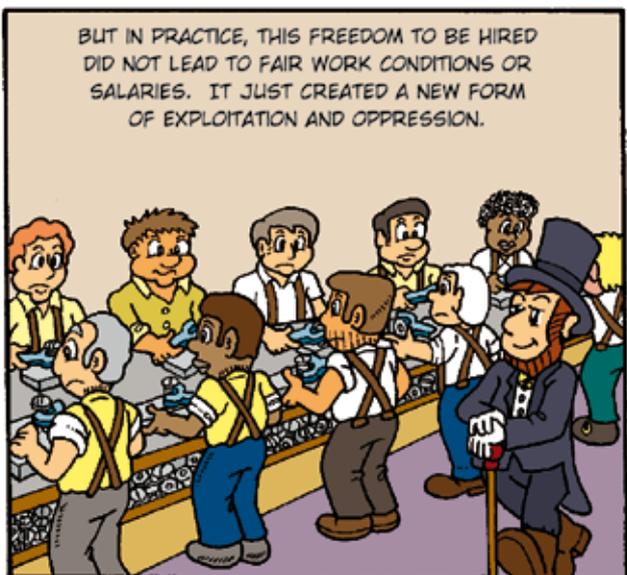


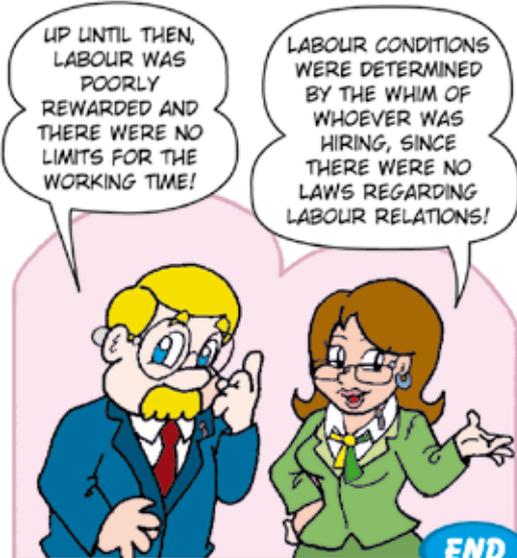
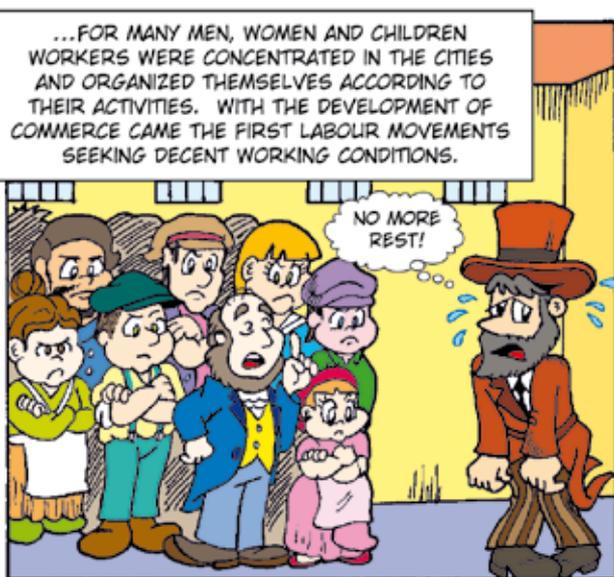
FREE LABOUR, WAGE LABOUR, ONLY STARTED TO COME ABOUT WITH THE INDUSTRIAL REVOLUTION!

THANK GOODNESS FOR THIS REVOLUTION!



BUT IN PRACTICE, THIS FREEDOM TO BE HIRED DID NOT LEAD TO FAIR WORK CONDITIONS OR SALARIES. IT JUST CREATED A NEW FORM OF EXPLOITATION AND OPPRESSION.





END

THE RISE OF THE WORKING CLASS

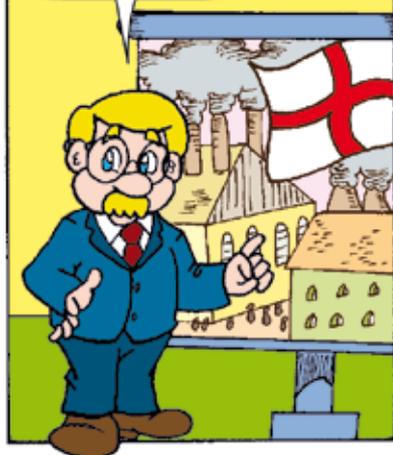
GLOBAL LABOUR CONFERENCE

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



Marcos Yáez

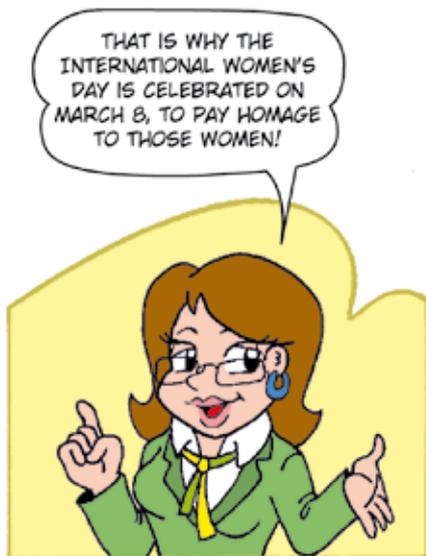
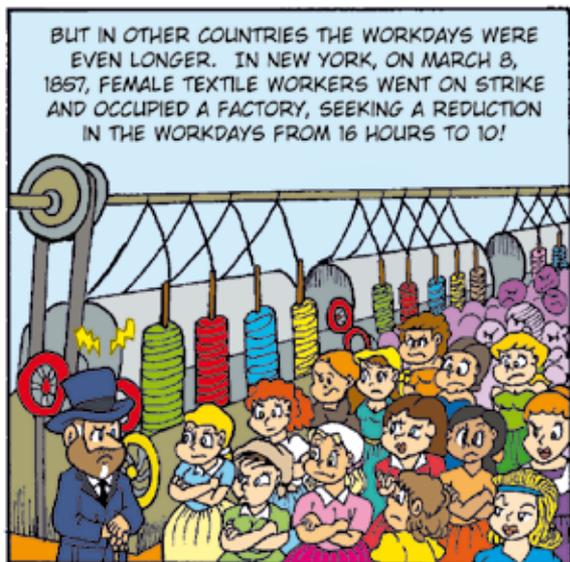
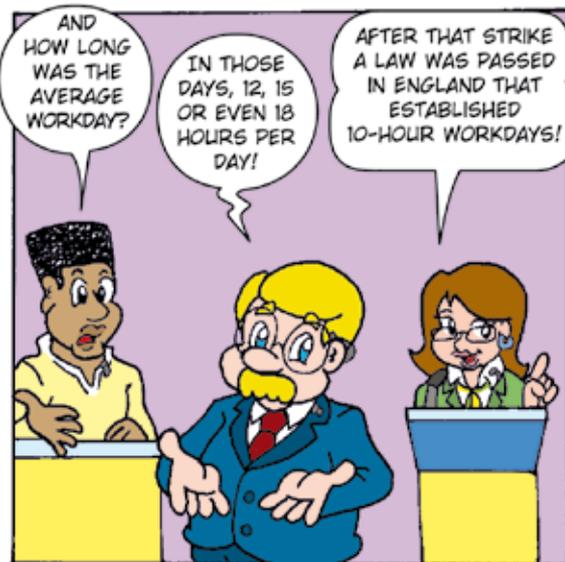
ENGLAND WAS THE COUNTRY THAT STARTED INDUSTRIALIZATION!



THAT IS ALSO WHERE THE FIRST LABOUR MOVEMENTS BEGAN TO FIGHT FOR DECREASED WORKING HOURS AND A VARIETY OF SOCIAL RIGHTS, SUCH AS FREE SCHOOLING FOR ALL.



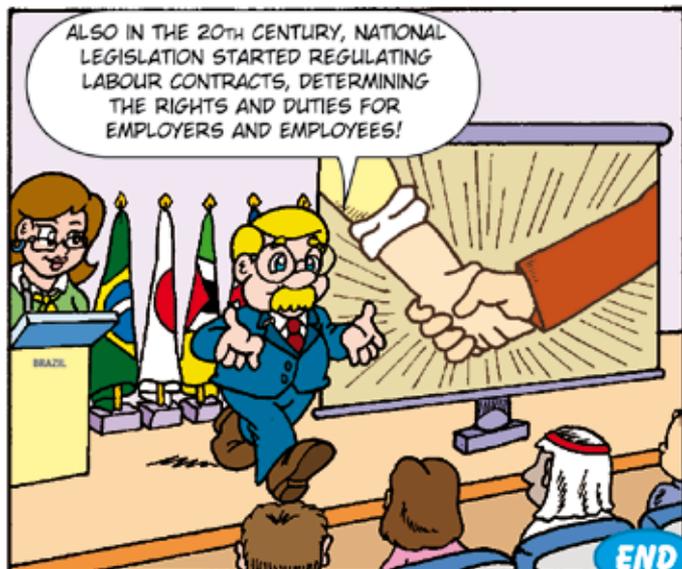
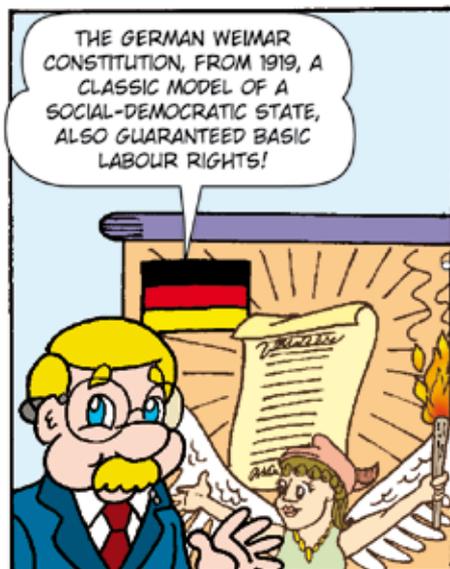
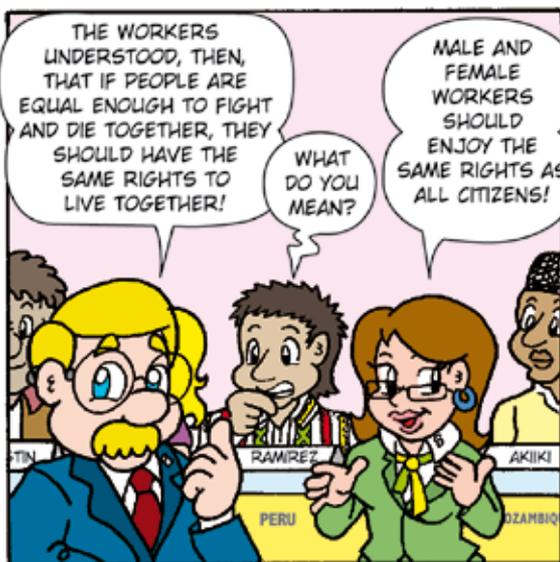
MANY STRIKES WERE HELD IN THE 19TH CENTURY, LIKE IN 1842, IN NORTHERN ENGLAND, WHEN THE FIRST GENERAL STRIKE IN HISTORY WAS HELD. THE PRINCIPAL DEMAND WAS THE REDUCTION OF WORKING HOURS.



IN THE UNITED STATES, IN CHICAGO, ON MAY 1, 1886, THOUSANDS OF WORKERS ORGANIZED A GENERAL STRIKE AND TOOK TO THE STREETS TO DEMAND BETTER WORKING CONDITIONS. THE POLICE REPRESSION RESULTED IN THE IMPRISONMENT AND DEATH OF MANY WORKERS.

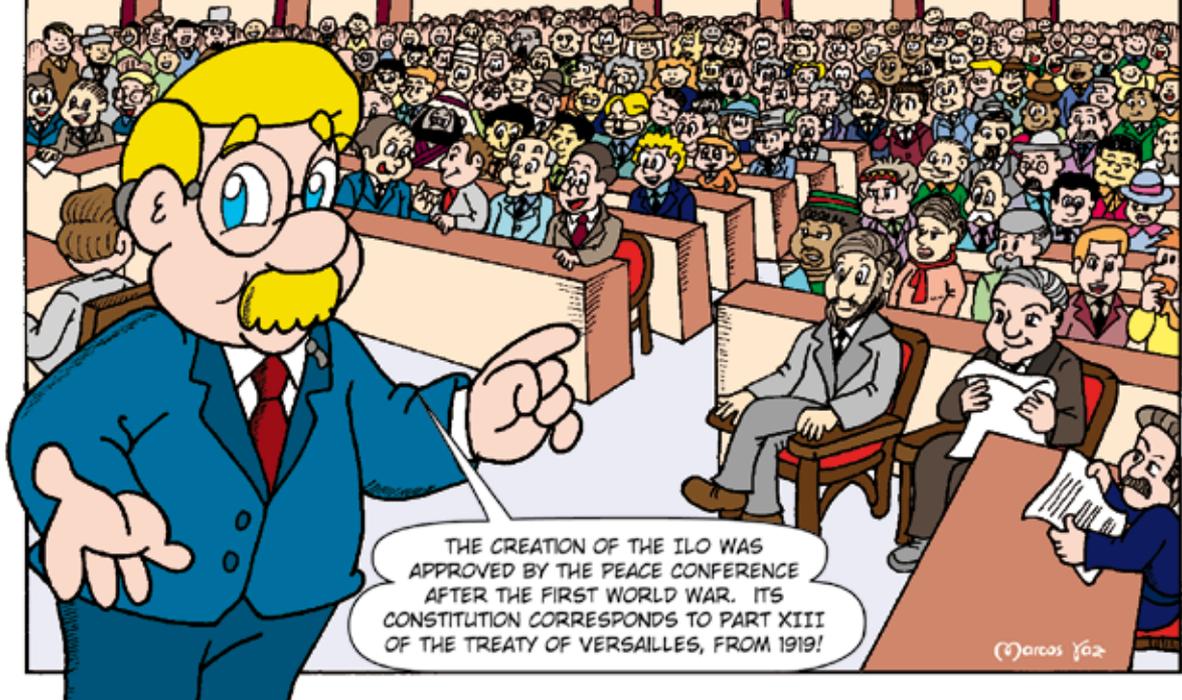


THE FIRST WORLD WAR (1914-1918) SENT MILLIONS OF WORKERS TO THE TRENCHES, MEN AND WOMEN, WHO FOUGHT SIDE BY SIDE WITH SOLDIERS FROM DIFFERENT SOCIAL CLASSES. MILLIONS OF PEOPLE DIED IN EUROPE.



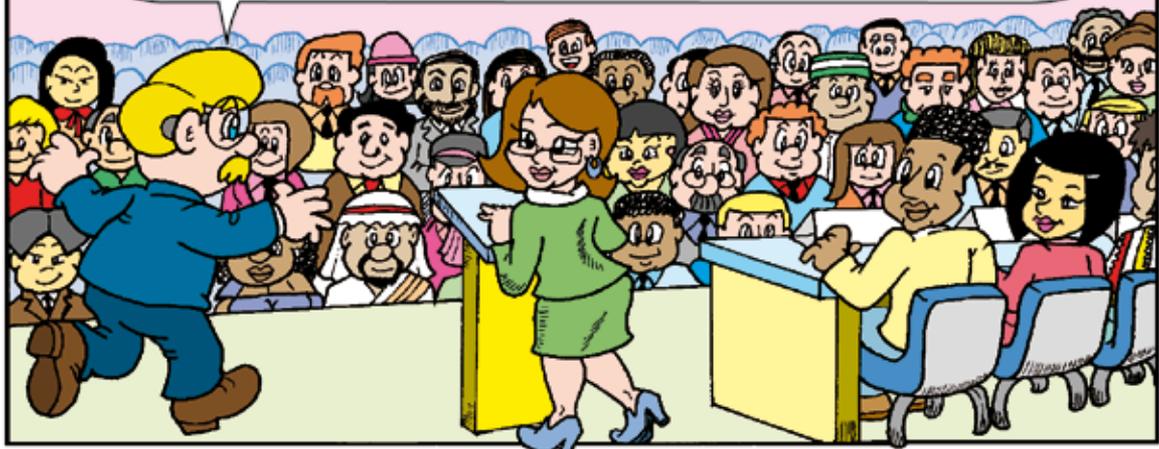
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THE INTERNATIONAL LABOUR ORGANIZATION – ILO



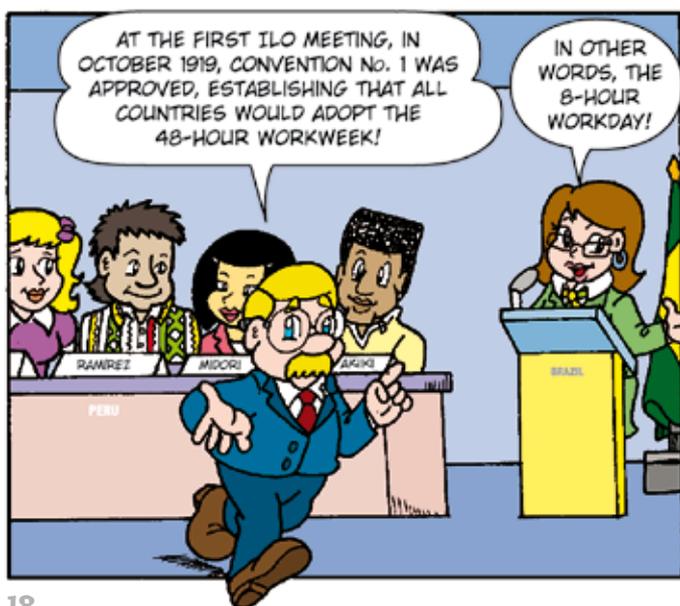
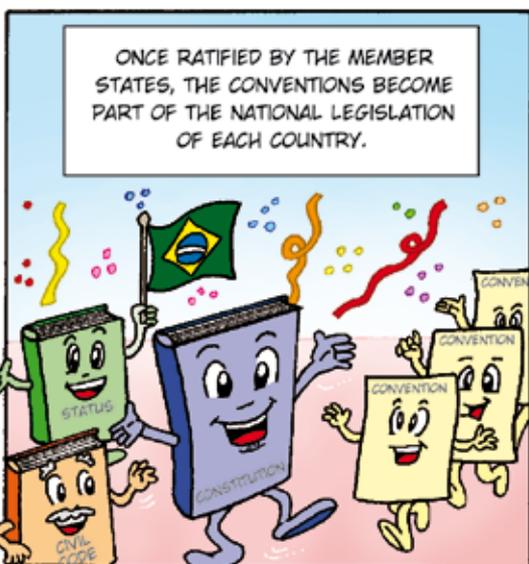
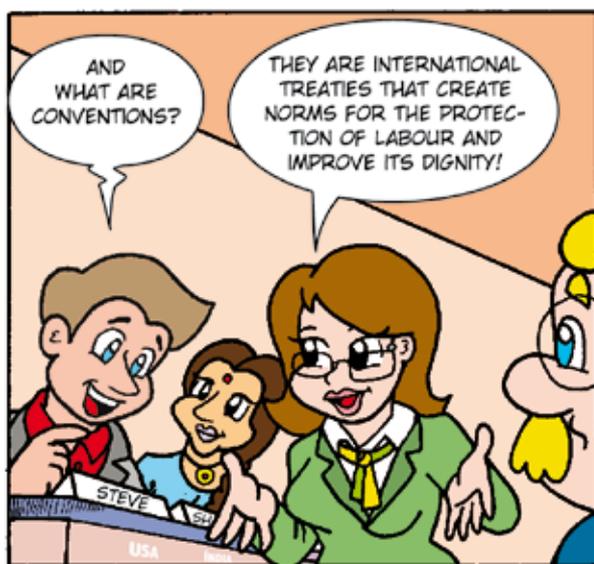
THE CREATION OF THE ILO WAS APPROVED BY THE PEACE CONFERENCE AFTER THE FIRST WORLD WAR. ITS CONSTITUTION CORRESPONDS TO PART XIII OF THE TREATY OF VERSAILLES, FROM 1919!

THE ILO WAS CREATED TO ESTABLISH UNIVERSAL NORMS THAT MAKE RELATIONS BETWEEN CAPITAL AND LABOUR MORE JUST AND HUMANE. GOVERNMENTS, WORKERS' AND EMPLOYERS' ORGANIZATIONS WOULD THEN APPROVE, AT THE ILO INTERNATIONAL LABOUR CONFERENCE, CONVENTIONS, RECOMMENDATIONS AND RESOLUTIONS TO BE ADOPTED BY THE NATIONS!





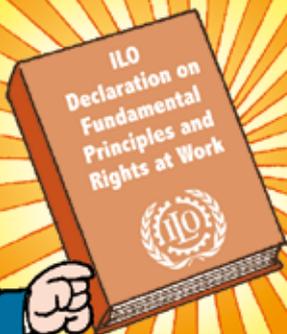
RECOMMENDATIONS ARE PROPOSALS FOR NORMS TO BE TRANSFORMED INTO LAW BY THE MEMBER STATES, WHILE RESOLUTIONS GIVE COMPLEMENTARY GUIDELINES TO CONVENTIONS.



THE ILO WAS THE FIRST INSTITUTION TO JOIN THE UNITED NATIONS - UN, AND, ON ITS 50TH ANNIVERSARY, IT RECEIVED THE NOBEL PEACE PRIZE.



IN 1998, THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK WAS ADOPTED, A DOCUMENT THAT REAFFIRMS THE OBLIGATION TO RESPECT, PROMOTE AND REALISE THE PRINCIPLES STIPULATED IN THE ILO FUNDAMENTAL CONVENTIONS!



THE ILO HEADQUARTERS ARE IN GENEVA AND ITS SUPREME ORGAN IS THE INTERNATIONAL LABOUR CONFERENCE. IT IS A GENERAL ASSEMBLY THAT APPROVES THE NORMS FOLLOWED BY THE MEMBER STATES.

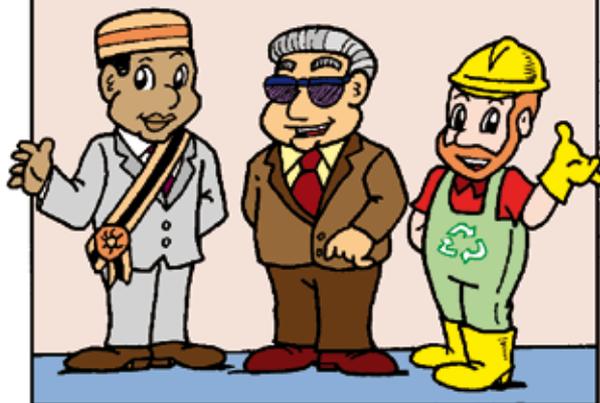


AND WHO CAN PARTICIPATE IN THE GENERAL ASSEMBLY?

REPRESENTATIVES FROM GOVERNMENTS AND THE EMPLOYERS' AND WORKERS' ORGANIZATIONS OF THE MEMBER STATES!



THIS TRIPARTITE REPRESENTATION, WITH EQUAL VOTES IN THE GENERAL ASSEMBLY, IS A HISTORICAL INNOVATION BY THE ILO.

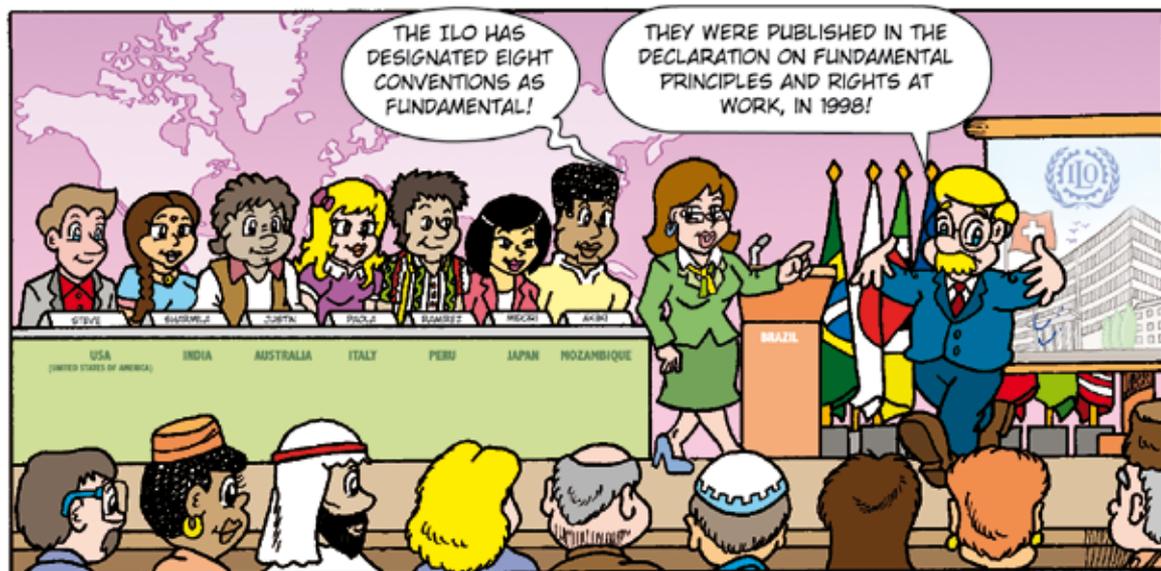
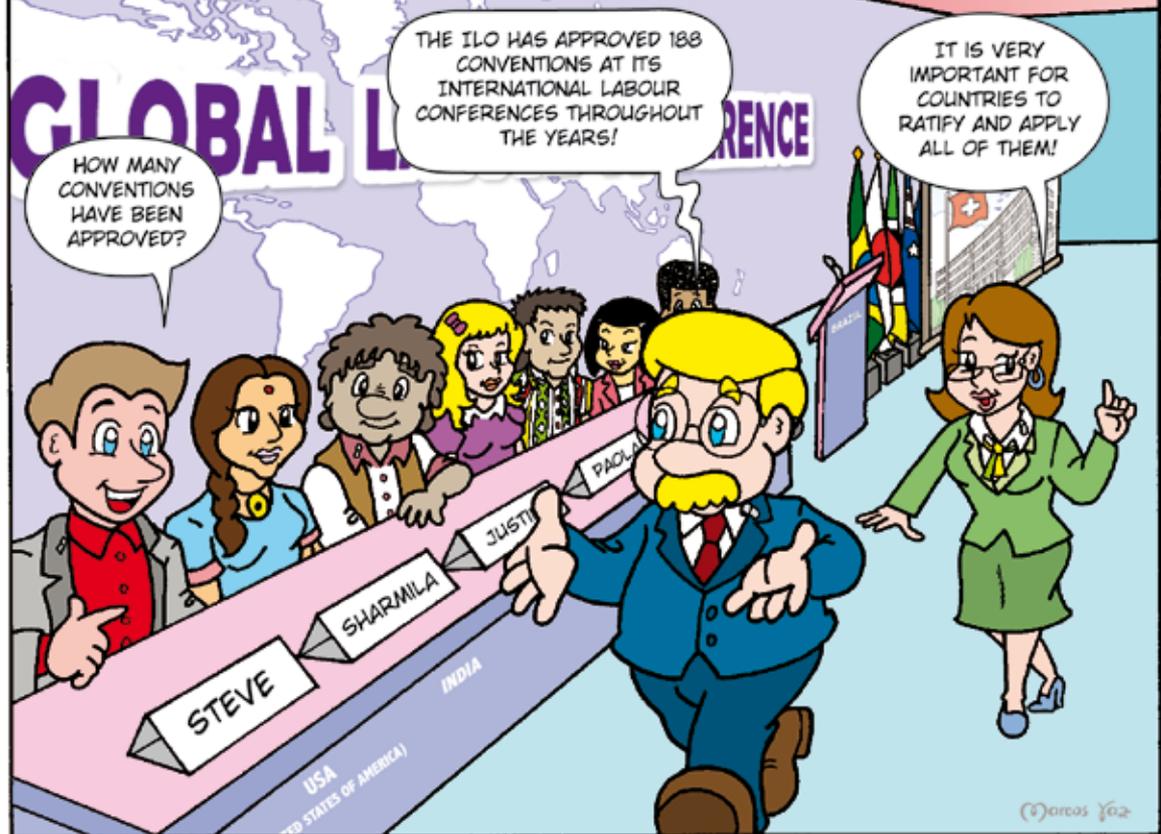


OVER 180 NATIONS CURRENTLY ARE PART OF THE ILO.

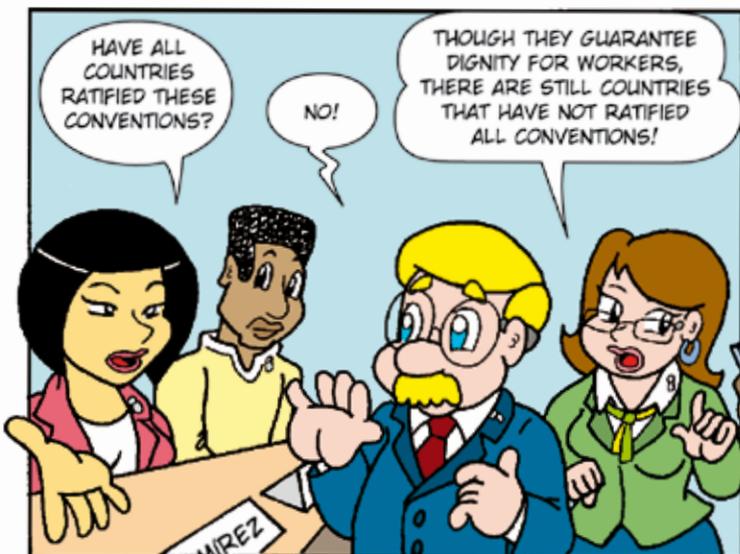


END

THE ILO FUNDAMENTAL CONVENTIONS



THESE CONVENTIONS ARE ON THE FOLLOWING TOPICS: FREEDOM OF ASSOCIATION, COLLECTIVE NEGOTIATION, ELIMINATION OF FORCED LABOUR, ABOLITION OF CHILD LABOUR AND THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION. THEY SHOULD BE APPLIED BY ALL ILO MEMBER STATES!



BUT, ACCORDING TO THE DECLARATION ON PRINCIPLES OF 1998, ALL MEMBER STATES OF THE ILO, DESPITE NOT HAVING RATIFIED THE FUNDAMENTAL CONVENTIONS, HAVE THE OBLIGATION TO RESPECT, PROMOTE AND REALIZE THE PRINCIPLES OF LABOUR FUNDAMENTAL RIGHTS.



THAT IS WHY WORKERS AND EMPLOYERS SHOULD ACT WITHIN THEIR CLASS ENTITIES SO THAT THE GOVERNMENTS OF THEIR COUNTRIES RATIFY THE FUNDAMENTAL CONVENTIONS!

THE ILO DEVELOPS DISSEMINATION ACTIONS AND AWARENESS RAISING CAMPAIGNS FOR THE RATIFICATION AND COMPLIANCE OF ITS NORMS!



THE EXPERTS, SUCH AS PROF. HELENA, HAVE, ASIDE FROM OTHER ACTIVITIES, THE IMPORTANT JOB OF VERIFYING COMPLIANCE WITH THE CONVENTIONS AND THE ANALYSIS OF REPORTS SENT BY MEMBER STATES TO THE ILO.





ELIMINATION OF FORCED LABOUR

Convention No. 29 (1930)

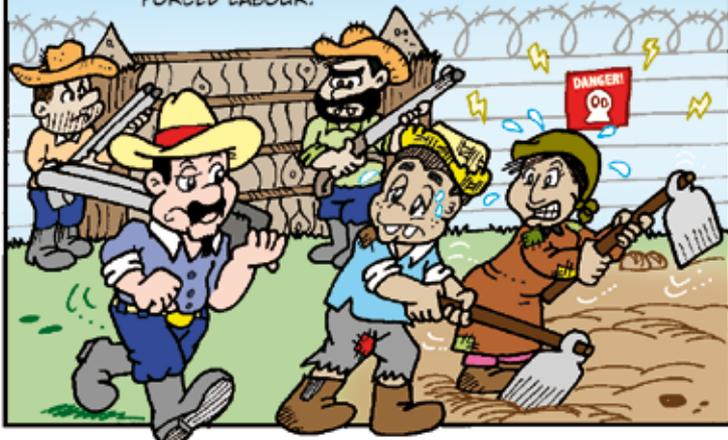
Forced Labour

Convention No. 105 (1957)

Elimination of
Forced Labour



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

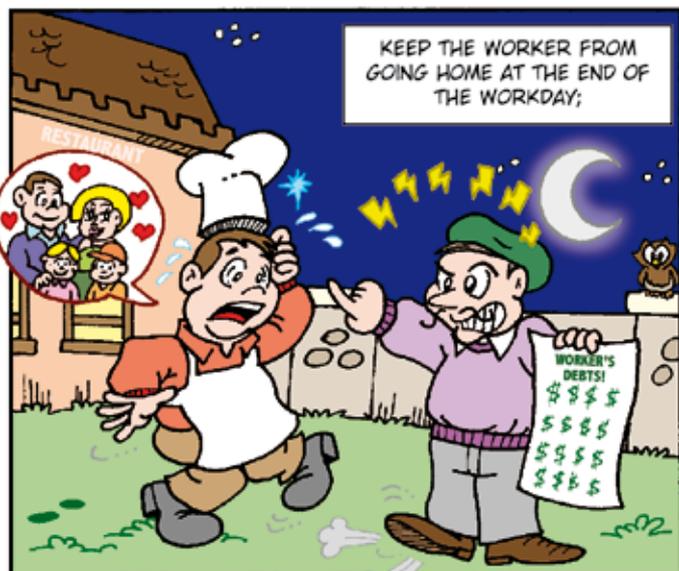
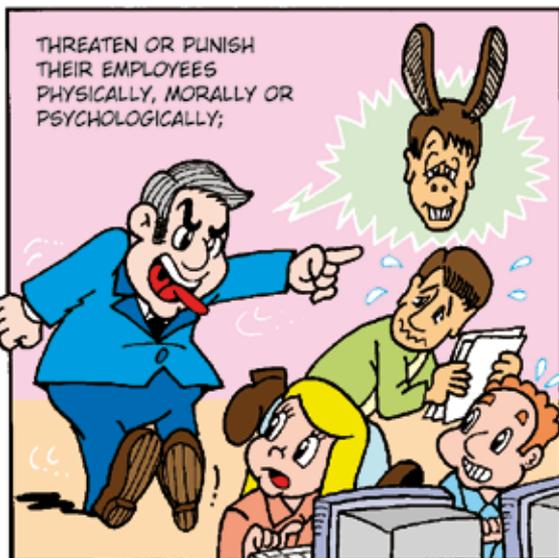


IT IS NECESSARY TO ADVOCATE FOR THE ELIMINATION OF FORCED OR COMPULSORY LABOUR IN ALL ITS FORMS!



FORCED OR COMPULSORY LABOUR AS A MEANS OF COERCION OR POLITICAL EDUCATION IS PROHIBITED IN ALL ITS FORMS.

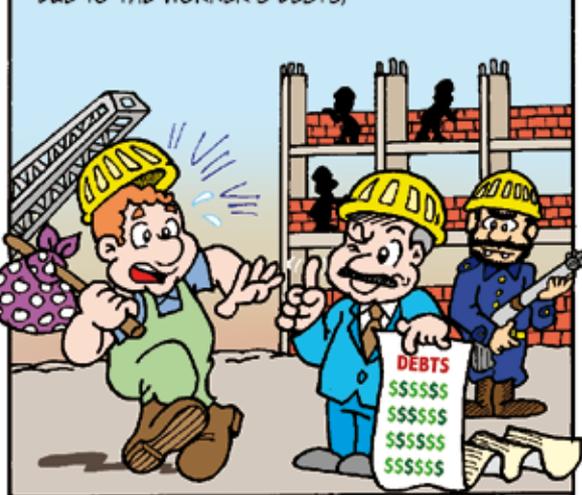




WITHHOLD SALARY FOR THE WORKER'S SUPPOSED DEBT RELATED TO FOOD OR HOUSING;



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



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



BUT WHAT ABOUT CASES OF WAR OR CALAMITY?

IT IS TRUE! THERE ARE EXCEPTIONS!

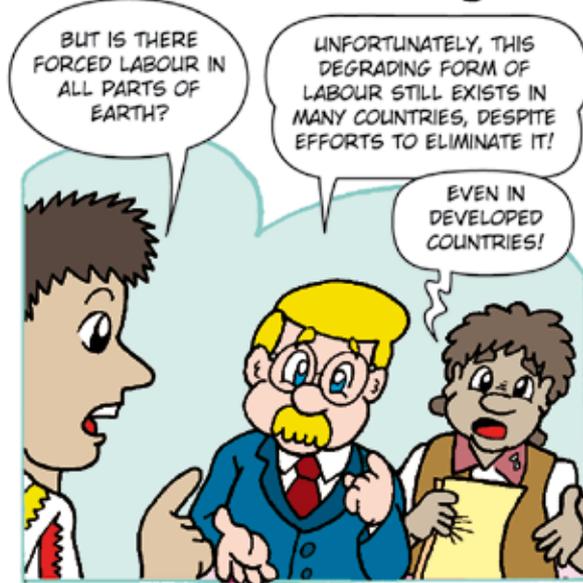
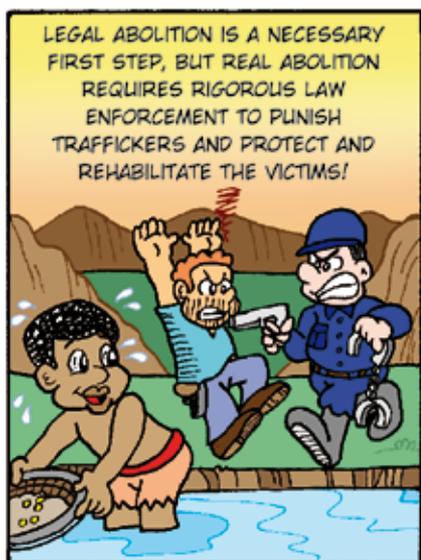


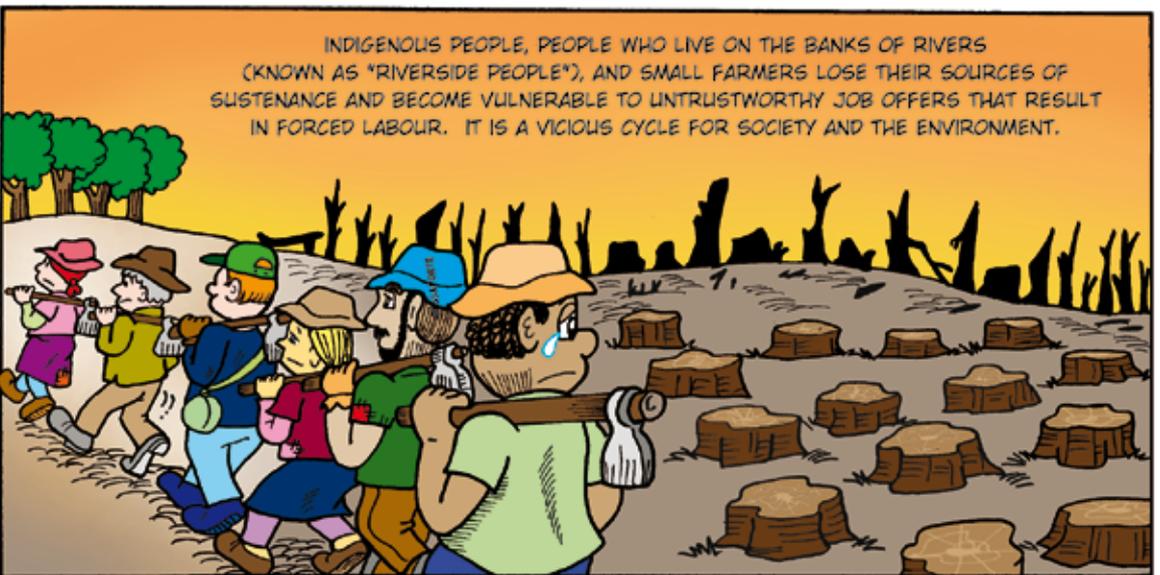
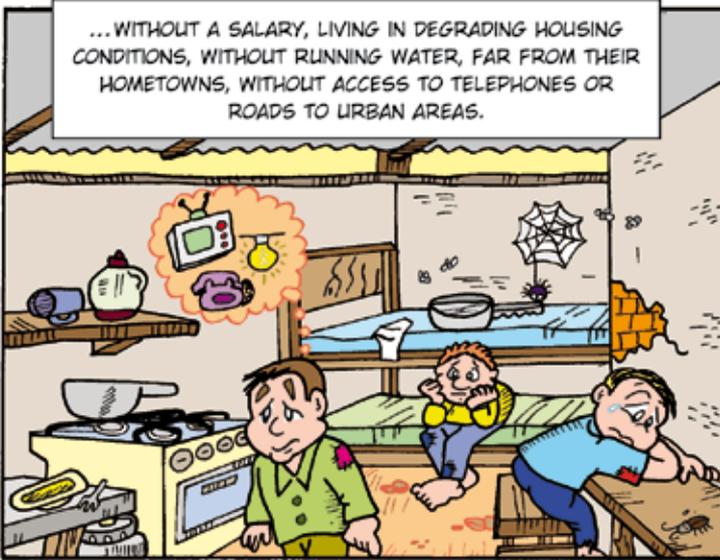
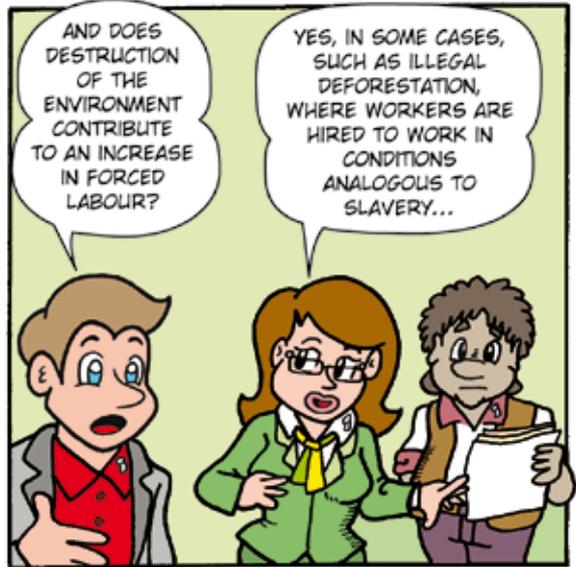
COMPULSORY LABOUR MAY OCCUR IN EMERGENCY SITUATIONS, SUCH AS WARS, FIRES, EARTHQUAKES, ETC.



COMPULSORY MILITARY SERVICE AND ADEQUATELY SUPERVISED PRISON LABOUR ARE ALSO CONSIDERED EXCEPTIONS.







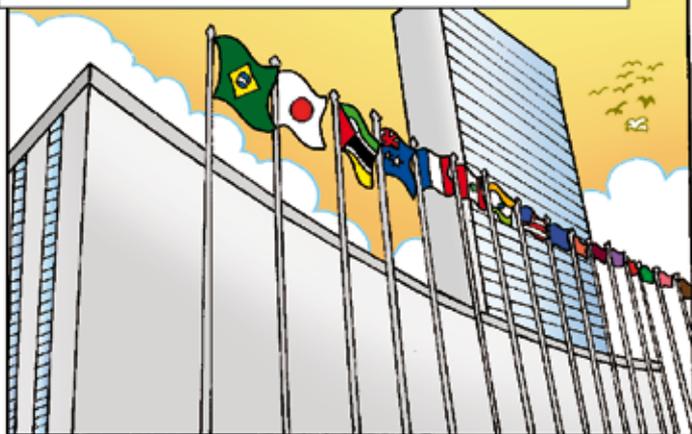
CRIMINALS BREAK ENVIRONMENTAL LAWS, INVADE INDIGENOUS AND PRESERVED AREAS, MINE IN PROHIBITED LOCATIONS, DISREGARD THE LAWS AND ENSLAVE THEIR EMPLOYEES.



HUMAN TRAFFICKING FOR FORCED LABOUR IS A TRANSNATIONAL CRIME AND THE DISMANTLING OF THESE CRIMINAL ORGANIZATIONS DEPENDS ON COOPERATION AMONG NATIONS!



ALMOST ALL MEMBERS OF THE UN SIGNED THE UNITED NATIONS CONVENTION AGAINST TRANSNATIONAL ORGANIZED CRIME AND THE PALERMO PROTOCOLS, WHICH PRESCRIBES INTERNATIONAL COOPERATION IN THIS SENSE.



BUT IT IS NECESSARY THAT GOVERNMENTS MAKE THE ISSUE A PRIORITY!



WHOEVER THINKS THAT SLAVE LABOUR ONLY EXISTS IN DEVELOPING COUNTRIES IS FOOLING THEMSELVES!

IT'S TRUE! THERE ARE REPORTS OF FORCED LABOUR IN MANY RICH AND DEVELOPED NATIONS!

THE COUNTRIES CHARGED WITH THE DIFFICULT TASK OF ELIMINATING SLAVERY WILL BE REWARDED WITH A MORE PROSPEROUS AND PEACEFUL SOCIETY!



FREEDOM OF ASSOCIATION, UNIONISATION AND COLLECTIVE BARGAINING

Convention No. 87 – Freedom of Association and Protection of the Right to Organize (1948)

Convention No. 98 – Right to Organise and Collective Bargaining (1949)



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



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



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



CONVENTION No. 98 IS DIRECTED TOWARDS THE PROTECTION OF THE WORKER AGAINST ACTS THAT IMPAIR HIS OR HER FREEDOM OF ASSOCIATION!



CONVENTION No. 98 ESTABLISHES GUARANTEES FOR THE FREE FUNCTIONING OF THESE ORGANIZATIONS, WITHOUT THE INTERVENTION OF PUBLIC AUTHORITIES.



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



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



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



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



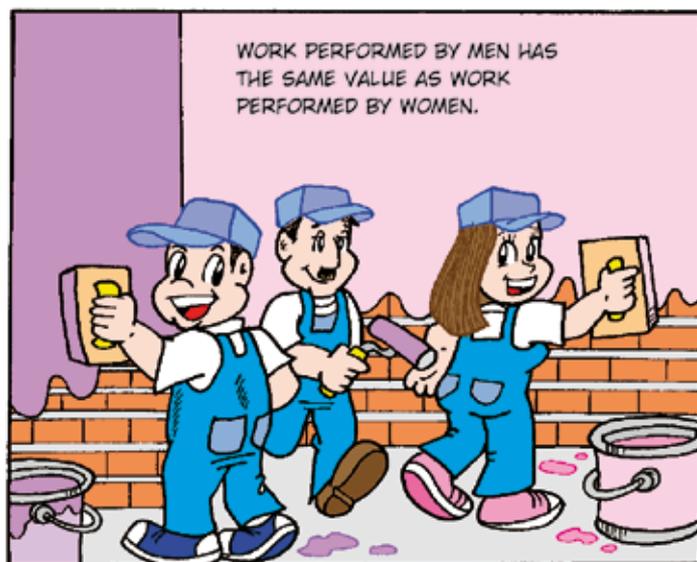
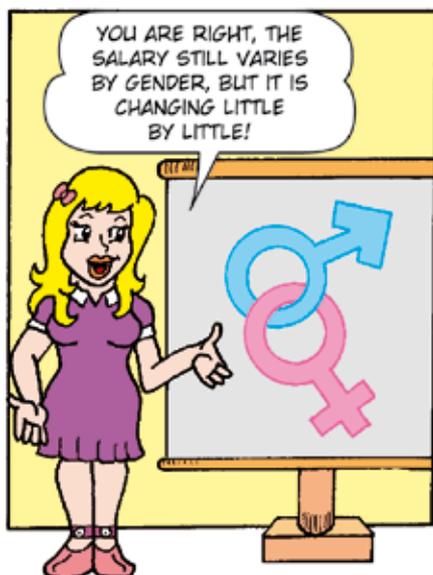
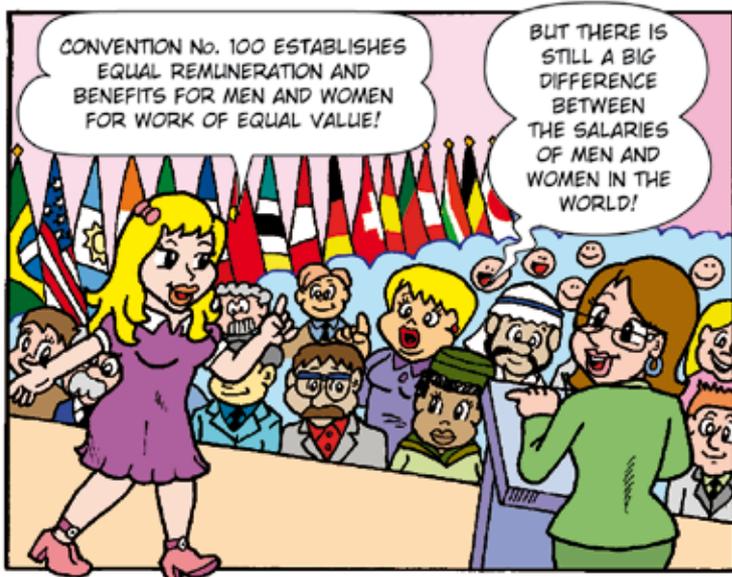
AS WE CAN SEE, THESE CONVENTIONS ARE OF FUNDAMENTAL IMPORTANCE TO GUARANTEE THE FREEDOM OF ASSOCIATION, UNIONIZATION AND COLLECTIVE BARGAINING FOR WORKERS!

UNITED WORKERS ARE STRONGER AND CAN MAKE THEIR VOICE BE HEARD TO GUARANTEE THEIR RIGHTS!



EQUAL REMUNERATION FOR MEN AND WOMEN

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



NON-DISCRIMINATION IN TERMS OF EMPLOYMENT AND OCCUPATION

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



ALL TYPE OF DISTINCTION, EXCLUSION OR PREFERENCE IS FORBIDDEN IF IT IS BASED ON RACE,



SEX,



RELIGION,

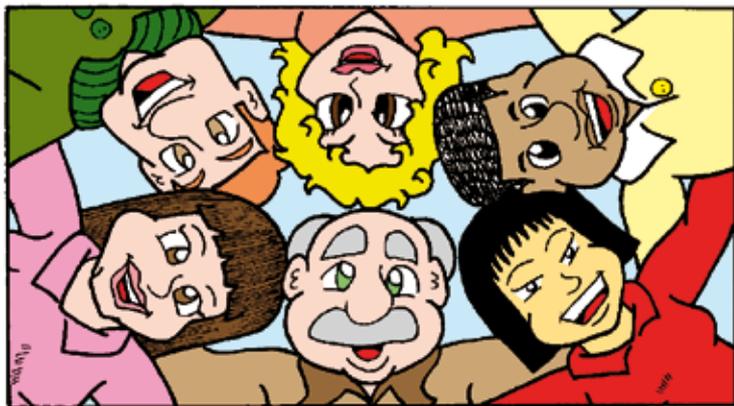


POLITICAL OPINIONS, NATIONALITY OR SOCIAL ORIGIN, IF IT IMPAIRS OR ALTERS THE EQUALITY OF OPPORTUNITY.





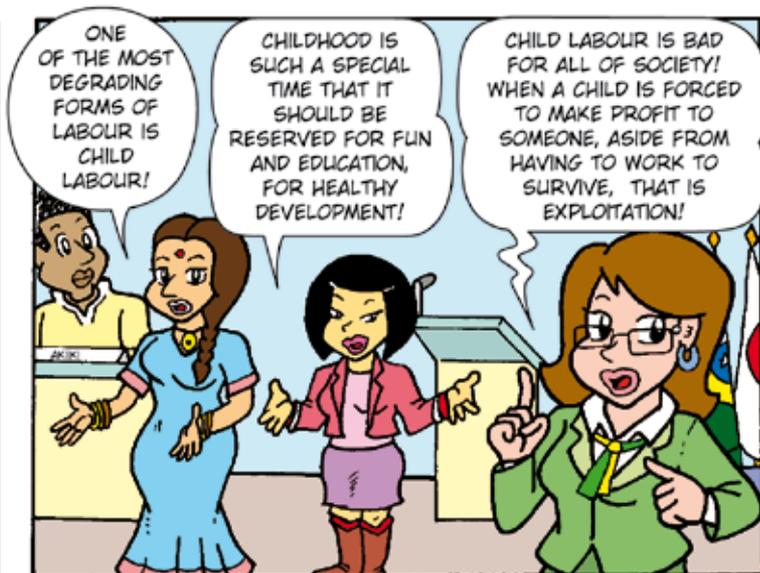
THAT IS WHY COUNTRIES SHOULD FORMULATE AND APPLY POLICIES TO PROMOTE THE EQUALITY OF OPPORTUNITIES, SEEKING TO ELIMINATE ALL DISCRIMINATION THAT IMPEDES THE EXERCISING OF DECENT WORK AND EMPLOYMENT.



CHILD LABOUR

Convention No. 138 – Minimum Age Convention (1973)

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



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



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



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

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

THE AUDIENCE'S REMARK TAKES US TO THE TOPIC OF THE WORST FORMS OF CHILD LABOUR, OR ILO CONVENTION No. 182!



SOME OF THE WORST FORMS OF CHILD LABOUR:



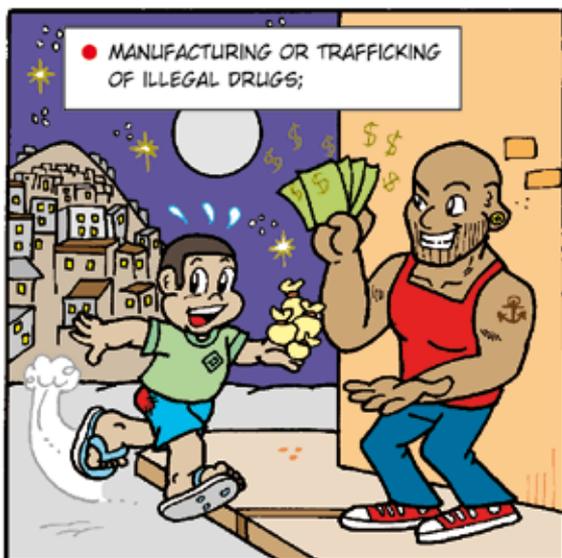
- ALL FORMS OF SLAVERY: SALE OR TRAFFICKING OF CHILDREN, DEBT-DRIVEN SERVITUDE AND SERFDOM, FORCED LABOUR;



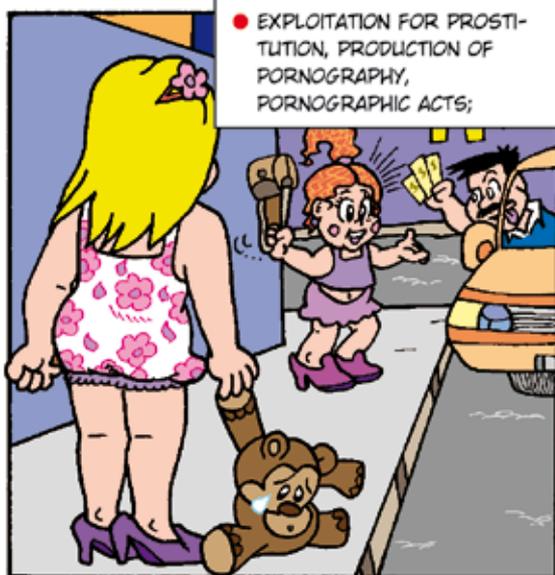
- LABOUR IN ARMED CONFLICTS;



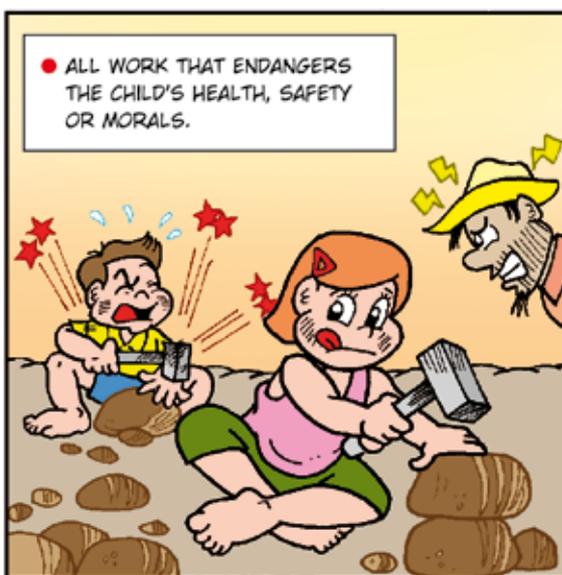
- MANUFACTURING OR TRAFFICKING OF ILLEGAL DRUGS;



- EXPLOITATION FOR PROSTITUTION, PRODUCTION OF PORNOGRAPHY, PORNOGRAPHIC ACTS;



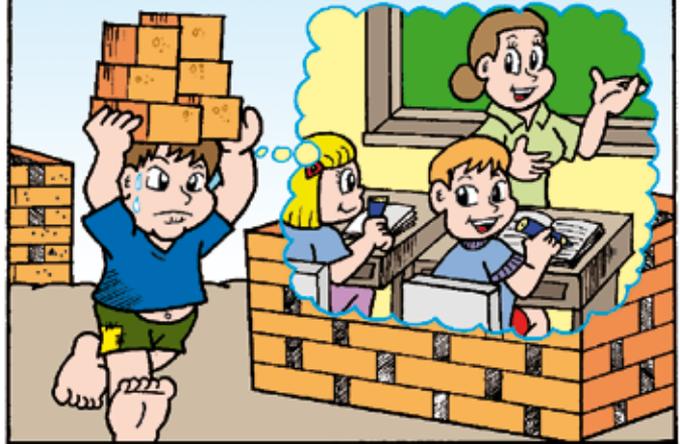
- ALL WORK THAT ENDANGERS THE CHILD'S HEALTH, SAFETY OR MORALS.



THE ELIMINATION OF THIS EXPLOITATION SHOULD BE A PRIORITY FOR NATIONAL AND INTERNATIONAL ORGANIZATIONS!



FREE BASIC EDUCATION IS FUNDAMENTAL FOR THE PREVENTION AND ELIMINATION OF CHILD LABOUR.



ALL COUNTRIES SHOULD OFFER REHABILITATION AND SOCIAL INSERTION PROGRAMS FOR CHILDREN RESCUED FROM CHILD LABOUR AND ADOPT IMMEDIATE MEASURES TO PROTECT THESE CHILDREN AS A MATTER OF URGENCY, SUCH AS ACCESS TO FREE BASIC EDUCATION, PROFESSIONAL TRAINING AND PROTECTION FOR BOYS AND GIRLS LIVING IN HIGH-RISK SITUATIONS.



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



THE SOLUTION IS IN ECONOMIC DEVELOPMENT AND SOCIAL PROGRESS, ESPECIALLY BY PROVIDING FREE AND UNIVERSAL BASIC EDUCATION FOR ALL!



COMPANIES CAN DECISIVELY CONTRIBUTE TO THE ELIMINATION OF CHILD LABOUR BY NOT HIRING CHILDREN OR MAKING SURE THAT THEIR CHAIN OF PRODUCTION DOES NOT USE CHILD LABOUR.



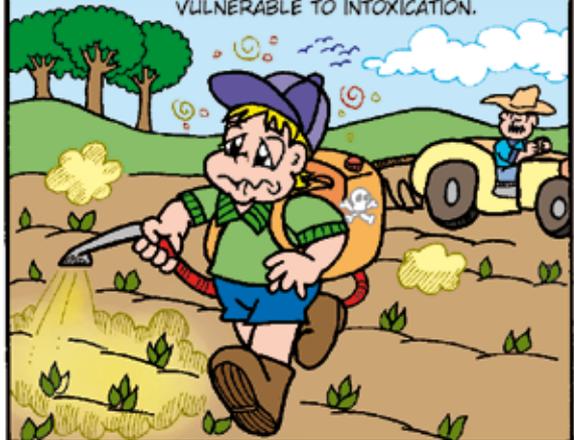
SOCIETY SHOULD BE AWARE OF THE 9 REASONS WHY CHILDREN SHOULD NOT WORK:



1 CHILDREN DO NOT HAVE FULLY DEVELOPED BONES AND MUSCLES. IF WORKING, THEY CAN BE DEFORMED.



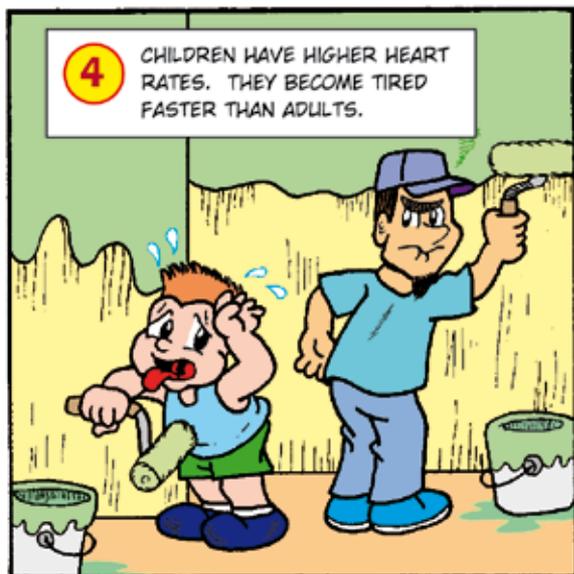
2 THEY HAVE REDUCED LUNG CAPACITY AND THEREFORE THEY TAKE MORE BREATHS, WHICH MAKES THEM MORE VULNERABLE TO INTOXICATION.



3 THEIR NERVOUS SYSTEM IS NOT FULLY DEVELOPED. UNDER PRESSURE, THE CHILD LOSES ITS CAPACITY FOR CONCENTRATION AND MEMORY, ASIDE FROM PSYCHOLOGICAL PROBLEMS. THE CHILD'S EDUCATIONAL POTENTIAL IS COMPROMISED.



4 CHILDREN HAVE HIGHER HEART RATES. THEY BECOME TIRED FASTER THAN ADULTS.



5

THEIR LIVER, SPLEEN, STOMACH AND KIDNEYS ARE NOT FULLY DEVELOPED. THIS MAKES THEM MORE VULNERABLE TO INTOXICATION.



6

A CHILD'S BODY PRODUCES MORE HEAT THAN AN ADULT'S, WHICH INCREASES THE RISK FOR DEHYDRATION.



7

A CHILD'S SKIN IS LESS DEVELOPED AND THINNER THAN AN ADULT'S, MAKING THEM MORE VULNERABLE TO BURNS, CUTS AND INTOXICATION...



8

PERIPHERAL VISION OF THE CHILD IS NOT YET FULLY DEVELOPED, GIVING THEM LESS PERCEPTION OF THEIR SURROUNDINGS, AND THUS MORE VULNERABLE TO WORKPLACE ACCIDENTS.



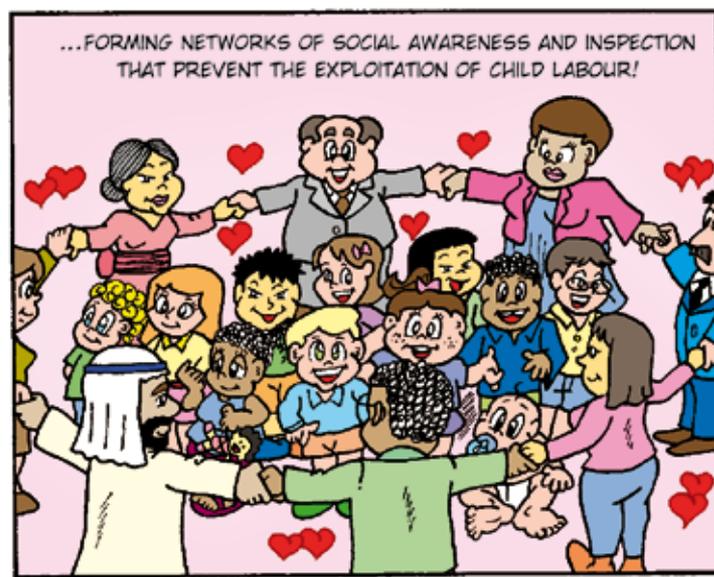
9

THEIR HEARING SYSTEM IS NOT FULLY DEVELOPED, WHICH MAKES THEM MORE VULNERABLE TO LOSS OF HEARING.



ADDITIONALLY, THE USE OF CHILD LABOUR PROMOTES UNFAIR COMPETITION. THIS IS WHY IT IS IMPORTANT TO MOBILIZE THE PRODUCTION CHAINS OF MULTINATIONAL CORPORATIONS.





EVEN DOMESTIC WORK IS OFF LIMITS BECAUSE IT IS AN AFFRONT AGAINST CHILDHOOD!



THERE ARE SERIOUS VIOLATIONS AGAINST THE RIGHTS OF CHILDREN IN MANY COUNTRIES OF THE WORLD, WITH HIGHER INCIDENCES ON CONTINENTS WHERE SOCIAL INEQUALITY AND POVERTY LEVELS ARE HIGHER AND WHERE SCHOOLS HAVEN'T LEFT THE DRAWING BOARD...



THE ILO SEEKS TO ASSIST COUNTRIES, ESPECIALLY THOSE WHOSE EDUCATIONAL SYSTEMS AND ECONOMIES ARE NOT SUFFICIENTLY DEVELOPED, IN THE ADOPTION OF CONCRETE STRATEGIES FOR THE ELIMINATION OF CHILD LABOUR.

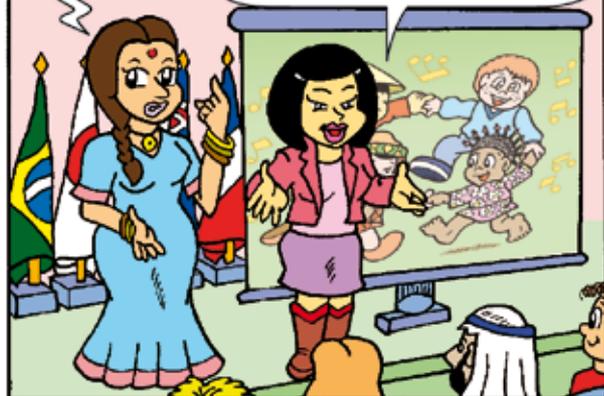


EACH ONE OF US CAN CONTRIBUTE. PLAYING AND STUDYING ARE A CHILDREN'S FUNDAMENTAL RIGHTS. LET'S DEMAND THAT THESE RIGHTS BE RESPECTED.

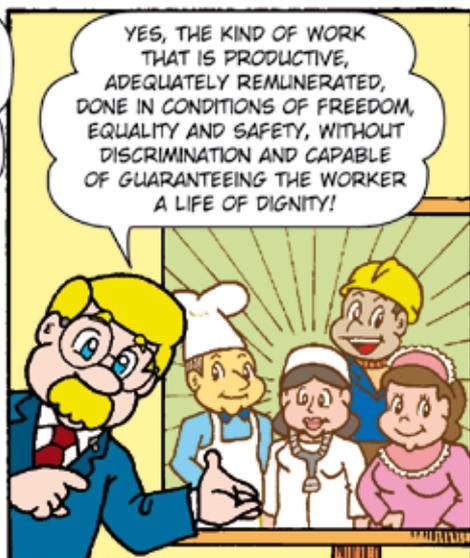


CHILD LABOUR EXISTS ALL OVER THE WORLD AND NEEDS TO BE ELIMINATED!

THE ILO AND THE UNITED NATIONS CHILDREN'S FUND - UNICEF FIGHT FOR THE CREATION OF LAWS AND EFFICIENT PROGRAMS TO PROTECT CHILDREN FROM EXPLOITATION THROUGH LABOUR!



CONCLUSION OF THE PANEL ON THE ILO FUNDAMENTAL CONVENTIONS



END

LABOUR RIGHTS ARE HUMAN RIGHTS



THEY ARE THE RIGHTS OF THE HUMANITY. BEING PART OF THE HUMANITY IS THE ONLY REQUIREMENT TO HAVE AND EXERCISE THOSE RIGHTS.

WE ALL HAVE HUMAN RIGHTS!



NOW THAT WE HAVE GONE THROUGH THE FUNDAMENTAL CONVENTIONS OF THE ILO, LET'S GO OVER THE FUNDAMENTAL HUMAN RIGHTS ESTABLISHED BY THE UNITED NATIONS, THE UN!

United Nations



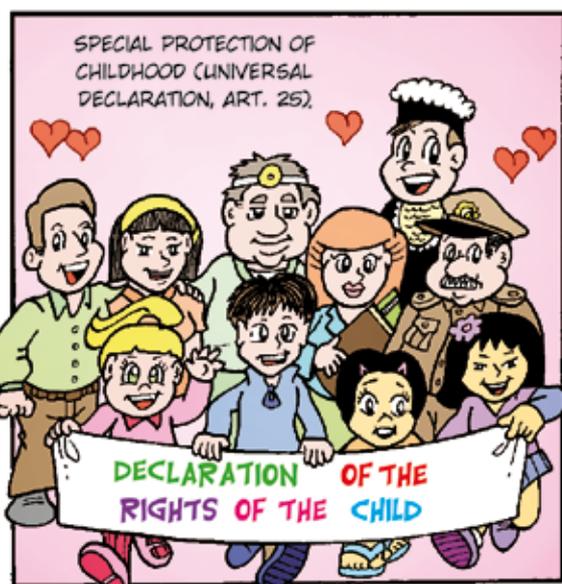
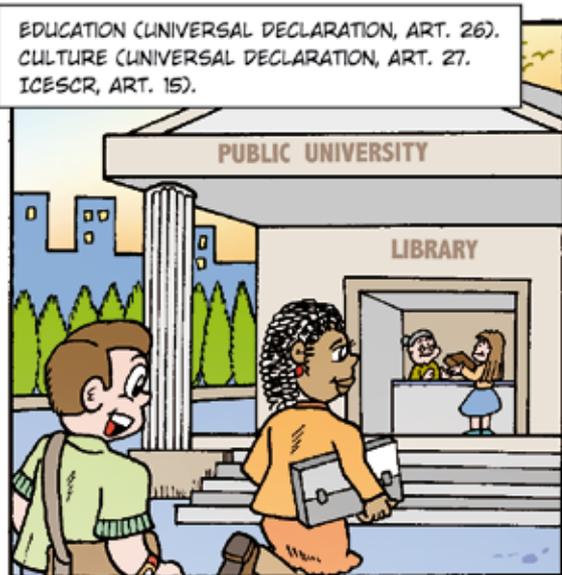
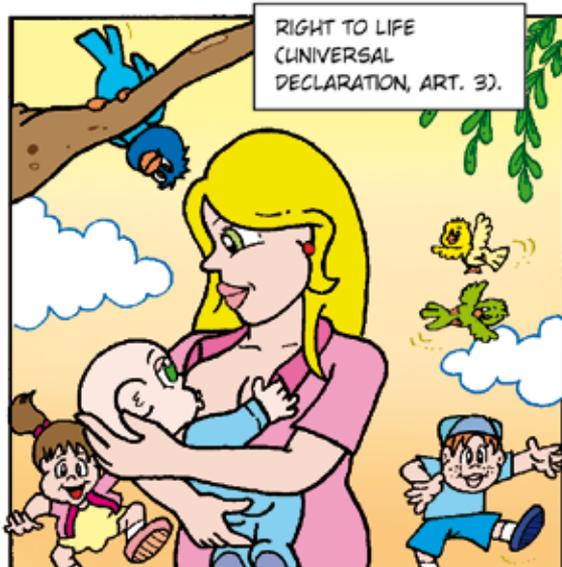
WHERE CAN WE FIND THESE FUNDAMENTAL RIGHTS?

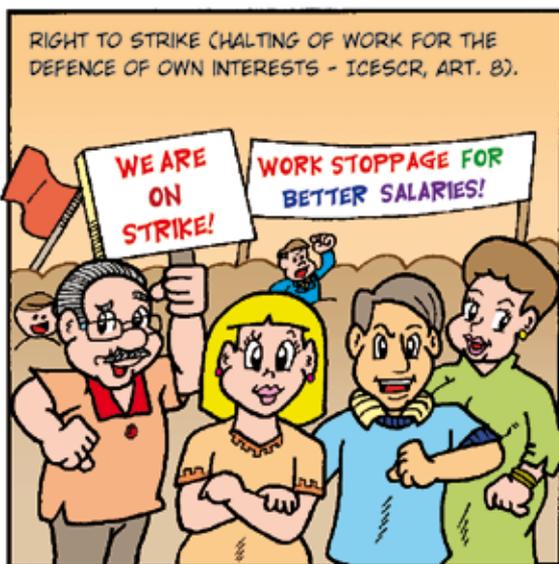
IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS (1948) AND IN THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS (1966)!

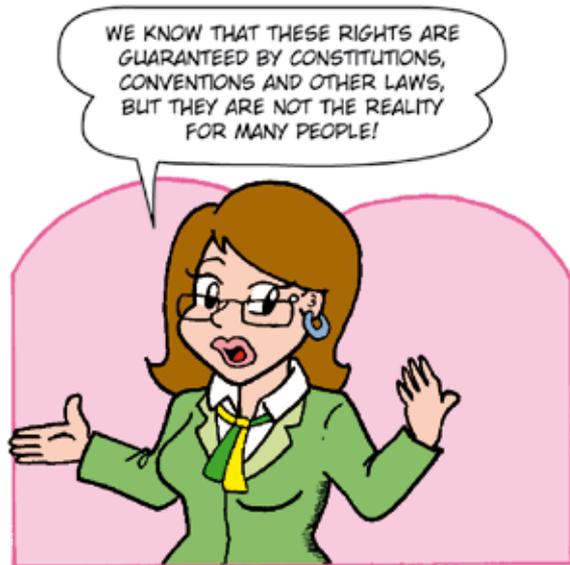
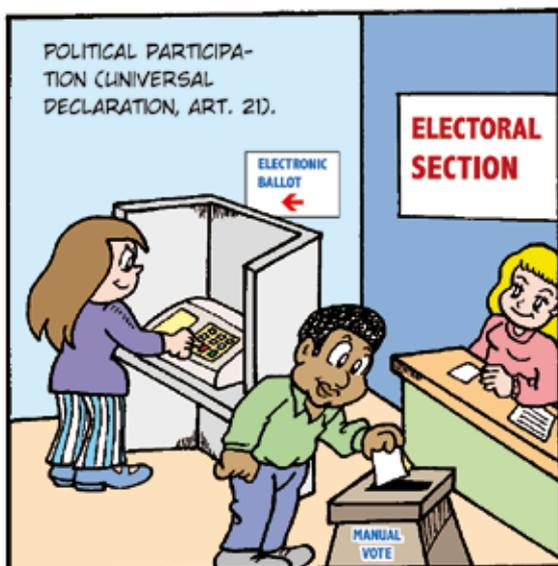


"ALL HUMAN BEINGS ARE BORN FREE AND EQUAL IN DIGNITY AND RIGHTS. THEY ARE ENDOWED WITH REASON AND CONSCIENCE AND SHOULD ACT TOWARDS ONE ANOTHER IN A SPIRIT OF BROTHERHOOD." (ARTICLE 1 OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, 1948).









END

THE FUTURE OF WORK

GLOBAL LABOUR CONFERENCE

LOOKING AT EVERYTHING WE HAVE SEEN SO FAR, WHAT DO YOU THINK IS THE FUTURE OF WORK?

THE GREATEST CHALLENGE WILL BE TO MAKE ALL WORK FAIR AND DECENT!

I BELIEVE IN A BETTER WORLD, EVEN IF IT TAKES DECADES!



MY COUNTRY IS HIGHLY DEVELOPED IN TERMS OF TECHNOLOGY, BUT THESE RESOURCES ARE STILL NOT ACCESSIBLE TO ALL WORKERS IN THE WORLD!



YES, THIS IS CLEAR IN INDIA! WE ARE ALSO A TECHNOLOGICALLY DEVELOPED COUNTRY, BUT A LARGE PART OF THE POPULATION HAS NO ACCESS TO TECHNOLOGY!

IT WILL BE VERY DIFFICULT FOR THESE PEOPLE TO BE ABSORBED BY AN INCREASINGLY DEMANDING JOB MARKET, WHERE THERE IS CONSTANT INNOVATION!



WE LIVE IN THE INFORMATION AGE AND THE SPEED OF CHANGE AND INNOVATION IS EVIDENT!

WE WANT FREE PROFESSIONAL TRAINING COURSES!



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



WORKERS MUST BE UP TO THE SPEED OF THEIR TIME!

TECHNICAL ASSISTANCE



THEREFORE, GOVERNMENTAL PROFESSIONAL TRAINING PROGRAMS ARE INDISPENSABLE.

GOVERNMENTAL PROFESSIONAL TRAINING COURSES



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

TECHNOLOGICAL INNOVATIONS, WHEN IMPROPERLY APPLIED, MANY TIMES CAN OPPRESS, DISCRIMINATE, PREVENT OR REDUCE THE WORKER'S REST, LEISURE, AND PERSONAL TIME SPENT WITH FAMILY AND FRIENDS!



THE REALITY OF THE 21ST CENTURY IS MARKED BY THE WORKERS' ALMOST TOTAL DEDICATION TO THEIR TASKS, IN A CONTINUOUS SYSTEM THAT IS NOT LIMITED TO THE WORKPLACE.



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

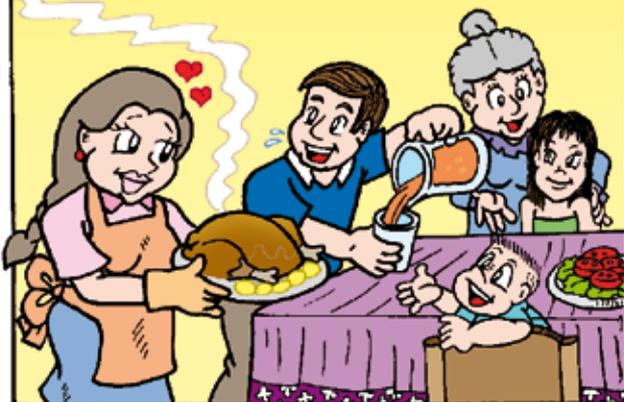
DATA ENTRY DEPARTMENT



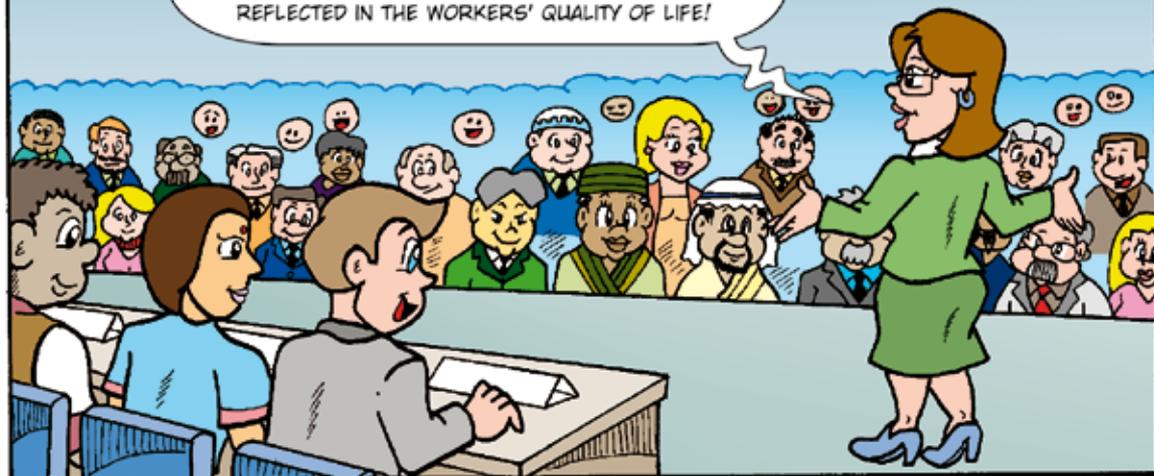
WE ARE VERY CAREFUL ABOUT THAT WHERE I WORK!



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

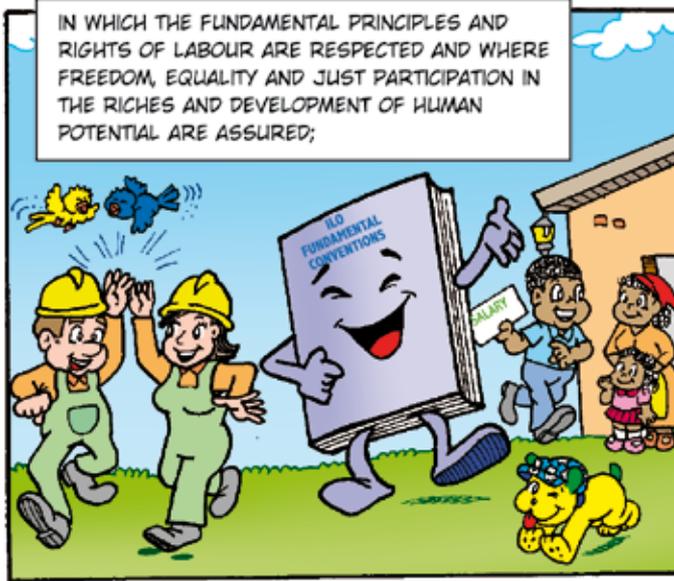
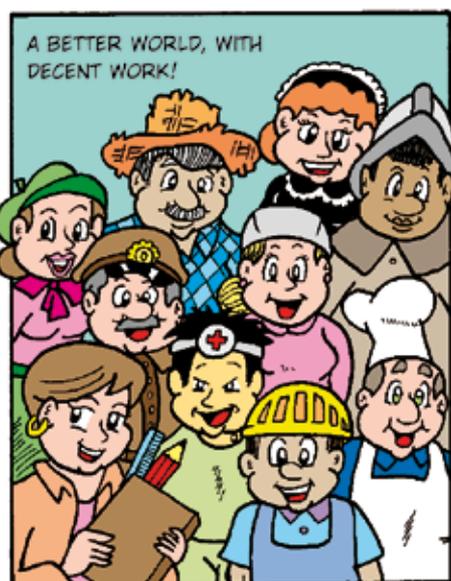
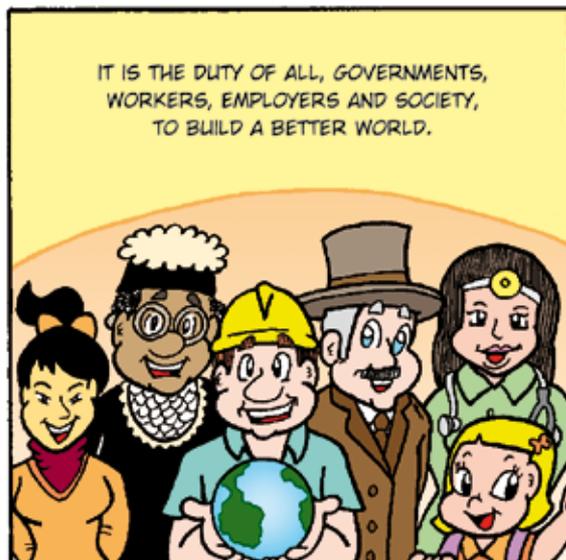


I BELIEVE THAT TECHNOLOGICAL INNOVATION AND WORK CAN COEXIST PEACEFULLY, AS LONG AS THE SEARCH FOR BETTER PRODUCTION RESULTS IS REFLECTED IN THE WORKERS' QUALITY OF LIFE!



Primer of International Labour Law in comics

CLOSING



WHERE CHILDREN ARE PROTECTED AND ADOLESCENTS ARE GUARANTEED THE RIGHT TO LEARN A TRADE... AND WHERE YOUNG PEOPLE HAVE ACCESS TO DECENT WORK.



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



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



THE END

Primer of International Labour Law in comics

EXPEDIENT



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Realization



International
Labour
Organization