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The 2030 Agenda: Decent Work and the Reduction of Women's Precarious Work

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Abstract

The 2030 Agenda has, as one of its goals, Sustainable Development Goal (SDG) No. 8, which consists of promoting “sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. To understand this, it is necessary to study the concept of decent work and its pillars, such as social dialogue, rights at work, social protection and employment creation. With that in mind, the present article analyses the importance of promoting decent work to mitigate precarious work performed by women. Therefore, the research is guided by dogmatic investigation, using bibliographic study to explain the construction of development – and sustainable development, what decent work, precarious work and women labour are. Although the paper does not exhaust the topic, it stresses the importance of the promotion of decent work and of considering unpaid domestic work to protect women from precarious work, by a systematic reading of SDG No. 8 and No. 5, without ignoring the other SDGs, like 10 and 16, to encourage more equal policies.

Keywords: 2030 Agenda; decent work; work performed by women; precarious work.

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1. Introduction

With the advent of the UN 2030 Agenda, prescribed in Resolution No. 70/1, which corresponds to a soft law instrument and results from the consensus between 193 countries, it has been proposed important goals and targets, in an attempt to achieve sustainable development.

In this sense, among the objectives, we find SDG 8, on the promotion of decent work, whose concept was outlined within the scope of the ILO and has as its pillars the employment creation, rights at work¹, social protection and social dialogue.

It is noted that, despite advances towards the promotion of decent work, we are still facing the exercise of work in a precarious way, that is, devoid of protection, as it is carried out in unhealthy environments, with high or low working hours, low wages and restricting unionization.

With this in mind, we intend to answer the following question: is the idea of decent work enough to mitigate the precarious work performed by women?

This research has as its general objective to analyse the importance of promoting decent work to mitigate precarious work performed by women. And as specifically objectives: i) to study the UN 2030 Agenda and the construction of development – and sustainable development; ii) to study the sustainable development goal 8 about decent work; iii) to identify the concept of precarious work, analysing Brazilian data; iv) to analyse if the idea of decent work, predicted in SGD 8, can mitigate the precarious work performed by women.

For this, the research is guided by dogmatic investigation, using bibliographic study to explain the construction of development – and sustainable development, what decent work, precarious work and women labour are, each of which will be dealt with in its own section, and, at the end, will be connected.

¹ Rights at work correspond to the obligations mentioned in ILO Declaration on Fundamental Principles and Rights at Work, which are: “freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; a safe and healthy working environment.”

2. UN 2030 Agenda and its Evolution

The UN 2030 Agenda consists of a document elaborated by 193 Member-States, that came into force on January 1st in 2016, by the publication of 70/1 UN Resolution. Its emergence is not unprecedented, and there are some instruments that precede it, which are 21 Agenda and the Millennium Development Goals (MDGs)².

In summary, the 21 Agenda was elaborated through negotiations at the UN, as a result of the Second United Nations Conference on Environment and Development (Rio-92).

In turn, the MDGs result from the Millennium Summit, held in 2000, and did not correspond, according to Persson, Weitz and Nilsson³ to a universal commitment, being considered, by the mentioned authors, as a way for OECD countries to legitimize their image. In spite of this, they argue that the MDGs reflected a normative shift from international law goals, focusing not only on economic growth but also on poverty eradication and human well-being. Furthermore, it should be mentioned that these objectives receive support from 191 nations, which would even serve as inspiration for the improvement of the SDGs.

In 2015, the 2030 Agenda was adopted and, as already mentioned, come into force in 2016. It consists of 17 goals and 169 targets, understood as instruments of a non-mandatory nature (soft law), not residing, however, in a normative vacuum, as it is inserted in a context of evolution of International Law in the last decades⁴.

In addition to being based on the tripod of development, covering its economic, social and environmental aspects, a subject that will be analysed below, the Agenda is based on the “5 Ps” “people, planet, prosperity, peace and partnership”, as can be seen in UN Resolution 70/1, which aims to “leave no one behind”.

For a better understanding of the theme, as well as the content resulting from the Agenda and Resolution 70/1, it is important to study the

² See UN. The Sustainable Development Agenda. Available at: <https://www.un.org/sustainabledevelopment/development-agenda-retired/#:~:text=On%201%20January%202016%2C%20the,Summit%20%E2%80%94%20officially%20came%20into%20force>. Access in: 06 dec. 2022.

³ See PERSSON, Åsa; WEITZ, Nina; NILSSON, Måns. Follow-up and Review of the Sustainable Development Goals: Alignment vs. Internalization. *Review of European, Comparative & International Environmental Law*, v. 25, n. 1, p. 59-68, 2016.

⁴ See KIM, Rakhyun E. The Nexus between International Law and the Sustainable Development Goals. *RECIEL (Review of European, Comparative & International Environmental Law)*, v. 25, n. 1, p. 15-26, 2016.

concept of development and sustainable development, which will be done in the next section.

1.1 Development and Sustainable Development

The term development is endowed with innumerable meanings; hence, further research is necessary for its understanding.

Initially, the idea of development was related to an economic notion, in the sense that countries with greater financial capital were considered developed. In that regard, the UN used the term in the post-war context, to distinguish developed countries from developing countries, serving the differentiation as support for the elaboration of projects for the neediest. Despite the emphasis on economic aspects, Ojeda-Pérez, García-Bueno and González-Franco⁵ argue that they are considered, in a way, social notions.

In spite of these considerations, made by the authors mentioned above, the term is constructed in order to take into account social aspects, with emphasis on the emergence of the action plan to determine a minimum standard of living prepared by the ILO in 1976 and the Declaration on the right to development prepared by the UN, in 1986.

Afterwards, the environmental bias was included in the concept, so that it is called sustainable development. Thus, although there are mentions that researchers such as Thomas Malthus would have already adopted the term in question, its landmark was taken as the Brundtland Report (Our Common Future), in 1987, which defines sustainable development as “one that meets to the needs of the present without compromising the ability of future generations to meet their own needs”⁶.

In parallel with the change of the notion of sustainable development, new indices for measuring development began to be created, which were not restricted to the economic aspect (this being the case of the Gross Domestic Product - GDP), highlighting the creation of the Human Development Index (HDI), introduced by Amartya Sen, in 1990⁷. There are also other indices considered as more comprehensive measures than

⁵ See OJEDA-PÉREZ, Fabián, GARCÍA-BUENO, Marco César; GONZÁLEZ-FRANCO, Rubén Antonio. *Desarrollo sostenible del trabajador a través del trabajo decente*. Sociedad y economía, v. 38, p. 89-104, 2019.

⁶ See CMNAD. *Nosso Futuro Comum*. 2 ed. Rio de Janeiro. Ed. Fundação Getúlio Vargas. 1991.

⁷ OJEDA-PÉREZ, Fabián, GARCÍA-BUENO, Marco César; GONZÁLEZ-FRANCO, Rubén Antonio, *op. cit.*

GDP, such as the Genuine Progress Indicator and the Happy Planet Index⁸.

It is noted, through the analysis, that the notion of development has gone through gradations, until it covers the triple aspect, now adopted in the UN 2030 Agenda, hence, we think it is important to mention the sustainable development objectives (SDGs).

The SDGs consist of the objectives to be achieved by the Member States by the year 2030, by observing the targets set out therein, which can be adapted to the reality of each country. Pursuant to the provisions of UN Resolution 70/1, there are 17 objectives⁹:

Table No. 1. Sustainable Development Goals

Goal 1. End poverty in all its forms everywhere
Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture
Goal 3. Ensure healthy lives and promote well-being for all at all ages
Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
Goal 5. Achieve gender equality and empower all women and girls
Goal 6. Ensure availability and sustainable management of water and sanitation for all
Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10. Reduce inequality within and among countries
Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12. Ensure sustainable consumption and production patterns
Goal 13. Take urgent action to combat climate change and its impacts
Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development

⁸ See KIM, Rakhyun E, *op. cit.*

⁹ See UN. Resolution 70/1 Adopted By The General Assembly On 25 September 2015. New York, Available at: <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N15/291/89/PDF/N1529189.pdf?OpenElement>. Access in: 10 jul. 2022.

Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Source: UN, 2015.

One of them is SDG 8, which is about promoting “sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”, that will be studied in the next topic.

2. SDG 8: Decent work and the International Labour Organization (ILO)

The idea of decent work, along the lines of the one adopted in this study, was coined by the ILO, being a more recent subject than the Labour Law itself.

As it is known, the ILO was created in 1919, by the Treaty of Versailles, corresponding to a legal entity governed by public international law, of a permanent nature and tripartite composition¹⁰. There are relevant documents prepared by the organization, such as the Philadelphia Declaration, the ILO Declaration on Fundamental Principles and Rights at Work, from 1998, as well as numerous Conventions and Recommendations that deal with worker protection.

The notion of decent work, in turn, dates back to 1999, discussed at the 87th Meeting of the International Labour Conference.

Its concept, however, is not unanimous. One can cite, for example, the adopted by documents from the ILO Brazil, in which it is stated that decent work is “an adequately remunerated work, carried out in conditions of freedom, equity and security that would be capable of guaranteeing a dignified life¹¹”.

¹⁰ See SÜSSEKIND, Amaldo. *Direito Internacional do Trabalho*. 3. ed. São Paulo: Ltr, 2000.

¹¹ See OIT. *Trabalho decente nas Américas: uma agenda hemisférica, 2006-2015*. Available at: https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---ilo-brasilia/documents/publication/wcms_226226.pdf. (Accessed Dec. 07, 2022).

Mazzuconi¹² points out that, according to the ILO, decent work synthesizes a person's aspirations during their working life, meaning, among others, the opportunity to achieve productive employment, job security and social protection for families, better prospects for personal development and social integration, freedom and equal opportunity for all.

Abramo¹³, in turn, defines decent work as the point of convergence of the following strategic objectives, namely, "the promotion of rights at work, the generation of productive and quality jobs, the extension of social protection and the strengthening of social dialogue", having gender as a transversal axis¹⁴. This idea is the most adopted and accepted according to Beltramelli Neto and Voltani¹⁵, although these authors point out that this is not accepted as a "definition" and, much less, as a peremptory definition of the term.

This time, despite the possible differences in the concepts, as well as the above-mentioned note, it is understood that there is no harm in identifying decent work with its strategic pillars, which have to be read in an integrated way to achieve gender equality.

The notion of decent work is used in several international instruments, such as, the Declaration and Plan of Action of Mar del Plata (2005), Declaration on Social Justice for a Fair Globalization and the Global Pact for Employment (2008 and actualized in 2022) Rio + 20 outcome document (2012) and in the MERCOSUL Socio-Labour Declaration (2015).

¹² See MAZZUCCONI, Carolina San Martín. Trabajo Femenino: la desigualdad como factor de precariedad. In: ODS 8. El trabajo decente y las aportaciones de la comunidad internacional. 2020. Available at https://e-archivo.uc3m.es/bitstream/handle/10016/30340/monografias_12_IFV_2020.pdf?sequence=1. (Accessed Dec. 07, 2022).

¹³ See ABRAMO, Laís. Uma década de promoção do trabalho decente no Brasil: uma estratégia de ação baseada no diálogo social. Genebra: OIT, 2015. Available at: https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---ilo-brasilia/documents/publication/wcms_467352.pdf. Access in: 19 may 2022.

¹⁴ See ABRAMO, Laís, *op. cit.* pp-27.

¹⁵ See BELTRAMELLI NETO, Silvio; VOLTANI, Julia de Carvalho. Investigação histórica do conteúdo da concepção de Trabalho Decente no âmbito da OIT e uma análise de sua justiciabilidade. Revista de Direito Internacional, [S.L.], v. 16, n. 1, p. 166-187, 20 jun. 2019. Centro de Ensino Unificado de Brasília. <http://dx.doi.org/10.5102/rdi.v16i1.5900>. Disponível em: <https://www.publicacoesacademicas.uniceub.br/rdi/article/view/5900>. Acesso em: 18 maio 2022.

Furthermore, it was listed as one of the goals of sustainable development, SDG 8, which consists of “Promoting sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all”, although the SDG does not, in its notion, reflect the multidimensional character brought by the ILO, dealing only with its aspects related to the right to work and employment protection, leaving aside social protection and social dialogue¹⁶.

Despite the above, it should be noted that the MDGs did not include decent work as one of their eight objectives, in addition to highlighting that, under the terms of UN Resolution 70/1, the reading of the SDGs demands an integrated interpretation, so that SDG 8 should not be seen isolated from the others¹⁷.

Therefore, it is important to analyse the concept of precarious work, to, afterwards, identify the panorama of the work performed by women.

3. Precarious Work

Precarious work is a term that has not a certain definition in law and social studies.

Nogueira and Carvalho¹⁸ indicate several notions of what precarious work would be. These authors sustain that the notion can be understood as one that leads the worker to a precarious way of life, in view of the lack of security at work and in aspects related to housing, illness, disability and old age.

Furthermore, the authors make a distinction between precarious work and informal work, specifying that informal work is related to non-compliance with legal norms. However, its content may converge to the concept of

¹⁶ See FREY, Diane F.; MACNAUGHTON, Gillian. A Human Rights Lens on Full Employment and Decent Work in the 2030 Sustainable Development Agenda. Sage Open, [S.L.], v. 6, n. 2, p. 1-13, abr. 2016. SAGE Publications. <http://dx.doi.org/10.1177/2158244016649580>. Available at: <https://journals.sagepub.com/doi/pdf/10.1177/2158244016649580>. Access in: 19 may 2022.

¹⁷ MDG 3, in the other side, predicted the promotion of gender equality and women autonomy. See NUNES, Alessandra Garcia Machado *et al.* Relação entre igualdade de gênero e o desenvolvimento sustentável (ODS 5): um panorama internacional da evolução das publicações na Web of Science. Gênero, Niterói, v. 22, n. 1, p. 1-30. Available at <https://periodicos.uff.br/revistagenero/article/view/50026/30727>. (Access Apr 08, 2023).

¹⁸ See NOGUEIRA, Mauro Oddo; CARVALHO, Sandro. Trabalho precário e informalidade: desprecarizando suas relações conceituais e esquemas analíticos. IPEA – textos para discussão, n. 2707. Rio de Janeiro: IPEA, 2021.

precarious work, because both infer the idea of destabilizing workers and institutionalizing underemployment caused by the capitalist system¹⁹. In the same vein, Olinto and Oliveira²⁰ show that precarious work and informal work are interconnected, as the former tends to be located in the informal sector of the economy.

Another concept about precarious work is the one created by Kalleberg²¹, who highlights that this would correspond to unpredictable work, whose risk is mostly taken by the worker and not by the employer.

In this sense, the ILO itself and liberal protection systems, he highlights that the issue of precariousness has been examined in opposition to what has been called “standard employment relationship” (SEP). The main characteristics of SEP consist of: 1) full-time, generally eight hours; 2) full weekly duration, usually varying between thirty-five and forty-five hours; 3) for an indefinite period; 4) for service provided directly to the employer; 5) regulated through legal norms and collective bargaining promoted by unions; and 6) covered by social security and misfortune protection.

Freitas Júnior²², however, mentions that the relationship between precariousness and SEP did not occur in the same way in all countries, nor did it protect men and women equally, highlighting that the success of SEP and Fordism during the Glorious Thirty, in central economies, occurred to the detriment of precariousness in peripheral countries. Furthermore, the author explains that, if the work is performed outside the SEP molds, it would be called atypical work – and not precarious work, although it can, frequently, be performed in a precarious way.

¹⁹ See NOGUEIRA E CARVALHO, op. cit.

²⁰ See OLINTO, Gilda; OLIVEIRA, Zuleica Lopes Cavalcanti de. Gênero e trabalho precário no Brasil. *Gênero*, Rio de Janeiro, v. 5, n. 1, p. 209-223, dez. 2012. Available at: <https://periodicos.uff.br/revistagenero/article/view/31002/18091>. Access in: 06 dec. 2022.

²¹ *apud* NOGUEIRA E CARVALHO, op. cit.

²² See FREITAS JÚNIOR, Antonio Rodrigues de. Precarização das relações de trabalho e suas consequências. In: COSTA, Beatriz Casimiro; COSTA, Manoel Casimiro (org.). *Legislação do trabalho: publicação mensal de legislação, doutrina e jurisprudência*. São Paulo: Ltr, 2022. Prefácio. Also FREITAS JÚNIOR, Antonio Rodrigues de. La precarización de las relaciones de trabajo y sus consecuencias: un flagelo para 70 millones de brasileños en nuestros días. *Revista Derecho del Trabajo*, Montevideo, Año XI, n. 38, p. 63-70, jan-mar. 2023.

In this sense, Betti²³ defends the thesis that precarious work is a historical phenomenon, deconstructing the idea that it is a new one, which arises with the collapse of Fordism. Referring to the Italian case, the author highlights that the gender approach reveals different forms of production and working conditions, with women and migrants experiencing a significant level of precariousness in what was called the “golden age” in the 20th century.

Resuming our review on the subject, it is mentioned that, according to the ILO (2011), precarious work can be defined based on some common characteristics, such as: i) way of transferring the risks of the activity to the employee; ii) carried out in the formal or informal economy; iii) which is characterized by varying levels of objective (legal situation) and subjective (feeling) particularities of uncertainty and insecurity; iv) uncertainty about the duration of work; v) presence of several employers; vi) covert or ambiguous employment relationship; vii) inability to enjoy social protection and benefits associated with employment; viii) low wages and obstacles to union membership and collective bargaining.

Hirata²⁴ establishes as indicators of precarious work: i) the absence of social protection and social rights, including union rights; ii) work performed in reduced hours, which leads to lower wages; iii) low levels of qualification.

Guy Standing²⁵, in turn, uses the term precariat – as a neologism created by combining the terms precarious and proletariat – to designate people deprived of guarantees related to: i) the labour market; ii) employment relationship; iii) job security; iv) work safety; v) skill reproduction; vi) income security and vii) representation guarantee.

There is also an understanding according to which precariousness would be in opposition to decent work – the latter being conceptualized by the ILO as based on the objectives: i) labour rights; ii) employment promotion; iii) social protection; iv) social dialogue.

²³ See BETTI, Eloisa. *Gênero e trabalho precário em uma perspectiva histórica*. Bolonha: Itália, 2017. Available at: http://outbrorevista.com.br/wp-content/uploads/2017/11/03_Betti_2017.pdf. Access in 04 oct. 2022.

²⁴ See HIRATA, Helena. *A precarização e a divisão internacional e sexual do trabalho*. *Sociologias* [online]. 2009, n. 21 [Access in 17 Setembro 2022], pp. 24-41. Available at: <<https://doi.org/10.1590/S1517-45222009000100003>>. Epub 01 Jun 2009. ISSN 1807-0337. <https://doi.org/10.1590/S1517-45222009000100003>.

²⁵ See STANDING, Guy. *O precariado: a nova classe perigosa*. Belo Horizonte: Autêntica, 2013.

Finally, systematizing the definition given by Nogueira and Carvalho²⁶, precariousness would be the antithesis of decent work, through the performance of activity whose risk is mostly assumed by the worker, corresponding to a dynamic process underway in the economy contemporary global.

In addition, there are authors that highlight the need to link to the concept under discussion with the idea of family precariousness²⁷ because, as it will be seen in the topic below, about the sexual division of labour, women are still the most responsible for domestic work performed in their own home. Thus, inequality within the family slips into the external sphere, because besides overwhelming women with heavy responsibilities, it can make them assume part-time or temporary positions so that they can reconcile their activities.

3.1. Precarious Work and Women

In a piece of research conducted by World Economic Forum²⁸, published in July 2022, it is explained that countries that invest in human capital and facilitate balancing work and family tend to be more prosperous.

In another recent study realized by Economic Commission for Latin America and the Caribbean (ECLAC) and ILO, it was highlighted that differences between the participation and occupation in labour market, comparing the years 2020 e 2021 still persist, showing that the female employment recovery is slower and less complete than male employment²⁹.

The mentioned study concluded that while the participation rated for men rose 3 percentage points, the rate for women was just of 2,8, meaning that while regional participation of men was about 73,5 percent in 2021, women was 50,4 percent. This slow recovery, or the maintenance of the difference are justified by the higher number of women performing caregiving activities for the children, the sick and the elderly people³⁰.

²⁶ *Op. cit.* pp. 37

²⁷ Hirata, 2009, *op. cit.*

²⁸ See WEF. Global Gender Gap Report: insight report. Geneva: World Economic Forum, 2022. Available at: https://www3.weforum.org/docs/WEF_GGGR_2022.pdf. Access in: 06 dec. 2022.

²⁹ See ILO (Chile). Employment Situation in Latin America and the Caribbean: real wages during the pandemic: trends and challenges. Santiago: United Nations, 2022. Available at: https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---sro-santiago/documents/publication/wcms_849283.pdf. Access in: 06 dez. 2022.

³⁰ *Idem ibidem.*

Furthermore, in general, when considering the work performed by women, we understand that the analysis by gender lens is not enough, that an intersectional view must be adopted, to frame, for example, race, age, disability, nationality as analysis categories.

In this sense, Betti³¹ emphasize that, since the late 1990s, migrant women have been allocated in jobs with higher levels of precariousness when compared to Italian women, due to their lack of citizenship.

In Brazil, we found, in the fourth quarter of 2022, 65,9 million of people out of the labour market, 38,5 million of informal workers, 8,5 million of unemployed and 21,3 million of sub-utilized workers³².

The amount of occupation between men, was about 61,4%, opposite to the total of 41,2% of women³³. We can mention the existence of inequalities with regard to race, so that we find a proportion of 45.6% of employed white people, to the detriment of 53.5% black people. Nevertheless, what matters in this composition is not, in itself, the percentage, which is higher among black people, but rather, its concentration in occupations of agriculture, construction and domestic services, activities characterized by lower incomes³⁴.

In addition to lower incomes, the activities mentioned are also marked by higher rates of informality. Thus, in agriculture, we found 63.3% of men in the informal sector and 71.6% of women. Adding the race factor, there are 53.9% white informal workers and 72% black informal workers. In construction, 64.8% of men are informal at the expense of 30.5% of women: whites are 45.4% and blacks, 54.6%. In domestic service, in turn, there are 56.2% of informal men and 72.2% of women, among them whites represent 69% and blacks 71.6%.

Still in an analysis carried out in the Brazilian context, it is possible to verify that the white population perceived, in 2020, 73.3% more than blacks or browns and men, 28.1% more than women³⁵.

³¹ BETTI, 2017, *op cit.*

³² See PNAD. Pessoas em idade de trabalhar. Available at: <https://painel.ibge.gov.br/pnadc/>. Access in 27 apr. 2023.

³³ See IBGE. Síntese de indicadores sociais: uma análise das condições de vida da população brasileira. 2021b. Available at: <https://biblioteca.ibge.gov.br/visualizacao/livros/liv101892.pdf>. Access in: 06 dez. 2022.

³⁴ *Idem ibidem.*

³⁵ IBGE. Síntese de indicadores sociais. 2021a. Available at: <https://www.ibge.gov.br/estatisticas/sociais/saude/9221-sintese-de-indicadores-sociais.html?=&t=resultados>. Access in: 06 dec. 2022.

As for accidents at work, in a study carried out by Menegon et al³⁶ in analysis between the years 2006 and 2015, it was found that a greater number of male victims were injured, corresponding to 95%, the majority with low education and only 5% female.

Mentioning the hours worked, it can be seen from the analysis of the table below that the majority of men and women work 40 to 44 hours per week, with a greater concentration of women in activities performed in less hours as opposed to a greater number of men in activities with more hours³⁷:

Table No. 2. Hours worked

Selected characteristics	People aged 14 or more, occupied in the reference week						
	Total (1000 people)	until 14 hours	from 15 to 30 hours	from 31 to 39 hours	from 40 to 44 hours	from 45 to 48 hours	49 ou more hours
	absolut	proportion	proportion	proportion	proportion	proportion	proportion
Brazil	86673	3,3	17	4	54,4	10	11,2
sex							
Men	50492	1,8	12,7	3,5	56,7	11,6	13,7
Women	36181	5,3	23,2	4,6	51,3	7,8	7,8
colour							
white	39493	2,8	15,2	3,6	56,3	9,3	12,7
black or brown	46344	3,7	18,6	4,3	52,9	10,7	9,8
colour and sex							
white man	22168	1,5	10,8	3,1	57,7	10,8	16
black or brown man	27842	2,1	14,2	3,9	55,9	12,3	11,6
white woman	17325	4,4	21	4,3	54,5	7,3	8,5
black or brown woman	18503	6,2	25,2	4,9	48,5	8,2	7

Source: Adapted form IBGE, 2021a

³⁶ See MENEGON, Lizandra da Silva, MENEGON, Fabrício Augusto e Kupek, Emil. Mortalidade por acidentes de trabalho no Brasil: análise de tendência temporal, 2006-2015. Revista Brasileira de Saúde Ocupacional [online]. 2021, v. 46 [Access in 8 Oct. 2022] , e8. Available at: <<https://doi.org/10.1590/2317-6369000025219>>. Epub 19 Nov 2021. ISSN 2317-6369. <https://doi.org/10.1590/2317-6369000025219>.

³⁷ Adapted from IBGE. Síntese de indicadores sociais. 2021a. Available at: <https://www.ibge.gov.br/estatisticas/sociais/saude/9221-sintese-de-indicadores-sociais.html?=&t=resultados>. Access in: 06 dec. 2022.

This relationship, however, does not include unpaid work performed in the domestic sphere, which cannot be overlooked, because it is mostly done by women. To exemplify, in Brazil, white men perform, on average, 10.9 hours of chores per week, black and brown men 11 hours, white women 20.7 hours and black and brown women 22 hours per week³⁸.

When it comes to domestic unpaid work that is done by occupied people, the number does not change substantially, with an average of 10.3 hours for white men, 10.6 for black and brown men, 17.7 for white women and 19.2 for black and brown women³⁹.

Young⁴⁰, in this sense, describes that women are overrepresented in precarious jobs in the U.S and Canada. They use to earn less than male, are less likely to hold permanent positions, work far fewer hours and are less likely to have union protection.

As a partial conclusion, we must say that it is crucial to adopt a gender lens to the work issue and family precariousness⁴¹, due to the exercise of domestic labour, as we have mentioned, mostly by women.

Finally, we reckon that SDG 8 must be analysed in an interconnected and integrated manner with SDG 5 so that the purposes of the UN 2030 Agenda are implemented⁴².

³⁸ See IBGE. Em média, mulheres dedicam 10,4 horas por semana a mais que os homens aos afazeres domésticos ou ao cuidado de pessoas. Available at: <https://agenciadenoticias.ibge.gov.br/agencia-sala-de-imprensa/2013-agencia-de-noticias/releases/27877-em-media-mulheres-dedicam-10-4-horas-por-semana-a-mais-que-os-homens-aos-afazeres-domesticos-ou-ao-cuidado-de-pessoas>. (Accessed Dec 06, 2022).

³⁹ IBGE, 2019, *op. cit.*

⁴⁰ See YOUNG, Marisa C. Gender Differences in precarious work settings. *Relations Industrielles*, Quebec, v. 65, n. 1, p. 74-97, jan. 2010. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/meetingdocument/wcms_161370.pdf. (Accessed Dec 06, 2022).

⁴¹ HIRATA, 2009. *op. cit.*

⁴² “The interlinkages and integrated nature of the Sustainable Development Goals are of crucial importance in ensuring that the purpose of the new Agenda is realized. If we realize our ambitions across the full extent of the Agenda, the lives of all will be profoundly improved and our world will be transformed for the better”. See UN. Resolution 70/1 Adopted By The General Assembly On 25 September 2015. New York, Available at: <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N15/291/89/PDF/N1529189.pdf?OpenElement>. (Accessed Jul 10, 2022).

4. SDG 5: Gender Equality and Unpaid Work

To understand SDG 5, we have to analyse some introductory concepts, such as the difference between gender and sex.

In this way, while sex is related to biological aspects of people, which support the categorization of individuals into males, females and intersex people, gender corresponds to a notion developed between the 70s and 80s, and can be understood as a "social organization of relations between the sexes"⁴³. It refers to the set of socially constructed characteristics, relating, therefore, to culturally and historically determined aspects⁴⁴.

Thus, the 2030 Agenda used the expression "gender" in SDG 5, which denotes an attitude towards the concept in its more social than biological sense.

In these terms, the aiming for equality between the genders is an important objective, as there are still differences regarding the treatment between men and women at work. Furthermore, we cannot neglect the existence of differences in the work carried out within the family, with the unequal distribution and assumption of tasks between men and women, which is associated with the notion of the sexual division of labour.

This is because women were assigned reproductive work, associated with domestic life and care⁴⁵ – often unpaid –, which are related to the private aspect of life, in order to keep them away from the exercise of public activities, as is the case of legal drafting legal rules⁴⁶.

Thus, aware of this dichotomy, SDG 5, which consists of achieving gender equality and empower all women and girls, has some important targets, as could be seen below⁴⁷:

⁴³ See MACCISE, Regina Larrea. *Feminismo(s), perspectiva de género y teorías jurídicas feministas*. 2011. *Revista Derecho en Libertad*, Facultad Libre de Derecho de Monterrey. Available at: <https://apmj.pt/documentacao/teoria-feminista-do-direito>. (Access Sep 08, 2022).

⁴⁴ See CNJ. *Protocolo para julgamento com perspectiva de gênero [recurso eletrônico]*. Brasília: Conselho Nacional de Justiça – CNJ; Escola Nacional de Formação e Aperfeiçoamento de Magistrados, 2021.

⁴⁵ Care can be defined as "processes, relationships and feelings between people who care for each other, as well as for living beings and even objects, covering various dimensions of social life." See HIRATA, Helena; DEBERT, Guita Grin. *Dossiê gênero e cuidado – Apresentação*. Cadernos Pagu. Campinas, n. 46, 2016.

⁴⁶ Sexual division of work.

⁴⁷ See UN. *Goal 5: achieve gender equality and empower all women and girls*. Available at: <https://www.un.org/sustainabledevelopment/gender-equality/>. (Accessed Dec. 06, 2022).

Table No. 3. Goal 5 targets

5.1 End all forms of discrimination against all women and girls everywhere
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Source: UN, 2022.

Note that, since 2015, the 2030 Agenda establishes, for instance, the importance of recognizing and valuing unpaid care and domestic work, the necessity to end all forms of discrimination and to adopt and strengthen policies and legislation for the promotion of gender equality, which undoubtedly glance in working relationship.

On the subject, we can verify some international norms that deal with the promotion of equality between men and women, as is the case of Conventions No. 111 and 156 – not ratified by Brazil – of the ILO and

the Convention on the elimination of all forms of discrimination against women (CEDAW). In the Brazilian context, in addition, there are provisions in the CLT and Law No. 9,029/1995.

However, in the Brazilian case, for example, there is no specific legislation for the recognition of unpaid work performed in the domestic sphere, except for the possibility of contributing in the optional category to social security, which reinforces the sexual division of labour, since unpaid domestic work is mostly performed by women.

To mitigate such inequality, according to Marcondes and Vieira⁴⁸, it would be necessary to have normative, supervisory, financing and provision functions, such as day care and elderly care policies and measures to protect maternity and male co-responsibility.

4.1 Decent Work and the Mitigation of Precarious Work Performed by Women

In view of what we have studied above, it is clear that, despite the existence of numerous definitions given to the notion of precariousness, it can be understood as a counterpoint to what is called decent work, which is one of the goals that UN 2030 Agenda predicts:

⁴⁸ See MARCONDES, Mariana Mazzini; VIEIRA, Regina Stela Corrêa. Perspectiva de gênero nas licenças por nascimento: uma análise do Brasil, da Argentina e do Uruguai durante governos de esquerda. *Revista de Informação Legislativa*, Brasília, v. 228, n. 57, p. 11-36, out. 2020. Available at: https://www12.senado.leg.br/ril/edicoes/57/228/ril_v57_n228_p11.pdf. (Accessed Dec. 06, 2022).

Table No. 4. Precarious x Decent Work

Precarious work	Decent work
Low wages	employment creation, rights at work
Unhealthy work	rights at work
Journeys in a few or exhaustively hours	rights at work
Employment relationship without legal protection	employment creation
Absence of Social Security coverage	social protection
Absence of unionization	social dialogue, rights at work
Instability or insecurity at work	social protection, employment creation, rights at work

Source: Own elaboration, 2023.

Thus, in view of the analysed data, in the Brazilian case, it can be considered that there are more women performing informal activities, receiving lower wages and working for less than the standard time, but spending more hours on unpaid domestic work. In turn, men are the majority who work longer hours and have suffered more accidents at work.

With this, we may say that, although both women and men realize the precarious work, we must consider that mostly women perform the unpaid domestic work, so that we suggest the relevance of the joint reading of SDGs 8 and 5, adding intersectional aspects, as race, to the analysis.

In spite of those considerations, we do not ignore the importance of the others SDG, such as SDG 10, that explores reducing inequalities and 16, that covers peace, justice and strong institutions, to promote more equal gender policies.

Conclusion

In this study, we approached the UN 2030 Agenda and its evolution, noting that it was preceded by documents such as 21 Agenda and the Millennium Development Goals, consisting of a global effort by 193 countries, with a forecast of 17 goals and 169 targets.

This Agenda, as seen, takes into account the idea of sustainable development anchored in its three aspects, economic, social and

environmental, and is based on the “5 Ps” “people, planet, prosperity, peace and partnership”, with the motto of not leaving anyone behind.

About SDG 8, we identified the term decent work with their pillars, which are: employment creation, rights at work, social dialogue and social protection, considering the gender lens as a transversal aspect, mentioning that the SDG 8 do not include all these aspects.

We pointed that precarization is used to describe jobs that have, as common characteristics: lack of safety and certainty; a way of transferring the risks of the activity to the employee; inability to enjoy social protection and benefits associated with employment; low wages and obstacles to union membership and collective bargaining and journeys in a few or exhaustively hours.

In this path, we talked about the characterization of women's work, exemplified by the Brazilians case, to conclude that, although the precarious work is realized by both women and men, we must consider the unpaid domestic work, that is performed mostly by women, so decent work, as predicted in SDG 8, is not enough to promote decent work for women, suggesting the relevance of the joint reading of SDGs 8 and 5.

This is because, when studying SDG 5, we analysed the productive and reproductive work, reinforcing the importance of consider the unpaid domestic work, which is one of the targets of the mentioned SDG, not ignoring the importance of an intersectional analysis and the inclusion of the others SDG, such as SDG 10 and 16 to promote more equal gender policies.

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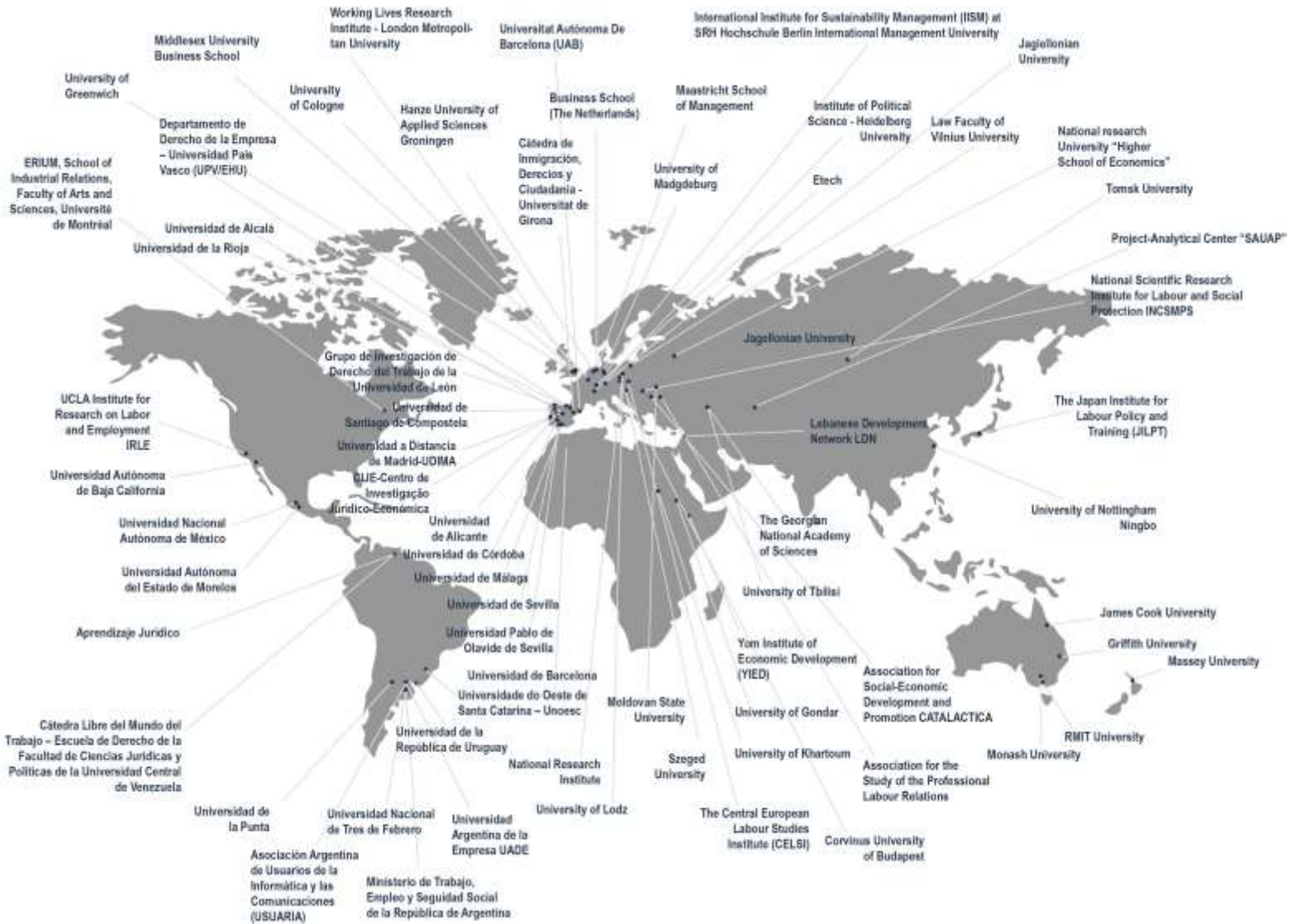
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