



citizenship

Feminine noun and of rights
for migrant, refugee, humanitarian
visa holders and stateless women

Catálogo elaborado pelo Setor de Tratamento da Informação
Catálogo de Publicação na Fonte. UNILA - BIBLIOTECA LATINO-AMERICANA - PTI

C568

Cidadania: substantivo feminino e de direitos das mulheres migrantes, refugiadas, portadoras de visto humanitário e apátridas / Karen dos Santos Honório... *et al.* - Foz do Iguaçu: Cátedra Sérgio Vieira de Mello UNILA, 2024.

29 f.: il.: color.

Possui bibliografia

1. Cidadania. 2. Mulheres - migrantes. 3. Refugiadas - Brasil. 4. Direitos humanos - Brasil. I. Honório, Karen dos Santos. II. Título.

CDU 305-055.2




© 2024 **Cátedra Sérgio Vieira de Mello UNILA.**

All rights reserved. Partial or total reproduction of this work is permitted, provided the source. Not allowed for sale for sale or any commercial purpose. Cátedra Sérgio Vieira de Mello UNILA thanks all members for their efforts for the refugee population, those seeking refugee status, and stateless people in Brazil.

For more information: Cátedra Sérgio Vieira de Mello
UNILA, Campus Jardim Universitário (JU), Av. Tarquínio Joslin dos Santos, 1000
- Polo Universitário, Foz do Iguaçu - PR, 85870-650, 3º andar, sala da Cátedra.

 contact email: csvm.unila@gmail.com

 Instagram: [@csvm.unila](https://www.instagram.com/csvm.unila?utm_source=ig_web_button_share_sheet&igsh=ZDNlZDc0MzIxNw==) https://www.instagram.com/csvm.unila?utm_source=ig_web_button_share_sheet&igsh=ZDNlZDc0MzIxNw==

Conception and writing

Karen dos Santos Honório - Coordinator

Angélica Moreno Usaquin

Beatriz Rocha Marques

Djenika Senatus

Marcelo Patrocínio Bruzanga

Paola Andrea Ramirez Peña

Layout

Paola Andrea Ramirez Peña

Translation

Angélica Moreno Usaquin

Beatriz Rocha Marques

Djenika Senatus

Giovanna Rezende

Jerry D'Meza

Marcelo Patrocínio Bruzanga

Paola Andrea Ramirez Peña

Rayandjy Samuel Constant

Rose Medjina Milord

Revisión

Karen dos Santos Honório

Collaboration and project management

Elaine Cristina Cardoso Freitas

Laura Janaina Dias Amato

Paula Daniela Fernandez Hellmund

Support

Ministério dos Direitos Humanos e da Cidadania (**MDHC**)

Universidade Federal da Integração Latino-Americana (**UNILA**)

Pró-reitora de Relações Internacionais (**PROINT/UNILA**)

Secretaria de Ações Afirmativas e Equidade (**SECAFE/UNILA**)

Cátedra Sérgio Vieira de Mello (**CSVM-UNILA**)

PRESENTATION

Citizenship is a feminine noun in the Portuguese language referring to full whose meaning refers to full participation in the political, social, and economic life of a country. It encompasses the exercise of rights such as access to education, healthcare, social programs, and justice. Increasingly, women from different parts of the world are arriving in Brazil to rebuild their lives and those of their families. This journey presents many challenges, from navigating a new language to adapting to customs that may be entirely unfamiliar.

This booklet was created to support migrant women¹, refugees, humanitarian visa holders, and stateless persons by providing basic information about their rights in Brazil. We would like to remind you that all migrants, regardless of their migratory status, documentation, or nationality, have guaranteed rights. This resource was developed as part of the extension project “Citizenship: A Feminine Noun and the Rights of Migrant Women, Refugees, Humanitarian Visa Holders, and Stateless Persons,” carried out by the Sérgio Vieira de Mello Chair (**CSVM-UNILA**) at the Federal University for Latin American Integration. The project is supported by the Pro-Rector of International Relations (**PROINT/UNILA**), the Secretariat for Affirmative Actions and Equity (**SECAFE/UNILA**), and the Brazilian Ministry of Human Rights and Citizenship.

In the following pages, you will find information on social assistance, education, employment, healthcare, and efforts to combat violence against women in Brazil, as well as the laws that protect you and your rights in each of these areas. **The Migration Law No. 13,445/2017** guarantees the universality, indivisibility, and interdependence of human rights for all migrants in Brazil². **Law 9.474/1997**³ establishes the legal framework for refuge in Brazil and ensures access to fundamental rights and protections.

This booklet was thoughtfully designed for you, and the team behind it includes female migrant researchers who have also experienced—and continue to face—the challenges of relocating to a new country and building a new life. Throughout the booklet, you will be guided by our characters (also migrant women), who will share their experiences of daily life in Brazil. We hope this booklet helps you access your rights, citizenship, and fundamental guarantees. Remember, you are not alone!

1 The meaning of the word woman used throughout the booklet seeks to contemplate all the complexity that involves being a woman, therefore, we follow what dictates the National Policy for Combating Violence against Women (PNEV) which seeks to give visibility to racial, ethnic, generational diversities, sexual orientation, disability and social, economic and regional insertion among women. Available at: https://www12.senado.leg.br/institucional/omv/copy_of_acervo/outras-referencias/copy2_of_entenda-a-violencia/pdfs/politica-nacional-de-enfrentamento-a-violencia-contra-as-mulheres

2 Access here: https://www.planalto.gov.br/ccivil_03/_ato2015-2018/2017/lei/l13445.htm

3 Access here: https://www.planalto.gov.br/ccivil_03/leis/l9474.htm



HOW TO MAKE THE MOST OF THE BOOKLET?

The booklet is structured to provide information on access to rights through thematic sections, organized as follows: basic documentation needed to access rights in Brazil, social assistance, education, employment, healthcare, combating violence against women, and a section with general information, including useful links and contact numbers.

Each section offers an overview of the laws that protect your rights, the key policies in these areas, and the public institutions where you can find further information. Please note that the purpose of this booklet is to provide general guidance on the topics covered. We encourage you to contact the relevant authorities if you have any specific questions or need further clarification on any of the topics.

If you would like to share suggestions, comments, or inquiries, you can contact the team responsible for this booklet via email at: csvm.unila@gmail.com

SUMMARY

Basic documents to access your rights

01 Social Assistance in Brazil

08 Education

14 Labor

20 Health

24 Combating violence against women

Useful links and telephone numbers

References



BASIC DOCUMENTS TO ACCESS YOUR RIGHTS

As guaranteed by the Federal Constitution in Article 5, no migrant can be denied access to rights or arrested due to lack of documentation. However, it is important to seek immigration regularization to fully exercise your rights, such as finding a job or opening a bank account. Below we present a quick guide on how to obtain the main documents (RNM and CPF) that you need to access your rights in Brazil and which specific document is required in the case of refugees or stateless persons.

1) National Migration Registry (RNM)

Also known as the National Migration Registry Card (**CRNM**), this is an identification document for immigrants. It must be requested on the Federal Police website and can take around 60 to 90 days to be ready. Until then, you can use the application protocol to access public services. The RNM is the main document for migrants, as it is the document that will allow you to issue other documents, such as the Individual Taxpayer Registry (CPF).

Step by step guide to requesting the National Migration Registry (RNM):

- Access the website: <https://www.gov.br/pf/pt-br/assuntos/imigracao>
- Click on “Obtener Autorización de Residencia”

1

Serviços para Estrangeiros

Obter Autorização de Residência

- Then click on “Start” (in green).

To choose the correct type of Residence Permit depending on your nationality:

<https://www.gov.br/pf/pt-br/assuntos/imigracao/autorizacao-residencia/documentos/capa>

The background features a collage of diverse individuals and various documents. On the left, a woman with dark hair is shown in profile. In the center, a man with a beard and a woman with curly hair are visible. On the right, a woman with long dark hair is shown. The collage includes several documents: a Brazilian CPF card with the number 0.351 18A.1729, a map of Brazil, and other official forms with text in Greek and English. The overall color palette is warm, with shades of orange and yellow.

2

2) Individual Taxpayer Registry (CPF)

The CPF is your identification number in Brazil with the Federal Revenue Service. It is necessary to obtain a work permit, access banking services, social assistance benefits and a multitude of public and private services in Brazil. You can request your CPF for free on the Federal Revenue Service website: <https://servicos.receita.fazenda.gov.br/Servicos/CPF/InscricaoCpfEstrangeiro/default.asp>

3

3) Provisional National Migration Registration Document (DPRNM)

E This is the identification document for migrants seeking asylum or stateless persons. Issued to migrants awaiting a decision, it must be renewed each year until a decision is made.

If you have questions about other documents and issues related to immigration regularization, look for an Immigrant Reference and Assistance Center (**CRAI**) or a Federal Police unit in your city.



SOCIAL ASSISTANCE RIGHTS IN BRAZIL



Sandra has just arrived in Brazil from Haiti with her children. She is looking for Tânia, who has lived in the country for 10 years, to find out how to access social assistance programs.

Sandra (S): Hi, Tânia! I just arrived in Brazil with my children – a 3-year-old girl, an 18-year-old boy and a 15-year-old girl. What are the social assistance rights that can help me integrate better here?

Tânia (T): Welcome, Sandra! I will explain in detail all the social assistance rights and benefits that you and your children can access. And the best part: these benefits are guaranteed by law, that is, it is your right to receive them. In Brazil, social assistance is regulated by the **Organic Law of Social Assistance (LOAS), Law No. 8,742, of December 7, 1993**, which guarantees all citizens the right to receive assistance when they are in a situation of vulnerability or social risk.

How does social assistance work in Brazil?

A: In Brazil, social assistance is a right guaranteed by the Constitution and organized by the Unified Social Assistance System (SUAS). The main objective of social assistance is to guarantee social protection, that is, to offer support to individuals and families who are having difficulty meeting their basic needs, such as food, housing, health, and community life.

Social assistance is non-contributory, you do not need to have previously contributed to the system, as with social security. It is aimed at those who need it most, guaranteeing the protection of rights such as:

- Protection of the family, maternity, childhood, and old age;
- Support for children and adolescents in vulnerable situations;
- Promotion of inclusion in the job market;
- Access to benefits such as Bolsa Família and the Continuous Benefit Payment.




Source of the Definition of Social Assistance: Law No. 8,742/1993 - Organic Law of Social Assistance (LOAS)
Objectives and Rights Regulated by the Law: Law No. 12,435/2011

How can I start accessing social assistance in Brazil?

A: The first step is to register with the Single Registry (**CadÚnico**), which is necessary to access various social benefits, such as **Bolsa Família and the Social Electricity Tariff**. You need to go to the **CRAS (Social Assistance Reference Center)** in your city with the following documents:

Access to social policies and programs for migrants in Brazil is universal and free!!



-  Identity document or passport;
-  CPF;
-  Proof of residence (if applicable); etc.).

CRAS will also guide the rights available to you and your children, etc).



Website for information about CadÚnico: <https://cadunico.cidadania.gov.br>
 CadÚnico contact number:  0800-707-2003

Am I entitled to any financial assistance to help support my children?

T: Yes! You can access **Bolsa Família**, an income transfer program for low-income families. Since your daughter is 3 years old, she needs to be up to date with her vaccinations and attend health check-ups, and your older children must be in school. The amount varies according to the family composition, but Bolsa Família helps guarantee food, education, and health for children.

In addition, if you or your children have a disability, you can apply for the Continuous Payment Benefit (**BPC**), which guarantees a monthly minimum wage. These benefits are also guaranteed by **the Organic Law of Social Assistance (LOAS)**.



What social assistance can my 18-year-old son or daughter have access to?

T: Although **Bolsa Família** serves children and adolescents up to 17 years old, your 18-year-old son or daughter can register for ID Jovem, a benefit aimed at young people aged 15 to 29 who are registered with CadÚnico.

With ID Jovem, they can receive discounts or even free admission to cultural and sporting events, as well as free travel on interstate transportation.



Website for ID Jovem: <https://idjovem.juventude.gov.br>

Does my 15-year-old daughter also receive any specific benefits?

A: Yes! In addition to Bolsa Família, she can also benefit from ID Jovem when she turns 16. CRAS also offers activities and integration programs that can help her in school and develop for the future.

What services can I access at CRAS?

A: CRAS offers many services in addition to the Cadastro Único and Bolsa Família. They offer:

- 🌐 Guidance on your rights;
- 🌐 Family support in matters of coexistence and childcare;
- 🌐 Access to professional qualification courses;
- 🌐 Support in cases of domestic violence.

CRAS is the main point of service for social assistance, so you should go there whenever you need help.

Where to find the nearest CRAS: Look for the Social Assistance Department in your city or call **0800-707-2003** for more information

What do I do if I or my children are at risk of violence?

T: If you or your children are in a situation of violence or social risk, look for **CREAS (Specialized Reference Center for Social Assistance)**. They offer specialized care for victims of violence, psychological and legal support. **CREAS** also helps children and adolescents in situations of rights violations.

Where to look for CREAS: Contact the local **Social Assistance Secretariat** or go to the nearest **CREAS**.



Is there any support for me to get a job?

T: Yes! At CRAS, you can access professional qualification courses that will help you enter the job market.

They offer everything from cooking to computer science and sewing courses, for example. In addition, if you are interested in becoming an entrepreneur, there are productive inclusion programs that help you start a small business.

How can I save on my electricity bill?

T: The Social Electricity Tariff Program offers discounts on electricity bills for low-income families, like yours. If you are registered with CadÚnico, you can apply for the benefit directly at the electricity company in your city or at CRAS.



Website for more information about the Social Electricity Tariff: <https://www.gov.br/pt-br/servicos/tarifa-social-de-energia-eletrica>

Do I have other rights as a migrant?

T: Yes, in addition to these benefits, you have the right to access:

- 🌐 Housing programs to ensure decent housing;
- 🌐 Emergency assistance or natural disasters;
- 🌐 Portuguese courses for migrants in various institutions, which help you and your family.

There is also the **Brasil Acolhedor Program**, which offers specific support for migrants in vulnerable situations. It is aimed at helping to welcome and integrate people like you who are starting their lives over here.

Website for the **Brasil Acolhedor Program**: <https://www.acnur.org/portugues/brasil-acolhedor>

A união de forças entre Governo Federal e sociedade civil fez nascer o projeto **Brasil Acolhedor**.



BRASIL
Acolhedor

Solidariedade é o nosso
elo mais forte

S: Wow, Tânia, thank you so much! Now I understand better how to get started and I'm going to CRAS to start the registration and access these benefits.

T: That's great, Sandra! Go to **CRAS**, and if you need help, call the numbers I gave you or visit the websites. It's important that you have access to all of this to ensure a good new start for you and your children here in Brazil.

EDUCATION IN BRAZIL



María has just arrived in Brazil from Haiti with her children. She went to Sonia, who has lived in the country for 10 years, to learn about the rights to education in Brazil.

Hi, Tânia! Do you know if I need many documents to enroll my children in school?

S: Hi, María the enrollment, need some documents, like their birth certificates, proof of address and your documents such as your ID or **CPF**. Sometimes, they also ask for a statement confirming that you're in regular status in the country. This way, your children will be registered and will receive a **RA** number, which is the **Student Registration number**.

And what if I don't have their birth certificates or school records?

S: Don't worry! Migrants without supplementary documents must be enrolled without discrimination. They cannot deny enrollment due to lack of documentation.

That's great! And how does the placement in the correct grade work?

S: Your children will be placed in the most appropriate year or grade for their development, according to their age. That way, they can keep up with their learning.

And what if someone is over 15 and wants to complete elementary school?

S: In that case, they can enroll in **EJA**, which is **Education for Youth and Adults**. If they need to finish high school, that option is available too!



What about refugee children?

S: Refugee children have the right to enroll at any time, even without all the documents. Brazilian law makes this process easier for them.

Got it. And where can I find these school?

S: You can visit the nearest public schools or seek information from your city's Department of Education. Often, they have a website where you can view the available option.

What if I have trouble due to documentation?

S: If you face issues with enrollment, you can contact **the Federal Public Defender's Office**. They help ensure your right to education.

I have an 18-year-old son. What is the process for him to enter a public university?

S: First, he needs to have his high school diploma recognized. Depending on the situation, he might need to take a test, except for **Mercosur** countries, where the process is automatic, as long as the person hasn't completed technical high school. It's also important to remember that the process is free, but the personal documents must be translated by a certified translator. After that, your son will need to take **the National High School Exam (ENEM)**, and with the score, he can apply through **the Unified Selection System (SISU)** to see which public university he can get into.



Exame Nacional
do Ensino Médio

What's the difference between validation and recognition?

S: Good question! Validation is specific to higher education degrees, while recognition is broader. Recognition applies to elementary, middle, or high school diplomas and is a process that checks if your studies are equivalent to what is offered in Brazil.

Thank you so much, Tânia! This information is super helpful!

Sonia: You're welcome! I'm here to help. Good luck!



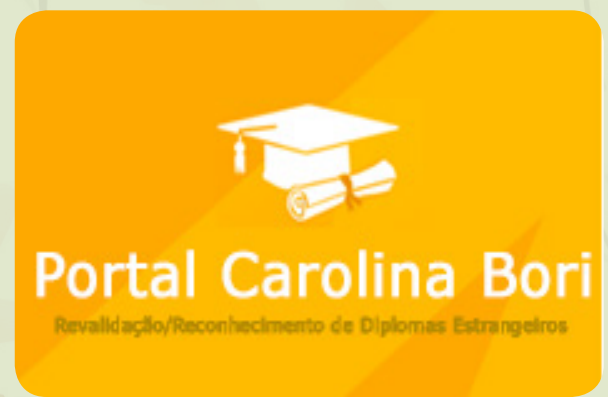
Diploma Recognition and Validation

Hi, Sonia! I heard I can validate my diploma here in Brazil, but I'm not exactly sure what that means. Can you explain it to me?

S: Hi, María! Of course! Validation is the process you go through to make your diploma from a foreign institution valid in Brazil. This is important so you can work in your field of study.

I understand! So, if I have an undergraduate degree from another country, do I need to validate it to get a job in my field?

S: Exactly! You need to go to the **Carolina Bori** portal, which is a system for managing and controlling the processes of revalidation and recognition of foreign degrees in Brazil. You can search for your course and see which universities handle the revalidation process. As for documentation, the process varies from university to university, as each one has its specific requirements for documents, translations, and transcripts.



And what about certified translation? What is that?

S: A certified translation is done by official translators and is necessary for your documents to be accepted. It guarantees that the translation is faithful to the original, and institutions require this.

And for those from a Mercosur country, how does it work?

S: For Mercosur countries, there is an equivalence table that makes revalidation easier



This means that higher education degrees from countries like Argentina, Uruguay, and Paraguay can be recognized more quickly, as long as they meet the table's criteria.

And what if I don't have all the documents?

S: Even without all the documents, the university's departments usually have mechanisms to help, especially with migrants. It's important to explain your situation and see what options are available.

And how does this work for refugees?

S: For refugees, in general, the process is facilitated, but it depends on the university. One example of facilitation is the exemption from fees and the absence of the need for certified translation.

That's really good to know! So, they really help ensure we can continue our studies?

S: Yes! The goal is to make inclusion easier and to ensure refugees' rights. Just look for the institutions and explain your situation. They should guide you on the next steps.

That's really helpful, Sonia. Have you gone through this process yourself? Which university did you revalidate your degree at?

Sonia: Yes, I revalidated mine at the **Federal University for Latin American Integration, UNILA!** It's a long journey but very rewarding. If you need help, I'm here!

Wonderful, thank you so much. I'll start gathering the documents and learning more about the process at UNILA.

Sonia: Great! Good luck, and if you need anything, just reach out!

Information:**List of some Universities with special selection processes for refugees and holders of humanitarian visas:**

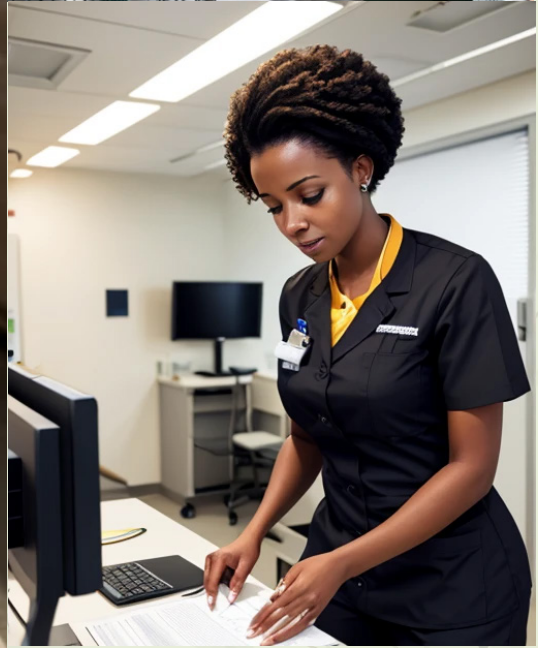
- 🌐 **Federal University for Latin American Integration (UNILA):** Migrants applying for refugee status or with recognized refugee status, holders of humanitarian welcome visas, Haitians, and Indigenous people from Mercosur and associated states.
- 🌐 **Federal University of Southern Border (UFFS):** Haitian migrants.
- 🌐 **State University of Goiás (UEG):** Migrants with recognized refugee status and holders of humanitarian welcome visas.
- 🌐 **Federal University of São Paulo (Unifesp):** Stateless migrants, holders of humanitarian welcome visas, and those with recognized refugee status.
- 🌐 **University of Brasília (UnB):** Migrants with recognized refugee status.
- 🌐 **Federal University of Rio Grande do Sul (UFRGS):** Migrants with recognized refugee status or holders of humanitarian welcome visas.
- 🌐 **Federal University of São Carlos (UFSCar):** Migrants with recognized refugee status.

For more information, check the notices available on the universities' websites.

MEC Website: <https://www.gov.br/mec/pt-br>

Carolina Bori Website: <https://plataformacarolinabori.mec.gov.br/usuario/aceso>

Search: SENAI (National Service for Industrial Learning) has units across the entire national territory, offering courses and professional training programs focused on the industry. <https://www.portaldaindustria.com.br/senai/>



LABOR IN BRAZIL



Every migrant has the right to work and equal pay, regardless of gender. Women are guaranteed maternity leave with pay, and they cannot be dismissed without just cause in cases of adoption or pregnancy, with the exception of temporary contracts. Angélica and Violeta are refugees, and Angélica is worried because she recently had a baby and wants to know about her labor rights.

Angélica and Violeta are refugees. Angélica is worried because she just had a baby and wants to know her labor rights.

Good morning, Violeta. I have many doubts about my labor rights in Brazil. Do you know what legislation protects workers?

V: Good morning! In Brazil, the Consolidation of Labor Laws (CLT) establishes the rules related to working hours, including overtime, rest periods, and limits to protect workers' rights.

A: And what is the weekly work schedule in Brazil?

V: According to **Article 58 of the CLT**, the regular working hours for employees in private activities cannot exceed 8 hours per day, unless a different limit is established by agreement.

A: What is overtime?

V: Overtime refers to the hours worked beyond the regular working schedule. Workers are entitled to additional compensation for these hours, with an increase in pay, as stipulated by the current legislation.

A: What is the Time Bank?

V: The Time Bank is a system that allows workers to accumulate overtime hours to be compensated later with time off or a reduced work schedule, instead of immediate payment.

A: And what defines night work?

V: Night work is performed between 10 p.m. and 5 a.m. It is common in sectors that cannot stop operations, such as industry and healthcare. The law provides special conditions for night work, recognizing that it can be more exhausting than daytime work.

A: I'm really worried about my situation. I'm still breastfeeding my baby. Do you know if there's a law about that?

V: - Don't worry, Angélica. Women who are breastfeeding are entitled to two 30-minute breaks per day for breastfeeding until the child is six months old.

Angélica - That's great to know! I was wondering how I would manage that since my baby is exclusively breastfed. It's good to know her rights are also protected, and I can work with peace of mind after my maternity leave. Thank you so much, Violeta!

TO LEARN MORE ABOUT MATERNITY LEAVE AND THE RIGHT TO BREASTFEEDING

Maternity leave is a right guaranteed to all female employees, including rural workers, without loss of job or salary for a period of 120 days after childbirth or adoption. It is also guaranteed during pregnancy, without loss of salary and other rights:

I - Transfer of function, when health conditions require it, ensuring the return to the previously held position immediately after returning to work;

II - Exemption from work hours for the time necessary to attend a minimum of six medical consultations and other complementary exams.

To breastfeed her child, including in cases of adoption, until the child reaches 6 (six) months of age, the woman is entitled, during her workday, to 2 (two) special breaks of half an hour each. Employers must also provide an appropriate place for mothers and babies during breastfeeding. These rights are guaranteed by the **Brazilian Federal Constitution and the Consolidation of Labor Laws (CLT)**.



In Brazil there are several types of employment contracts. Below we list the main ones so you can get to know them better, as well as additional information on labor rights. If you have any questions, you should contact the Worker Assistance Offices in your city/state.

TYPES OF EMPLOYMENT CONTRACTS

Fixed-Term Contract - CLT Article 481

A fixed-term employment contract, also known as a term contract, is an agreement in which the end date is predefined, as indicated by its name.

Intermittent Employment Contract

According to the CLT, an intermittent employment contract is one where the provision of services, under subordination, is not continuous. Services are provided in an alternating manner with periods of inactivity.

Difference between Intermittent and Temporary Contracts

In an intermittent contract, the company can hire an employee to perform tasks sporadically, calling them only when there is demand. In contrast, a temporary contract has a maximum duration of 180 days. This type of contract is commonly used to meet temporary or seasonal needs but has a predefined time limit.



INTERMITTENT CONTRACT

01 CONCEPT

It is one in which the subordination of the service is not continuous, occurring with alternating periods of service provision and inactivity.

02 TIME AND PROVISION

The downtime is not considered as time to employer's provision.

03 EMPLOYMENT RELATIONSHIP

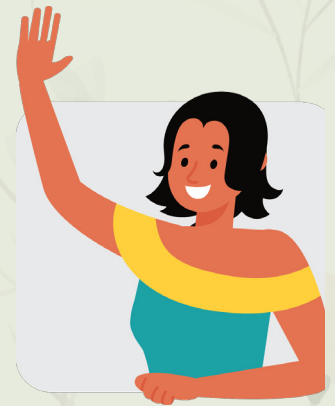
It does not start and does not extinguish with the end of each period of work, on the contrary relationship remains.

04 FORMALITY

The contract must be written; has to state identification, address, and there must be an indication of the place of work and the term of payment of remuneration.

05 BREACH OF ACCEPTANCE

The party that defaults without cause will pay the other party, within a period of 30 days a fine of 50% of due remuneration.



Types of Dismissal:

DISMISSAL WITH JUST CAUSE

The employee's rights are reduced, receiving only the balance of the salary for the days worked that month and any accrued vacation, plus an additional one-third as per the constitutional bonus.

DISMISSAL WITHOUT JUST CAUSE

When the termination of the employment contract occurs solely at the employer's discretion, the employee is entitled to all severance pay:

- 30-day notice period, compensated – the employee receives it without working or by working;
- Proportional compensated notice;

- Proportional 13th salary;
- Balance of salary for the days worked;
- Proportional vacation, plus one-third as per the constitution;
- Balance of FGTS;
- 40% fine on the FGTS – as a penalty for dismissal without reason;
- Unemployment insurance – the company must issue the necessary documents for the benefit application.

RESIGNATION BY THE EMPLOYEE

The employee is entitled to almost the same benefits as dismissal without just cause but will lose:

- The notice period – unless the employee works during this period;
- Withdrawal of the FGTS – the employer deposits the Severance Indemnity Fund, except for the fine, but the employee cannot withdraw it;
- The 40% FGTS fine;
- Unemployment insurance.

CONSTRUCTIVE DISMISSAL

(Occurs when the employer repeatedly violates the employment contract, e.g., late payments, failure to deposit **FGTS**, or poor working conditions). In this case, the employee will have the same rights as dismissal without just cause.

WHERE SHOULD I LOOK FOR A JOB?

You can search for jobs through the **SINE (National Employment System)**, a free service that offers job listings and interview scheduling with potential employers, or at Worker Assistance Centers. This service is provided by municipal or state departments in various Brazilian cities. Additionally, you can search for job opportunities on reliable websites or in printed newspaper ads in your city.

**I AM A MIGRANT,
FOR MY RIGHTS!**

WHAT IS RETIREMENT?

Retirement is a lifelong monthly payment that can be granted based on age, contribution time, or hazardous work conditions. To retire, you need to meet certain requirements, which vary depending on the type of retirement:

Retirement by Age

The minimum retirement age is 65 for men and 62 for women. Both must have contributed to the **INSS** for at least 15 years.

Retirement by Contribution Time

The requirements for retirement by contribution time are 35 years of contribution for men and 30 years for women, in addition to a 180-month qualifying period.

To learn more about other types of retirement, visit the website <https://www.gov.br/pt-br/servicos/solicitar-aposentadoria-por-idade-trabalhador-urbano>, where you can find more information on the topic. The website is also available in Spanish and English.

For women who work as domestic workers, such as housekeepers, it is possible to become an individual contributor to the INSS to gain the right to retirement. Registrations can be made at Social Security Agencies or by calling 135.



HEALTH IN BRAZIL



Migrants, regardless of their migratory status, have the same rights to assistance as any Brazilian in public health services.

Law No. 13,445 of May 24, 2017, in turn, regulated migration in Brazil and established principles and guidelines for public policies aimed at this population. As recommended by the Federal Constitution, the new migration legislation defines equal treatment for international migrants, without any type of discrimination (BRASIL, 2017).

The right to health in Brazil was an achievement of the Health Reform movement that also influenced the creation of the Unified Health System (SUS). One of the pillars of this system is the Federal Constitution of 1988, whose article 196 states that health “[...] is a right of all and a duty of the State, guaranteed through social and economic policies that aim to reduce the risk of disease and other injuries and universal and equal access to actions and services for promotion, protection and recovery” (BRASIL, 1988).

A: Hi Tânia, how are you? I want to go to the Health Center because I haven't been feeling well. What do I need to present to access health services? What documents do you need to access the SUS?

An official document with a photo of your nationality or **RNM**, **CPF** or identity document that shows your **CPF** number

A: How do I get my SUS Health Card?

T: All I need to do is go to one of the **Basic Health Units (UBS)** authorized to issue the card, from Monday to Friday. To obtain the card, you need the resident's **RNM** with proof of residence and **CPF**. In the case of children who do not have an RNM, they must present the original or copy of the birth certificate or equivalent document.

A: What public health services do I have access to?

It is important to note that migrants who do not have a residence permit are only entitled to urgent and emergency care. Migrants who have a residence permit, student visa, humanitarian visa holders, refugees or asylum seekers are entitled to universal access to Brazilian healthcare.

Access to health care in Brazil is universal and covers all topics involving basic and specialized care. Specifically in relation to women's health, we highlight the following programs:

Women's Health

- 🌐 Qualification of health care for pregnant and postpartum women and expansion of access to prenatal consultations and recommended exams;
- 🌐 Prevention of cervical and breast cancer;
- 🌐 Promotion, prevention and control of sexually transmitted infections and HIV/AIDS infection in the female population;
- 🌐 Development of prevention and care actions for women in situations of violence;
- 🌐 Guidance and provision of access to family planning.

There is a menstrual dignity program. This is a program that aims to benefit women in situations of extreme social vulnerability or low income and homeless women. It allows them to receive free sanitary pads. To receive these pads, they must be between 10 and 49 years old and be registered in the Single Registry (**CadÚnico**).

Sanitary Pads

To obtain sanitary pads, the beneficiary must go to an accredited establishment, which may be a pharmacies in the UBS in their city or in places identified by the logo of the Farmácia Popular do Brasil Program, presenting the following documents:



Authorization Document for the **Menstrual Dignity Program**, in digital or printed format, which must be generated via the **Meu SUS Digital** app or website, valid for 180 days.

In the area of Mental Health, you also have the right to medical care. Migrants can have access to equipment and care related to mental health at **Psychosocial Care Centers (CAPS)** and referrals at **UPAs and UBS**. Universities and other higher education institutions offer extension projects in the area of mental health. To access them, check the projects available in both cities.

Differences between UBS and UPA?

Basic Health Units (UBS) provide primary care, controlling chronic diseases, monitoring the growth and development of children and pregnant women at all stages, and offering consultations and vaccinations.

Emergency Care Units (UPAs) operate 24 hours a day and are emergency care units (ERs). They are the path for emergency and urgent cases: when a person arrives who is not classified as such, they are put at the back of the line.

A UBS é a porta de entrada do SUS em todo o Brasil
Procure a mais próxima de você para receber atenção primária em saúde



...ship is a feminine noun in the Portuguese language whose meaning refers to participation in the political, social, and economic life of a country. It involves the exercise of rights such as access to education, health, social programs, and justice. More and more women from different parts of the world are arriving in Brazil to rebuild their lives and their families. This arrival involves many challenges, ranging from deciphering the local language to getting used to customs that are completely different from those in their home countries.

substituir por: Citizenship is a feminine noun in the Portuguese language referring to full participation in the political, social, and economic life of a country. It involves the exercise of rights such as access to education, health, social programs, and justice. More and more women from different parts of the world are arriving in Brazil to rebuild their lives and their families. This

to support migrant women¹, refugees, humanitarian migrants, and stateless persons with basic information about access to rights in Brazil. This project is aimed at all migrants, regardless of their migratory status, documented or undocumented. It was developed within the scope of the research project "Women, Refugees and Stateless Persons" of the Sérgio Vieira de Mello Chair (Cadeira Sérgio Vieira de Mello) at the University for Latin American Integration, with the support of the National Council for Scientific and Technological Development (CNPq), the National Relations (PROINT/UNILA), the Secretariat for African Relations (SEAF) and the Ministry of Human Rights and Citizenship.

And what about the medications that are prescribed to me?

T: The municipal public health network provides medications that are dispensed (delivered) in the pharmacies of the Municipal Health Units, free of charge to users, upon prescription (prescription), issued by a qualified professional and the patient's SUS card.



COMBAT VIOLENCE IN BRAZIL



Tânia: Sandra! How are you? I've wanted to talk to you for a while now. I often reflect on our life stories and how important it is to know how to respond to the various forms of violence that exist in society and that affect us in so many ways.

Sandra: Hi, Tânia! I'm good, thank you. But where is this violence you're talking about? I've heard a lot about it, and I'll be honest: I don't really understand what it means.

T: Well, to start, it's important to say that violence is understood as the **"intentional use of force or power in a form of threat against oneself, another person, or a group or community, which causes or is likely to cause injury, death, psychological harm, developmental alterations, or deprivation"** (WHO, 2002, p. 5).

S: And why did you say that violence has to do with us?

T: Because there are types of violence that are specifically directed against women, behaviors based on gender. In fact, in Brazil, there is the **Maria da Penha Law No. 11.340, enacted on August 7, 2006**, which offers a series of provisions for women suffering from the following types of violence: physical, psychological, sexual, property, and moral. It ensures a network of protection at federal, state, and municipal levels.

S: Now I'm even more confused. I never imagined there were so many types of violence. Can you explain the differences between them?

T: Of course! Let's go!

- **Physical Violence:** These are all behaviors that offend our integrity or bodily health.
- **Psychological Violence:** Behaviors that cause emotional harm and diminish my self-esteem. For example, when someone tries to isolate me by forbidding me to go out, work, or study.
- **Moral Violence:** Public humiliation, offensive exposure on social media, slander, libel, defamation. This usually precedes physical violence.
- **Property or Financial/Economic Violence:** Damage to personal belongings, preventing the use of one's own money, withholding social benefits (Image of a person breaking a phone).
- **Sexual Violence:** Behaviors, words, and touches without consent to your body, prohibition of access to contraceptive methods.

- **Torture:** This is “the act of subjecting someone under your custody, power, or authority to the use of force or serious threats, causing intense physical or mental suffering, as a form of personal punishment or preventive measure”.
- **Negligence and Omission and Institutional Violence:** Exemplified by lack of attention from public services, whether in health or education.
- **Human Trafficking:** The recruitment of women involves enticement for sexual or labor exploitation.

Prolonged violence presents three phases that repeat, which are:

- **Phase 1 - Tension Building:** It is common for verbal, moral, property, and emotional violence to appear here. The aggressor humiliates, provokes, makes threats, and destroys objects, while the woman feels sadness, anguish, guilt, fear, and disappointment.
- **Phase 2 - Act of Violence:** This involves verbal, physical, sexual, and property aggression. The aggressor may seem out of control, willing to destroy objects and then the woman in front of him. The woman will experience strong feelings of paralysis, insomnia, fatigue, isolation, shame, anxiety, misunderstanding, pain, confusion, weight loss, hair loss, irritability, and extreme sensitivity.
- **Phase 3 - Regret - Honeymoon:** This is a moment of great importance, as it marks the false change in the aggressor’s behavior, making promises of change, with various attempts to restore the woman’s trust, using a wide range of emotional manipulation. The aggressor displays false remorse, false regret, false promises of change, and false changes in behavior. The woman, for her part, feels confused, may start to create expectations, and may also feel social-family pressure to maintain the relationship. The guilt over the decision she must make can overwhelm and exhaust her.

I’m thinking that these situations are actually very common. I have another very important question for you: what can a woman in such a situation do?

T: All women suffering from any type of violence in Brazil have several resources they can turn to for conversation, understanding their situation, exploring their options, and seeking support.

- Social Assistance Reference Centers (**CRAS**)
- Specialized Police Stations for Women (**DEAMs**) (**posts or sections**)
- Specialized Social Assistance Reference Centers (**CREAS**)
- Reference Centers for Women in Situations of Violence
- Integrated Women's Centers
- Temporary Shelters (**Safe Houses**)
- Women's Units in Public Defender's Offices, Specialized Prosecutor's Offices, Women's Defenders
- Special Courts, Domestic Violence and Family Courts against Women
- Women's Assistance Central - Call **180**

And in the most extreme cases, what can protect these women?

T: According to the Maria da Penha Law, there are several measures against the aggressor that can be enacted:

- Suspension of firearm possession or restriction of carrying weapons, with notification to the competent authority, under **Law No. 10.826/2003**;
- Removal from the home, residence, or place of coexistence with the victim;
- Prohibition of certain behaviors, including: Approaching the victim, her family members, and witnesses, establishing a minimum distance between them and the aggressor;
- Contacting the victim, her family members, and witnesses by any means of communication;
- Frequenting certain places to preserve the physical and psychological integrity of the victim;
- Restriction or suspension of visits to minor dependents, upon hearing from a multidisciplinary support team or similar service;
- Provision of provisional or temporary alimony;
- Attendance of the aggressor at recovery and re-education programs;
- Psychosocial monitoring of the aggressor, through individual and/or group support services.



These measures can be imposed together or separately. Failure to comply with the protective measures is a crime and can lead to imprisonment, even in flagrant cases, for a period of 3 months to 2 years.

That's incredible. It's very reassuring to know there are ways to support us. Thank you so much for this conversation; this is information I will definitely share with everyone who needs to hear it.

Tânia: Let's keep talking; one of the most important actions is to have our support network.

In Brazil, there are other important laws that guarantee protection for women. Here are some of them:

Femicide Law (13.104/2015) - Classifies the murder of women for gender reasons as qualified homicide, making it a heinous crime. It increases the penalty for crimes motivated by domestic violence, discrimination, or contempt for the female condition.

Carolina Dieckmann Law (12.737/2012) - protects women against cyberattacks and the sharing of data, photos, or videos without their consent.

Next Minute Law (12.845/2013) - Guarantees immediate and comprehensive assistance to victims of sexual violence in Brazil, without the need for a police report. It ensures the right to medical and psychological treatment, including prophylaxis for diseases and preservation of fertility. The confidentiality and dignity of the victim are prioritized during assistance.

Joanna Maranhão Law (12.650/2015) - Extended the time limit for reporting sexual abuse crimes against children and adolescents in Brazil. It allows victims to report the crime up to 20 years after turning 18, providing more time to seek justice. The law aims to protect victims of sexual violence who take time to report.

Useful links and phone numbers

- CadÚnico: <https://cadunico.cidadania.gov.br>
- Carolina Bori: <https://plataformacarolinabori.mec.gov.br/usuario/aceso>
- CPF: <https://servicos.receita.fazenda.gov.br/Servicos/CPF/InscricaoCpfEstrangeiro/default.asp>
- ID Jovem: <https://idjovem.juventude.gov.br>
- Retirement: <https://www.gov.br/pt-br/servicos/solicitar-aposentadoria-por-idade-trabalhador-urbano>
- MEC: <https://www.gov.br/mec/pt-br>
- Brazil Acolhedor Program: <https://www.acnur.org/portugues/brasil-acolhedor>
- Ministry of Human Rights and Citizenship: ouvidoria@mdh.gov.br
- National Immigration Registry (RNM): <https://www.gov.br/pf/pt-br/assuntos/imigracao>
- SENAI (Serviço Nacional de Aprendizagem Industrial) <https://www.portaldaindustria.com.br/senai/>
- Social rate Electricity: <https://www.gov.br/pt-br/servicos/tarifa-social-de-energia-eletrica>

Phone numbers:

- CadÚnico: 0800-707-2003
- CRAS: 0800-707-2003
- Human Rights – 100
- Patrol Maria da Penha - 153
- Women's Assistance Center - 180

References

BRASIL. Constituição da República Federativa do Brasil de 1988. Disponível em: https://www.planalto.gov.br/ccivil_03/constituicao/constituicao.htm. Acesso em: 21/10/2024.

BRASIL. Constituição da República Federativa do Brasil de 1988. Disponível em: https://www.planalto.gov.br/ccivil_03/_ato2015-2018/2017/lei/l13445.htm. Acesso em: 18/09/2024.

BRASIL. Decreto-Lei n. 5.452, de 1º de maio de 1943. Aprova a Consolidação das Leis do Trabalho. Disponível em: https://www.planalto.gov.br/ccivil_03/decreto-lei/del5452.htm. Acesso em: 21/10/2024.

BRASIL. Ministério da Saúde. Cartilha Nacional de Saúde. Disponível em: <http://portal-saude.gov.br/acoes-e-programas/equidade-e-saude/situacao-migratoria>. Acesso em 29 de novembro de 2018.

BRASIL. Ministério da Saúde. Sistema Nacional de Saúde (SUS). Disponível em: <http://portalsaude.gov.br/sus>. Acesso em 10 de janeiro de 2019

BRASIL. Ministério da Saúde. Portaria n. 2436, de 21 de setembro de 2017. Aprova a Política Nacional de Atenção Básica, estabelecendo a revisão de diretrizes para a organização da Atenção Básica, no âmbito do Sistema Único de Saúde (SUS). Brasília: MS, 2017.

CARTILHA DIREITOS DAS MULHERES IMIGRANTES E REFUGIADAS (2023). Cátedra Sérgio Vieira de Mello UniCuritiba. Disponível em: <https://linktr.ee/csvm.unicuritiba> Acessado em 09/10/2024

ESCOLA NACIONAL DE ADMINISTRAÇÃO PÚBLICA. Crianças e Adolescentes Migrantes: Integração das crianças e adolescentes migrantes. In: Crianças e Adolescentes Migrantes: Integração das crianças e adolescentes migrantes. Brasília: Enap, 2021. Disponível em: <http://repositorio.enap.gov.br/handle/1/6830>. Acesso em: 22 out. 2024.

_____. LEI MARIA DA PENHA. Lei N.º 11.340, de 7 de Agosto de 2006. Disponível em: https://www.planalto.gov.br/ccivil_03/_ato2004-2006/2006/lei/l11340.htm

_____. Ministério do Desenvolvimento Social e Combate à Fome. Política nacional de assistência social. Brasília: Secretaria Nacional de Assistência Social, 2004.

3a EDIÇÃO GUIA SOMOS TODAS(os) MIGRANTES ACCESO A LOS DERECHOS DE LOS INMIGRANTES Y FUNCIONARIOS PUBLICOS (2023). Disponível em: https://capital.sp.gov.br/web/imigrantes_e_trabalho_decente/w/publicacoes/331851 Acessado em: 09/10/2024