

PRACTICAL GUIDE

AGRICULTURAL COOPERATIVES and decent work in Latin America:

actions and measures for the socioeconomic and labor
inclusion of disadvantaged people



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Practical guide

Agricultural cooperatives and decent work in Latin America:

actions and measures for the socioeconomic and
labor inclusion of disadvantaged people



COOPERATIVES OF THE AMERICAS

Phone: 2290-1714

P.O.B.: 6648-1000, Costa Rica

www.aciamericas.coop

aci@aciamericas.coop

President of Cooperatives of the Americas: Graciela Fernández

Regional Director: Danilo Salerno

Author: Michela Giovannini

Research coordinator: Carlos González

Layout: Oscar G. Barreto

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What is decent work?



The concept of decent work refers to the possibility of accessing decent employment, which corresponds to the aspirations of people, which generates fair income, with safe conditions in the workplace and social security for those who work and their families.

It also guarantees freedom of expression of opinions, the right to organize and gather and equal treatment and opportunities for women and men. The concept of decent work, originally promoted by the ILO, has been integrated into the most important human rights declarations, resolutions and outcome documents of major UN conferences. The four pillars of the Decent Work Agenda – job creation, social protection, rights at work and social dialogue – have become central elements of the 2030 Agenda for Sustainable Development.

Among the main aspects for the statistical measurement of decent

work, according to the ILO, are equality of opportunity and treatment in employment, which has to do with occupational segregation by gender, wage disparity among men and women, and the measure of discrimination based on race/ethnic origin/discrimination against indigenous peoples/workers, migrant/rural workers, and the employment of persons with disabilities.

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Cooperatives have a remarkable potential relative to the implementation of decent work measures and the Sustainable Development Goals (SDGs) and can contribute significantly to the

achievement of goal 8 (decent work and economic growth) and goal 16 (peace, justice and strong institutions) of the 2030 Agenda, especially through the promotion, boost and implementation of international labor standards” (ILO, 2022).

Goal 8, among its specific targets, includes:

8.5 “By 2030, achieve full and productive employment and decent work for all women and men, including youth and persons with disabilities, as well as equal pay for work of equal value”.

8.8 “Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, in particular migrant women and persons in precarious employment”.

In addition, goal 10.7 aims to: “Facilitate orderly, safe, regular and responsible migration and

mobility of people, including through the implementation of planned and well-managed migration policies”.

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Decent work for
disadvantaged people



Entre as categorias mais desfavorecidas, os trabalhadores migrantes e pessoas com deficiências são encontrados entre as categorias mais desfavorecidas quando se trata de encontrar um emprego no mercado de trabalho, e especialmente quando se trata de empregos que tenham características compatíveis com o trabalho decente.

A migração laboral é motivada pela busca de emprego, incluindo o emprego sazonal durante as colheitas. No entanto, os trabalhadores migrantes são geralmente excluídos de direitos, proteção e diálogo social no país de destino, apesar de serem essenciais para a operação de um ambiente intensivo em mão-de-obra, como a agricultura. Além disso, os migrantes são frequentemente os mais afetados em tempos de insegurança econômica.

Pessoas com deficiências representam 15 por cento da população mundial, 80 por cento delas

Migrants are often the most affected in times of economic insecurity.

de idade, mas encontram dificuldade para entrar no mercado de trabalho. Embora existam países com legislação nacional que prevê a inclusão de cotas para trabalhadores com deficiências em empresas públicas e privadas, incluindo cooperativas, seu direito ao trabalho decente é frequentemente negado. Na verdade, as pessoas com deficiências são afetadas por taxas mais altas de desemprego e inatividade econômica e estão em maior risco de proteção social insuficiente.

3

Measures and actions that
agricultural cooperatives
can take to include
disadvantaged workers

There are several actions that cooperatives can take towards the inclusion of disadvantaged workers:

- Include a clause in the statutes declaring the cooperative's commitment to the inclusion of disadvantaged workers
- Develop specific policies and/or action plans to support the inclusion of these workers
- Make the issues of labor inclusion of disadvantaged people part of the agenda of the General Assembly and the Board of Directors
- Promote actions that raise awareness on the labor inclusion of disadvantaged people among members and the community
- Promote fair recruitment, including to prevent irregular labor migration
- Advocate before local authorities for the implementation of measures for the labor inclusion of disadvantaged people
- Promote Corporate Social Responsibility actions to create specific projects for the social and labor inclusion of disadvantaged people
- Promote actions to support minors of the families of disadvantaged workers
- Link disadvantaged workers and their families to state services such as health, education, insurance.

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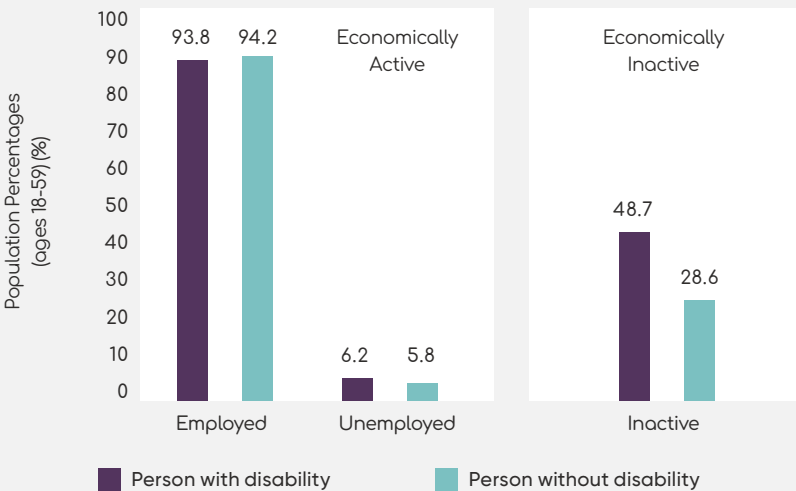
Good Practices



The cooperative CoopeTarrazú of Costa Rica has been developing a project of social responsibility, called Casas de la Alegría (Houses of Joy), which provides support to the community and to the people who work and are involved in coffee production. It is a totally free service for children between 0 and 12 years old, who arrive accompanying their parents in the collection of coffee. These families are partly migrants from Nicaragua and Pa-

nama, and some of them belong to the indigenous population of Ngäbe and Buglé (Panama). The rest of the workers are Costa Rican. The services provided are comprehensive care with trained personnel, based on dignified care. The children are offered a balanced diet, recreational and didactic activities and education in hygiene and health habits. The project has been active since 2018 and is maintained thanks to the cooperative's own funds and

Employment status among people with disability (ages 18-59), weighted average, Latin America and the Caribbean.



some funds that come from the Fairtrade Label from the Ministry of Health, Unicef and the European Commission. The Cocamar

The services provided are comprehensive care with trained personnel, based on dignified care.

cooperative of Brazil develops a social responsibility project, fully financed by the cooperative's associates, called "Proyecto Cultivar - Produciendo florestas con manos especiales", ("Cultivate Project - Producing forests with special hands"), which has social goals ("to be socially just"), economic goals ("to be economically viable") and environmental goals ("be ecologically correct"). The project was created to solve an environmental problem, namely the reforestation of degraded areas of the Atlantic Forest, one of the most devastated biomes in the country, soon becoming a social project for labor insertion

of people with intellectual and mixed disabilities. It is not a welfare project in nature, but a program of labor insertion and generation of decent employment opportunities. The project was conceived in 2005 thanks to the interactions between Cocamar, the Ministry of Labor and APAE (Associação de Pais e Amigos dos Excepcionais - Association of Parents and Friends of the Exceptional), which is dedicated to the assistance and special education of people with disabilities. ▶

Rate of inactivity due to disability status and gender, age group, ethnic group, and area of residence (for people 18 and 59 yrs of age), weighted average, Latin America and the Caribbean.



Source: World Bank, 2021

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Useful tools



Empresa inclusiva : guía para la contratación de personas con discapacidad / International Labor Organization, Country Office of the ILO for Argentina. - Buenos Aires: ILO, 2015

https://www.ilo.org/wcmsp5/groups/public/---americas/--ro-lima/---ilo-buenos_aires/documents/publication/wcms_452866.pdf

Promoting diversity and inclusion through workplace adjustments: a practical guide / International Labor Organization.- Geneva: ILO, 2017.

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_560782.pdf

Proteger los derechos de las personas trabajadoras migrantes en situación irregular y afrontar la migración laboral irregular: ILO Compendium, 2022

<https://www.ilo.org/wcmsp5/>

[groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_864134.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_864134.pdf)

