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RESEARCH ARTICLE

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DECENT WORK AND PANDEMIC: A NARRATIVE REVIEW ON SUSTAINED ECONOMIC GROWTH, BRAZIL AND LATIN AMERICA

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ABSTRACT

The world is currently experiencing a phase of reflections, doubts, and uncertainties on a universal level. The pandemic of COVID-19, reflected not only in the bases of the family, but in the whole context of development and sustained economic growth of countries, especially the less developed belonging to Latin America. The search was based on literature analysis via narrative review, in indexed journals, websites and online documents, obtaining as a basis the possible cause and effect relationships of the pandemic. As for the unemployment in some countries, as well as identify the investments of public policies to overcome the crisis suffered by governments, in the guarantee of maintaining the economy in attendance to the objectives of sustainable development, prioritizing the most vulnerable groups. The results pointed out that several legal measures were taken by the governments, actions that benefited employees with decent jobs, i.e., under contract, self-employed workers, small entrepreneurs, and other employer regimes. There was also a great demand for assistance to the socially vulnerable class, through income transfer programs or similar, resulting from sustained public policy actions to maintain the economic growth of each territory.

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INTRODUCTION

The Universal Declaration of Human Rights states that everyone has the right to a standard of living adequate for the health and well-being of all human beings, including food, clothing, housing and medical care and necessary social services. And they give the right to be insured in case of unemployment, sickness, disability, death, old age, or other lack of livelihood in circumstances beyond his control. In Brazil, the Federal Constitution of 1988, besides guaranteeing the social rights to education, food, work, housing, transportation, leisure, security, protection to maternity and childhood, assures everyone the rights related to Health, Social Security, and Social Assistance. Society is changing, the world of work is in constant mutation, new technologies evolve with a speed never imagined, and the watchword is "flexibilization". However, the flexibilization of rights leads to the precariousness of labor relations and the uncertainties of tomorrow, where the idea of full employment becomes a hypothesis no longer possible, requiring ideas based on other paradigms (ALEGRE, 2020). This alternation of changes in the labor market, caused on a larger scale by the health crisis of the coronavirus - COVID-19, causes a crisis of unequal amplitude in the world: everywhere production has fallen, unemployment has increased, income has fallen. After hitting the countries of the Far East, then Europe, and later the United States, it reaches Latin America and Africa (SALAMA, 2020).

This health crisis exacerbates and updates the criticisms made by several intellectuals to contemporary capitalism. The current pandemic highlights the importance of the State, of serious public policies and the gravity of poverty and the various social inequalities of global neoliberalism, at the same time that opens gaps to think about possibilities of new social, intellectual and critical pacts (MACIEL; MATTOS, 2020). The vision from the perspective of equality converges with the demands of capacity building and with the emphasis that the 2030 Agenda for Sustainable Development and the Sustainable Development Goals attribute to the theme. The growing concern about high levels of inequality that is expressed in countries' domestic policies has its external correlate in this consensus of the international community reached in 2015 (HILL, 2021). Formalized by the International Labor Organization (ILO, 2020), the concept of decent work summarizes its historical mission to promote opportunities for men and women to obtain quality and productive work, in conditions of freedom, equity, security and human dignity, considered a fundamental condition to overcome poverty, reduce social inequalities, ensure democratic governance and sustainable development. It is a central concept to achieve the Sustainable Development Goals (SDGs) defined by the United Nations, especially SDG 8, which seeks to "promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all". Thus, decent work is the point of convergence of the four strategic goals of the International Labor Organization (ILO, 2020):

- Respect for rights at work, especially those defined as fundamental (freedom of association, right to collective bargaining, elimination of all forms of discrimination in respect of employment and occupation, and eradication of all forms of forced labor and child labor);
- the promotion of productive and quality employment;
- the extension of social protection and;
- strengthening social dialogue.

In this occurrence, this study aims to carry out an analysis of the possible cause and effect relationships in unemployment in some Latin American countries, as to the investment of public policies to overcome the crisis and to act towards sustainable development, ascertained in 13 countries. This study brings an approach to these Latin American countries, identifying the measures adopted to overcome the pandemic crisis of COVID-19, and which strategies were effective for sustained economic growth in Brazil and Latin America. The approaches were conducted through the bibliographic research method, which is *one based on the analysis of literature already published in the form of books, articles and gray literature (theses, dissertations, papers presented at conferences, reports, etc.)* (MARTINS, 2018). It was analyzed through narrative literature review, articles in indexed journals, CAPES, Scopus, websites and online documents, in which it sought answers to the possible relations of the causes and effects of the pandemic, regarding unemployment in these countries. As well as identify the investments of public policies to overcome the crisis suffered by governments, and what concrete actions have been implemented to ensure the economy in meeting the objectives of sustainable development, prioritizing the most vulnerable groups.

RESULTS

Combining Decent Work, Personal and Family Life: Reconciling work, personal and family life is intrinsically related to the concept of decent work, especially in terms of freedom, the absence of discrimination and the ability to ensure a decent life for everyone who makes a living from their work. It is a central dimension of a strategy to promote gender equality in the world of work and requires the articulation of actions in the most diverse spheres - political, social, governmental, business and individual - that can lead to a new organization of work and family life. Access to paid work is no guarantee of decent work...a paid job is not a guarantee of decent working conditions or an adequate income for many of the 3.3 billion employed worldwide in 2019. Too often, lack of income or other means of financial support forces workers to engage in jobs that are informal, offer low wages, and provide little or no access to social protection and rights at work. (ILO, 2020). Widespread deficits of decent work are characterized in the world of work, which sums up the aspirations of people in their working lives and encompasses all dimensions of work. From work opportunities that provide a fair income, working conditions and equal treatment to social protection, labor rights, and freedom to access their basic needs. Tackling decent work deficits is a formidable task for the main actors in the labor market - governments, employers and workers - and is made even more complex by the forces of technological, climatic and demographic change and the changing character of globalization, in particular by the ongoing COVID-19 crisis. Sustainable development must be achieved by fostering productive activities, innovation and formalization, optimizing resource efficiency in production and consumption, thus aiming to ensure decent work for families. (ILO, 2020)

Labor Market in Times of Economic Conflict: It is apparent that the pandemic, as a result of COVID-19, has plunged the world into a crisis of unprecedented scope and scale. Restoring global health remains arguably the top priority, but the stringent measures required result in large-scale economic and social shocks. (ILO BRASILIA, 2021). The unstable labor market, which had been expanding through informal employment, suffered a strong reversal in both the informal and formal segments, especially in the private sector, in addition to an

increase in underutilization due to insufficient hours and lower production. It can be observed that little effort has been made towards a global articulation to overcome the crisis, that is, with the current intensity of the slope, the GDP of 2021 is committed to having as a statistical effect something close to -1% or 0%, due to the fall in 2020 (SUMMARY OF INDICATORS, 2020). For the Institute of Applied Research, wars, as a rule, have their origin in economic factors, in disputes over wealth and territorial domains, whether natural resources or markets. It is remarkable that in this pandemic, there will be no winners, because it is necessary to prepare the economy for a scenario of strong uncertainties. Considering the situation faced by micro and small businesses, as well as by formal and informal workers, there is no other alternative but for the State to take on the burden of providing emergency assistance to the most seriously threatened components. After all, in democratic societies, the State represents the role of congregation of the collective, confers (ODDO 2020).

Development-oriented public policies in a pandemic period in Brazil: Even before the pandemic of COVID-19, the Brazilian economy was already weakened and fragile, due to a low growth dynamic. The Gross Domestic Product - GDP results for the 1st quarter showed that between January and March 2020, the economy fell by 1.5% compared to the 4th quarter of 2019, discounting seasonal effects. Sectorally, in relation to the last quarter of 2019, the first three months of 2020 indicate a generalized drop in all economic segments, except for agriculture and livestock and real estate activities. Trade, manufacturing, construction, extractive industry, transport and storage, in short, the other segments, had a decrease (INDICATOR SUMMARY, 2020). With the first case of Covid-19 confirmed in Brazil on February 26, 2020, during the first half of March, few concrete measures in response to the epidemic had been taken. The first packages of measures were announced only on March 13 and 16, through Resolution No. 850 of the Deliberative Council of the Worker Support Fund - CODEFAT, dated March 18, 2020 (ODDO, 2020).

In this pandemic period, based on studies by the Intersyndicate Department of Statistics and Socioeconomic Studies - DIEESE-(SÍNTESE DE INDICADORES, 2020), it was possible to ascertain that in Brazil there were investments in public policies to secure the national economy. Under mismatched economic policy measures as a future perspective in relation to combating the effects of Covid-19. The non-effectuation of the resources for the real purpose was noted, reason in which R\$ 1.2 trillion was made available to the financial system, and this did not reach the credit end, especially for micro and small companies, reason in which the labor market was damaged from time to time, with a drop in the salary mass and an increase in unemployment. Still according to DIEESE (RIBEIRO-SILVA *et al.*, 2020) the government has not assumed any credit risk burden, which weakens this mechanism as an anti-cyclical measure. An articulation between public policies and the various federative entities and the Union is imperative. With the expansion of public investments, financing of income policies and job maintenance, availability of affordable credit for micro and small businesses (including credit risk shared between banks and government) and a productive policy that allows the crisis to be overcome by changing the current production structure that, besides being one of the main responsible for this recent stagnation dynamics, still leaves the country weakened in the face of demand for inputs to combat the pandemic. Therefore, if there is no redirection of government policies, there is a serious risk of deepening income inequalities and worsening the living conditions of the population. In the discerning eye of the Economic Commission for Latin America and the Caribbean (TRIGO, ANA GUEZMES *et al.*, 2018) it becomes important to contrast the growth rate needed to maintain employment with the growth rate compatible with external balance, citing that: The growth of the economy may fluctuate between periods, but in the long run this rate cannot deviate from that which would be compatible with balanced external accounts, and to analyze the external sustainability of growth, it is usual to estimate the world income elasticity of exports and the domestic income elasticity of imports. Therefore, maintaining this balance of economic

growth has a direct effect on social public policies, which have a central role not only in protecting rights, but also in stimulating territorial productivity. A new articulation between the productive structure and the welfare regime is indispensable, since both dimensions are interdependent. Inclusive social development policies, which provide quality social services and benefits that are sensitive to differences, increase the productivity of workers, allow for greater care of the environment, and increase resilience to disasters associated with natural phenomena (TRIGO, ANA GUEZMES *et al.*, 2018). Among other initiatives in this direction, Brazil adopted two important measures in the labor area, one of a more welfare nature aimed at informal workers and low-income families (LAW N° 13.982, 2020) and another for formal workers in the private sector (*MEDIDA PROVISÓRIA N° 936, 2020*). The scope of these two measures was potentially broad and the main objective of this technical note was to estimate their coverage both separately and together over the country's population. The results also indicated that a high share of vulnerable workers. Such as the self-employed, the unregistered, domestic workers, outsourced workers, and those whose labor income is highly dependent on the movement of people on the streets live in households with at least one member covered by the measures analyzed in this note (ODDO, 2020). For statistical elements, the following table presents quantitative data of admissions and dismissals in Brazil, in the period from 2020 to 2021.

Figure 1. Quantitative data of admissions and dismissals in Brazil

Date	Employees - Admissions - New Caged	Employees - Layoffs - New Caged	Employees - Balance - New Caged
2020.01	1.342.262	1.275.444	66.818
2020.02	1.443.388	1.254.519	188.869
2020.03	1.316.655	1.524.056	-207.401
2020.04	598.596	1.459.099	-860.503
2020.05	703.921	1.035.822	-331.901
2020.06	895.460	906.444	-10.984
2020.07	1.043.650	912.640	131.010
2020.08	1.239.478	990.090	249.388
2020.09	1.379.509	1.065.945	313.564
2020.10	1.548.628	1.153.639	394.989
2020.11	1.532.189	1.117.633	414.556
2020.12	1.239.280	1.307.186	-67.906
2021.01	1.527.083	1.266.730	260.353
2021.02	1.694.604	1.292.965	401.639
2021.03	1.608.007	1.423.867	184.140

In the demonstrative, it is possible to observe that, the evaluation made (IPEADATA, 2021), during the period from January of the year 2020 to March of the year 2021, the flow of admissions and dismissals that occurred were alternated, even though these are decent jobs, with signed work cards. However, it is possible to observe that the highest level of hiring occurred in February 2021 with 1,694,604 hirings, and layoffs occurred in March 2020, with a total of 1,524,056 workers laid off. In negative balance between hirings and layoffs occurred in the month of April 2020 with a total of 860 more jobs laid off than hired. The consequence of closures of non-essential workplaces and businesses in the country, not only in Brazil, but throughout the international territory was experienced obstacles and unwanted effects on the economy. In other words, the various population groups were affected, whether or not they were in a situation of social vulnerability, as identified in the spreadsheet below (PAHO/WHO, 2020):

In Latin American countries, the scenario of public policies to overcome the crisis: The least developed countries have had annual gross domestic product (GDP) growth of less than 5 percent over the past five years, meaning that they have fallen short of the Sustainable Development Goals - SDG 8 targets of growth of at least 7 percent

per year. In addition, recent growth rates of GDP per capita and labor productivity, are below levels reported in previous decades in most parts of the world (Tripartite Perspectives and Dialogues, 2018). Due to the severe economic shock generated by the Covid-19 pandemic, countries have been introducing measures to protect employment and household income. These measures are critical not only to help workers and their families get through the crisis period, but also to reduce its medium- and long-term negative economic effects (HECKSHER; FOGUEL, 2020). The Latin American countries differ from each other in that some have a significant population, one can cite Brazil, with 207 million inhabitants, Mexico, with 132 million, as opposed to others, such as Uruguay or the Central American countries, being relatively sparsely populated (SALAMA, 2020). The lower the GDP growth rate, the lower the social mobility, and even more so if education spending remains insufficient. With a weakened industrial chain, Latin American countries will be able to prove resilience to the pandemic of covid-19 and its harsh economic and social effects, under what conditions? These are sometimes unanswered questions that settle on the territorial dimensions of the measures of implementations of public policy strategies. Pierre (2020) states that the crisis has several dimensions, in which it is not installed in a "healthy body", ready to recover. It is possible to observe that almost all the countries in the region, and particularly the largest and strongest ones, such as Argentina, Brazil and Mexico, suffer from a tendency to stagnation of their growth rates, based on various causes: very sharp inequality of income and wealth, low investment rate due to increasingly pronounced rentier behavior, which manifests itself in excessive financialization.

Argentina and Venezuela have been experiencing a deep economic crisis for some time associated with uncontrollable inflation, especially Venezuela. It can be observed that Brazil, after a very pronounced crisis, equivalent to that of the 1930s, shows an inability to move forward. Mexico has gone into recession, the others are experiencing a drop in economic activity, for example Colombia. Finally, the return of external constraints with the fall in the price of raw materials and the volumes sold. What is worsening with the generalization of the crisis due to the global pandemic and the sharp decline in demand from Asian countries, which are the major importers of raw materials concern the current moment, understanding this phase as (SALAMA, 2020): a crisis that calls for a complete renewal of economic and political thinking. Today, the primacy is solidarity, which unfortunately is not enough in the case of Latin America, the United States and some other countries. Tomorrow, when sanitary conditions are adequate, it will be the moment to resume work, hoping that solidarity is maintained, that the economic model is not a retake of the old one, otherwise history will repeat itself as a tragedy.

However, measures to address the impacts of COVID-19, in these Latin American countries, are actions adopted by governments of the regions that seek concrete alternatives for development and exit from the economic crisis. Some public policy strategies can be identified in these details regarding licenses, services, and income transfer: In view of the measures adopted, it is possible to observe that the countries have invested in social and economic protection, aiming at health in relation to social isolation and continued income support to guarantee the sustainable maintenance of the financial market, a public policy adopted by most countries. That is the Monetary Transfer for Care. The following table shows that other actions were also implemented in the short term, aiming to guarantee the right to life and to fight the pandemic. These measures were based on educational campaigns, the imposition of rules, and the facilitation of paid work. In the analyses presented, Ecuador's launching of the campaign by the National Council for Gender Equality draws attention. In which it raises awareness about the duplicated work for women in the context of the pandemic, thus seeking reflection for improvements in the home confinement "At Home We Divide Activities", as well as others that prioritized the family, especially women for comprehensive protection. There have been countries that have introduced measures ranging from reduced hours of paid work to access to paid family leave and paid sick leave, including for self-employed men and

Figure 2. Source: Pan-American Health Organization

BARRIERS TO APPLICATION AND UNWANTED EFFECTS	POPULATION GROUPS IN SITUATIONS OF VULNERABILITY
<p>- Income and employment This has had a direct impact on the loss or reduction of workers' income. Many jobs have also been lost through the suspension of activities or the breakup of companies, especially micro, small and medium-sized enterprises (MIPMES), which represent 99% of all companies in the Region and generate more than half of all jobs (4, 155). The measure has also affected the working conditions of people who can work remotely; this remote work modality reduces the direct economic impact of the closure of companies, but brings other problems. This work alternative widens inequalities among workers, since 6 out of 10 households in the lowest income quintile do not have enough Internet connection speed for work and study activities (26, 57, 156).</p> <p>- Social Protection Workers and their families experienced a loss or reduction in coverage for health services and other benefits (such as health insurance, occupational disease diagnosis, income associated with work rest or sick leave, and others) (100). This loss may be due to linking these services to employment or inability to pay. The situation is exacerbated by the fact that a large majority of workers are either not eligible for unemployment insurance or have very limited benefits, leading to reduced income (6).</p> <p>- Psychosocial risk and environment Workers who have telecommuted have faced a lack of skills, tools and adequate conditions at home, added to the care they had to take after the closing of schools (157). This additional burden creates tension and stress in homes with a possible increase in unhealthy behaviors, such as alcohol consumption (120, 158, 159).</p> <p>- Gender inequity and the burden of care Continued homeschooling imposes an additional care burden, which falls mainly on women, increasing domestic stress, especially for working women or parents who take on childcare responsibilities (124).</p> <p>- Offering essential services and products The supply of services and products was limited by the closing of deals, leading to a greater need for travel to access supplies and an eventual increase in the prices of most products.</p>	<p>The populations that could be most affected would-be workers with precarious contracts, low-skilled telecommuting professionals, workers without social protection (informal), people who They have lost their jobs, migrants, refugees, etc. In the Region, only 15% of working poor, and 25% of working poor Of vulnerability have access to a computer with internet at home and only about 10% of male and female workers have intermediate and advanced computer knowledge and problem-solving skills in office environments. high technology (160).</p>

Figure 3. Comparative chart of public policies in Latin American countries. Source: ECLAC

ACTIONS TAKEN ON CARE IN RESPONSE TO COVID-19		
TYPE OF MEASURE	COUNTRY	MEASUREMENTS
LICENSES AND PERMITS	Argentina	Suspension of the duty of attendance at the workplace during the period of social isolation with guaranteed pay for workers over 60 years old, pregnant workers and people included in risk groups. This measure was initially made for 14 days (Resolution 207/2020), but was later extended with the extension of preventive and mandatory social isolation (Resolution 296/2020). An adult's absence from work is considered justified if that person is responsible for the care at home of a child or adolescent, and their presence is indispensable for the care of children and adolescents during the suspension of classes at schools.
	Bolivia	Special leave, receiving a salary , for the purpose of caring for the health of people with underlying diseases, elderly people, 60 years of age or older, pregnant women, children under 5 years of age, the father, mother, or guardian being the beneficiary of this special leave.
	Cuba	Measures have been passed stipulating that the mother, father, or relative who works and is responsible for the care of children who are not attending primary, special education, and children's circle classes, receive for the first month a wage guarantee equivalent to 100% of the basic wage and 60% for the duration of the suspension.
SERVICES	Costa Rica	The National Child Care and Development Network continued to offer services. This was intended to support mothers and fathers who continued in their jobs so that care did not fall to the elderly or at-risk groups that make up their family support networks.
TRANSFERS MONETARY FOR CARE	Argentina	An " Emergency Family Income " is established for unemployed people, informal workers and workers in private homes. The benefit for this Family Emergency Income was equivalent to \$10,000 Argentine pesos, which one member of the family group would receive in April, the only installment of the current year (2020).
	Ecuador	A one-time cash transfer of \$120 was established, paid in two equal parts the months of April and May 2020. This transfer was intended for unrelated affiliated persons with incomes below a Unified Basic Wage (\$400 per month), persons affiliated with the Peasant Social Security and the Unpaid Household Work scheme, with the exception of persons receiving contributory social security. Domestic workers are included among the beneficiaries.
	Dominican Republic	The " Stay at Home " social transfer program benefits the most vulnerable families (especially those headed by women), as well as informal workers or domestic workers.
	Uruguay	Strengthening of transfer programs such as the Uruguay Social card and child allowances for sons and daughters under guardianship, in order to support women's economic livelihood.

women. Thus, they aimed to foster a better distribution of care responsibilities between men and women, as demonstrated earlier in Latin America. These campaigns should also continue and grow stronger as openness is allowed to continue, in pursuit of continued cultural change (BANGO, 2020). However, it is noted that the crisis due to the pandemic is driven by globalization, which is complemented in an extremely weakened economic terrain. It is an indicator of the dysfunctions of capitalism as a whole, particularly in Latin America.

The first victims are the most vulnerable, in the face of informality, for example, 70% in Bolivia, 63% in Peru, and 47% in Brazil, where poverty remains very high, and in Argentina, it reaches 50% of those in informal work. In recent years, informality and poverty have tended to increase again, especially and above all in Brazil and Argentina (SALAMA, 2020). Data extracted from the Pan American Health Organization (PAHO) until May 21 of this year, notified by the countries and territories of the Americas, 1,001,781 people died with the SARS-CoV-2 virus in Latin

Figure 4: Comparative chart of public policies in Latin American countries. Source: ECLAC

ACTIONS TAKEN ON CARE IN RESPONSE TO COVID-19		
TYPE OF MEASURE	COUNTRY	MEASUREMENTS
CO-RESPONSIBILITY PROMOTION CAMPAIGNS	Argentina	The #CuarentenaconDerechos ("Quarantine with Rights") campaign was launched promoting the distribution of household chores and the monitoring of children's chores and games equitably and the recognition of the rights granted to female workers in private homes.
	Ecuador	The National Council for Gender Equality has launched an information campaign on co-responsibility of care, through which social media posts are being disseminated about the overload of unpaid work by women in the context of the health emergency and the need to promote co-responsibility of care in times of pandemic and confinement. Among them #EnCasaCompartimosActividades (At Home WeShareActivities).
	El Salvador	The Salvadoran Institute for the Development of Women (ISDEMU) launched an information campaign disseminated through social networks and communication pieces on the importance of giving visibility to the unpaid work and care performed mainly by women in the homes and on encouraging co-responsibility for care in the homes in the context of the national emergency by COVID-19
	Mexico	Through the #HeForShe (#ElesporElas) Campaign of InMulheres and UN Women Mexico, a publication was developed consisting of a guide and graphic materials to invite men to create and share harmonious, violence-free, and collaborative spaces, both in daily life and in times of facing the pandemic for COVID-19.
	Dominican Republic	Information dissemination campaign "In this House we are a Team" and a dissemination campaign about co-responsibility of care and the importance of promoting positive masculinities and relationships free of gender violence.
SUPPORT FOR PEOPLE WITH DISABILITIES	Colombia	The Ministry of Health and Social Protection has issued guidelines for people with disabilities, their families, caregivers, and the actors in the health sector (territorial health directorates, providers, and insurance companies) to implement differential measures to prevent and mitigate infection by COVID-19.
EXCEPTIONS TO DRIVING RESTRICTIONS	Argentina	Parents or responsible adults are allowed to enter with their sons and daughters, or children under their responsibility up to the age of twelve, in nearby businesses that are licensed to operate, whenever they cannot leave them at home under the care of another responsible adult.
RIGHTS OF PAID HOME AND CARE WORKERS	Argentina	Workers in private households must be granted paid leave for the duration of their preventive social isolation, with the exception of care for isolated elderly people or workers who have no other care support. In this case the employer must certify that he needs the worker and must ensure that neither the employers nor the close group is exposed to COVID-19. The National Commission on Work in Private Causes has decided to set a wage increase for hourly and monthly pay. In addition, they are included in the Emergency Family Allowance when her family group meets the relevant socio-economic conditions.
	Chile	The Employment Protection Act 21,227 states that paid household workers who contribute to the retirement system, because they do not have unemployment insurance, can access the money in their compensation accounts.
	Ecuador	Information campaigns on the rights of paid domestic workers in the context of the COVID-19 pandemic, aimed at employers as well as at the workers themselves.
	Peru	Various measures are established to guarantee and supervise the protection of the social and labor rights of home care workers in the context of the health emergency by COVID-19: written contract, fair and equitable remuneration; to be at least 18 years old to perform their tasks. Any act of discrimination against home-based workers is prohibited; segregation to exclusive spaces for those working under this law is condemned; the right to protection against violence and harassment in all aspects of employment and occupation, particularly against sexual harassment.

America and the Caribbean. Almost 89% of these deaths occurred in five countries: Brazil 44.3%, Mexico 22.1%, Colombia 8.3%, Argentina 7.3, and Peru 6.7%.

DISCUSSION

Suggested proposals to combat the COVID-19 crisis: In these countries, proposals for specific measures for policy integration and immediate care were suggested in order to combat the COVID-19 crisis. The main concepts adopted were:

- **Information and data:** Conduct rapid data surveys on the impacts of COVID-19 at work;
- **Services:** Keeping in operation the care of children public, so that their caregivers could return to the labor market, as well as the care of elderly people;
- **Cash Transfers and Paid-for Care Allowances:** Implementing or relaxing the conditions for access to bonuses and subsidies, then extending cash transfer and inclusion programs among beneficiaries;
- **Compatibility between care and paid work:** Promote the co-responsibility of the business sector during confinement through measures to reduce the workday, adjust goals,

objectives and other measures that contribute to the reconciliation of work and care time;

- **Promoting cultural change:** Promote campaigns to enable women's overburdening and care in the context of crisis and confinement and promote co-responsibility in the households of men and women considering cultural diversity;
- **Actors and Institutional:** Systematically incorporate care policy working groups into the crisis committees and the institutional mechanisms created to develop the socioeconomic response plans and the design of measures toward what has been called the "new normal" (BANGO, 2020).

In short, the foundations by which it is necessary to advance care policies that are articulated with the rest of the welfare pillars can be summarized as rights-based. The promotion of care policies by states presupposes the inclusion in the welfare matrix of a new right, the right of all people to care and not to care, as well as to be cared for under conditions of quality and equality (BANGO, 2020). One proposal suggested is the one the United States is currently following: "The progress we are seeing in the United States is a testament to the power of safe and effective vaccines, but underscores the great importance of accelerating their access in our region so that other

countries can fully immunize their populations," says the PAHO director. "We urgently need more vaccines for Latin America and the Caribbean, a region that is being tested by this pandemic" (ETIENNE, 2021).

In the context of a Brazil in 2030: In the perspective about the future of work in Brazil in 2030 with the participation of young people between 15 and 24 years old, the results indicate that they have a relative notion of which are the forces of change that impact the work context, however, the expectations regarding the necessary skills are not directly related (SOARES; LOPES, 2020). However, the promotion of Decent Work is characterized by two fundamental points:

- The development of intersectoral policies and actions in the areas of employment and income, education, health, environment, social assistance, among others; and
- The broad participatory debate among government, business, trade union, and civil society spheres.

Thus, the State is responsible for creating mechanisms for debate and implementation of public policies to promote Decent Work, a mission that is not only institutional, but focused on mediation and maintenance of these instruments of social dialogue. Currently, Brazil has structured its strategy to promote Decent Work in the so-called Public Policy Agendas that can be built at the national, state, regional and municipal levels. These Agendas are an instrument for institutionalizing policies, which describe the diagnosis of working conditions and choose priority areas for action, consistent with the objectives of each location. They are managed by Committees or Commissions, formed by representatives of workers, employers, government and civil society (Perspectivas e Diálogos Tripartites, 2018), which will observe the impact of the pandemic on the Brazilian economy. Even before discussing how it will affect workers' careers, it is necessary to observe how it is already affecting the economy, ties, and job security in the short, medium, and long term (MORAES, 2020). Recent socioeconomic indicators point to the cancellation of investments, company bankruptcies, falling GDP, devaluation of the national currency, and growing unemployment. However, if the pandemic crisis persists, it will be possible to observe not only small companies, but also multinational companies closed, causing a long period of unemployment, socioeconomic crisis, and uncertainty in Brazil and in the world, cites Moraes (2020).

FINAL CONSIDERATIONS

The permanent social insecurity resulting from the vulnerability of people's living conditions condemns a large part of the population to be at the mercy of eventualities, to the unfolding of life from birth to death without any safety net, especially those who only have their work to live or to survive. (ALEGRE, 2020). An articulation between public policies and the various federative entities is essential. Expansion of public investments, financing of income policies and job maintenance, availability of accessible credit for micro and small companies (including credit risk shared between banks and government) and a productive policy that allows the crisis to be overcome by changing the current productive structure. This current structure, besides being one of the main responsible for the recent stagnation dynamics, still leaves the country fragile when faced with the demand for inputs to fight the pandemic. The vision from the perspective of equality converges with the demands of capacity building and with the emphasis of the 2030 Agenda for Sustainable Development and the Millennium Goals, which brings as proposals decent jobs and sustained economic growth, which faced with the pandemic crisis, it is necessary to rethink new strategies for sustainable development at the global level (TRIGO, ANA GUEZMES *et al.*, 2018). With the precarization of the global labor market and the tightening of the rules for access to social security, there is a constant transfer of risks. As well as an increase in insecurity for workers and their families, generating a fully precarious, composed of millions of people around the world, without

any safety net, without stability. Existence can happen to anyone, it is not just a portion on the margins of society. To be part of the precarious, it is enough not to have any safety net and to suffer a situation that prevents one's own dignified subsistence, such as an accident, illness, misfortune, failure, or a pandemic, for example, as occurs with the COVID-19 coronavirus today (ALEGRE, 2020). In today's society, we live the collectivity of performance, based on the false idea of freedom and the need to deregulate labor relations, leading to self-exploitation and psychological illness. In a society driven by consumerism, without direction or goals, political decisions are guided according to economic interest. With unemployment, the precariousness of work and the hardening of the rules for access to Social Security, there is a constant transfer of risks, as well as an increase of insecurity for workers and their families (ALEGRE, 2020).

Among the main actions taken, it was possible to notice in the study the following public policies:

- Offering financial credit to micro entrepreneurs;
- Income policy for families with lower purchasing power;
- Flexible work, with no loss of wages;
- Parameters for the protection of women, children, the disabled, the elderly, and other vulnerable groups;
- Educational campaigns to raise awareness about the seriousness of the pandemic and virus contamination;
- Legislation of social rules for isolation and prevention.

Note that the Latin American countries that stood out in the planning of quick and strategic actions in search of effective solutions to combat the health disaster caused by COVID-19, were identified here 13 countries, these being: Brazil, Argentina, Bolivia, Cuba, Costa Rica, Ecuador, Dominican Republic, Uruguay, El Salvador, Mexico, Colombia, Chile and Peru. Experiencing this whole context with immediate responses to preserve and restore the economic growth sustained by public policies, does not configure instantaneous action, but medium- and long-term strategic planning, based on joint strategies of public power and organizations.

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