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**SUSTAINABLE LABOR
RELATIONS AND
EMPLOYMENT: GREEN
EMPLOYMENT AS A
WAY OF DECENT WORK**

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Abstract: In view of the scenario we currently have with regard to the unsustainability of the present contemporary economic model, an innovative idea based on the understanding of sustainable development becomes very important. The insatiable pursuit of profit is used by many as excuses to explain and justify the enormous environmental impacts at a time of wide social inequality, in which the lack of both financial and natural resources, added to large-scale pollution, ends up making it unfeasible. life on this planet. The main objective of this article is to carry out a detailed analysis of decent work, green employment and corporate social responsibility in the midst of the present, analyzed through the economic, social and environmental bias in order to link these concepts with the norms and principles guiding principles of the Constitution of the Federative Republic of Brazil, which brings in its core the search for a habitable environment. In such a way, it tries to demonstrate means for the creation and solidification of a society based on sustainability in its multidimensional form, therefore, the present work is also used as a means of spreading and spreading human dignity for all peoples of the most diverse classes social, green employment as the realization of dignified work that maintains or rebuilds environmental quality, and corporate social responsibility that faithfully meets the desires of all stakeholders, thus maintaining a socially and ecologically sustainable organization that is in accordance with the guidelines from CF-1988.

Keywords : Work, Social responsibility, Work environment, Green job

INTRODUCTION

Nowadays, the risk of having an uninhabitable planet in the future has brought up several heated discussions, discussions that are sometimes held between those who defend the environment and those who only

defend large-scale production.

According to the current image, it is relevant to study the theme of sustainability covering its pluridimensional nature. Having as its birth point the Stockholm Conference in 1972, since then the concept of sustainable development began to be taken from the search for an alignment of weights, seeking a balance between production and the environment.

Sustainable development gains the global spotlight at a global level due to questions regarding the unbridled advancement of population and consumption, and consequently, damage to the environment.

According to the ideas presented, it is noted that, in recent years, the agenda regarding the environment has taken on a relevant space in international politics, sometimes becoming the center of attention of the media and study entities that if they act protecting the environment, seeking to slow down the unbridled productive advance that are the greatest enemies of environmentalists.

Furthermore, this study addresses the importance of publicizing, developing and consequently expanding green work as a way of developing human work, that is, decent work. What is certain is that honest and dignified work is one of the most effective means of valuing human dignity and seeking social justice, always in the light of CF 1988, promoting an analysis of the work environment and also of sustainable work relationships, addressing also the company's social role in the current economic scenario through its true and real potential for change, which acts as a bridge of transition to a self-sustainable world.

This article was developed through an extensive bibliographic survey of articles, legal journals and internet sites, as well as studies by renowned jurists.

The main strength of this article is to highlight the various dimensions

of sustainability and its aspects as a constitutional principle, using decent work as the establishment of fundamental rights and an egalitarian society, the promotion of green employment and its impacts on the economy and environmental preservation, and, finally, the new role of the contemporary company, based on a management model based on social responsibility.

Therefore, the article in question has a unique relevance, such importance is given as it seeks to carry out a reflection on the latent need to carry out a reconstruction of the traditional economic order that is in force in a scenario of poverty, degradation and social inequality, aiming at to a new guiding paradigm of sustainability.

CONSTITUTIONAL PRINCIPLES THAT GUARANTEE THE ENVIRONMENT

The world's population, broadly speaking, lives in an environment that stems from its own acts, and such acts generate environmental impacts. Thus, in order to regulate such acts, Environmental Law is born, in order to provide rights and security for society.

For Carvalho (2001, p. 126):

Environmental Law is the set of principles, norms and rules aimed at the preventive protection of the environment, the defense of the ecological balance, the conservation of the cultural heritage and the feasibility of harmonious and socially fair development, comprising administrative and judicial measures, with material reparation and financial damage caused to the environment and ecosystems in general.

Environmental protection has been talked about for a long time, however, in Brazil, such protection gained notoriety when supported by the Federal Constitution (CF) of 1988 in its article 225:

Art. 225. Everyone has the right to an ecologically balanced environment, an asset

for common use by the people and essential to a healthy quality of life, imposing on the Public Power and the community the duty to defend and preserve it for the present and future generations.

The aforementioned excerpt from Cf-1988 teaches and determines that society has the right to enjoy a quality environment, but it also has the obligation to keep it habitable for future generations. According to Mazzaroto and Berté :

It is the environment that gives us life. It is important to understand that the environment is not a simple object of research or a warehouse of raw materials. [...] it has a much greater meaning and we, human beings, are just a part of this context. (2013, p. 15)

The urgency of a healthy relationship between society, the State and companies with the environment is notorious. Hence arises Environmental Law, which is a legal branch that allows regulating this balance.

The CF brought with it the protection of environmental values, and stands out when dealing with a right that goes beyond being a public or private good, as it goes beyond traditional law and is classified as a diffuse right.

Diffuse rights are thus classified because they cannot measure their impact, where those protected are indeterminate. The right to clean air, which is essential to life, can be used as an example, but there is no way to measure its scope, as everyone is affected.

According to Fiorillo:

Article 225 establishes four fundamental conceptions within the scope of environmental law: a) that everyone has the right to an ecologically balanced environment; b) that the right to an ecologically balanced environment concerns the existence of a good for common use by the people and essential to a healthy quality of life, creating in our legal system the environmental good; c) that the Magna

Carta determines both the Public Power and the community the duty to defend the environmental good, as well as the duty to preserve it; d) that the defense and preservation of the environment are linked not only to present but also to future generations. (2021, p. 69)

At this point, the commitment and seriousness of the practice of this obligation imposed on everyone is extremely valuable, since everyone shares the same environment and the consequences affect everyone.

Thus, Environmental Law addresses the protection of any and all life, safeguarding the essentials of human beings.

THE PLURIDIMENSIONAL CHARACTER OF SUSTAINABILITY

The mass destruction that has been haunting the environment and the uninterrupted use of natural resources starts from the time when the exploitation of natural resources goes beyond what is necessary for the maintenance of life, becoming a means of generating wealth, and the scenario gets worse and worse in view of the huge leaps in technology that took place after the Industrial Revolution and the sudden and unbridled population increase that lives haunted by consumerist policies that leverage environmental destruction (RONCONI, 2015).

With the disorderly and unbridled expansion, with the constant environmental disasters and strong climate changes, people began to ask at an international level what the future of the next generations would be. The pioneering meeting that aimed to raise awareness of the climate and environmental situation was the Stockholm Conference of 1972, given that the Declaration of the United Nations Conference that dealt with climate conditions and destruction of the Human Environment was the first-born document of the right international that came to recognize the right of man to a quality environment

(GONÇALVES, 2007).

The various attempts to find a global way of economic development in line with the environment has developed into the concept we have today about sustainable development, born in the Brundtland Report, in which it is considered “Development that meets present needs, without compromising the ability of future generations to meet their own needs”. The document, also called Our Common Future, says that the branch of national and international law has been going on for a while, becoming increasingly outdated given the intense pace and evolutionary dimension of the effects on the ecological basis of development. Therefore, it is the government’s responsibility to fill in the large gaps that national and international law show with regard to the environment; seek ways to recognize and guarantee the rights of current and future generations to an environment capable of guaranteeing physical and mental health; create, under the auspices of the UN, a Universal Declaration on the protection of the environment and sustainable development, and after that, the creation of a Convention takes place; and to develop mechanisms so that any conflict on issues relating to the environment and resource management is avoided or resolved. (1991, p. 23/24),

The model known worldwide as Triple Bottom Line (Profits, People, Planet), brings the idea that business activity must be based on three prisms: being socially fair, environmentally correct and economically developed. The father of the term presented also teaches that organizations must have economic autonomy to actually fulfill their financial obligations, guarantee and fulfill the needs of related stakeholders and reduce impacts on the environment, seeking a more persuasive oratory that shows the way and the forefronts between the expansion of environmental commitments

and sustainability (ELKINGTON, 1994; LEDERWASCH; MUKHEIBIR, 2013)

Elkington, through his study called "Cannibals with a knife and fork" (1997), already warned everyone that since that time there must be a reconsideration on the part of companies with regard to their current business model, seeking, above all, the result achieved in the triple from a balanced strategy and with serious commitments aimed at environmental protection and sustainability over time. The author brings a comparison between the different tines of the fork with the tripod of sustainability. The ideals of governmental inclusion, self-sustainable production and strategic management are also addressed as means of establishing relevant changes.

Thus, the idea created to conceptualize sustainability has been improved, becoming more than a guarantee of self-sustainability, but also a way of living that, in turn, guarantees the expectation of well-being and human dignity and still seeks to protect the environment. natural environment, bearing in mind that even humanity depends on it daily, it destroys it. Therefore, it is feasible to analyze the character of several dimensions of sustainability, providing harmony between all such dimensions.

The Magna Carta of 1988 was the pioneering document in which it was responsible for classifying the environment as a legally protected good, considering it a public good, given that the CF established such an understanding in article 225.

Soon, there was the consideration of the environment as an indispensable public good for humanity, it is clear the need for public agencies to make public norms that guarantee the usefulness of these goods to all (RONCONI, 2015), considering that it is through such guardianship that a greater value is protected: the quality of human life.

(SILVA, 2008). In the teachings of Norma Sueli Padilha, Environmental Law acts as an independent legal system that is still under construction, however, even though it is under construction, its principles guide all other branches of law.

Therefore, Article 225 of the Magna Carta brings the northern principle of relations to sustainability, given that this principle holds not only the State responsible, but also the population, so that there is a solid and solidary advance towards material and immaterial development, inclusive socially, lastingly, environmentally clean, revolutionary, based on ethics and efficiency, in order to ensure, preferably in a preventive and cautious manner, in the present and in the future, the right to well-being (FREITAS, p 41)

The tripod of sustainability is formed by society, the economy and the environment in an inseparable way, and it is important to analyze each of its aspects to guarantee the effectiveness of the system. (COTRIM; GOUVEIA; LIMA, 2006)

Through the economic bias, sustainability is born as a way of mitigating rights previously seen as antagonistic: the right to the environment and the right to free enterprise, thus balancing the need for wealth generation and the need for preservation of natural resources; As for the political bias, it is demonstrated by the implementation of public policies that lead to results, being carried out in a way that fosters social solidarity, which must always be considered in terms of the long term; Regarding the social aspect, it is characterized by means of actions that reduce social disproportionalities and effectively provide human dignity to more people, it is emphasized that the dignity of the human person is the essential foundation for a Democratic State of Law - as demonstrated by the Federal Constitution; under the cultural, based on respect for diversity; and, finally,

under the environmental bias, in which there is a break with the exploratory model of nature in order to finally have a commitment to future generations (OLIVEIRA; CECATO, 2016)

EMPLOYMENT RELATIONSHIP AND SUSTAINABILITY

Every person is born with the constitutional right to have dignity, this is a fundamental human right, this right is based on the Federal Constitution, including being positive in its article 1, item III, being one of the main foundations of the Federative Republic of Brazil. The Universal Declaration of Human Rights (1948) brings an image of society based on the substantial value of the human person, that is, in its Article 1, it states: "All human beings are born free and equal in dignity and rights. Endowed with reason and conscience, they must act towards one another in a spirit of brotherhood."

Given this range, it is feasible to analyze the substantial relationship between the principle of dignity and the social value of work, principles that are shown to guarantee other rights. And it is from this analysis that the so-called decent work is born as a means of expressing two strong pretensions of the current population: the idea of human dignity and care for the environment (ÁVILA; PEREIRA, 2016).

Furthermore, the "effective application of fundamental principles and rights at work is a central aspect of any proposal aimed at promoting decent work." (ILO, 2006, p. 31). Thus, labor responsibility appears as an indispensable vehicle for strengthening a sustainable and stable development, as a means of dignifying man through work that fulfills the basic needs of the worker and his family (CARNEIRO; SILVA; RAMOS, 2018).

From the aforementioned point, the work environment is conceptualized, according to

the concept brought by Padilha (2012, p 232), as the place where the work activity is effectively carried out, where the worker spends most of his time producing and ensuring what is necessary for their survival and development through their work, including the safety and health of workers, protecting them against all forms of degradation and/or pollution generated in the working environment.

Therefore, the work environment comprises the space in which human work activities are carried out, whether paid or not, based on the absence of agents that compromise the integrity of workers - regardless of the condition they denote (SILVA, 2003), in balance with the ecosystem

In addition, with the relevant transformations that occurred in the organization of work due to technological innovations, new types of service provision emerged, such as work at home and telework, causing the concept of the work environment to also include housing, and the urban space, and not just the internal space of the business establishment (ROMITA, 2005).

It is essential to point out that for a qualified work environment to exist, balance cannot be limited to the physical factors of the work environment, and must severely encompass the search for maintaining the capacity and psychic integrity of the worker, thus helping to improve the worker's life and, consequently, of social sustainability, focused on valuing the work of the human person as a means of fulfilling the value of the programmatic principle of human dignity.

With regard to a healthy and safe work environment, most organizations still do not provide workers with the opportunity to participate effectively in the activities they carry out (CTI, 2013), and it is certain that this way employees end up ignoring the real sense of its activity. Besides, the less the employee's freedom in the management and

organization of activities, the more there is the possibility that the activity will cause damage to their mental health (CARNEIRO; SILVA; RAMOS).

It must be noted that the concept of health, according to the World Health Organization, is “the state of the most complete physical, mental and social well-being and not just the absence of disease”, helping the right to guarantee citizens a full life.

In a world that has a totally globalized scenario that tends to increasingly diminish the role of the States in their social functions, added to capitalism and economic liberalism, the excessive and unbridled search for profit and progress with reduced expenses and competitiveness are intensified, a fact that makes man’s work to be automated, and its workers - the search for increased production to ever higher levels of perfection, submit to unfavorable and sometimes even degrading working conditions (MINARDI, 2010)

Work plays an important role, as it enhances and enriches man’s existence, and must be valued more than a mere service or product, as it encourages creation. A balanced work environment, therefore, makes human dignity possible, with decent work being the achievement of dignified and sustainable work, fundamental to guarantee social stability.

GREEN EMPLOYMENT AND CORPORATE SOCIAL RESPONSIBILITY

Green jobs materialize through activities that help and develop the economy’s progress and also help to restore the environment, translating into the transition to a green economy, with low emission of polluting gases and decent work.

One of the main and most used examples are the workers who work in the recycling sector, who recycle raw materials, and also help

to reduce the pressure on natural resources, however, although useful for survival on earth, they continue to be devalued, and sometimes involve processes that are often degrading, difficult and dangerous, putting human health at stake (ILO, 2008).

In this sense, for this work modality to be really effective as a means to seek balance on the tripod of sustainability, it must be linked, in addition to the environmental point of view, to the social point of view. It is necessary and necessary to be concerned not only with the result brought about by green employment, but also with the quality of life of the jobs, safeguarding the physical and moral integrity of the worker. (OLIVEIRA; CECATO, 2016)

Large companies are the real contributors to consumption and the states, which aim to reduce losses and monitor public policies, are hostages of these large industries.

Bauman ‘s teachings, with its material base in pieces, its independence annulled, its political class disappeared, the nation-state becomes only a security service for mega-corporations

Therefore, in view of the evident importance of companies, which go beyond the economic sphere, encompassing social interests, an innovative business concept is manifested, including causing the so-called green job to be born and grow, companies have been strongly based on the notion of social responsibility, which constitutes, along with its influence, the power and duty to harmonize its activities to contribute to sustainable development.

Sustainable management practices are guided by the triple bottom line, which speak of short and long-term performance, add value to the population in which corporations operate, and reach the “[...] needs of direct and indirect stakeholders (such as shareholders, employees, customers, pressure groups, communities, etc.)” (DYLLICK; HOCKERTS, 2002, p. 131), considering them

in the company's decision-making process. (MUNCK et. al, 2016).

The management of stakeholders (interested parties) identifies and manages all those who are impacted or interested by the actions of a business management, being fundamental for the strategic planning of the business, even more so when it comes to a self-sustainable business.

Finally, as for the government, one must value the execution of laws and the payment of taxes. Furthermore, companies that contribute to cultural projects even acquire the possibility of obtaining tax exemptions, obtaining an economic advantage and participating in the improvement of social public policies (LOURENÇO; SCHRODER, 2002). Thus, socially responsible management causes an increase and improvement in relations with stakeholders, generating numerous gains for the company (LOURENÇO; SCHRODER, 2002).

It must be understood, therefore, that corporate governance is the combination of policies, processes and norms that somehow have the power and influence the way the organization is organized. There are four basic principles of success: equity, transparency, accountability and social responsibility. Thus, measures are proposed to optimize the company's performance, serving all interested parties. (IBGE, 2015).

Therefore, it is really important to carry out an analysis of the implementation of the compliance program in companies for good governance, forming an organizational culture based on the principles of social commitment (LARUCCIA; YAMADA, 2012).

Still, it is easy to see how the sustainability of companies helps and boosts competitive advantage, risk prevention and reputation improvement, in which the selfish pursuit of effective profit reach with resulting problems in workers' health, destruction of the

environment environment and consumers' contempt for illegal or unethical conduct, end up causing long-term damage. (LOURENÇO; SCHRODER, 2002)

FINAL CONSIDERATIONS

The current economic form is clearly, as we have seen throughout this article, unsustainable, and the need to invent a revolutionary structure in socio-environmental and organizational relations is unarguable.

Furthermore, what is understood as the concept of sustainability is born as a solution to the socio-environmental crisis, developing over the course of time as it has a pluridimensional character, in which the objective is to harmonize its different dimensions.

Through the ideas brought by the triple bottom line, one must look carefully at the economic, social and environmental objectives of green employment and the social responsibility that companies and organizations have in promoting such activity.

The working environment is understood as the space where the average human being, of working age, spends most of his time, therefore, it is essential to guarantee a sustainable relationship.

Decent work manifests itself as a driver of human dignity, promoting dignified, productive work that meets the basic needs of workers and their families.

The so-called green jobs are generally considered as work positions that contribute to the maintenance and renewal of the quality of the environment.

The birth of these types of positions in the job market that we have today is still little publicized, so it is concluded that the market lacks measures such as subsidies that can encourage and fund studies to improve the program.

Besides, with regard to the company's social responsibility, a high opinion of the public and a development in the vision of economic progress on the part of the companies cause a new organizational structure, with the path traced by all the stakeholders, a compliance system and a good corporate governance.

Therefore, it can be concluded through this article that, for the creation and later, for the solidification of a self-sustainable life in the

ecological sense, decent work as the basis for a healthy labor organization is paramount, making the man, as a human being, reach the dreamed dignity expected by our charter.

It is still possible to note that green employment has a promising potential in combating environmental impacts; and the company's social responsibility is identified as a means of guaranteeing long-term sustainability.

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