



**II National
Policies Plan
for Women**



II NATIONAL POLICIES PLAN FOR WOMEN

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II NATIONAL
POLICIES PLAN
FOR WOMEN

CONTENTS

PRESENTATION – MINISTER NILCÉA FREIRE MORE CITIZENSHIP FOR MORE BRAZILIAN WOMEN	19
PART I WE HAVE A PLAN	23
PART II ASSUMPTIONS, PRINCIPLES, AND GENERAL GUIDELINES OF THE NATIONAL POLICY FOR WOMEN	29
CHAPTER 1 – ECONOMIC AUTONOMY AND EQUALITY IN THE WORLD OF WORK WITH SOCIAL INCLUSION	33
OBJECTIVES, GOALS, AND PRIORITIES	40
ACTION PLAN	42

CHAPTER 2 – Inclusive, non-sexist, non-racist, non-homophobic, and non-lesbophobic education	53
Objectives, goals, and priorities	60
Action Plan	62
 CHAPTER 3 – Women’s health, sexual and reproductive rights	69
Objectives, goals, and priorities	77
Action Plan	79
 CHAPTER 4 – Fighting all forms of violence against women	93
Objectives, goals, and priorities	100
Action Plan	102
 CHAPTER 5 – Participation of women in positions of power and decision-making	113
Objectives, goals, and priorities	118
Action Plan	118
 CHAPTER 6 – Sustainable development in rural areas, in the city, and forests, ensuring environmental justice, sovereignty, and food security	125
Objectives, goals, and priorities	130
Action Plan	131

CHAPTER 7 – RIGHT TO LAND, DIGNIFIED HOUSING, AND SOCIAL INFRASTRUCTURE IN RURAL AND URBAN AREAS, CONSIDERING TRADITIONAL COMMUNITIES	137
OBJECTIVES, GOALS, AND PRIORITIES	143
ACTION PLAN	145
CHAPTER 8 – EQUALITARIAN, DEMOCRATIC, AND NON-DISCRIMINATORY CULTURE, COMMUNICATION, AND MEDIA	149
OBJECTIVES, GOALS, AND PRIORITIES	154
ACTION PLAN	156
CHAPTER 9 – FIGHTING RACISM, SEXISM, AND LESBOPHOBIA	161
OBJECTIVES, GOALS, AND PRIORITIES	166
ACTION PLAN	167
CHAPTER 10 – FIGHTING GENERATIONAL INEQUALITIES THAT AFFECT WOMEN, ESPECIALLY YOUNG AND ELDERLY WOMEN	169
OBJECTIVES, GOALS, AND PRIORITIES	173
ACTION PLAN	174
PART III	
CHAPTER 11 – PLAN MANAGEMENT AND MONITORING	177
OBJECTIVES, GOALS, AND PRIORITIES	182
ACTION PLAN	183

CHAPTER 12 – BUDGETARY FORECAST 2008-2011	189
ANNEXES	
ANNEX 1 – DECREE 5,390, MARCH 08, 2005	197
ANNEX 2 – DECREE 6,387, MARCH 05, 2008	201
ANNEX 3 – MINISTERIAL ORDER NUM. 62, SEPTEMBER 24, 2008	205
ANNEX 4 – MEMBERS OF THE COMMITTEE FOR COORDINATION AND MONITORING OF THE NATIONAL POLICIES PLAN FOR WOMEN, SEPTEMBER 2008	211
ANNEX 5 – NATIONAL WOMEN’S RIGHTS COUNCIL - 2005-2007 ADMINISTRATION	213
ANNEX 6 – NATIONAL WOMEN’S RIGHTS COUNCIL - 2008-2010 ADMINISTRATION	215
ANNEX 7 – ACRONYM GLOSSARY	217
ACKNOWLEDGMENTS	223

PRESENTATION

*Find in the street, side by side
We are much more than two.*

Mario Benedetti

MORE CITIZENSHIP FOR MORE BRAZILIAN WOMEN

II NATIONAL POLICIES PLAN FOR WOMEN: CELEBRATING ACHIEVEMENTS AND OVERCOMING NEW CHALLENGES

The launch of the II National Policies Plan for Women (II PNPM) gives us great satisfaction and is challenging.

Satisfaction because of the democratic way in which important policies have been drafted during this administration, like this II PNPM, which was developed with the direct participation of approximately 200 thousand Brazilian women in municipal and state conferences held in all Brazilian states.

Satisfaction for clearly seeing, during the II National Conference of Women's Policies (II CNPM), the restatement of the assumptions and principles of the National Policy for Women established during the I Conference. The main guidelines of our work are still equality, respect of diversity, equity, women's autonomy, laicity of the State, universality of policies, social justice, transparency of public actions, participation, and social control.

Satisfaction in observing, step by step, the constant and continued definition and implementation of national policy for women; and the II National Policies Plan for Women drafted in a coordinated manner throughout the government.

Based on the results of the II CNPM, the Multiyear Plan 2008-2011, and the government's Social Agenda, and under the coordination of the Special Secretariat of Policies for Women, 18 bodies of the federal public administration (MEC, MJ, MS, MCid, MDA, MDS, MPOG, MTE, MME, MinC, MMA, Seppir, SEDH, Office of the Chief of Staff, General Secretariat, Secom, Funai, and Ipea), in partnership with representatives from state and municipal government mechanisms of women's policies and the National Women's Rights Council (CNDM), drafted this II PNPM, which has 94 goals, 56 priorities, and 388 actions distributed in 11 broad fields of action.

We now have the great challenge of guaranteeing its implementation throughout the country. The II PNPM broadens and deepens the federal government's field of action in public policies for women, including six new strategic areas that will add to those already present in the I Plan. They are: Participation of women in positions of power and decision-making; Sustainable development in the rural area, the city, and forests, ensuring environmental justice, social inclusion, sovereignty, and food security; Right to land, dignified housing, and social infrastructure

in rural and urban areas, considering traditional communities; Non-discriminatory culture, communication, and media; Fighting racism, sexism, and lesbophobia; and Fighting generational inequalities that affect women, especially young and elderly women.

The II National Policies Plan for Women is the unequivocal expression of the Brazilian government's commitment to equality and social justice for all.

NILCÉA FREIRE
MINISTER OF THE SPECIAL SECRETARIAT OF POLICIES FOR WOMEN
PRESIDENCY OF THE REPUBLIC

PARTE I

WE HAVE A PLAN

The II National Policies Plan for Women (PNPM) is the consequence of an intense dialogue process held between the government and civil society. It answers not only to the mobilization of Brazilian society to increase the gender and race/ethnicity dimension in the actions developed by the State, but also to this administration's acknowledgement that policies for the promotion of equality and to value diversities are under permanent construction and perfection and are a responsibility of all the bodies that integrate it.

Therefore, the process of developing the II PNPM and its results, here presented, translate the continued effort made by President Luiz Inácio Lula da Silva's administration to incorporate the principle of equality – in all its dimensions – into the development and consolidation process of democracy, initiated in 2003. It also makes evident the adoption of transparency in governmental actions as a principle and dialogue as a legitimate way of developing relations between State and society, with the consequent establishment of participation channels for society in public policy planning, formulation, follow-up, and assessment.

The National Conferences held by the various sectors of the federal government are the most significant examples of the progress observed in these relations in the last years.

The general terms of the II National Plan were approved by the II National Conference on Women's Policies (II CNPM), which took place in August 2007, and validated the principles and assumptions of the National Policy for Women, along with the guidelines and priorities identified by the I CNPM, which was held in July, 2004. The II Conference, however, broadened the scope of the National Plan, introducing new strategic dimensions and proposing details of the already existent dimensions, so as to highlight segments of women in vulnerable situations or qualify the processes and means for obtaining the expected results.

The main objective of the assessment of the National Plan was to perfect it, fitting it to the needs imposed by the dynamics of its implementation and by civil society demands. During this process it became clear that the continuity of fundamental actions

must be preserved to comply with the objectives and goals for promoting gender equality, considering the need for time for greater maturity and consolidation. This means that the PNPM is renewed through the assessment process, without losing reference to the assumptions, principles, and guidelines that are the basis of the National Policy for Women and that guide its main objectives.

The assessment of the I PNPM highlighted as the main progress towards the institutionalization of the National Policy for Women and its implementation: the greater insertion of the issues gender, race/ethnicity in the government's budgetary and planning process; the creation of state and municipal governmental organisms to coordinate and manage women's policies; and the progress in incorporating the cross-cutting nature of gender into public policies. Also important were the approval of Law num. 11,340/2006 (Law Maria da Penha); the creation of a Tripartite Committee for the Revision of Punitive Legislation against Abortion; the increase of credit available to rural women; and the national policy of sexual and reproductive rights, amongst others.

The assessment also pointed out the main aspects that needed to be overcome: the non-existence of women's policies organisms in many state governments and in most municipal governments; the low budget available for women's policies; the criminalization of abortion; the lack of data; the low level of incorporation of the cross-cutting nature of gender into public policies; the absence of sharing, between men and women, the domestic labor and caretaker tasks; the frailty of existent institutional mechanisms for women's policies; amongst others.

The major innovation of the new strategic dimensions approved in the II Conference was the highlight given to female participation in the spaces of power, as an object of public policies aimed at gender equality. The topic, also included amongst the objectives of the II CNPM for debate and assessment, gained relevance with a specific action area within the Special Secretariat of Policies for Women (SPM) and the federal government, given the amplitude of the concept of "power" and its centrality within gender relations – being that inequality is one of its most sensitive and evident marks.

Other dimensions, in some cases, brought greater visibility to important issues that already existed in priorities and actions in the previous National Plan. Thus, the following topics can be mentioned: culture, communication, and media; environment, sustainable development, and food security; access to land and housing; fight against racial and generational inequalities; amongst others equally important.

From the point of view of the management of the PNPM, during this second implementation phase it is important to highlight, firstly, the major concern in coordinating it to the Multiyear Plan (PPA 2008-2011), thus, ensuring a more effective commitment of all sectors involved with policies promoting gender equality and the autonomy of women. During the first phase of the implementation of the PNPM, these processes – both the coordination and development of partnerships with governmental sectors, and the proximity to social movements – have gained dimension and depth, broadening the partner network and dialogue with civil society.

An example of this progress is the inclusion, in this new version of the Plan, of Social Agenda actions from governmental sectors that work in favor of gender equality. Objectively, this means, on the one hand, the strengthening of partnerships and common ideas, or, in the least, converging ideas, within public power; and on the other, the penetrability of a web of relations that brings government and society closer together, recognizing and joining the interfaces of social movements in their various segments.

The revision methodology for the PNPM reflected the already mentioned progress by transferring to its Coordination and Monitoring Committee the responsibility in leading the process. Not only the bodies that already integrated the Committee were summoned, but also representatives of the new governmental sectors were included due to the demands of the II CNPM. They are: Ministry of Culture, Ministry of the Environment, Communications Secretariat, General Secretariat, Office of the Chief of Staff, Ipea, and Funai.

With this new configuration, the Committee also broadened civil society representation, which went from 1 to 3 representatives within the National Women's Rights Council (CNDM); and incorporated 2 representatives of state governmental mechanisms of women's policies and 2 municipal mechanisms. Representatives from black women and female youth movements were invited to participate in the PNPM revision meetings.

As a basis agreement for the drafting of the II Plan, the following were defined: the results of the II National Conference on Policies

for Women would be central guidelines; the topics of fighting racism, sexism and lesbophobia, and generational inequalities would be chapters in the Plan, but the actions to overcome said discriminations and inequalities would be distributed throughout the different action plans; the ministries should include the II PNPM actions in their PPA 2008-2011 actions, defining funds forecasted for each action; and, the coordination of the PNPM to the Government's social agenda. The Committee developed its work in 4 plenary meetings and in small working groups, organized by chapter.

The release of the II National Policies Plan for Women expresses the Federal Government's political will and commitment to eliminate discrimination against women. This effort has been nationally and internationally recognized. The United Nations Committee on the Elimination of all Forms of Discrimination against Women, when assessing the VI Brazilian National Report, in July 2007, complimented the participatory way in which gender equality policies in Brazil are being developed and drafted, and recommended that additional efforts be made to eliminate the gap between "de jure" and "de facto" equality amongst women and men, enforcing the implementation of laws, plans, and policies, and their monitoring.

There is still much to be done for gender and race/ethnicity equality to become effective in our country. The principles and assumptions defined by the National Policy for Women, taken on by Brazil, show the path to be followed.

PART II

ASSUMPTIONS, PRINCIPLES, AND GENERAL GUIDELINES of THE NATIONAL POLICY FOR WOMEN

The II National Conference on Policies for Women restated the general agreements and assumptions, principles, and guidelines of the National Policy for Women approved during the I National Conference. Thus, it restated the understanding that the National Plans express specific circumstances and that the national policy is the master guideline of the different actions that integrate the national plans.

The National Policy for Women is permanent and provides the general guidelines upon which the Plans, which are more lasting and subject to more frequent changes, are based. It is guided by the principles of equality and the respect of diversity, equity, autonomy of women, State laicity, policy universality, social justice, transparency of public actions, and social participation and control.

EQUALITY AND RESPECT OF DIVERSITY – women and men have equal rights. State policies with the intention of overcoming gender inequalities are based upon this principle. The promotion of equality requires the respect and attention to cultural, ethnic, racial, social insertion, economic, and regional diversities, along with the different times in life. It demands the combat of all kinds of inequalities through affirmative action policies

and considering the experiences of women in the formulation, implementation, monitoring, and assessment of public policies.

EQUITY – the access of people to universal rights must be ensured with universal actions, but also specific and affirmative actions aimed at historically discriminated against groups. Treating unequally the unequal seeking social justice requires the full recognition of the unique needs of the different groups of women.

AUTONOMY OF WOMEN – women must be ensured the power to make decisions about their lives and bodies, along with the conditions to influence what happens in their community and country, to break the historic legacy, with spaces and cycles of dependency, exploitation, and subordination that restrain their personal, economic, political, and social lives.

STATE LAICITY – State public policies must be formulated and implemented independently of religious principles, so as to effectively ensure the rights established in the Federal Constitution and in many international documents signed and ratified by the Brazilian State, as a measure to protect the human rights of women and girls.

POLICY UNIVERSALITY – policies must be fully enforced guaranteeing access to social, political, economic, cultural, and environmental rights to all women. The principle of universality must be translated into permanent policies in the three governmental levels, characterized by the indivisibility, integrality, and intersectoral characteristic of rights, and combined to the affirmative action public policies, understood as a necessary transition in the search for effective gender, race, and ethnicity equality and equity.

SOCIAL JUSTICE – implies the recognition of the need to redistribute resources and wealth produced by society and in the search to overcome the social inequality that affects women in a significant manner.

TRANSPARENCY OF PUBLIC ACTIONS – it is necessary to ensure the respect of the public administration principles: legality, impersonality, morality, publicity, and efficiency, with transparency of public actions and social control.

SOCIAL PARTICIPATION AND CONTROL – the debate and participation of women in public policy formulation, implementation, assessment, and social control must be ensured.

TO MAKE THESE PRINCIPLES CONCRETE, THE STATE AND THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS MUST FOLLOW THE FOLLOWING GUIDELINES:

- Ensure the implementation of integrated public policies for the development and promotion of gender, race, and ethnicity equality;
- Ensure democratic and sustainable development considering regional diversities, with social justice, and ensuring that development policies promoted by the Brazilian State be aimed at overcoming economic

and cultural inequalities. This implies the development of distributive actions to address the concentration of income and wealth;

- Enforce treaties, agreements, and international conventions signed and ratified by the Brazilian State with respect to women's human rights;
- Stimulate and implement affirmative action policies as a necessary instrument for the full exercise of all fundamental rights and liberties of the different groups of women;
- Promote the balance of power between women and men, in terms of economic resources, legal rights, political participation, and interpersonal relations;
- Combat the different forms of mercantile appropriation and exploitation of the body and lives of women, such as sexual exploitation, trafficking of women, and the consumption of stereotyped female images;
- Recognize gender, race, and ethnic violence as a structural and historic type of violence that expresses the oppression of women and that needs to be dealt with as a matter of security, justice, and public health;
- Acknowledge the responsibility of the State in the implementation of policies that affect the social and sexual division of labor; the social importance of work traditionally given to women in human relations and the production of livelihood; the importance of social equipment and related services, with special attention to the care for children and the elderly;
- Contribute in public education to develop social values that emphasize the importance of the work historically carried out by women and the need to create and make feasible new ways for them to become effective;
- Ensure the inclusion of gender, race, and ethnic issues into school curricula, acknowledging and seeking ways to change educational practices, the production of knowledge, formal education, culture, and discriminatory communication;

- Ensure the allocation and execution of funds in the Multiyear Plans, Budgetary Guidelines Law, and Annual Budgetary Laws for the implementation of public policies for women;
- Draft, adopt, and disseminate social, economic, and cultural indicators on afro-descendent and indigenous populations, as support for the formulation and coordinated implementation of health, social security, labor, education, and culture public policies, considering the urban and rural realities and specificities. Give special attention to the implementation of the item color in the forms and registries of the different areas;
- Form and train public servants in gender, race, ethnicity, and human rights so as to ensure the implementation of public policies aimed at equality;
- Ensure social participation and control in public policy formulation, implementation, monitoring, and assessment, making data and indicators related to public actions available and ensuring transparency in actions;
- Create, strengthen, and broaden specific organisms for women's rights and policies in the first level of government in the federal, state, and municipal levels.

CHAPTER 1: ECONOMIC AUTONOMY AND EQUALITY IN THE WORLD OF WORK, WITH SOCIAL INCLUSION

Discrimination and inequalities became even more evident in the social space of work. Social inequalities are added to ethno-racial and gender inequalities contributing to the development of a hierarchy that repeats itself in nearly all social and economic indicators analyzed: generally, men and whites have better labor market insertion conditions than women and blacks. It is also noteworthy that black women are those who suffer the greatest burden of discrimination, experiencing a situation of double differentiation: gender and race/ethnicity. This intersection contributes in creating a social organization that places white males at the top, followed by white females, black males, and, finally, black females. Out of all of them, they are the ones who experience the lowest scale in the social pyramid, with the worst work conditions, lowest salaries, suffering the most with unemployment, the ones who most establish informal relations (and their consequent absence from social protection, both present and future), and the ones who occupy the least prestigious positions in the professional hierarchy.

The results of this discrimination – often indirect or invisible – become evident when unemployment and remuneration indicators, amongst

others, are analyzed. It is important to highlight, however, that although the situation still exists, it has been changing significantly throughout the last years, as a result of the policies adopted by the three levels of government; social movement pressures and demands; and the greater social acknowledgement of gender and race/ethnic inequalities and discriminations. Thus, PNAD – National Household Survey data make evident results that are consistent with the progress that has occurred in the economic field.

In Brazil, throughout the 20th century, access to school was increased for the population groups previously excluded from the formal education process. Thus, women increased their access to education, which is reflected in their greater and better insertion into this space when compared to men (see chapter 2). Such advantage, however, is still not reflected in the labor market. Despite the progress of female insertion into this space that has the potential of producing social and economic autonomy, there is still a long path ahead with respect to the guarantee of equal entry and permanence conditions in the labor market, along with wages for the activities developed.

The last fifteen years have seen a phenomenon that could be called feminization of the labor market. In fact, since the early 1990s, there has been significant increase of female participation in this area. In 1996, 52.2% of women 16 years old or more were active, that is, employed or seeking employment. This figure reached 59% of the female population in 2006, a significant increase, especially when the male activity rate dropped during the same period. This driving force for women to enter the labor market is the consequence of a series of factors, amongst which are the drop in fertility rates, an increase in female schooling, and changes in the values given to roles and spaces destined to women, along with, of course, economic factors.

Despite the increase in female activity level, it is still considerably lower than the male level (82.2%, in 2006). In addition, the decision of entering the labor market does not become a reality in the same intensity for workers of both sexes. In fact, while the male unemployment rate was 6.4%, in 2006, the female rate reached 11%, which represents nearly 1.2 million unemployed women more than men. The racial hierarchy can be clearly observed in this indicator: while white men had a 5.7% unemployment rate, black women reached 12.5% that same year. Black women are excluded from a set of jobs for being women, and additionally, they are also excluded from other jobs considered female, such as those that entail public relations, because they are black. This evidences a double discrimination associating gender and race.

According to RAIS (Annual Report on Social Information, from the Ministry of Labor and Employment) data, in 2006, over 1.9 million formal jobs were created, reaching a level of 35.2 million job relations by December 31, 2006. These data show a general expansion in the level of employment throughout the economic activity sectors. With respect to the increase in the female labor force, the RAIS shows a 6.59% expansion, a percentage that is higher than that for men, which was

about 5.21%. As for schooling, employment for women with complete high school education increased 544.8 thousand and with complete and incomplete higher education there was larger growth than that of men: complete higher education +164.9 thousand for women and +73.4 thousand for men; incomplete higher education +75.9 thousand for women and +70.5 thousand for men.

Once employed in the labor market, women and men concentrate in considerable different spaces. In this process, the positions occupied by the female and black populations tend to be more precarious than those occupied by male and whites, with less – or no – degree of social protection. Women are, in greater proportion than men, domestic maids, self-consumption production and non-remunerated workers, while men are, in greater proportion, in a condition of employees (with and without signed work cards), autonomous, and employers. Black women are the ones most present in domestic employment (21.4% compared to 12.7% of white women) and in the categories included in self-consumption production, construction for personal use, and non-remunerated workers (17% compared to 12%).

Despite the proportion of working women with no pay being significantly higher in agriculture and livestock, there was a decrease in female work in non-paid labor, from 40%, in 1993, to 33.7%, in 2006. With respect to self-consumption activities developed by rural inhabitants, despite the increase in the participation of both sexes, men had a more significant growth. Between 1993 and 2006, the male participation in self-consumption labor jumped from 5.3% to 12%, representing an increase of over 126%, whereas women, during the same period, increased from 41% to 46.6%, a 13% increase. There is, therefore, indication of changes in the role of women in the rural economy. It is important to highlight, however, that such changes are still far from an economic acknowledgement of female rural workers.

It is also worth mentioning that a sexual division of labor still exists, since women are overburdened with obligations in domestic work, caring for the home and children. IBGE data for 2006 show that while 90.2% of working women dedicate themselves to housework, a considerably lower share of men (51.4%) do the same, demonstrating an undeniable double work day for the female population. The intensity by which they dedicate themselves to this housework is also different: women spend approximately 25 weekly hours taking care of their homes and family members, whereas men who do housework spend less than 10 hours a week. The need to conciliate work and housework leads many women to seek part-time jobs as an alternative. Thus, while only 19.3% of men typically work under 40 hours a week, this percentage reaches 42.7% for women.

The work days declared by men and women in agriculture and livestock activities clearly demonstrate the invisibility of female labor in the rural area and the hidden time spent in food production, be it for self-consumption or market, with no separation from housework. In 2006, the discrepancy in the female work day in agriculture and livestock continued to be overwhelming, occupying nearly half the average male work day: they declared working on average 39 hours a week, whereas women declared 21.7 hours.

These differences in labor market insertion and the existence of discriminatory mechanisms and stereotype-based prejudice, such as female incapacity for leadership, cause female monthly wages to be lower than men's. In 2006, working women were paid, on average, 65% less than men (R\$ 504 compared to R\$ 774)¹. Even more intense,

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¹ Refers to the wage of the main profession.

² The RAIS data for 2006 for the formal sector also demonstrate the same: in 2004, the average wages received by women was 81.24% what men received. In 2006, this percentage reached 83.2%. The increase in 2006 represents a 6.74% real increase in the wages female workers receive compared to a 5.46% real increase for men.

blacks were paid approximately half the wage of whites, totaling R\$439 on average a month compared to R\$ 862 for whites. The data show the double discrimination suffered by black women in the labor market. While white women are paid, on average, 63% of what white men are paid; black women are paid only 66% of what men from their same racial group are paid and only 32% of the average white man's wage. It is important to note that this difference has been reducing considerably throughout the years: between 2001 and 2006 alone it reduced 2 percentage points, which is, without a doubt, a considerably positive result in terms of the gender equality goal and the autonomy of women².

The development of policies aimed at reversing the persistent racial and gender inequality situation in the labor market is based on the observation of certain international and national frameworks in the fight for the promotion of equal job opportunities, such as International Labor Organization (ILO) Conventions 100 and 111, the recommended actions from the Belém do Pará and Cedaw Conventions; from the Cairo, Beijing, and Durban Conferences and those expressed in the Millennium Development Goals. It is also based on permanent dialogue with organized civil society and state and municipal governmental representations.

In its recommendations to Brazil, the Cedaw Committee requested that the country adopt concrete measures to speed up the eradication of wage discrimination and ensure equal opportunities for women and men in the labor market. It also recommended that other measures that help conciliate family and professional responsibilities be implemented along with the promotion of the equal sharing of household tasks

between the sexes. It also requests that the country ensure that domestic workers be duly protected against discrimination, exploitation, and abuse; that Law num. 11,324/2006 be monitored and assessed, which allows employers to have a tax deduction as an incentive to signing work cards; and that Bill of Law num. 7,363/2006 be adopted immediately, regulating domestic work and which includes workers into the FGTS (provident fund according to length of service). Finally, it requests that all rural development programs and policies include a gender perspective and explicitly tackle the structural nature of poverty faced by rural women and that Brazil continue ensuring that the National Program of Documents for Female Rural Workers continue to reach women in remote rural areas.

The work the SPM has been developing with respect to the actions promoting economic autonomy and gender equality in the work was broadened during the period the I PNPM was in effect, leading, today, to a much more effective intervention with the support of structural projects with greater impact. The Women's Work and Entrepreneurship Program must be highlighted, aimed at stimulating female entrepreneurship, supporting women in the creation and development of their own businesses. The Program was implemented in 2007 and is formed by mobilization, awareness-building, capacity-building, and technical assistance actions aimed at women to assist in business creation and sustainability. The Program is targeted at women who have been identified as having an entrepreneurial capacity to create new businesses and/or maintain those existent and also poor and extremely poor women, in situations of social risk and vulnerability that are participants of social inclusion programs and their family network.

The Pro-Gender Equity Program had its second edition launched in 2007, with the objective of promoting equal opportunities and treatment

between men and women in companies and institutions through the development of new managerial and organizational culture concepts. In 2006, 11 public sector institutions received the Pro-equity Seal after having developed important actions aimed at promoting equality. The Program was broadened to include private companies as well. There are currently 28 public and private sector companies participating.

With respect to domestic workers, in November 2005, the Ministry of Labor and Employment (MTE), in partnership with the SPM and the Special Secretariat of Policies for the Promotion of Racial Equality (Seppir), launched the Citizen Domestic Labor Plan. Implemented in 2006 as a pilot experience, it aims to offer professional qualification and schooling to domestic maids and stimulate their union organization so as to empower these women and build their capacities for their better intervention in perfecting public policies. The 2008 objectives include the implementation of the program on a national scale in elevating schooling levels, professional and social qualification, and public policy intervention, with the support of the insertion into the Education of Youth and Adults (EJA).

It is also important to note that in this II Plan, other actions will be developed through the SPM in the fields of work and economic autonomy. One of them is the program Work, Arts and Crafts, Tourism, and Autonomy of Women, which will be developed in partnership with the Ministry of Tourism with the aim of strengthening public policies to stimulate local tourism. This initiative will be carried out through the promotion of strategies for the handcraft productive sector, to ensure the autonomy and protagonist role of craftswomen, with gender equality and regional cultural identity. In the same line, the Program to Support Arts and Crafts Communities, developed by the Ministry of Culture, aims to requalify and broaden the presence of traditional cultural crafts in

the internal and external markets, promoting its economic dynamicity. Women are this intervention's priority target.

In family agriculture, the topic that caused greatest debate and focus on the part of the Federal Government was production funding through credit from the National Program to Strengthen Family Agriculture (Pronaf), which, during 2004-2007, assisted 1.5 million women with four billion two hundred million reais in funds. Included in the Harvest Plan 2004-2005, the Pronaf Women is a special credit line for women, understood as one of the instruments for access, increasing autonomy, and the acknowledgement of the economic rights of rural women in the promotion of equality between men and women in family agriculture. In the same line, Pronaf operators were trained to widen female participation in credit and implement changes in the Eligibility Declaration for Pronaf, which now has to be done on behalf of the couple.

As a result of these actions, the 2005/2006 harvest had a considerable increase both in the number of contracts (8,822) and in the amount funded by the Pronaf Women, which equaled R\$ 56 millions, with the Northeast leading the number of operations and fund volume. During the latest harvest (2006/2007), Pronaf Women had 10,854 contracts and a volume of nearly R\$ 63 million in loans, confirming the growth trend.

The Policy and National Technical Assistance and Rural Extension Program, through the Pronater Sectoral, incorporated the gender dimension into project contents and selection criteria, which now consider the needs of female rural workers. The Federal Government has been funding actions in this field for state governments and civil society organizations within the Pronaf Capacity-Building. Projects led by rural women were supported, with special mention to the request for specific

projects for female rural workers. During 2004-2007, 47 technical assistance agreements were made, with R\$ 5.2 million total investment.

With respect to trade, social movements demanded the achievement of fairs and the creation of trade centers integrated to the formation and credit programs. As a result of the Federal Government's intervention, throughout the years the participation of organizations led by women in the National Family Agriculture and Land Reform fairs has increased: in the first edition of the Fair they represented 1.4% and they reached 23% in the latest. This increase received the contribution of the recommendation, incorporated into the MDA Exhibitors Guidance Manual, that state coordinating organizations mobilize and include at least 30% of the enterprises owned or coordinated by women.

Also worth mentioning in the field of productive organization is the Project to Support Rural Women Productive Groups, which refers to the strategy of drafting a diagnosis and action plan with the support of the specialized technical advisory and follow-up to access the MDA's public policies. Through a public summons, over 248 groups of women signed up to form the mapping of production groups, 31 of which were selected to develop a pilot action. Since 2006, when the project's activities began, 21 agreements were approved, with R\$ 2.5 million in total investments.

Specifically with respect to *quilombola* (members of former slave communities) women, the MDA, along with UNIFEM and DFID developed, between 2004 and 2006, the project Gender, Race, and Productive Activities for Ethno development. Aimed at *quilombola* women, it sought to value historical and cultural experiences, respecting values, aspirations, and increasing the communities' autonomous capacity. The actions included the support to production, capacity-building, technical assistance and rural extension, trade, institutional

strengthening, civilian and work documents, and support to productive infrastructure. To ease the transportation of the production, *quilombola* women participated in the National Family Agriculture and Land Reform Fairs, which became important spaces for exchange. 21 communities in 14 states were benefitted.

One of the government's central actions to broaden rural women's citizenship is the PNDTR – National Program for Female Rural Worker's Documents, launched in 2004. This is an innovative program that aims to build awareness about the usefulness of civilian and work documents, along with giving guidance to access public policies for women in land reform, family agriculture, and social security, issuing, free of charge, civilian, work, and registry documents to allow access to social security rights while also promoting banking inclusion. During the three years in a half that this Program has existed, the Federal Government has held 837 mobile community actions in 1,050 mainly rural municipalities, issuing over 546 thousand documents, benefitting approximately 265 thousand female rural workers.

To strengthen the PNDTR, the MDA increased the teams working on the program and included the Ministry's Federal Offices to work with the female family farmers and acquired mobile units in some states along with equipment for the infrastructure of the community actions. In 2005, 64 *quilombola* communities were assisted by the PNDTR. Educational actions were also included in the community actions, contributing with information and helping women access public policies.

The Program is still a priority for the coming years and is part of the Citizenship Territories, which, gradually, will engage 120 rural territories in integrated public policies, amongst which, the promotion of the issue of the Birth Certificate and Basic Civilian Documents, allowing an increase in access to documents and the extension of the network that

issues these documents. Amongst the actions is the exemption of the charge for the CPF (social security card) for 1 million people/year who are beneficiaries of the Bolsa-Família Program, family agriculture, and land reform. Other benefits will include ID tax exemption for the low income population and an increase of the issuing locations for the Work Card and Social Security (CTPS) with the implementation of one thousand new locations. Through the computerized CTPS, it is possible to access the CPF and promote awareness-building campaigns. Also a part of Territories, mobile units will be acquired equipped with computer technology and internet access to issue documents online, giving the execution of the PNDTR a new pace, with permanent teams working full time to ensure greater agility in the supply of documents.

Finally, it is necessary to mention that, unlike the I PNPM, the II Plan incorporates the actions related to the increase in day-care and pre-school vacancies in this chapter that addresses economic autonomy and work equality. This is due to the fact that this policy is extremely relevant to increase the economic autonomy of women and create the conditions to allow them to enter the formal labor market. The importance of early childhood education in (de)constructing gender and race/ethnic stereotypes is not forgotten. These actions, however, are present in the chapter on Education in this II PNPM, since it addresses, precisely, the promotion of inclusive and non-sexist education.

The increase of early childhood education vacancies is a commitment of the Ministry of Education. Law num. 11,494/2007 regulated the Fundeb – Fund to Maintain and Develop Basic Education and Value Education Professionals, which addresses all basic education, including day-care and pre-schools. In addition, community, confessional and philanthropic non-profit day-care partnered with the Public Administration were included. Also noteworthy is the Federal Government's direct financial support to states and municipalities for

the construction and improvement of day-cares and pre-schools, through the Proinfância – National Program to Restructure and Procure Equipment for the Early Childhood Education Public School Network. R\$ 800 million will be invested between 2007 and 2010.

The federal government is committed to equality in the world of work with gender made explicit in the principles and guidelines of the National Policy for Women, considering racial/ethnic and generational diversity, and following the recommendations of the I and II National Conferences on Women's Policies, held in 2004 and 2007, respectively. The measures to achieve this are included in this II PNPM, which addresses dimensions of economic autonomy, equality in the world of work, and social inclusion. In this case, it is necessary to reinforce that the concept of work must be understood as a right and fundamental condition to ensure decent economic activity for women, allowing citizen insertion and participation in the world of work, especially for those with greater degree of social vulnerability.

Based on this understanding, society cannot be held hostage of a culture that continues to induce the belief that sexual and racial separation of roles is naturally determined. To reduce inequalities it is fundamental to promote equal opportunities between women and men and amongst

women, through the transformation of society's patriarchal, discriminatory, racist, and sexist organizational culture, which attributes racial and gender segregation to specific groups, thus, denying cultural, ethno-racial, and gender diversity present in society. To ensure long-lasting development with the reduction of inequalities, the respect of the environment and cultural diversity, social inclusion, and education it is necessary to engage and empower women within economic, political, and family autonomy.

To ponder on the factors that generate social exclusion and produce unequal access and permanence opportunities in work, employment, and wages for women is to create conditions for social dialogue and the exchange of knowledge and experience, to stimulate solidary economy, with inclusion and environmental sustainability, food security, and, overall, social equity, within a web of connections that respect people's identity, diversity, and subjectivity along with that of the communities existent in the territories. In this manner, it is expected that all excluded people acquire a critical perspective over society and develop their capacity to be empowered, fight for their recognition, act as social agents, with the right to participate – as equals – in the development of a country that should belong to all.

GENERAL OBJECTIVES

- I. To promote economic and financial autonomy of women, considering ethno-racial, generational, and regional dimensions, and of the disabled;
- II. To promote gender equality, considering the ethno-racial dimension in labor relations;
- III. To draft, based on the National Agenda, the National Plan for Decent Labor, incorporating gender aspects and considering the ethno-racial dimension.

SPECIFIC OBJECTIVES

- I. To promote affirmative action policies in the world of work that restate women's conditions as social and political subjects, considering ethno-racial dimensions;
- II. To promote the valuing and acknowledgement of the economic contribution of women in the rural area and in traditional communities;
- III. To ensure domestic workers the exercise of all labor rights foreseen in Article 7 of the Federal Constitution granted to female workers in general;
- IV. To promote the valuing of unpaid domestic labor and contribute to overcoming the current sexual division of labor;
- V. To promote the productive organization of women who live in contexts of social vulnerability, especially in urban outskirts areas.

GOALS

- A – Between 2008 and 2011 have a 12% increase of the number of children between zero and six years of age attending day-care or pre-school in the public school network;
- B – Build 1,714 day-cares and pre-schools between 2008 and 2011;
- C – Adopt measures that promote a 4% increase in the activity rate of women 16 years of age or older, between 2006 and 2011;
- D – Maintain the national average in, at least, 50% of female participation in the total amount of trained and qualified workers assisted by the PNQ and the MTE agreements with entities that develop professional formation;
- E – Train 12,000 women within the Citizen Domestic Work Plan and coordinate for the incorporation into Education for Youth and Adults;
- F – Have a 30% increase in the number of domestic workers with signed work cards;
- G – Grant special credit (Pronaf Women) to 58 thousand female rural workers, during 2008 to 2011;
- H – Increase female participation in the Pronaf to 35%;
- I – Assist 29 thousand women in Technical Assistance projects led by women by 2011;
- J – Hold 1,500 community actions within the National Program of Documents for Female Rural Workers from 2008 to 2011;
- K – Issue civilian documents for 80 thousand women in the areas surrounding electric and mining sector enterprises throughout the national territory;
- L – Implement International Labor Organization (ILO) Convention 156.

PRIORITIES

- 1.1. To increase women's access to the labor market;
- 1.2. To promote women's economic and financial autonomy through technical assistance, credit access, and the support of entrepreneurship, associations, cooperatives, and trade;
- 1.3. To promote the supply of social equipment that will contribute to increasing time available to women;
- 1.4. To promote social protection of women in vulnerable situations, contributing in breaking the intergenerational poverty cycle and improving the life conditions of their families;
- 1.5. To ensure compliance of the legislation and promote the valuing of paid and unpaid domestic labor;
- 1.6. To promote non-discriminatory labor relations due to sex, race/ethnicity, sexual orientation, generation, or disability, with equal pay and access to senior positions;
- 1.7. To promote inclusive social security policies for women;
- 1.8. To promote women's access to civilian documents.

ACTION PLAN

Priority 1.1. To increase women's access to the labor market.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.1.1. To ensure setting aside at least 30% of the vacancies in all PAC work areas for women assisted by the action Qualification and Professional Insertion of Families Benefitted by the Bolsa Família Program.	Office of the Chief of Staff MDS	Non-budgetary	2011	Woman employed	SPM, MCid, MTE, MME, and related companies, state governments.
1.1.2. To develop awareness-building actions to stimulate the insertion of young apprentices into the labor market to provide formation and supervised professional experience.	MTE	Non-budgetary	2011	Youth assisted	SPM, SG, private institutions.
1.1.3. To stimulate the insertion of women into the Projovem Worker program and all other programs regarding qualification and labor market insertion.	MTE	Non-budgetary	2011	Woman assisted	SPM, SG.
1.1.4. To develop awareness-building actions to stimulate the insertion of disabled women into the labor market within the hiring quotas for the disabled in companies with over 100 employees, as foreseen by Law 8,213/91.	MTE	Non-budgetary	2011	Woman hired	SPM, SEDH.
1.1.5. To assist young women as a priority in the professional formation actions of Projovem, considering the ethno-racial, sexual orientation, and territorial dimensions.	SG	8034/2A95	2011	Youth assisted	SPM, SG.
1.1.6. To stimulate the intermediation of female labor force in the actions of the SINE – National Employment System.	MTE	0099/2550	2011	Woman benefitted	-
1.1.7. To stimulate, within the PNQ – National Qualification Program, the participation of women in capacity-building, technical qualification, and managerial courses.	MTE	0101/4733	2011	Woman trained	-

cont. Priority 1.1. To increase women's access to the labor market.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.1.8. To support capacity-building, technical qualification, and managerial courses for women.	MTE	0101/4733	2011	Woman trained.	-
1.1.9. To support the capacity-building of <i>quilombola</i> and indigenous women in activities that create jobs and income.	MTE Seppir	0101/4733 To be defined	2011	Woman trained.	MME, Funai.
1.1.10. To create cooperation networks within the Ministry of Mines and Energy to stimulate the insertion of black, indigenous, and elderly women into the labor market.	MME	Non-budgetary	2011	Network created.	SPM, Funai, companies in the energy and mining sectors.
1.1.11. To carry out campaigns to increase women's access to professions, positions, and functions historically occupied by men.	SPM	1068/4641	2011	Campaign carried out.	Secom.

Priority 1.2. To promote women's economic and financial autonomy through technical assistance, credit access, and the support of entrepreneurship, associations, cooperatives, and trade.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.2.1. To give priority, in tender documents that support projects for productive inclusion proposals that consider gender, ethnic-racial, and generational dimensions.	MDS	1133/4963	2011	Project supported.	States, municipalities, NGOs.
1.2.2. To support projects for young women and their productive inclusion, ensuring ethno-racial and territorial diversity.	MDS	Non-budgetary	2011	Project supported.	UNDP, universities.
1.2.3. To support women's entrepreneurial projects within the MTE and MDS programs, ensuring ethno-racial, generational, and territorial diversity.	MDS MTE SPM	1133/4963 1387/9A10 1433/8843	2011	Project supported.	UNDP, universities, MEC, civil society entities.

cont. Priority 1.2. To promote women's economic and financial autonomy through technical assistance, credit access, and the support of entrepreneurship, associations, cooperatives, and trade.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.2.4. To implement the Project to Support the Creation of Jobs and Income for Arts and Crafts Communities (Promoart), using a cultural perspective and ensuring a gender and ethno-racial dimension.	MinC	1391/2C84	2011	Woman benefitted.	SPM, MRE, MDIC, Sebrae, BNDES, EBCT, CEF, BB, state governments, NGOs.
1.2.5. To create a Thematic Gender Network, considering ethno-racial, generational, and territorial diversities and promoting the capacity-building of agents.	MDA	1427/4488	2008	Meeting held.	ATER Network, MDA partner entities.
1.2.6. To technically and financially support ATER projects led by women, considering ethno-racial, generational, and territorial dimensions.	MDA	1427/8332	2011	Project supported.	ATER Network, MDA partner entities.
1.2.7. To increase women's access to credit given by Pronaf.	MDA	0351/0281 0351/0A81	2011	Woman benefitted.	Financial agents, extensionists, women's movements, productive groups.
1.2.8. To grant special credit to rural women within the Pronaf Women.	MDA	0351/0281 0351/0A81	2011	Woman benefitted.	Financial agents, extensionists, rural women's movements, productive groups.
1.2.9. To increase access for entrepreneurial women within the National Program for Productive Microcredit Guided by the MTE.	MTE	1387/2B12	2011	Woman benefitted.	Financial agents, Guided Productive Microcredit Institutions (Impos), women's movement.
1.2.10. To build ATER agents' capacity on gender and ethno-racial relations and generational and territorial diversities.	MDA	1427/4448	2011	Agent trained.	States, NGOs, rural women's movements.

cont. Priority 1.2. To promote women's economic and financial autonomy through technical assistance, credit access, and the support of entrepreneurship, associations, cooperatives, and trade.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.2.11. To build the capacity of female rural workers on credit policies.	MDA	1433/8400	2011	Woman trained.	Financial agents, rural women's movements, Sempre Viva Feminist Organization.
1.2.12. To support the capacity-building and exchange between women experiencing the semi-arid region.	MDA	1427/8996 1433/8400	2011	Meeting held.	Rural women's social movements, NGOs, ASA.
1.2.13. To assess special credit granted to female rural workers, considering ethno-racial and generational dimensions.	MDA	1433/8400	2011	Assessment made.	Financial agents, rural women's movements, and Sempre Viva Feminist Organization.
1.2.14. To support actions to strengthen productive enterprises of rural women groups.	MDA	1334/8394	2011	Project supported	SPM, MDS, MTE.
1.2.15. To support actions that add value to rural women's productive organizations.	MDA	1433/8400 0351/4280	2011	Project supported	MMA, MTE.
1.2.16. To support rural women's productive organization.	MDA	1433/8400 1334/8394 0351/4280	2011	Project supported	MTE.
1.2.17. To support base for territorial services for trade and cooperatives for rural women's groups.	MDA	1334/8394	2011	Service base supported	NGOs, rural women's movements, rural female producers' networks.
1.2.18. To train female farmers in trade and cooperatives.	MDA	1334/8394	2011	Woman trained	NGOs, rural women's movements, rural female producers' networks.
1.2.19. To stimulate women's access to start-up and solidary economic enterprises and strengthen the women's network in solidary economy.	MTE	1133/4850	2011	Enterprise supported.	MS, MEC, FBB, BB, COEP, Finep, MCT, universities.

cont. Priority 1.2. To promote women's economic and financial autonomy through technical assistance, credit access, and the support of entrepreneurship, associations, cooperatives, and trade.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.2.20. To include gender, race/ethnicity, and generation issues into the formation of solidary development agents.	MTE	1133/8078	2011	Course with issues included into the program content.	UNDP, universities, MEC, civil society entities, UnB.
1.2.21. To promote the inclusion of women's organizations into territorial collegiate bodies.	MDA	1334/6466	2011	Woman participant of collegiate bodies.	Territorial collegiate bodies, rural women's movements.
1.2.22. To support bilateral cooperation on rural women's policies in Mercosur countries.	MDA	0139/2272 0139/2103	2011	Exchange achieved.	Rural women's movements, MAPA, land institutes part of the Specialized Mercosur Meeting.
1.2.23. To implement the Regional Program for Institutional Strengthening of Gender Equality Policies in Family Agriculture in Brazil.	MDA	0139/2103	2011	Capacity-building achieved.	Rural women's movements, MAPA, land institutes part of the Specialized Mercosur Meeting.
1.2.24. To train territorial development agents on gender, race/ethnicity, generation, social participation, and sustainable rural development.	MDA	1334/6466	2011	Trained agent.	Territorial collegiate bodies, rural women's movements.
1.2.25. To support the formation of Women's Territorial Committees.	MDA	1334/6466	2011	Committee implemented.	Territorial collegiate bodies, rural women's movements.
1.2.26. To stimulate the capacity-building and inclusion of women in socio-environmental projects implemented around the Ministry of Mines and Energy enterprises.	MME	Non-budgetary – funds from specific fund	2011	Woman benefitted.	SPM, MMA, MEC, MDS, MS.

cont. Priority 1.2. To promote women's economic and financial autonomy through technical assistance, credit access, and the support of entrepreneurship, associations, cooperatives, and trade.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.2.27. To implement the Women's Work and Entrepreneurship Program.	SPM	1433/8843	2011	Woman benefitted.	Sebrae, Ibam, BPWBrasil, Banco da Mulher.
1.2.28. To implement the Work, Arts and Crafts, Tourism, and Autonomy of Women Program.	SPM	1433/8843	2011	Woman benefitted.	MTur, MTE, state governments, ILO.
1.2.29. To implement Coopergênero (Gender and Cooperatives Integrated to the Family Program) and Jovemcoop.	MAPA	1442/8622	2011	Woman/Youth benefitted. Leadership formed.	SPM, MEC, Sebrae.
1.2.30. To stimulate education on cooperatives and academic production on the matter.	MAPA	1442/8622	2011	Paper published. Education on Cooperatives integrated into formal education.	SPM, MEC.

Priority 1.3. To promote the supply of social equipment that will contribute to increasing time available to women.

Action	Body responsible	Program / PPA action	Deadline	Product	Partners
1.3.1. To ensure access to low cost food by maintaining and increasing the Popular Restaurants and Kitchens network.	MDS	1049/8929	2011	Social equipment implemented.	States, municipalities, private sector initiatives.
1.3.2. To ensure access to water through the construction of cisterns and other social and environmental sustainable technologies.	MDS	1049/11V 11049/8948	2011	Cistern/ technology constructed.	MMA, Funasa, municipalities, NGOs.
1.3.3. To build, remodel, and equip day-cares and pre-schools and improve the quality of existent equipment.	MEC	1448/8746 1448/0509 1448/09CW	2011	Day-care and pre-school built, remodeled, and equipped.	Municipal Education Secretariats.

Priority 1.4. To promote social protection of women in vulnerable situations, contributing to breaking the intergenerational poverty cycle and improving the life conditions of their families.

Action	Body responsible	Program / PPA action	Deadline	Product	Partners
1.4.1. To ensure women access to quality assistance in social work and socio-educational services in Basic Social Protection in the CRAS – Social Assistance Reference Centers.	MDS	1384/2A60	2011	Woman assisted.	States, municipalities, social work entities.
1.4.2. To insert gender, race/ethnicity content into pedagogic material aimed at forming 15-17 year old youth participants of the Pro-Jovem Adolescente.	MEC	8034/86AB 1049/8929	2011	Pedagogic material with topics included.	States, municipalities, SEDH, ME, MTE, MinC, MS, MEC, SG.

Priority 1.5. To ensure compliance of the legislation and promote the valuing of paid and unpaid domestic labor.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.5.1. To review legislation to widen labor rights of female domestic workers.	MTE	1132/8852	2011	Legislation reviewed.	SPM, ILO.
1.5.2. To broaden the Citizen Domestic Work Program for social and professional qualification of female domestic workers, to the public EJA network.	MTE	0101/4733	2011	Woman qualified.	SPM, MEC, Seppir, ILO.
1.5.3. To build the capacity of SRTE – Regional Labor and Employment Superintendences, workers on the rights of domestic workers.	MTE	0106/4572	2011	Workers trained.	-
1.5.4 To develop a campaign to stimulate the qualification and valuing of domestic work.	MTE	0101/4733	2011	Campaign developed.	SPM, ILO, MPS.
1.5.5. To develop awareness-building campaign on workers with family responsibilities with a view to promoting the ratification of Convention 156.	SPMMTE	1068/464 10101/4733	2011	Campaign developed.	SPM, MTE, ILO, NGOs, feminist and women's movements.

cont. Priority 1.5. To ensure compliance of the legislation and promote the valuing of paid and unpaid domestic labor.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.5.5. To develop awareness-building campaign on workers with family responsibilities with a view to promoting the ratification of Convention 156.	MTE	1068/464 10101/4733	2011	Campaign developed.	-
1.5.6. To develop awareness-building actions to formalize women's work and ensure the compliance of the minimum wage legislation.	MTE	Non-budgetary	2011	Material distributed.	MRE, MJ, MDS, MPS, MS, MEC, SEDH, ILO, OIM, MPOG, IMDH, Human Rights and Minorities Committees at the House.

Priority 1.6. To promote non-discriminatory labor relations due to sex, race/ethnicity, sexual orientation, generation, or disability, with equal pay and access to senior positions.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.6.1. To implement the Pro-Gender Equity program, considering ethno-racial, generational, and sexual orientation dimensions.	SPM	1433/8842	2011	Company certified.	MTE, SEDH, Seppir, Unifem, ILO.
1.6.2. To develop capacity-building for union members on the promotion of equal employment rights.	MTE	1132/4782	2011	Person trained.	Unions, ILO.
1.6.3. To build the capacity of MTE monitoring agents on the rights and principles of the International Treaties and Conventions, especially ILO Conventions 100 and 111, which address work inequality and discrimination.	MTE	0106/4572	2011	Agent trained.	SPM, ILO.
1.6.4. To develop advertising campaigns to disseminate to guidelines and principles of ILO Conventions 100 and 111 at public and private institutions, unions, civil society organizations, amongst others.	MTE	0106/2619	2011	Material disseminated. Campaign developed.	ILO.

cont. Priority 1.6. To promote non-discriminatory labor relations due to sex, race/ethnicity, sexual orientation, generation, or disability, with equal pay and access to senior positions.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.6.5. To develop information campaigns on the rights of female workers, sexual and moral harassment prevention, and dissemination of legislation on this violence in private companies and public institutions.	MTE	0106/2619	2011	Campaign developed.	SPM, ILO, SEDH, MME, and related companies, private sector entities, union organizations, MJ, State Highway Police, PRF.
1.6.6. To train SRTE – Regional Labor and Employment Superintendences, workers on moral and sexual harassment and gender, race/ethnic, and sexual orientation discrimination in work.	MTE	0106/4572	2011	Worker trained.	SEDH, ILO.
1.6.7. To develop campaigns to value work considered female.	MTE	0106/2619	2011	Campaign developed.	SPM.
1.6.8. To develop national campaigns to combat discrimination based on gender, race/ethnicity, sexual orientation, disabilities, HIV-positivity in the workplace and in hiring.	MTE	0106/2619	2011	Campaign developed.	SPM, SEDH, ILO.
1.6.9. To strengthen the Tripartite Committee on Equal Opportunities and Treatment in Gender and Race in Work and ensure the implementation of its action plan.	MTE	0106/2619	2011	Action implemented.	SPM, Seppir, ILO, workers and employers representatives.
1.6.10. To promote campaigns and programs and stimulate permanent local, regional, and national fora to monitor women's and youth work conditions, especially women who work in prostitution, aiming to combat the precariousness of work and eliminate slave labor, sexual exploitation, and trafficking of women.	MTE	0106/2619	2011	Campaign/ program/ forum implemented.	Organized civil society, private sector initiatives.

Priority 1.7. To promote inclusive social security policies for women.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
1.7.1. To coordinate with National Congress the approval of legislation that includes retirement for housewives.	MPS SPM	Non-budgetary Non-budgetary	2011	Bill of Law approved.	Legislature, NGOs, feminist and women's movements.
1.7.2. To send Bill of Law to legislature on increasing maternity leave to 6 months in all work regimes.	MPS SPM MS	Non-budgetary Non-budgetary Non-budgetary	2011	Bill of Law sent.	MTE, Legislature, NGOs, feminist and women's movements.
1.7.3. To recognize the right to pension due to death of same-sex partner in the Social Security General Regime, following the same rules adopted for different sex partners.	MPS SPM	Non-budgetary Non-budgetary	2011	Bill of Law approved.	SPM, SEDH.
1.7.4. To recommend to the National Social Security and Women's Rights Councils periodic assessments on women's participation status in Social Security, especially with respect to coverage and labor market participation.	SPM	Non-budgetary	2011	Recommendation made.	MPS, ILO, Legislature, NGOs, feminist and women's movements, universities.
1.7.5. To promote meetings to discuss alternative policies to ensure social protection for the elderly who need long-term care and their caregivers.	SPM	1433/8834	2011	Policy defined.	MPS, MS, ILO.
1.7.6. To assess and disseminate the results of the implementation of the 6-month maternity leave in public and private institutions.	SPM	1068/8850	2011	Publication disseminated	MTE, MME, MPS.

Priority 1.8. To promote women's access to civilian documents.

Action	Body responsible	Program/ PPA actions	Deadline	Product	Partners
1.8.1. To implement PNDTR mobile units.	MDA	1433/8402	2011	Mobile unit implemented.	SPM, MTE, SEDH, MJ, MPS/INSS, Seppir, MDS, MF, Banco do Nordeste do Brasil, CEF, Internal Revenue Service.
1.8.2. To issue civilian documents for female rural workers.	MDA	1433/8402	2011	Community action developed.	SPM, MTE, SEDH, MJ, MPS/INSS, Seppir, MDS, MF, Banco do Nordeste do Brasil, CEF, Internal Revenue Service.
1.8.3. To promote the issuing of civilian documents for women in areas around energy and mining sector enterprises throughout the national territory.	MME	Non-budgetary Funds from specific fund	2011	Woman benefitted	Organized civil society

CHAPTER 2: INCLUSIVE, NON-SEXIST, NON-RACIST, NON-HOMOPHOBIC, AND NON-LESBOPHOBIC

The disadvantages historically accumulated by women compared to men are still present in the analysis of several Brazilian social indicators and have various implications for educational policy.

It is first necessary to ensure that girls and boys, men and women, have the same access to quality education and receive equal treatment from institutions and professionals involved in formal educational processes. Second, to ensure that all women be respected in their right to education, it is necessary to combat not only gender discrimination but all other forms of discrimination – generational, ethno-racial, due to sexual orientation, against the disabled, amongst others – that affect them and interfere not only on their access but also in their school performance. Finally, and equally important, due to its objective, educational policy has the fundamental role of bringing about a necessary cultural change so that Brazilian society might in fact become an equal one.

Thus, in promoting the transformation of national education towards an inclusive, non-sexist, non-racist, non-lesbophobic, and non-homophobic education, people are being formed and transformed, creating a fairer society, where the human rights of all people are in fact

respected. To transform the perceptions and awareness of basic education professionals is to act towards changing behavioral standards and the values of children, youth, and adults.

It is important to observe that for the National Policy Plan for Women to become effective the implementation, in an associated manner, of other action plans that define measures for educational inclusion and improvement of the quality of education, formation of human rights, and the fight against all kinds of discrimination is also necessary. In this sense, the following plans and programs are also a basis for the educational policy aimed at women:

- a. Education Development Plan – PDE, launched in 2007;
- b. Brazil Without Homophobia Program – Program to Combat Violence and Discrimination against GLBT and the Promotion of Homosexual Citizenship, launched in 2004;
- c. National Policy for the Promotion of Racial Equality, launched in 2003; and
- d. National Plan for Human Rights Education, launched in 2003, with a second version available to society in 2006.

From 2004, year in which the first National Policy Plan for Women was launched, to date, the major educational statistics essentially have remained unaltered. Brazilian schooling indexes have gradually increased continuously in the last decade, with a better improvement pace for women than men. In 2006, the average school years for women was 7 years, whereas for men it was 6.6 years. Illiteracy rates for men over 10 years old were 9.9%, for the same year, and for women 9.3%. From 2005 to 2006 the general illiteracy rate dropped 0.6%, with the most significant drop amongst Northeastern women of 25 years or more, with a 1.6% reduction¹.

In the last three decades, gender inequality in Brazilian education was reduced with respect to access and permanence in the educational process, as shown by data such as equal enrollment levels in almost all education levels presented in the table below, amongst others.

At the same time, when this reality is analyzed in detail, it is found, for example, that boys stop attending school during high school in greater

Table 1 – Basic Education Enrollment According to Sex – Brazil, 2006.

Level/Education Modality	Total	Sex			
		Male		Female	
		Abs. Num.	%	Abs. Num.	%
Early Childhood Education	7,016,095	3,607,194	51.41	3,408,901	48.59
Elementary Education	33,282,663	17,086,427	51.34	16,196,236	48.66
High School Education	8,906,820	4,091,657	45.94	4,815,163	54.06
Professional Education	744,690	365,883	49.13	378,807	50.87
Special Education	375,488	216,300	57.61	159,188	42.39
In Classroom EJA*	4,861,390	2,416,208	49.70	2,445,182	50.30
Partially in Classroom EJA*	754,901	382,128	50.62	372,773	49.38
Total	55,942,047	28,165,797	50.35	27,776,250	49.65

Source: Inep/MEC.

*EJA – Youth and Adult Education.

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¹ According to data from the National Household Survey, 2006.

proportion than girls, a phenomenon that is associated, amongst other aspects, to the different expectations for each of these groups. The life conditions and gender stereotypes in effect cause many male students to try, unsuccessfully, to study and work at the same time. It can also be noted that girls and women are a minority in special education, aimed at people with disabilities. Gender-related issues are also linked to the different cultural way in which boys and girls experience school and, therefore, need to be discussed by schools and education professionals.

Women are the majority in higher education both for under-graduate and graduate courses. However, the increased female presence in this level is accompanied by a strong difference in student distribution by sex in the different fields of knowledge. Table 2 shows that amongst the ten largest majors in terms of number of enrollments in 2005, those with greatest female enrollment were: Pedagogy (91.3%), Language (80%), and Nursing (82.9%). The majors with greatest male enrollment were: Engineering (79.7%) and Computer Sciences (81.2%). A similar situation is found in professional and technological education.

The presence of a majority of women in certain Professional areas reflects the sexist labor division standard in society, where women are responsible for work related to the private and caretaker world. Education indicators also show the persistence of serious inequalities related to ethno-racial discrimination, concentration of income, unequal distribution of wealth between rural and urban areas and the different regions of the national territory, requiring measures aimed at specific groups. Therefore, despite the national averages demonstrating a more favorable situation for women than men in the educational system, when other social markers are considered, important situations of inequality amongst women come to light. Thus, an intersection of gender and race/ethnicity,

Table 2 – Student distribution enrolled in the 10 largest under-graduate courses*, by sex – Brazil, 2005.

Courses	Enrollments	Sex	
		Female (in %)	Male (in %)
Computer Sciences	110,927	18.8	81.2
Engineering	266,163	20.3	79.7
Physical Education	159,484	41.3	56.9
Law	565,705	48.9	51.1
Administration	671,600	49.2	50.8
Accounting	171,022	50.7	49.3
Social Communication	197,068	56.6	43.4
Language	196,818	80.0	20.0
Nursing	153,359	82.9	17.1
Pedagogy	372,159	91.3	08.7
Total	2,864,365	55.9	45.1

Source: RISTOFF, Dilvo et al. (orgs.). *A mulher na educação superior brasileira 1991-2005*. Brasília: Instituto Nacional de Estudos e Pesquisas Educacionais Anísio Teixeira (Inep/MEC), 2007. p.12.

*The ten largest higher education courses in terms of number of enrollments are presented, ordered by increasing female presence.

or gender and region, for example, is produced, demanding the development of initiatives aimed at specific groups. Just to mention two relevant aspects to this reality, note how the illiteracy rate for black women is double that of white women and how access to education is lower amongst rural girls and women when compared to those from urban areas (see Table 3). For indigenous peoples, gender inequalities in enrollment are greater, especially for high school education. According to data from the School Census, in 2006, boys corresponded to 62.7% of the total students in that school level.

The concern with gender and race/ethnicity equality and the strengthening of human rights cross-cuts the entire federal policy planning. In the last years, this planning has evidenced not only the recognition that the improvement of the national education quality should be, and is, one of the priorities of social policy, but also that the search for quality education is intrinsically associated to the search for

equity and the value of diversity. The government's 3rd strategic objective included in the Multiyear Plan 2008-2011 – "Provide the Brazilian population with access to education and knowledge with equity, quality, and value of diversity" – assumes that educational inclusion happens greatly due to fighting all kinds of discrimination and prejudice, and reducing inequalities in and through the educational process.

Table 3 – Illiteracy Rate, by Sex and Color/Race – Brazil, 2006.

Color/Race	Illiteracy Rate (in %)		
	Total	Female	Male
White	06.50	06.65	06.32
Black (Black + Brown)	14.58	14.10	15.07
Black	14.15	14.58	13.70
Brown	14.65	14.01	15.32
Others*	07.12	07.02	07.24
Total	10.38	10.14	10.65

Source: Pnad 2006/ IBGE.

*Due to the low statistical significance of the data, the self-declared yellow and indigenous populations, along with those with undeclared color/race were grouped in this category.

In the educational arena, this commitment is expressed in program 1377 – Education for Diversity and Citizenship -, created in 2004, with the aim of "reducing inequalities: ethno-racial, gender, sexual orientation, generational, regional, and cultural in the school environment". The Federal Government's educational policies for gender equality have been developed in a double manner: actions that transform perceptions and ways of life, and direct actions to combat unequal opportunities. Thus, two main lines of action can be found in the chapter on education in II National Policies Plan for Women:

1. The transformation of awareness and representations on gender relations and sexual orientation to build a non-sexist, non-racist, non-lesbophobic, and non-homophobic society, with long-term results;

2. Actions aimed at specific groups of women, subordinated by economic exploitation, social condition, racism, disabilities, generation, territoriality, sexual orientation, amongst others.

To do so, policies are being proposed aimed at school practices, in their routines, curricula, didactic and para-didactic material to combat inequalities that affect the different women and that perpetuate sexist, racist, lesbophobic, and homophobic practices. There is countless evidence that education agents – administrators, teachers, pedagogic advisors, amongst others – reiterate in their practices the perceptions and expectations they have about students, prejudice related to gender, gender identity, race/ethnicity, sexual orientation, socio-economic and regional origin, amongst others¹. To achieve quality education for all, it is necessary to incorporate diversity in all its complexity into the management of education policies, learning dynamics, and relations established within school environments, and not only the conditions to access education.

The improvement in how gender and race/ethnicity issues are addressed in curricular guidelines for basic education taken from the National Education Council, in curricular guidance for education systems drafted by the Ministry of Education, and in the assessment process for textbooks is one of the actions implemented with the I PNPM that will be continued in this II Plan².

For the institutionalization of the gender perspective in curricula, guidelines, and didactic and para-didactic textbooks to have an effect

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over the daily school life it is necessary that the social agents engaged in the implementation of curricula and the use of the material also transform the way in which they perceive and think about gender relations.

The initial and continued formation of education administrators and professionals on gender, addressing violence against women, youth and adolescent sexual and reproductive rights, and ethno-racial and sexual orientation issues has been the focus of the Ministry of Education's actions, in partnership with the SPM, non-governmental organizations, and other education systems.

Since 2005, approximately 4 thousand education professionals were formed in courses sponsored by MEC³ in many states or in courses directly developed by the Federal Government. This is the case of the Course Gender and Diversity in School, which formed 900 professionals in 6 Brazilian municipalities (Nova Iguaçu and Niterói/RJ; Salvador/BA; Porto Velho/RO; Dourados/MS; and Maringá/PR), in a long-distance course on ethno-racial relations, gender, and sexual orientation. The assessment of this pilot experience will make it possible to broaden the scale for formation processes through different strategies, amongst which, long-distance education, replicating experiences and using didactic material developed to date as contribution for future material produced in larger scale. The goal foreseen by the National Pact to Fight Violence against Women is to form, between 2008 and 2011, 120 thousand education professionals in these issues.

¹ BARCELOS, L.C. Educação e desigualdades raciais no Brasil. *Cadernos de Pesquisa*, n. 86, ago 1993, p. 15-24; CANDAU, V.M.F. Educação escolar e cultura(s). *Tecnologia Educacional*, v. 22, n. 125, jul./ago. 1995, p. 23-28; CANEN, A. Universos culturais e representações docentes: subsídios para a formação de professores para a diversidade cultural. *Educação & Sociedade*, ano XXII, n. 77, dez 2001; LÜDKE, M., MEDIANO, Z. *Avaliação na escola de 1º grau: uma análise sociológica*. Campinas: Papyrus, 1992.

² The didactic book selection documents for grades 1 to 4 for 2010 recently launched by the Basic Education Secretariat contains important progress in the criteria that refers to gender and sexual orientation and even mentions the combat of homophobia.

³ 15 projects were supported in 2005, 31 for the 2006-2007 period, and 11 for 2007, totaling over R\$ 3.3 million spent.

The overlap of different forms of discrimination creates situations with multiple vulnerabilities and focalized policies aim to transform social relations and crystallized meanings given to specific groups. The reduction of illiteracy rates amongst specific groups of women (blacks, *quilombolas*, indigenous, rural, disabled, imprisoned) is the target of an education project focused on the subordination consequent of the accumulation of discriminations against different women.

Program 1377 – Education for Diversity and Citizenship – brings together, amongst others, policies aimed at education in rural areas, indigenous lands, and in *quilombola* communities. In these three cases, the demands are very similar: there is a lack of qualified teachers to work in these areas; lack of vacancies, especially for high school; precarious school infrastructure; there is a need for specific didactic material in synch with the political-pedagogic projects for *quilombola*, rural, and indigenous education (intercultural and bilingual)⁴

From 2004 to date, important measures have been taken to reduce the educational exclusion of black, *quilombola*, indigenous, and rural women and girls, especially aimed at building schools and improving infrastructure, professional formation, and development of didactic material.

Between 2004 and 2006, there was a 252% increase in school registry in *quilombola* areas, according to the School Census (Inep/MEC). Between 2005 and 2006, there was also a 61% increase o schools that offered specific material for this group, be they located or not in

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⁴ In the case of indigenous women, for example, it is necessary to provide conditions for access, permanence, and success based on the Indigenous School Education reality, which includes the formation of teachers for all education levels and the quality of their formation, while increasing vacancies. The predominance of unspecialized teachers is a limitation to the quality of indigenous school education and rural areas. In 2005, only 9% of the teaching positions from 1st to 4th grades in indigenous elementary schools were filled by people with higher education, and 39.5% for high school. With respect to infrastructure, half (50.6%) of the schools did not have any source of energy. In the case of *quilombola* communities, in 2006, only 1% of these schools had high school education and included only 1.8% of the enrolled (Source: School Census, Inep/MEC).

⁵ Translator's note: The IBGE has a racial classification in Portuguese called *pardo* that is in between black and white.

quilombola areas. In 2007 alone, agreements were signed with 15 states to build and improve schools in indigenous lands, totaling almost R\$ 80 million spent. Programs were created to support the formation of indigenous teacher with higher education (Prolind – Program for Indigenous Higher Education and Teaching Professions), in indigenous and intercultural studies. The goal is to increase the current 1,000 teachers enrolled to 4,000 by 2010.

As for Education in the Rural Area, between 2005 and 2007, 8,329 schools were benefitted by actions to support infrastructure improvement or capacity-building of professionals, forming 727 technicians and 30,676 teachers. The Project Saberes da Terra (Knowledge from Earth), now linked to the Projovem (and a part of this II PNPM) trained during 2 years (2005 and 2006) 5,060 young family farmers in 12 states – BA, PB, PE, MA, PI, RO, RO, PA, MG, MS, PR, and SC. It is also essential to mention the efforts made to form a national policy for specific teacher formation for rural education – which moves away from the urban centric perspective – highlighting the development of a Career in Education for the Rural Area, based on the coordination with public universities and other social players part of the Permanent Working Group on Education for the Rural Area.

The Program Literate Brazil has also been efficient in reaching priority populations and regions. Women are a considerable majority amongst those undergoing literacy since 2005: 57% compared to 43% male. The population assisted by the Program is mostly black (76.6%, of which 12.4% are black and 64.2% are brown⁵) and from the Northeast.

Out of over 1.2 million registered in literacy programs in November 2007, 70% were from the Northeast, followed by the Southeast (13%). Between 2003 and 2007 this regional distribution has been constant. Older women – 45 years or more – are the majority enrolled in literacy programs (in 2006 they were 46.5% amongst blacks and 50.7% amongst whites).

Recently, another important progress in policies for women in addressing gender violence and with repercussions in educational policy was the approval of Law num. 11,340, of August 7, 2006 – Law Maria da Penha⁶. The law includes, amongst other actions: “the promotion and development of educational campaigns to prevent domestic and family violence against women, aimed at the school public and society in general, and the dissemination of this Law and the instruments that protect women’s human rights”; and “the promotion of educational programs that disseminate ethical values of unrestricted respect of the dignity of human beings considering gender, race or ethnicity”.

The fight against gender violence works alongside actions to defend the rights of children and adolescents. The “School that Protects Project”, created in 2004, aimed at the continued formation of public school education professionals and the Child and Adolescent Protection

Network, addresses the issue of fighting violence, especially sexual abuse and violence, with an approach in school context.

In 2007, the SPM teamed up with the Ministry of Education, the Special Secretariat for Human Rights (SEDH), universities, and state and municipal institutions. The Project is a part of the Child and Adolescent Social Agenda⁷ launched that same year by the SEDH.

Amongst the recommendations on education received by the Brazilian government from the United Nations Committee implementing the Convention on the Elimination of all Forms of Discrimination against Women (Cedaw)⁸, during the presentation of the I Brazilian Report (in July 2007) is the intensification of efforts to accelerate and create deeper cultural changes. Acknowledging the efforts made by the Brazilian educational sector to transform gender relations, the Committee identifies, amongst priority areas, the attention to the tendency of men and women going to specific careers and the problem of restating gender stereotypes associated to professional fields of work. In 2005, the Woman and Science Program was launched with the aim of studying gender relations, women, and feminisms, and promoting a reflection on gender relations among high school, under-graduate, and graduate students through the Building Gender Equality Award. The Award is given through a high school student essay contest and scientific articles for under-

⁶ The Maria da Penha Law, along with the National Pact to Fight Violence against Women, launched in 2007, are concrete measures taken by the Brazilian State to comply with the provisions of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Belém do Pará Convention) – OAS, 1994. In it, the member-States are responsible, with respect to education, to adopt specific measures such as developing formal and informal programs adequate for all educational levels, with the aim to combat prejudices that legitimate violence against women; and to promote and support private and governmental educational programs, destined to build awareness in society with respect to the problems of violence against women.

⁷ Since 2004, approximately 5 thousand families were benefitted through assistance in the Parents School, 7,940 educational professionals and 900 professionals from the protection network were formed. Project participants are the State Education Secretariats; National Union for Municipal Education Directors; State Public Prosecutors; State Council for the Rights of Children and Adolescents; Protective Council; Federal Public Prosecutors; Ministries of Health and Social Development.

⁸ When ratifying the Cedaw, the member-States commit to ensuring gender equality in education through the elimination of gender stereotypes from didactic material and school programs; the promotion of the same opportunities to obtain study grants and access to complementary education programs, including functional literacy and adult literacy programs; the reduction of the female drop-out rate and encouragement of schooling for youth who stopped studying prematurely; and equal conditions in choosing careers, professional training, access to studies, and participation in sports.

grad and grad students. Coordinated by the SPM, in partnership with the Ministry of Science and Technology, the National Scientific and Technological Development Council (CNPq), the Ministry of Education, and the United Nations Development Fund for Women (UNIFEM), it will now be broadened with stronger participation on the part of the Coordination of Higher Education Personal Achievement (Capes) and the Basic Education Secretariat – the latter developing the Building Gender Equality Award amongst high school students. The space created within educational institutions is essential to build an environment open to reflection on gender practices.

In addition, this II Plan incorporates the strategy of influencing the formation of professional and technological education workers. In this field, other initiatives exist to strengthen gender studies and research. The development of indicators and analysis on women's trajectory in education have been the object of a fruitful partnership between the National Studies Institute and Educational Research Anísio Teixeira (Inep) and the SPM, which has already generated three publications and will be consolidated in this II PNPM.

It is important to mention the autonomous nature of states, municipalities, schools, and universities with respect to the execution of educational policies. The MEC has an essential role in normalizing the policy, establishing concepts and general guidelines for the educational system, along with supplementary financial assistance and technical support for actions, observing the general guidelines established by the

National Education Council, in accordance to the National Education Guidelines Law (Law num. 9,394/1996).

It is precisely therein that lays the profound transformation caused by the Education Development Plan, the PDE, launched in 2007. The Target Plan Commitment of All for Education represents the efforts of the Union, States, Federal District, and Municipalities, working together with families and communities, to seek out the improvement in basic education quality. Out of the 5,563 Brazilian municipalities, 5,202 (93.5%) have already taken on the Commitment. Of the 1,242 priority municipalities (those with the lowest IDEB – Basic Education Development Index)⁹, 1,232 (99.2%) are participants.

The PDE systemically takes on several challenges for national education. With the main principle of defending the right to learn, it will increase the supply of vacancies in all educational levels and modalities, reduce regional inequalities, and improve the quality of education. Due to its focus on learning, in the individual follow-up of each student – seeking performance assessment, and combating repetition and drop-outs – and with the objective quality assessment of education in schools and municipalities, based on the IDEB, and the Target Plan Commitment of All for Education, it will also help correct inequalities related to gender, race/ethnicity, regionalization, and others. Therefore, this II National Policies Plan for Women and the Education Development Plan are closely related. Only with the participation of all, civil society, and the State, and with intense collaboration between Union, states, Federal District, and municipalities, will the goals and objectives here proposed be met.

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⁹ The IDEB is calculated and periodically disseminated by Inep based on data on school and student performance present in the School Census and the Basic Education Assessment System – SAEB, formed by the Basic Education National Assessment – ANEB and the National Assessment for School Performance (Prova Brasil).

GENERAL OBJECTIVES

I. To contribute in reducing gender inequality and fighting prejudice and discrimination due to gender, ethnicity-race, religion, generation, sexual orientation and gender identity, by forming administrators, education professionals, and students in all educational levels and modalities;

II. To consolidate within the education policy gender, race/ethnicity, sexual orientation, generational, and people with disabilities perspectives and the respect of diversity in all its forms, so as to ensure equal education;

III. To ensure access, permanence, and success for girls, young women, and women to quality education, with special attention to groups with low schooling levels (adult and elderly women, women with disabilities, black, indigenous, from traditional communities, rural areas, or imprisoned women).

SPECIFIC OBJECTIVES

I. To reduce female illiteracy, especially amongst blacks, indigenous women, and women over 50 years of age;

II. To promote increased access to professional, technological, and higher education, with gender and race/ethnicity equity;

III. To eliminate sexist and discriminatory content and promote the insertion of educational content for gender equity and to value diversities in the curricula and didactic and para-didactic material for basic education;

IV. To promote the formation of administrators and direct administration federal servants, mixed economy societies and state companies, education professionals and public system students from all levels on gender equity and the value of diversities;

V. To contribute to the reduction of gender violence, emphasizing the fight against the sexual abuse and exploitation of girls, young girls, and adolescents;

VI. To stimulate the participation of women in scientific and technological fields and the production of knowledge in gender, gender identity, and sexual orientation, considering ethno-racial, generational, disabilities, and other aspects.

GOALS

A – To form 120 basic education professionals in gender, ethno-racial relations, and sexual orientation issues in processes executed or supported by the federal government;

B – To include 3 million women in literacy programs;

C – To reduce female illiteracy from 9.64% to 8% between 2006 and 2011;

D – To reduce black women illiteracy rate from 13.38% to 11% between 2006 and 2011;

E – To build 950 classrooms in *quilombola* communities;

F – To form 5,400 public school elementary teachers to work in *quilombola* communities;

G – Enroll 2,000 indigenous women in Intercultural Studies;

H – To build 2,000 public schools in rural areas;

I – To form 15,000 young female family farmers in the Knowledge of Earth Program from the Projovem;

J – To have a 5% increase, between 2008 and 2011, in basic education attendance for girls, young and black women;

K – To have a 10% increase, between 2008 and 2011, in higher education attendance for black women.

PRIORITIES

2.1. To promote the initial and continued formation of education administrators and professionals in gender, race/ethnicity equity and the acknowledgement of diversities;

2.2. To promote the formation of basic education students in gender, race/ethnicity equity and the acknowledgment of diversities;

2.3. To promote the formation of young and adult women for work, including in scientific and technological areas, seeking to reduce gender inequality in careers and professions;

2.4. To stimulate the production and dissemination of knowledge on gender, gender identity, sexual orientation, and race/ethnicity in all education levels;

2.5. To promote educational measures to fight violence against women, considering ethno-racial, generational, and sexual orientation dimensions;

2.6. To increase access and permanence in education for specific groups of women with low schooling levels.

ACTION PLAN

Priority 2.1. To promote the initial and continued formation of education administrators and professionals in gender, race/ethnicity equity and the acknowledgement of diversities.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.1.1. To promote the continued formation of education administrators and professionals on gender relations, fighting gender violence, and sexual orientation, considering ethno-racial and generational issues and people with disabilities.	MEC SPM Seppir SEDH	1377/875 11073/6328 1433/8836 To be defined To be defined	2011	Professional formed.	Municipal and State Education Secretariats, Municipal and State Youth Secretariats, Higher Education Federal Institutions, State and Municipal Executive Organisms for Women and Race, NGOs, social movements.
2.1.2. To form administrators and professionals from professional and technological education on gender and sexual orientation, considering ethno-racial and generational issues and people with disabilities.	MEC	1062/3676	2011	Formation course supported.	SPM, Professional and Technological Education Federal Network.
2.1.3. To form MEC administrators and servants on gender and sexual orientation, considering ethno-racial and generational issues and people with disabilities.	MEC	1067/4572	2011	Formed administrator and Professional Formed servants.	SPM.

Priority 2.2. To promote the formation of basic education students in gender, race/ethnicity equity and the acknowledgment of diversities.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.2.1. To create Basic Education Curricular Guideline with respect to gender, sexual orientation, and human rights.	MEC	Non-budgetary	2009	Guideline drafted.	SPM, women's movements, GLBT and human rights, Gender Studies Centers in Higher Education Institutions, Research Associations: Anpocs, Anped, Andhep.
2.2.2. To improve the treatment of gender, race/ethnicity, sexual orientation, and human rights in national curricular orientation for early childhood, elementary, and high school education.	MEC	Non-budgetary	2011	Curricular orientation improved.	Municipal and State Education Secretariats; Higher Education Institutions, NGOs.
2.2.3. To develop and distribute didactic material on gender, race, ethnicity, sexual orientation, and human rights.	MEC SPM	1377/8751 1433/8835	2011	Material developed and distributed.	Municipal and State Education Secretariats; Higher Education Institutions, NGOs.
2.2.4. To draft and distribute didactic material for educators and students on the promotion of health, sexual and reproductive rights for youth and adolescents, and the prevention of STD/AIDS, alcoholism and drugs, and their relation to gender, race/ethnicity, and generation issues.	MEC MS	1448/40421 444/8670	2011	Material distributed.	State and Municipal Education and Health Secretariats, youth leaderships, UNFPA, UNODS, UNESCO, UNAIDS.
2.2.5. To form educators and students on topics related to the promotion of youth and adolescent health and sexual and reproductive rights and the prevention of STD/AIDS, alcoholism and drugs, and their relation to gender, race/ethnicity, and generation issues.	MEC MS	1448/4042 1444/8670	2011	Educator and student formed.	State and Municipal Education and Health Secretariats, youth leaderships, UNFPA, UNODS, UNESCO, UNAIDS.
2.2.6. To improve textbook evaluation with respect to gender, race/ethnicity, sexual orientation, and human rights.	MEC	Non-budgetary	2011	Improvement measure achieved.	SPM, Gender Studies Centers in Higher Education Institutions.

cont. Priority 2.2. To promote the formation of basic education students in gender, race/ethnicity equity and the acknowledgment of diversities.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.2.7. To hold an essay contest for basic education (high school) students on gender.	MEC CNPq SPM	1377/8751 1448/2272 0460/0902 0460/0901 1068/6245	2011	Student engaged.	Inep, Capes, UNIFEM, MCT, State and Municipal Education Secretariats, State and Municipal Executive Organisms for Women and Race.

Priority 2.3. To promote the formation of young and adult women for work, including in scientific and technological areas, seeking to reduce gender inequality in careers and professions.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.3.1. To stimulate greater female participation in professional and technological areas traditionally not occupied by women.	MEC	To be defined	2011	Awareness and formation action developed. Professional and student benefitted.	MTE, Professional and Technological Education Federal Network, State and Municipal Education Secretariats, Education Systems.
2.3.2. To develop campaign to increase the amount of women in professional and technological courses.	SPM	1068/4641	2011	Campaign developed.	MEC, Secom, MME, and related companies.

Priority 2.4. To stimulate the production and dissemination of knowledge on gender, gender identity, sexual orientation, and race/ethnicity in all education levels.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.4.1. To support under-grad and graduate studies and research on education, gender, race/ethnicity, sexual orientation, and gender violence.	Capes SPM	1375/0487 1068/6245	2011	Study/research supported.	MEC, CNPq, UNIFEM, Gender Studies Centers in Higher Education Institutions.
2.4.2. To hold a National Meeting for Study Centers and Research Groups – Addressing Gender and Sciences.	SPM MEC	1433/8834 1377/8751	2011	Meeting held.	MEC, CNPq, UNIFEM, Gender Studies Centers in Higher Education Institutions.
2.4.3. To support the production of knowledge on gender and sexual orientation, considering ethno-racial and generational issues and of people with disabilities, in professional and technological education.	MEC	To be defined	2011	Research Project/ study supported	Professional and technological education network, Higher Education Institutions.

Priority 2.5. To promote educational measures to fight violence against women, considering ethno-racial, generational, and sexual orientation dimensions.

Action	Body responsible	Program/ PPA action	Deadline	Product	Partners
2.5.1. To promote educational campaigns to prevent violence against women targeting schools, considering ethno-racial and sexual orientation dimensions.	MEC	1377/8751	2011	Campaign developed.	MJ.
2.5.2. To promote the continued formation of public school professionals and the Child and Adolescent Protection Network to address, in a school context, the fight against gender violence with a human rights perspective.	MEC SPM	0073/8954 1433/8836	2011	Professional formed.	MTur, SEDH, MS, Higher Education Institutions, Municipal and State Education Secretariats, Public Prosecutor's Office, Health Rights and Social Assistance Councils.

cont. Priority 2.5. To promote educational measures to fight violence against women, considering ethno-racial, generational, and sexual orientation dimensions.

Action	Body responsible	Program/ PPA action	Deadline	Product	Partners
2.5.3. To encourage the implementation of integral education activities that discuss the connection between domestic violence against women and violence against children, youth, and adolescents.	MEC	1377/8742	2011	Municipality supported / school benefitted.	MJ, MDS, State and Municipal Education Secretariats, NGOs, social movements, and communities.

Priority 2.6. To increase access and permanence in education for specific groups of women with low schooling levels.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.6.1. To promote literacy for young and adult women.	MEC	1060/8790 1060/0920	2011	Student assisted.	SPM, State Education and Justice Secretariats, Federal Higher Education Institutions.
2.6.2. To promote and increase literacy amongst young and adult imprisoned women.	SPM MEC MJ	0156/8833 1060/8790 1060/0920 1453/8853	2011	Student assisted.	State Education and Justice Secretariats, Federal Higher Education Institutions.
2.6.3. To promote schooling continuity for young and adult women.	MEC	1060/8526	2011	Student assisted.	SPM, State Education and Justice Secretariats, Federal Higher Education Institutions.
2.6.4. To promote and increase schooling continuity for young and adult imprisoned women.	SPM MEC MJ	0156/8833 1060/8790 1060/0920 1453/8853	2011	Student assisted.	State Education and Justice Secretariats, Federal Higher Education Institutions.
2.6.5. To increase and democratize access to higher education, especially for black and indigenous women.	MEC	1377/8742	2011	Student assisted with scholarship.	Higher Education Institutions, Funai.

cont. Priority 2.6. To increase access and permanence in education for specific groups of women with low schooling levels.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.6.6. To train indigenous teachers for Basic Education teaching, seeking to ensure the supply of quality intercultural education in indigenous schools.	MEC	1377/8750 1377/8741	2011	Indigenous teacher trained.	Funai, state and federal universities, State Education Secretariats.
2.6.7. To build schools in indigenous lands.	MEC	1448/090W	2011	Indigenous school build.	State, municipalities, Funai.
2.6.8. To build schools in <i>quilombola</i> communities.	MEC	1448/090W	2011	School built.	Seppir, states, municipalities.
2.6.9. To support the development of education in <i>quilombola</i> communities.	MEC	1336/8957	2011	Project supported.	Seppir, states, municipalities.
2.6.10. To train teachers to work in <i>quilombola</i> communities.	MEC	1377/8750	2011	Teacher trained.	Seppir, states, municipalities.
2.6.11. To promote an increase in the schooling level of young family farmers (conclusion of elementary education associated to social and Professional qualification).	MEC	8034/2A95	2011	Student assisted.	MDA, MTE, SG, states, municipalities.
2.6.12. To train teachers, initially, in teaching for the last years of elementary and high school education in rural areas.	MEC	To be defined	2008	Teacher trained.	UnB, UFBA, UFS, and UFMG.
2.6.13. To build schools in rural areas.	MEC	1448/09CW	2008	School built.	MDA.
2.6.14. To increase basic education access and permanence for girls, young women, and women with disabilities, through the equivalence of School Census and BPC Beneficiaries Registry data from 0 to 18 years to identify the lack of school access.	MEC	1374/8371	2011	Data equivalence achieved.	MDS, MS, SEDH, municipalities.

cont. Priority 2.6. To increase access and permanence in education for specific groups of women with low schooling levels.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
2.6.15. To increase basic education access and permanence for girls, young women, and women with disabilities, through the identification of barriers to access school, with a gender dimension.	MEC	1374/8371	2011	Survey developed.	MDS, MS, SEDH, municipalities.
2.6.16. To follow-up access and permanence of children, adolescents, youth, and women with disabilities in basic education.	MEC	1374/8371	2011	Analysis of data from the Basic Education Census carried out.	Inep, states, municipalities.
2.6.17. To follow-up the access and permanence of women with disabilities in higher education.	MEC	1374/8371	2011	Analysis of data from the Higher Education Census carried out.	Inep, states, municipalities, Federal Higher Education Institutions.
2.6.18. To support Federal Higher Education Institutions' proposals to overcome situations of discrimination against students with disabilities, promoting the elimination of behavioral, pedagogic, architectural, and communication barriers.	MEC	1377/2C68	2011	Project supported.	Federal Higher Education Institutions.
2.6.19. To produce specific didactic and para-didactic material for the socio-cultural and socio-linguistic realities of indigenous communities to be used in indigenous schools and for the implementation of Law 11,645.	MEC	1377/8750	2011	Indigenous didactic material produced.	State education secretariats

CHAPTER 3: WOMEN'S HEALTH, SEXUAL AND REPRODUCTIVE RIGHTS

Women are the majority of the Brazilian population and the main users of the Single Health System – SUS. They, therefore, form a fundamental social segment for health policies, not only for their numerical importance but, especially, because in this field, the historic inequalities of power between men and women lead to a strong impact over the health conditions of women, and gender issues become health determinants that must be considered when designing public policies. Other variables such as race/ethnicity and the situation of poverty increase these inequalities and must also be considered in the formulation, implementation, and assessment of governmental intervention strategies in this area.

The main causes of death in the female population are¹:

- i) cardiovascular diseases, especially acute infarction of the myocardium;
- ii) cerebral stroke;
- iii) neoplasias, namely breast, lung, and cervical cancer;

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- vi) respiratory diseases, especially pneumonias;
- v) external causes. The morbi-mortality standard found amongst Brazilian women reveals a reality where there are typical diseases of developed countries (cardiovascular and chronic-degenerative) and those of underdeveloped countries (maternal mortality and malnutrition).

It is important to consider the fact that certain problems affect men and women differently and that some are more prevalent in specific ethno-racial groups. Mortality by violence affects men in greater proportions. Morbidity, however, especially caused by domestic and sexual violence mainly affects the female population. Also in the case of health problems associated to the exercise of sexuality, women are more affected and due to a biological characteristic have the additional complication of the vertical transmission of diseases such as syphilis and the HIV virus, along with maternal mortality and morbidity still insufficiently studied. In the case of black women, for example, scientific literature has identified

¹ According to the Mortality Information System/ Health Surveillance Secretariat/Ministry of Health, 2005.

a greater frequency of type II diabetes, myomas, arterial hypertension, and sickle cell anemia.

Maternal deaths are not amongst the top ten causes of death. Yet, the seriousness of the problem is made evident when it is noted that pregnancy does not refer to a state of disease, but rather to an event related to the experience of sexuality and that 92% of the maternal death cases are avoidable. In Brazil, the maternal death mortality ratio has been reducing throughout the years, having reached, in 2005, the corrected figure of 74.6 maternal deaths per 100 thousand live births². In developed countries this ratio varies between 6 and 20 maternal deaths per 100 thousand live births.

Sexual and reproductive health issues, which include maternal health, but not exclusively, were for many years kept outside the realm of governmental public policies. Fortunately, this situation has changed and new dimensions related to female sexuality have earned the attention of public power, such as family planning, cervical and breast cancer, STDs, and women's health care during prenatal, birth, and puerperium. In the last decades, with the exception of the puerperium consultation and the early detection of cervical cancer, the other actions that are a part of the complete female health care have reached good levels of coverage. Despite still having quite elevated levels, maternal mortality has lowered throughout the years, which can be the result, amongst other factors, of an improvement in obstetric quality and family planning. In fact, there is an increased trend in number of prenatal appointments. In 1995, the average amount of prenatal appointments was 1.2 for each birth in the SUS (Single Health System), whereas in 2007, this figure increased to 5.7 appointments per birth³.

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² According to the Health Surveillance Secretariat/Ministry of Health.

³ According to the Outpatient Information System from the Single Health System.

Maternal health was the first aspect to be incorporated into the discussion on women's health; yet, this does not mean that access to health care is fully satisfactory today. National surveys indicate that the access to prenatal care is still a significant problem for the rural population, especially in the North and Northeast regions. In addition, much progress is still necessary to tackle this issue, such as those listed next.

It is important to consider that pregnancy is a physiological phenomenon and that usually occurs with no problems. However, approximately 15% of pregnant women, due to specific characteristics or for having suffered some problems, have the probability of an unfavorable evolution, both for the fetus and the mother. This groups forms the so-called "high risk pregnancies" and requires specialized outpatient care and access to more complex exams.

Difficulties in high risk pregnancy care begin in the inadequate identification of this group of women in the basic health care services, followed by the difficulty in referring to specialized outpatients, which are often not coordinated to the basic health care units and frequently lack technical resources and adequately trained staff for its functions.

With respect to care at birth, 96% of births take place in a hospital environment, 44.4% of which are c-section births. This trend has been growing in the country, since in 2005 this figure was 43.2%, indicating the lack of quality in care at birth in Brazil.

It is important to note that care at birth is not homogeneous throughout the country. For women in rural areas, home births assisted by traditional

midwives are a considerably common reality. Despite, in some cases, home births being a woman's choice, it is necessary to ensure that it is in fact a choice and not the only alternative due to conditions of isolation, distance, health care precariousness, or insufficiently trained professionals to deal with the specificities of problems consequent of fieldwork. In addition, in general, traditional midwives work with no health care service support. Due to this isolation, most births take place under precarious conditions and are not reported to the health information systems. There is no registry of the precise number of midwives in activity in the country. In 2005, 38,675 home births were registered in the SUS.

Abortion is a serious public health issue in Brazil. When performed under risky conditions, it is often followed by severe complications. The most frequent immediate complications are: perforated uterus, hemorrhage, and infection, which can lead to different degrees of morbidity and mortality⁴. A survey has estimated that 20% of clandestine abortions performed by professional physicians in clinics and 50% home abortions performed by the woman herself or by bystanders, have complications⁵.

In 2006, 2,067 legal abortions were performed, as foreseen by article 128 from the Brazilian Penal Code, which allows the procedure in cases where the women's life is at risk and pregnancy as a result of rape. That same year, in the Single Health System, 222,840 post-abortion curettages were performed, 37 of which led to maternal death.

During the last decade the number of post-abortion curettages has stabilized, possibly as a consequence of the increased amount of women

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⁴ LANGER, A.; ESPENOZA, H. Embarazo no deseado: impacto sobre la salud y la sociedad en América Latina y el Caribe. *Revista Panamericana de Salud Publica*, v. 11. n. 3, p.192-205, mar. 2002.

⁵ HARDY, E.; COSTA, G. *Abortion experience among female employees of a brazilian university*. Campinas: CEMICAMP, 1993.

using birth control and the elevated prevalence of tubal ligation, especially in the Northeast and Center-West states.

In 2004, in the field of obstetric care, the National Pact to Reduce Maternal Death was launched, considered by the United Nations Organization (UNO) a model of mobilization and social dialogue for the promotion of the Millennium Development Goals, since it is based on the integration of the three levels of government – federal, state, and municipal – and civil society organizations.

Also aiming at changing birth care paradigms, the Ministry of Health regulated the Companion Law; supported the formation of 370 Community Doulas and obstetric nurses; qualified 904 traditional midwives; and launched the National Campaign to Stimulate Natural Birth and Reduce Unnecessary C-Sections. In addition, Seminars for Obstetric Care and Humanized Neonatal Care were promoted, based on scientific evidence, considering unsafe abortion, and which qualified 1,857 professionals, directors, head of obstetrics and neonatology, and heads of obstetric nursing in the 439 largest maternities in each of the Brazilian states.

To organize epidemiological surveillance of maternal death, the Ministry of Health adopted some important measures in the last years:

- i) gave technical and financial support to the organization of Maternal Death Committees in states in the North region;
- ii) promoted the V and VI National Fora on Maternal Death, with the participation of committee chairpeople and women's health coordinators from all states and capitals;

- iii) widely disseminated the Survey on the Mortality of Women from 10 to 40 years, with Emphasis on Maternal Mortality – coordinated by Prof. Ruy Laurenti and collaborators – which was extremely relevant to define the strategies and actions for the National Policy for the Complete Health Care of Women;
- iv) financially supported the development of 38 studies on Maternal or Neonatal Mortality.

In Brazil, access to birth control, a right which is constitutionally ensured, is not widely found. National surveys demonstrate greater prevalence of the use of tubal ligation and birth control pills. The low use of other methods demonstrates the limited access women have to information on the options available and the methods themselves. There are problems in the production, quality control, procurement, distribution logistics, and continuity of the supply of birth control methods. The consequence is care that is still precarious and excluding, causing greatest damage to women from the poorest levels of society and rural areas. It is possible that this situation contributes to abortions in unsafe conditions and to the increase of death risk because of it.

From 2000 to 2006 there was a 6% increase in births performed in the SUS in the 10 to 19 years age bracket, going from 127,018 births in 2000, to 134,625 in 2006⁶. Curettages are the second most performed obstetric procedure in the SUS wards, surpassed only by natural births.

Another aspect that has been worthy of special attention of public health in Brazil is the growing rate of HIV infection amongst women. During many years, the cases of HIV infection were understood as restricted to women partners of injectable drug users, hemophiliacs, bisexual men or women involved in prostitution. In Brazil, out of the total reported

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⁶ According to DATASUS/MS.

cases up to June 2006, 67.2% were male (290,917 cases) and 32.8% were female (142,138 cases). In 2003, the incidence rate was 25.4 and 16.1 per 100,000 inhabitants for men and women, respectively. The ratio between sexes has been systematically decreasing, going from 15.1 men to women, in 1986, to 1.5 men to women, in 2005.

Since 1980, there has been a progressive increase in the amount of Brazilian municipalities with at least one AIDS case amongst women, indicating that interiorization has been accompanied by a feminization of the epidemic. This process is more accentuated in some regions compared to others and tends to follow the displacement found to seasonal and permanent population mobility to the new agriculture and livestock and mining frontiers.

In addition, the AIDS epidemic has been increasingly affecting people in poverty situations. Both in Brazil and other developing countries, poverty is identified as one of the structural contexts for the vulnerability to STD/HIV/AIDS. Despite the schooling level, in isolation, not being enough to indicate the socioeconomic condition of the population affected by the epidemic, this measure is the closest to a poverty indicator. Thus, data show that 52% of female cases are amongst those with no schooling and those who did not finish the first grade of elementary education (29% amongst those who have 1 to 3 school years and 19% for those between 4 and 7 years).

Another important indicator is the schooling level for pregnant women diagnosed with HIV, confirming the trend found associating poverty and the epidemic. Out of 31,921 cases of pregnant HIV+ women, 3% are illiterate, 13% have studied for only three years, and 39% have studied from 4 to 7 years. The Brazilian response to these trends must be guided

towards the characteristics the epidemic takes on in each specific social context, with special attention to socio-cultural, programmatic, and human rights issues.

In Brazil, women's health was incorporated into national health policies in the early decades of the 20th century, yet limited to the demands with respect to pregnancy and birth. In 1984, the Ministry of Health launched the PAISM – Complete Health Care for Women Program, breaking away from the principles that had guided women's health care policies and the criteria to choose priorities in this field up to that point.

In 2004, the Ministry of Health launched the “National Policy for Complete Health Care for Women”, developed based on the SUS proposal, respecting the characteristics of the new health care policy, strictly coordinated with other governmental bodies, mainly the SPM and Seppir, and with the participation of women's, black women's, and female rural workers' movements, scientific societies, class entities, researchers in the field, and SUS managers.

This policy incorporates, with a gender dimension, integrality and health promotion as guiding principles and seeks to consolidate the progress in sexual and reproductive rights, with an emphasis on improving obstetric care, family planning, unsafe abortion, and the combat of domestic and sexual violence. It also includes the prevention and treatment of women living with HIV/AIDS and those with chronic-degenerative diseases and gynecological cancer. In addition, it widens actions to include groups historically removed from public policies, addressing their needs and specificities.

From 2004 to 2007, the development of actions foreseen in the Health Chapter of the I National Policy Plan for Women identified progress towards reaching integrality, promoting changes in paradigm, and the

institutionalization of the National Policy for Complete Health Care of Women.

On HIV/AIDS, the Ministry of Health's main intervention is guided towards ensuring universal access to treatment, a reality throughout the country since 1996. The result of this strategy can be seen in the decrease of deaths and hospital admissions due to AIDS, with a significant improvement in quality of life. However, there are still many challenges to overcome the multiple vulnerabilities and for the positive prevention actions to give complete care to HIV positive women.

An important action was the release, in 2007, of the Integrated Plan to Fight the Feminization of HIV/AIDS and other STDs, a partnership with the Special Secretariat of Policies for Women and the Ministry of Health, through the National STD and AIDS Program and the Technical Area for Women's Health. The Plan sought to guide the implementation of federal, state, and municipal actions, with the aim of promoting sexual and reproductive health through the development of intersectorial actions capable of accelerating the access to prevention, diagnosis, and treatment of sexually transmitted diseases and AIDS for women in different regions of the country.

The Ministry of Health teamed up with the Ministry of Education to develop the Health and Prevention in Schools Program, which aims to reduce adolescent vulnerability to sexually transmitted diseases, HIV infection, and unplanned pregnancy, with an emphasis on health promotion, through educational actions to promote and increase this population's access to the male condom. In its initial proposal, the Program included making available male condoms to 15 to 19 year olds who were sexually active, enrolled in regular public schools. In 2004, the Program was adjusted to include adolescents and youth of 13 to 24 years of age, including elementary and high school education.

As for mental health, the SUS records on psychiatric commitments demonstrate that female commitments have been increasing proportionally. Mental disorders and behaviors associated to puerperium demand greater research. A survey carried out in 24 capitals and the Federal District, in 2001, with 3,265 women, identified 97 deaths by suicide, associated to depression, including post-partum⁷.

During the period in which the I PNPM was in effect, health care actions were included for those female population segments still invisible, especially those aimed at the health of black women, women in prison, indigenous women, female rural workers, and those residing in municipalities along or in an area influenced by Highway BR-163 (Cuiabá-Santarém) and regions where hydroelectric plants were built along the Tocantins River Basin.

Numerous activities have been developed for black women's health, including the publication of technical material, the promotion of events to discuss the issue, data research, and the inclusion of an ethno-racial dimension to the Ministry of Health's actions, with the launch of a specific program. The Ministry of Health created a Technical Health Committee for the Black Population, with the aim of formulating a national policy proposal for this population group, with specific actions for women.

The Ministry of Health understood that the absence of the race/color variable from most of the health information systems makes it impossible to develop a more consistent analysis on health for black women in Brazil, making it difficult to draft strategies aimed at this group. Thus, the Ministry included the race/color item into the SISPRENATAL

(information system that consolidates data from prenatal care provided in the SUS services) and the SISCOLO (information system that consolidates data on early cervical cancer detection).

The National Demography and Health Survey, funded by the MS, which aims to collect information to draft women and children demographic, health, and nutrition indicators to contribute to policies and action strategies, also included data collection and analysis considering race/color. Likewise, its technical protocols, action strategies, and policies have included this dimension, such as the manuals on Prenatal and Puerperium Care and on Qualified and Humanized Care; the Women's Agenda; and the special booklet on Lesbian and Bisexual Women's Health. The Ministry of Health also drafted a pamphlet on the Equity Perspective in Addressing Differences as part of the National Pact to Reduce Maternal and Neonatal Mortality.

Other highlights in this field include the National Program on Sickle Cell Anemia and other Hemoglobinopathies (PAF), which emphasizes the specificities of women of fertile age and in the pregnancy-puerperium cycle. Initially, a pilot experience was developed for the implementation of the PAF/MS in five municipalities. After that, state coordinators underwent awareness-building training for the Program's implementation.

With respect to home birth, the Ministry of Health, teamed with the Basic Health Care Department, FUNASA, and Seppir, re-coordinated the capacity-building project for Kalunga and *quilombola* midwives, with the participation of the Goiás State Health Secretariat and local mayor's

⁷ LAURENTI, R., JORGE, M.H., GOTLIEB, S.L.D. *Mortalidade de mulheres de 10 a 49 anos: ênfase na mortalidade materna*. São Paulo: Ministério da Saúde/Organização Panamericana de Saúde/Universidade de São Paulo, 2002.

offices. These actions will be monitored to promote the multiplication of the experience to the rest of the *quilombola* communities in the country.

To tend to the specificities of indigenous women's health care; the Ministry of Health created an intersectoral work group, with the participation of indigenous women's leaders, for the implementation of complete health care for this group and is supporting municipal and state managers in organizing indigenous health care, giving priority to women. The capacity-building of health professionals and midwives in 34 indigenous health districts is currently underway.

Following the same line, women in prison were also favored. The Ministry of Health promoted the qualification of health professionals in 10 states that are organizing complete health care for women in prison.

The health of lesbian, bisexual, and other women who have sex with women has also received special attention from the Ministry of Health. In 2004, through ministerial order num. 2,227, the Technical Committee for Gays, Lesbians, Transgenders, and Bisexuals – GLTB, was created, understanding that there is a need to implement health care policies aimed at this population and ensure the Ministry's participation in the creation and implementation of intersectoral strategies with the various governmental sectors, already identified in the "Brazil without Homophobia Program".

Other progress has occurred through ministerial order num. 2,418/GM that regulates, in compliance with Law num. 11,108/2005, the presence of a companion for women in labor, during birth, and immediate post-partum in public hospitals and those part of the Single Health System. With this ministerial order, all women can choose whomever they wish to be their companion, including their same sex partner.

In addition, the item "Sexual Practices" was included in the form for reporting domestic or sexual violence, and/or other interpersonal violence and the item "Sexual Orientation" in the Women's Agenda and gynecological care, especially in actions related to cervical and breast cancer and STD/AIDS. The insertion of these items in the aforementioned documents and in others with contribute to improving the health of women who have sex with women, along with obtaining information and data on this population, consequently re-directing public policies.

President Luiz Inácio Lula da Silva launched, in 2005, the National Family Planning Policy, in partnership with the Ministry of Health and the Special Secretariat for Women's Policies, which strengthened the National Policy for Sexual and Reproductive Rights. This policy included the performance of vasectomy in the National Elective Surgeries Policy and birth control and pharmacies accredited by the Popular Pharmacy Program, which provides medication at prices 90% lower, with MS subsidies. The accreditation of 1,196 new services in public hospitals to perform tubal ligations made it possible for a greater number of women to have access to this procedure.

Since 1997, the Ministry of Health has been developing actions to control cervical cancer, mainly through campaigns, but has not been able to obtain national results that impact the occurrence of this disease. This led to the need to develop new means to reach the established objectives. Thus, the Action Plan to Control Cervical and Breast Cancer in Brazil 2005-2007 was launched, as a pact amongst all Brazilian states. The coordination of actions aimed at cervical and breast cancer in based on the National Oncological Care Policy (Ministerial Order GM num. 2,439, December 8, 2005).

In assessing the VI National Brazilian Report, the Cedaw Committee recommended that Brazil give continuity to its efforts in increasing

women's access to health care, especially sexual and reproductive health services. It requested that measures be strengthened aiming at preventing unwanted pregnancy, with the increase in knowledge and awareness on birth control, along with access to the different birth control methods and family planning. The Committee also recommended that Brazil closely monitor the implementation of the National Pact to Reduce Maternal Mortality in the state and municipal levels, giving special attention to the situation of adolescents, providing adequate education on life aspirations, and focusing on the prevention of pregnancy, HIV/AIDS, and other STDs. Finally, the Committee recommended that the country speed up the revision process of the legislation on abortion criminalization, with a view to removing punitive provisions imposed upon women and providing access to quality services in managing complications consequent of unsafe abortion.

The actions presented in this II PNPM meet the recommendations made by the Cedaw Committee, with the main objective of deepening the processes to change the paradigms in obstetric care and cervical and

breast cancer control; making the policies launched in the previous administration effective (National Policy to Reduce Maternal Mortality, National Family Planning Policy, Plan to Fight the Feminization of AIDS, and the National Pact to Fight Violence against Women); initiate and/or consolidate the organization of health care actions introduced in the four previous years, seeking integrality (menopause, gynecological complaints, mental and gender health, assisted human reproduction, women in prison, black women, indigenous women, elderly women, lesbians and bisexual women); and incorporate new population groups into the policies as a way of ensuring the principles of integrality, equity, and universality stated in the Single Health System.

The intra and intersectoral coordinated action allows the Federal Government to consolidate the National Policy for Complete Health Care for Women, challenging itself to maintain dialogue with the different social players and consolidate these progresses for the coming years, increasing the types of actions existent so as to tend to women's health broad agenda.

GENERAL OBJECTIVE

I. To promote the improvement of women's life conditions and health, in all life cycle phases, by enforcing legally constituted rights and increasing access to the means and services for the promotion, prevention, assistance, and recovery of complete health care throughout the Brazilian territory, without any type of discrimination, considering gender, race/ethnicity, generation, and sexual orientation identities and specificities.

SPECIFIC OBJECTIVES

I. To ensure women's sexual and reproductive rights in all life cycle phases and for the various population groups, without any kind of discrimination;

II. To contribute to the reduction of female morbidity and mortality in Brazil, especially due to avoidable causes, in all life cycle phases and population groups, without any kind of discrimination;

III. To increase, qualify, and humanize women's health care in the Single Health System.

GOALS

A – To have a 15% reduction in the Maternal Mortality Rate between 2008 and 2011;

B – To ensure the supply of reversible birth control methods for 100% of the SUS female user population;

C – To make birth control methods available in 100% of the health care services;

D – To qualify 100% of the basic centers for complete indigenous women's health care;

E – To have a 60% increase of the number of cytopathological exams in the female population between 25 and 59 years of age, between 2008 and 2011;

F – To have a 15% increase in the amount of female mammographies between 2008 and 2011;

G – To promote the engagement of the 27 Brazilian states in the Plan to Fight the Feminization of STD/AIDS;

H – To form four technical references, per state, in health care for women in menopause;

I – To raise awareness of five technical references, per state, on gynecological complaints of women and adolescents;

J – To implement fourteen reference centers for infertility assistance;

K – To support the organization of a collaborating center per region to humanize birth care, abortion, and obstetric emergencies;

L – To implement five pilot experiences, one per region, of a female mental health care model with a gender perspective.

- 3.1. To promote health care for women in menopause;
- 3.2. To stimulate the organization of care for women and young and adolescent women with respect to gynecological complaints;
- 3.3. To stimulate the implementation of family planning assistance for men and women, adults, youth, and adolescents, within health care, respecting the principles of sexual and reproductive rights;
- 3.4. To promote qualified and humanized obstetric care, especially amongst black and indigenous women, including unsafe abortion care, so as to reduce maternal morbidity and mortality;
- 3.5. To promote the prevention and control of sexually transmitted diseases and the HIV/AIDS infection in the female population;
- 3.6. To reduce morbidity and mortality due cervical cancer and mortality due to breast cancer in the female population;
- 3.7. To promote the implementation of female mental health care model with a gender perspective, considering ethno-racial specificities;
- 3.8. To stimulate the implementation of Complete Women's Health Care by fighting discrimination and caring for ethno-racial specificities, generational, regional, sexual orientation, of women with disabilities, of rural and forest areas, and women in the streets;
- 3.9. To strengthen engagement and social mobilization advocating the National Policy for Women's Complete Health Care;
- 3.10. To propose changes in legislation with the aim of increasing the guarantee of the right to health, considering female sexual and reproductive rights and the strengthening of the Single Health System.

ACTION PLAN

Priority 3.1. To promote health care for women in menopause.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.1.1. To develop and distribute technical material on Health Care for Women in Menopause.	MS	1312/6175	2009	Technical norm distributed.	Scientific societies and universities.
3.1.2. To promote awareness of state administrators (women's health and primary care coordination and scientific societies) and collectively develop state proposals for the implementation of Health Care for Women in Menopause.	MS	1312/6175	2009	Administrator aware,	State Health Secretariats, scientific societies, and universities.
3.1.3. To draft instructional reference material to update health professionals based on the manual for Health Care for Women in Menopause and make it available to the states.	MS	Non-budgetary	2009	Material distributed.	-
3.1.4. To develop a consultants bank for the qualification of professionals for the Health Care of Women in Menopause and make it available to the states.	MS	Non-budgetary	2009	Consultants bank developed.	State and Municipal Health Secretariats, State and Municipal Coordination/Secretariats for Women's Policies, scientific societies, and universities.
3.1.5. To support states in updating health professionals to work as instructors based on the manual for Health Care on Women in Menopause.	MS	1312/6175	2009	State supported.	State and Municipal Health Secretariats.

Priority 3.2. To stimulate the organization of care for women and young and adolescent women with respect to gynecological complaints.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.2.1 To draft, print, and distribute technical manual on the care for gynecological complaints, considering complementary practices in approach and treatment (phytotherapy, homeopathy, acupuncture, traditional knowledge, and others) and a chapter on ethno-cultural specificities and adolescence.	MS	1312/6175	2010	Technical norm distributed.	CONASS, CONASEMS, scientific societies, and universities.
3.2.2 To promote awareness of state administrators (women's and adolescent's health, and primary care coordination and scientific societies) and collectively build state proposals for the implementation of care for gynecological complaints.	MS	1312/6175	2010	Administrator aware.	CONASS, CONASEMS, scientific societies, and universities.
3.2.3 To draft reference instructional material to update health professionals based on the manual on Gynecological Complaints.	MS	Non-budgetary	2010	Material distributed.	-
3.2.4 To develop consultants bank for the qualification of professionals on Gynecological Complaints and make it available to the states.	MS	Non-budgetary	2010	Consultants bank developed.	State and Municipal health secretariats, state and municipal women's policies secretariats and coordination, scientific societies, and universities.
3.2.5 To support states in qualifying health professionals to work as instructors based on the manual on Gynecological Complaints.	MS	1312/6175	2010	State supported.	State and Municipal Health Secretariats.

Priority 3.3. To stimulate the implementation of family planning assistance for men and women, adults, youth, and adolescents, within health care, respecting the principles of sexual and reproductive rights.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.3.1. To acquire and distribute reversible birth control methods, including emergency birth control.	MS	1293/4368	2011	Birth control method distributed.	State and Municipal Health Secretariats.
3.3.2. To increase the distribution of birth control through the network from the Popular Pharmacy Program and You Can Find a Popular Pharmacy Here.	MS	1293/7660	2011	Popular pharmacy with birth control available.	-
3.3.3. Increase the amount of performed tubal ligations and vasectomies.	MS	1220/8585	2011	Ligation/ vasectomy performed.	State and Municipal Health Secretariats.
3.3.4. To review and distribute technical, instructional, and educational material on Reproductive Planning that respects the principles of sexual and reproductive rights, considering specific material for youth and adolescents.	MS	1312/6175	2009	Manual distributed.	State and Municipal Health Secretariats.
3.3.5. To promote awareness amongst state administrators (women's and adolescent, and primary care coordination, and scientific societies) and collectively build state proposals to update professionals on Reproductive Planning, respecting the principles of sexual and reproductive rights and considering the specificities of youth and adolescents.	MS	1312/6175	2009	State administrators aware.	State and Municipal Health Secretariats, scientific societies, and universities.
3.3.6. To develop consultants bank for the qualification of professionals on Reproductive Planning, respecting the principles of sexual and reproductive rights.	MS	Non-budgetary	2009	Consultants bank developed.	-
3.3.7. To support states in updating health professionals to work as instructors, based on the Reproductive Planning Manual, respecting the principles of sexual and reproductive rights.	MS	1312/6175	2010	State supported.	State and Municipal Health Secretariats.

cont. Priority 3.3. To stimulate the implementation of family planning assistance for men and women, adults, youth, and adolescents, within health care, respecting the principles of sexual and reproductive rights.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.3.8. To give technical and financial support to the organization of Assisted Human Reproduction Centers.	MS	1220/8535	2011	Assisted Human Reproduction Center organized.	State and Municipal Health Secretariats, scientific societies and universities.
3.3.9. To promote sexual and reproductive health, teenage pregnancy and STD prevention education.	MS	1312/6175	2011	Workshop held. Kit distributed. Municipality with the Project Sexual Health and Early Pregnancy and STD Prevention implemented. Condoms distributed in schools.	MEC, State and Municipal Health and Education Secretariats, Education and Research Institutions.

Priority 3.4. To promote qualified and humanized obstetric care, especially amongst black and indigenous women, including unsafe abortion care, so as to reduce maternal morbidity and mortality.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.4.1. To make the National Pact for the Reduction of Maternal and Neonatal Mortality effective, guaranteeing the coordination between governmental and non-governmental sectors in the definition and execution of strategies for this reduction.	MS	1214/0442	2011	Meeting with the National Committee to Monitor the Pact held.	SPM, Seppir, SEDH, MJ, MDS, MEC, State and Municipal Health Secretariats, CONASS, CONASEMS, universities, feminist and women's movements, scientific societies, class entities, Research and Education Institutions, Centers for the Prevention of Violence and Promotion of Health.

cont. Priority 3.4. To promote qualified and humanized obstetric care, especially amongst black and indigenous women, including unsafe abortion care, so as to reduce maternal morbidity and mortality.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.4.2. To stimulate the organization of obstetric service networks.	MS	1214/8581	2011	State obstetric care network organized.	State and municipal health secretariats.
3.4.3. To draft and/or review technical manuals on actions included in obstetric care, including abortion.	MS	1312/6175	2011	Manual distributed.	CONASS, CONASEMS, scientific societies, and universities.
3.4.4. To give technical and financial support to the organization of abortion services as foreseen by law.	MS	1312/6175	2011	Legal abortion service implemented.	SPM, Seppir, SEDH, MDS, MEC, state and municipal governments, universities, feminist and women's movements, scientific societies, class entities.
3.4.5. To draft reference instructional material to update health professionals based on updated technical manuals.	MS	Non-budgetary	2011	Material distributed.	-
3.4.6. To develop a consultant bank for the qualification of professionals in actions that form obstetric care, including unsafe abortion and what is foreseen by law.	MS	Non-budgetary	2011	State supported.	State and Municipal Health Secretariats, State and Municipal Women's Policies Secretariats/ Coordination, scientific societies, and universities.
3.4.7. To support states in updating health professionals based on technical manuals on actions that form obstetric care, including abortion.	MS	1312/6175	2010	Ministerial order published.	State and Municipal Health Secretariats.
3.4.8. To regulate the definition of parameters for the environment in humanized care at birth.	MS	Non-budgetary	2008	Collaborating Center organized.	-

cont. Priority 3.4. To promote qualified and humanized obstetric care, especially amongst black and indigenous women, including unsafe abortion care, so as to reduce maternal morbidity and mortality.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.4.9. To support the organization of Collaborating Centers for humanized care at abortion, labor, birth, and maternal emergencies.	MS	1312/6175	2011	Maternity supported.	State and Municipal Health Secretariats.
3.4.10. To support maternities in humanizing care at labor and birth.	MS	1312/6175	2008	Guideline drafted.	State and Municipal Health Secretariats.
3.4.11. To draft strategic guidelines for home birth, considering ethno-racial diversity and traditional midwives, especially <i>quilombolas</i> and indigenous.	MS	1312/6175	2009	Guideline agreed upon at the Tripartite Intermanagers Committee.	SPM, Seppir, Funai, Curumin Group.
3.4.12. To support the organization of state and/or regional Collaborating Centers for the organization of home births.	MS	1312/6175	2011	Collaborating Center organized.	Curumin Group, State and Municipal Health Secretariats.
3.4.13. To draft strategic guidelines for the reduction of the C-section rate and their execution by states and municipalities.	MS	Non-budgetary	2011	Strategic guideline.	State and Municipal Health Secretariats.
3.4.14. To develop campaign in favor of natural birth and the reduction of unnecessary C-sections.	MS	1312/6175	2011	Campaign developed.	SPM, Seppir, SEDH, MDS, MEC, State and Municipal governments, State and Municipal Health Secretariats, CONASS, CONASEMS, universities, feminist and women's movements, scientific societies, class entities, Research and Education Institutions, Centers for the Prevention of Violence and the Promotion of Health.

cont. Priority 3.4. To promote qualified and humanized obstetric care, especially amongst black and indigenous women, including unsafe abortion care, so as to reduce maternal morbidity and mortality.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.4.15. To develop strategies for the reduction of C-sections in the Federal Government hospital network.	MS	Non-budgetary	2011	Strategy executed.	Federal hospitals.
3.4.16. To support the organization of mobile emergency care services.	MS	1220/8761	2011	Municipality with over 100 thousand inhabitants with emergency maternal care.	State and Municipal Health Secretariats.
3.4.17. To regulate epidemiological surveillance of maternal death.	MS	Non-budgetary	2008	Ministerial order published.	CONASS, CONASEMS State and Municipal Health Secretariats.
3.4.18. To give technical and financial support for research-intervention on maternal mortality to validate and define regional factors to correct the maternal mortality ratio and promote: the regulation of maternal death epidemiological surveillance; the implementation of maternal death committees; and the organization and investigation of maternal death, considering ethno-racial dimensions.	MS	1312/6175	2011	Study developed.	Brazilian Disease Classification Center/ Public Health College at USP.

Priority 3.5. To promote the prevention and control of sexually transmitted diseases and the HIV/AIDS infection in the female population.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.5.1. To promote the dissemination and engagement of states in the Plan to Fight the Feminization of STD/AIDS.	SPM MS	1433/88371312/ 61751444/8670	2009	Macro-regional meeting held. State engaged.	State and Municipal Health Secretariats, NGOs, Education Institutions, Centers for the Prevention of Violence and the Promotion of Health.
3.5.2. To define and implement monitoring mechanisms for the Integrated Plan to Fight the Feminization of the AIDS Epidemic and other STDs.	SPM MS	Non-budgetary Non-budgetary	2011	Monitoring mechanism implemented.	State and Municipal Health Secretariats.
3.5.3. To acquire and distribute female and male condoms to states, municipalities, and NGOs.	MS	1444/8670	2011	Condom distributed.	State and Municipal Health Secretariats.

Priority 3.6. To reduce morbidity and mortality due cervical cancer and mortality due to breast cancer in the female population.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.6.1. To define and execute strategic actions for the promotion and prevention of cervical and breast cancer, including the qualification of diagnostic and therapeutic procedures for their control.	MS	1220/8758	2011	Cytopathological exam made. Mammography made.	State and Municipal Health Secretariats.
3.6.2. To increase the organization of High Complexity Oncological Care Units (UACON).	MS	1220/7833	2011	UACON created.	State and Municipal Health Secretariats.
3.6.3. To create awareness amongst state administrators with respect to the use of the follow-up module of the SISCOLO as a managerial tool.	MS	1220/8758	2011	Administrator aware.	State and Municipal Health Secretariats.

Priority 3.7. To promote the implementation of female mental health care model with a gender perspective, considering ethno-racial specificities.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.7.1. To improve the quality of the information on women with mental disorders in the Single Health System.	MS	Non-budgetary	2011	Article drafted.	-
3.7.2. To draft and distribute Strategic Guidelines on Mental Health and Gender.	MS	1312/6175	2011	Strategic guideline drafted.	SPM, Seppir, MDA.
3.7.3. To engage state administrators in the implementation of Strategic Guidelines on Mental Health and Gender.	MS	Non-budgetary	2011	State engaged.	SPM, Seppir, CONASS, CONASEMS, universities, feminist and women's movements, scientific societies.

Priority 3.8. To stimulate the implementation of Complete Women's Health Care by fighting discrimination and caring for ethno-racial specificities, generational, regional, sexual orientation, of women with disabilities, of rural and forest areas, and women in the streets.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.8.1. To discuss, approve, and support the implementation of Policies for the Black Population and Rural and Forest Populations, with respect to the health specificities of women from these population groups.	MS	0016/8707	2011	Action implemented to benefit women.	SPM, Seppir, MDA, State and Municipal Health Secretariats, state and municipal women's policies secretariats/coordination, feminist, Black women's, and rural women's movements, representative from the gypsy women community, CONASS, CONASEMS, CNS, CISMU.

cont. Priority 3.8. To stimulate the implementation of Complete Women's Health Care by fighting discrimination and caring for ethno-racial specificities, generational, regional, sexual orientation, of women with disabilities, of rural and forest areas, and women in the streets.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.8.2. To draft the National Policy for Health Care for the Gypsy Population, considering the specificities of gypsy women.	MS	0016/8707	2011	Policy drafted.	SPM, Seppir, MDA, State and Municipal Health Secretariats, state and municipal women's policies secretariats/ coordination, feminist, Black women's, and rural women's movements, representative from the gypsy women community, CONASS, CONASEMS, CNS, CISMU.
3.8.3. To draft the National Policy for Health Care for People Living in the Streets, considering the specificities of women in that situation.	MS	0016/8707	2011	Policy drafted.	SPM, Seppir, representative of women living in the streets.
3.8.4. To improve the registry and production of data on black women's health.	MS	Non-budgetary	2011	Diagnosis of policies and other MS documents with an ethno-racial dimension.	SPM, Seppir.
3.8.5. To support the organization of courses specialized on black women's health.	MS	1312/6175	2011	Course held.	Federal Universities from the states of Bahia and Maranhão.
3.8.6. To promote workshops with leaders of women with Sickle Cell Anemia to define action strategies for engagement in the Sickle Cell Anemia Program.	MS	1312/6175	2011	Workshop held.	SPM, Seppir, feminist and Black women's movements.

cont. Priority 3.8. To stimulate the implementation of Complete Women's Health Care by fighting discrimination and caring for ethno-racial specificities, generational, regional, sexual orientation, of women with disabilities, of rural and forest areas, and women in the streets.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.8.7. To give technical and financial support to the capacity-building of health professionals, especially from special health districts, to the acknowledgement and value of indigenous midwives and so that they might act as multipliers for indigenous women's health care, considering the discussion of reproductive health, family planning, and access to birth control methods.	MS	1312/6175	2011	Capacity-building supported.	SPM, SEDH, Seppir, Funai.
3.8.8. To widen and adapt protocol content for worker's health, to tend to the specificities of urban and rural women and youth workers.	MS	Non-budgetary	2011	Protocol drafted/widened.	-
3.8.9. To build awareness of administrators and technically advise state and municipal Health Secretariats for the capacity-building of health professionals in addressing the health specificities of lesbians and bisexuals..	MS	1312/6175	2011	Public health Professional trained.	SEDH, State and Municipal Health Secretariats, universities.
3.8.10. To draft and distribute Strategic Guidelines for the Health of Women with Disabilities.	MS	1312/6175	2011	Strategic guidelines drafted	SPM, Seppir, SEDH, universities, scientific societies, feminist, women's, lesbian and bisexual, and transsexual movements.
3.8.11. To draft and distribute Strategic Guidelines on Health Care for Lesbians and Bisexuals.	MS	1312/6175	2011	Strategic guidelines drafted.	SPM, Seppir, SEDH, universities, scientific societies, feminist, women's, lesbian and bisexual, and transsexual movements.

cont. Priority 3.8. To stimulate the implementation of Complete Women's Health Care by fighting discrimination and caring for ethno-racial specificities, generational, regional, sexual orientation, of women with disabilities, of rural and forest areas, and women in the streets.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.8.12. To draft and distribute Strategic Guidelines on Health Care for Transsexuals.	MS	1312/6175	2011	Strategic guidelines drafted.	SPM, Seppir, SEDH, universities, scientific societies, feminist, women's, lesbian and bisexual, and transsexual movements.
3.8.13. To produce material on the right to health of black, <i>quilombola</i> , indigenous, gypsy, living in rural and forest areas, lesbian, and bisexual women.	MS	0016/8705	2011	Material produced.	SPM, Seppir, SEDH, MJ, Funai, and civil society organizations.
3.8.14. To develop campaign to value and revitalize the knowledge of indigenous and <i>quilombola</i> women in traditional foods, health preservation, and the cure of physical, mental, and psychological diseases.	Funai MMA	0150/2711 To be defined	2011	Campaign developed.	SPM, Seppir, SEDH, MinC, Funai, indigenous women's movement.

Priority 3.9. To strengthen engagement and social mobilization advocating the National Policy for Women's Complete Health Care.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.9.1. To promote macro-regional and national events to mobilize entities part of the women's and feminist movements to increase health awareness and the right to health.	MS	0016/8707	2010	Event held.	SPM, Seppir, SEDH, MJ, MDS, MEC, state and municipal governments, State and Municipal Health Secretariats, CONASS, CONASEMS, universities, feminist and women's movements, scientific societies, class entities, Education and Research Institutions, Centers for the Prevention of Violence and for the Promotion of Health.
3.9.2. To give technical and financial support to the capacity-building of women's and feminist movement leaders in the promotion of popular education in health and in the exercise of social control.	MS	0016/8705	2011	Leaders trained.	State and Municipal Health Secretariats, state and municipal women's policies secretariats/coordination.

Priority 3.10. To propose changes in legislation with the aim of increasing the guarantee of the right to health, considering female sexual and reproductive rights and the strengthening of the Single Health System.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
3.10.1. To coordinate with legislative power and social movement the draft/revision of laws and/or bills of Law with the purpose of broadening the right to health, considering women's sexual and reproductive rights, and strengthening the Single Health System.	SPM MS	Non-budgetary Non-budgetary	2011	Law and/or Bill of Law drafted/ revised. Law and/ or bill of law approved.	Seppir, Ministries, AGU, Legislative Branch, scientific societies and class entities, feminist and women's movements.

CHAPTER 4: FIGHTING ALL FORMS OF VIOLENCE AGAINST WOMEN

Violence against women¹ is one of the main forms of violating their human rights, affecting their rights to life, health, and physical integrity.

Men and women are affected by violence differently. Whereas men tend to be victims of violence mainly carried out in public spaces, women suffer daily with a phenomenon that manifests itself within their own homes, most times carried out by their husbands and partners. It is important to note that violence manifests itself in multiple forms. In fact, the concept defined by the Belém do Pará Convention (1994) points out this amplitude, defining violence against women as “any gender-based action or conduct that causes the death, damage, or physical suffering, be it sexual or psychological, of women, both publicly or privately” (Art. 1).

This definition is, therefore, quite broad and includes different forms of violence, such as:

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- i) domestic violence or in any other interpersonal relationship, where the aggressor lives or lived in the same household as the woman;
- ii) violence in the community perpetrated by anyone, including, amongst others, violation, sexual abuse, torture, trafficking of women, forced prostitution, kidnapping, and sexual harassment;
- iii) violence perpetrated or tolerated by the State or its agents, wherever it occurs (institutional violence).

In Brazil, despite violence being a phenomenon that is recognized to be present in the lives of millions of women, there are no systematic and official statistics that demonstrate its magnitude. However, some studies give visibility and provide an idea of how much violence is present in family daily life. Foundation Perseu Abramo², in a survey carried out in 2001 identifies that approximately 20% of women have already been victims of some kind of domestic violence. When stimulated by the citation of different types of aggression, this percentage reaches 43%.

¹ The term is used in its plural form to give visibility to ethno-racial, generational, sexual orientation, disabilities, social insertion, economic, and regional diversities existent amongst women.

² VENTURI, Gustavo, RECAMÁN, Marisol e OLIVEIRA, Suely. *A mulher brasileira nos espaços público e privado*. São Paulo: Editora Fundação Perseu Abramo, 2004.

One third also states already having suffered some sort of physical violence, be it through the threat of firearms, assaults, or marital rape. Other surveys also identify women's and girl's greater vulnerability to trafficking and sexual exploitation. According to UNESCO, 25 to 30% of girls are sexually abused before they are 18 years old³.

Data from a survey carried out by the University of São Paulo and the World Health Organization⁴, between 2000 and 2001, demonstrate that 27% of the women interviewed in the Greater São Paulo and 34% in the Zona da Mata in Pernambuco reported some episode of physical violence carried out by their partners or ex-partners; and 29% of the interviewed over 15 years old referred to having been victims of sexual violence committed by strangers. In a DataSenado survey, in 2005, 17% of the interviewed women declared having suffered some type of domestic violence in their lives and 40% reported having been in the presence of an act of domestic violence against other women, of which 80% were acts of physical violence.

Data are equally scarce with respect to the trafficking of people, but it is possible to identify that women are the biggest victims. The International Labor Organization (ILO) estimates, according to its world report on forced labor, published in 2005, that approximately 2.4 million people are trafficked in the world. The organization calculates that 43% of these victims are subjected to sexual exploitation, 32% to economic exploitation, and 25% to a combination of these or to undetermined reasons. Of the 57% total human trafficking victims for sexual exploitation (exclusively or combined with some form of economic

exploitation), 85% are estimated to be women. Similarly, a diagnosis made by the Ministry of Justice in 2004, in the states of São Paulo, Rio de Janeiro, Goiás, and Ceará identifies that the trafficking of people mainly affects women, especially the trafficking of humans for sexual exploitation.

It is also important to mention, with respect to the violence suffered by women in public spaces, the institutional violence to which they are subjected in the different arenas of public life and, as the Federal Government's main concern, in female prisons. There are, currently, nearly 26 thousand women in prison, representing 6% of the total imprisoned population of the country. Of this total, 8,890 have closed regime sentences, often in female prisons⁵, where important rights are violated. According to a report presented by the Interministerial Work Group⁶, established in 2007 to propose policies in this area, women complete their sentences in inadequate spaces in unhealthy conditions. The report also detected the excessive use of licit drugs as psychoactive medication, and unsatisfactory health care in gynecology, prenatal care, and health surveillance, and the criteria defined to separate mother from child. Women are not fully guaranteed intimate visits and same sex relations are repressed.

An important Federal Government action, intermediated by the Special Secretariat of Policies for Women, contributes to the production of systematic data and information on the phenomenon of violence against women: the creation, in November 2005, of the Women's Hotline – Call 180. The Hotline, integrated to the Ombudsmen, works night and

³ ABRAMOVAY, Miriam, CASTRO, Mary Garcia e SILVA, Lorena Bernadete da. *Juventude e Sexualidade*. Brasília: Unesco, 2004.

⁴ SCHAIBER, L. B. et al. *Violência contra a mulher e saúde no Brasil: estudo multipaíses da Organização Mundial da Saúde sobre saúde da mulher e violência doméstica*. São Paulo: Departamento de Medicina Preventiva da USP/Organização Mundial da Saúde, 2002.

⁵ Brazil currently has 55 female prisons out of a total 1,907 prisons.

⁶ Ver BONETTI, Alinne e PINHEIRO, Luana. *Primeiro ano da Lei Maria da Penha: algumas análises possíveis*. Brasília: SPM, 2007. mimeo.

day and receives complaints or reports of violence, complaints about the network services, and gives counsel to women on their rights, referring them to services whenever necessary. Along with being an important gateway into the assistance network for women in situations of violence, the service has also been quite useful in collecting information that contributes to designing policies to fight violence and monitor the services that integrate the network throughout the country. Despite not offering data that can be used for a diagnosis on violence against women in the country, the Hotline gives a general perspective of the characteristics of this phenomenon and its magnitude. Currently, the Secretariat receives monthly updated information on the supply of specialized services in all states and the amount of reports received by the Hotline and the Ombudsmen, also by state and type of violence reported.

Since its creation, the Women's Hotline has received over 270,000 calls including counseling on women's rights, referrals to services in networks throughout the country, reports/complaints of violence, complaints, suggestions, and compliments. In 2007 alone, over 200 thousand calls were received, 10% of which were reports or complaints of violence. Of the 20 thousand reports received, 93% referred to domestic and family violence. Of these, 70% referred to violence committed by the partner, 61% stated that the frequency of the situation of violence was daily, and 57% said the perpetrator was a drug/alcohol user. Little over a third of the women that reported having suffered domestic violence stated they were risking a beating and 36% reported death risk. The most frequent crimes among the reports were bodily lesion and threat.

Given the complexity and seriousness of the phenomenon of violence, the Special Secretariat of Policies for Women, based on the deliberation of the I National Conference on Women's Policies, drafted the National Policy to Fight Violence against Women, which is the basis for the actions in this chapter. The concept of violence adopted by the National Policy

and, consequently, by the II PNPM, is based on the Belém do Pará Convention definition previously mentioned and, therefore, considers the different forms of violence against women, such as: domestic violence (which can be psychological, sexual, physical, moral, and against the estate); sexual violence; sexual abuse and exploitation of women, adolescents, and youth; sexual harassment; moral harassment; trafficking of women; institutional violence; and that suffered by women in prostitution.

It is also acknowledged that this phenomenon affects women from different social classes, origins, regions, civil status, schooling level or race/ethnicity. Nevertheless, the access to services and State policies is different for each social group, due to greater or lesser vulnerability or diverse cultural contexts. It is, therefore, necessary that the Brazilian State adopt universal policies but that it also pay attention to the development of policies for specific groups, so as to ensure the true universality of public policies.

The II PNPM proposes a multi-sectoral public intervention that should seek to, simultaneously, develop actions that:

- i) deconstruct inequalities and combat gender discriminations;
- ii) interfere over sexist/chauvinist standards still present in Brazilian society;
- iii) promote women's empowerment;
- iv) ensure qualified and humanized care for those who have suffered with violence. Thus, the notion of fighting is not restricted to combating but, rather, includes prevention, assistance, and the guarantee of women's rights.

The actions developed to combat violence against women include the establishment and compliance of penal norms that guarantee punishment and accountability of assaulters/perpetrators of violence,

the implementation of Law Maria da Penha, especially its penal aspects and with respect to the creation of Courts for Domestic and Family Violence against Women. Prevention actions are to deconstruct gender myths and stereotypes and change sexist standards that perpetuate inequalities of power between men and women and violence against women. Prevention includes not only educational actions but also cultural ones that disseminate equalitarian attitudes and ethical values that collaborate in giving value to peace and the unrestricted respect to gender, race/ethnicity, generational, sexual orientation, and other diversities.

With respect to defending and promoting the human rights of women, the Policy must follow the recommendations made by international treaties on violence against women; especially those of the Belém do Pará Convention – Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (1994) – and in the Convention on the Elimination of all Forms of Discrimination against Women – Cedaw (1981). Initiatives should be implemented that promote women’s empowerment, their restatement as subjects of rights, and access to justice.

Finally, with respect to the assistance given to women who have suffered violence, the II PNPM, as an instrument that materialized the National Policy, must ensure the humanized and qualified care for those who have suffered violence through:

- i) continuous formation of public and community agents;
- ii) the creation, re-equipment or remodeling of specialized services (Shelters, Reference Centers, Education and Rehabilitation Centers for Aggressors, Courts for Domestic and Family Violence against Women, Women’s Defense);
- iii) formation/strengthening of the Assistance Network through the coordination of federal, state and municipal governments, and civil

society to establish a partnership network to fight violence against women to guarantee integral assistance.

With respect to the formation of the Assistance Network for Women who have Suffered Violence, it is important to note that the various governmental and civil society players have a role in preventing, combating, and assisting women who have suffered violence, given the multifaceted nature of this phenomenon. Thus, the Assistance Network concept refers to the coordinated action of governmental and non-governmental institutions/services and the community, seeking to widen and improve the quality of the assistance; the identification and adequate referral of women who have suffered violence; and the development of effective prevention strategies. There are currently 637 services specialized in assisting women in the country, including reference centers, shelters, defenses, specialized courts and police stations, as shown by Table 1.

Table 1 – Number of Services in the Assistance Network for Women, by type – Brazil, 2008.

Type of specialized service	Existent
Reference Centers	112
Shelters	66
DEAMs/PAMs	404
Courts for Domestic and Family Violence against Women (JVDFM)	21
Adapted Courts	32
Women’s Defenses	15
Total	650

Source: Special Secretariat of Policies for Women.

It is important to note that the creation of most of these services is the result of the actions and priorities defined in the I National Policy Plan for Women. Compared to 2003, there was a 50% increase in the existent shelters and an approximate 170% increase in reference centers, along with defenses and specialized courts that began to be created in 2004

and 2006, respectively. Other progress has been the fact that the Network is not longer formed by specialized services alone, but also by health services (outpatient and hospitals), public safety (Coroner's Office and normal police stations), social assistance (Social Work Reference Centers – CRAS and Specialized Social Work Reference Centers – CREAS), among others. The widening of the Network is a priority for this administration and a fundamental strategy for the effective implementation of an integral and humanized assistance policy for women – as can be found in the action plan in this chapter and in the National Pact to Fight Violence against Women, at once, important progress and great challenges.

Other significant results were reached between the launch of the I and II National Plans. In compliance with the international agreements from the Belém do Pará Convention and the Committee for the Elimination of all Forms of Violence against Women (Cedaw), on August 7, 2006, Law Maria da Penha (num. 11,340/06) was sanctioned, which addresses the fight against domestic and family violence against women. With this law, all cases of domestic and intrafamiliar violence against women become a crime and must go through police investigation and then the Public Prosecutor's Office. The crimes will be judged by the Specialized Courts on Domestic and Family Violence against Women, which were created with this legislation, or, if they are still not in place, in Criminal Courts. Amongst other milestones, the law describes the types of domestic violence; prohibits pecuniary penalties for aggressors; increases their sentence from up to 1 year to up to 3 years; and determines referrals for women who have suffered violence, and their dependents, to protection and social work programs and services.

To ensure its effectiveness, in May 2007, the Observatory to Monitor the Implementation and Compliance of Law Maria da Penha was created,

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⁷ Ver BONETTI, Alinne e PINHEIRO, Luana. *Primeiro ano da Lei Maria da Penha: algumas análises possíveis*. Brasília: SPM, 2007. mimeo.

with the objective of monitoring its compliance with the Judiciary and Executive Branches and the Assistance Network for Women. The Observatory also aims to fill the existent gap in the country with respect to absent systematic data and statistics on violence against women. Created as an SPM initiative with the support of UNIFEM, UNFPA, and OXFAM-Novib, the Observatory is formed by a consortium of 12 institutions with different responsibilities and roles, amongst which non-governmental organizations and academic institutions from the five regions in the country. Along with the enforcement of Law Maria da Penha, its creation meets the recommendations of the I National Conference on Women's Policies and the I PNPM.

Along with increasing the number of services and the creation of the Observatory, Law Maria da Penha has produced direct impact in the services that assist women who have suffered violence. A survey carried out by the SPM⁷ helped unveil this reality, especially in the case of the DEAMs and the Courts. The survey's results show that between October 2006 and May 2007, 32,630 investigations were initiated in the 184 Police Stations that answered the survey – made possible by Law Maria da Penha that determines that any situation of domestic violence against women reported at Police Stations must, necessarily, lead to a police investigation. It is also important to highlight that in the eight months after the Law was passed, 5,247 emergency restraining orders were executed by the Courts who answered the SPM survey (43% of the total existent). The survey shows that at least one third of the orders requested by the Police Stations have been executed by the Courts, demonstrating a good response on the part of the existent services and the compliance of the new legislation. Amongst the most common restraining orders is, first, the removal of the aggressor from the home followed by the prohibition of being near the victim. The new possibilities

introduced by LMP, such as the suspension of weapons licenses and the prohibition to sign contracts are rarely requested and, consequently, executed.

With respect to educational and cultural actions, the SPM has been working with governmental and non-governmental bodies to produce several educational materials to disseminate the new legislation and various campaigns. The most important one is the 16 Days of Activism for the End of Violence against Women Campaign, which has been carried out for 17 years in the country. In 2007, the SPM went on to integrate the Campaign promoting events teamed with the non-governmental feminist organization Agende (Gender and Citizenship Actions), responsible for its coordination. Following the same line, the project Siga Bem Mulher (Carry on Well Woman) is being developed as part of the Caravana Siga Bem Caminhoneiro (Carry on Well Truck Driver Caravan), sponsored by Petrobrás. The aim is to inform truck drivers throughout the country on gender and the fight against violence against women in itinerant campaigns.

On the trafficking of women, in 2007, the National Plan to Fight the Trafficking of People, materializing the National Policy launched in October 2006, was launched. The Plan has a set of actions to prevent the crime, repress the perpetrators, and give adequate treatment to the victims. The Ministry of Justice, federal, state, and municipal institutions will map the trafficking of people in the country, train health professionals to prevent the activity, promote seminars on the issue, and create centers for the prevention and assistance of victims in airports, ports, and highways.

Violence against women became an important issue for the entire Federal Government with the launch of the National Pact to Fight Violence

against Women, on August 17, 2007, by the President during the opening of the II National Conference for Women's Policies. As part of the government's Social Agenda, the Pact includes actions to be executed during the next four years by different public administration bodies, with the aim of preventing and fighting all forms of violence against women, to guarantee a reduction of violence indexes not only through repression, but also prevention, attention, protection, and guaranteeing the rights of those who have suffered violence, promoting a cultural change that disseminates equalitarian attitudes and ethical values of unrestricted respect of diversity and peace. In all, 11 ministries and special secretariats, along with public companies, the Judiciary Branch, the Public Prosecutor's Office, international organisms, non-governmental organizations, states, and municipalities have partnered to develop the Pact. The ministries and secretariats engaged in the execution of these activities will have R\$ 1 billion in funds to invest over the next four years.

To meet its objectives, the Pact's actions were structured in four major areas:

- i) Consolidation of the National Policy to Fight Violence against Women and the Implementation of Law Maria da Penha;
- ii) Promotion of Sexual and Reproductive Rights and Implementation of the Integrated Plan to Fight the Feminization of AIDS;
- iii) Combat sexual exploitation and the trafficking of women;
- iv) Promotion of Human Rights of Women in Prison.

The Pact is national but 12 states are the priority for 2008: São Paulo, Rio de Janeiro, Espírito Santo, Bahia, Ceará, Pernambuco, Pará, Amazonas, Rio Grande do Sul, Distrito Federal, Maranhão, and Minas Gerais. As a way of ensuring that the political commitment made with states will be transformed into concrete activities, the SPM has invested in developing pacts and multiyear plans with the priority states.

It is important to highlight that the Pact is based on equity and, thus, gives special attention to rural, black, and indigenous women, due to the specificities of these groups, the discrimination to which they are subjected, and their greater social vulnerability. It is, therefore, important to note the creation of the National Forum to Draft Policies to Fight Violence against Women in Rural and Forest Areas. With the aim of formulating and debating public policy proposals related to these issues and the reality of these women, the Forum is a response to the demands of the 3rd edition of the Margaridas March, which occurred in August 2007, bringing together over 30 thousand women in the federal capital. The Forum has representatives from nine Ministries and Special Secretariats and eight civil society organizations, under SPM coordination.

Federal intervention in the field of violence in the last years has been in compliance not only with the principles from the I CNPM and I PNPM, but also the international conventions and treaties ratified by the country, such as the Universal Declaration of Human Rights (1948), the Belém do Pará Convention (1994), Cedaw (1981), and the International Convention on Transnational Organized Crime Relative to the Prevention, Repression, and Punishment of the Trafficking of People (Palermo Convention, 2000).

This commitment was acknowledged in 2007 by the VI National Brazilian Report by Cedaw, where it complimented the country for passing the Law Maria da Penha and recommended that the Brazilian State “continue giving priority to the elimination of all forms of violence against women, including domestic violence, and rapidly adopt efficient measures for the full implementation of the new legislation, such as the accelerated creation of special courts for domestic violence against women and the

total engagement of all relevant players, including non-governmental organizations, legal authorities, and other professionals who work to combat violence against women”.

The Committee also recommended the systematic monitoring and assessment of the impact of Law num. 11,340 (Law Maria da Penha), through data collection disaggregated by type of violence and relation between perpetrator and victim; and awareness-building campaigns to acknowledge violence against women as a human rights violation. As already presented, many actions were developed to meet these demands, such as the Observatory, the Hotline, and prevention actions in education and culture.

Without a doubt, the II Plan represents a new threshold for public intervention in violence against women. With the Pact, the actions in this field have increased funds and gain importance, robustness, and impact. It is important to note that due to the different forms of violence against women, these actions have direct connection with other federal government plans and policies such as: the National Policy to Fight the Trafficking of Women, the National Social Work Policy, the National Plan to Fight the Feminization of AIDS, the National Policy on Sexual and Reproductive Rights, the National Policy for Complete Women’s Health, and the National Program for Public Safety with Citizenship. Thus, once again, the cross-cutting and integral nature that must characterize the development of a policy that can truly fight violence against women is restated. The Brazilian State has an important role in fighting this phenomenon and defending the guarantee of the quality of life of millions of girls, youth, and women in this country and that is the aim of the II Plan.

GENERAL OBJECTIVES

To reduce violence against women indexes through:

- I. the Consolidation of the National Policy to Fight Violence against Women making Law Maria da Penha truly effective;
- II. the Implementation of the National Pact to Fight Violence against Women;
- III. the Implementation of the National Plan to Fight the Trafficking of People with respect to actions related to the trafficking of women, youth, and girls.

SPECIFIC OBJECTIVES

- I. To provide women who have suffered violence humanized, complete, and qualified care in specialized services and the assistance network;
- II. To deconstruct gender stereotypes and representations, myths and prejudice with respect to violence against women;
- III. To promote a cultural change based on the dissemination of equalitarian attitudes and ethical values of unrestricted respect of diversities and peace;
- IV. To guarantee and protect the rights of women who have suffered violence considering ethno-racial, generational, sexual orientation, disabilities, social, economic, and regional insertion issues;
- V. To widen and guarantee access to justice and free legal aid to women who have suffered violence;
- VI. To ensure specialized care to women from rural and forest areas that have suffered violence;
- VII. To promote the integration and coordination of services and institutions to assist women in situations of violence, through the implementation and strengthening of the Assistance Network for Women in situation of violence.

GOALS

A – To build/remodel/reequip 764⁸ services specialized in the assistance of women in situations of violence;

B – To train 170 thousand professionals in public safety, education, health, social work, justice, and other areas in the assistance network;

C – To get 1 million valid calls at the Call 180 Hotline⁹;

D – To consolidate the Law Maria da Penha Observatory;

E – To qualify 100% of the CRAS and CREAS in assisting women who have been victims of violence;

F – To implement compulsory reporting in 100% of the municipalities in the priority states of the National Pact to Fight Violence against Women;

G – To qualify 100% of the Reference Centers to assist women who have been victims of trafficking;

H – To have a 100% increase in the assistance network for the health of women and adolescents in situations of violence;

I – To implement the Violence and Accidents Surveillance – VIVA in all capitals and municipalities of the priority states for the National Pact to Fight Violence against Women;

J – To ensure the existence of female penal establishments within the physical and functional Standards that guarantee the dignity of the imprisoned in the 27 states;

K – To ensure the existence of at least one Social Work Reference Center (CRAS) in all Brazilian municipalities;

L – To prepare 100% of the states for the Complete Health Care of women in prison and adolescents who have had trouble with the law.

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PRIORITIES

4.1. To widen and perfect the Assistance Network for women in situations of violence;

4.2. To guarantee the implementation of the Law Maria da Penha and other national and international legal norms;

4.3. To promote actions to prevent all forms of violence against women in public and private spaces;

4.4. To promote health care for women in situations of violence with qualified or specific care;

4.5. To guarantee the fight of violence against women, youth, and girls victims of trafficking and sexual exploitation and that are in prostitution;

4.6. To promote the human rights of imprisoned women.

⁸ The figure for this Goal refers to the specialized care to assist women in situations of violence (women's police stations, reference centers, shelters, women's defenses, courts of domestic and family violence against women) and to the rehabilitation and education center for the aggressor.

⁹ Valid call is understood as a productive call, that is, a call that was not a prank or wrong number, etc. It is important to note that a productive call can generate one or more types of assistance (reports, service referrals, information, complaints, suggestions, and compliments).

ACTION PLAN

Prioridade 4.1. Ampliar e aperfeiçoar a Rede de Atendimento às mulheres em situação de violência.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.1.1. To create/re-equip/remodel specialized services to assist women in situations of violence (Police Stations Specialized in Assisting Women and/or specialized centers in existing police stations, Reference Centers, Shelters, Housing Services).	MJ MDS SPM	0156/2C52 1127/8988 1385/2A69 0156/2C52	2011		States, municipalities, NGOs, feminist and women's movements.
4.1.2. To create Public Defenses for Women and/or Women's Defense Centers in the existent Public Defenses.	MJ SPM	1453/8857 0156/2C52	2011		States, municipalities, public state defenses.
4.1.3. To stimulate the creation of gender and women's defense centers in State Public Prosecutor's Offices.	SPM	Non-budgetary	2011		State Public Prosecutor's Offices.
4.1.4. To stimulate the creation of specific spaces in the IML (forensic medicine) with qualified technical teams in assisting women in situations of violence.	MJ	Non-budgetary	2011		MS, SPM.
4.1.5. Re-equip the IMLs to be able to aid women in situations of violence.	MJ	1127/2320	2011		MS, SPM.
4.1.6. To coordinate federal, state, and municipal players to guarantee the integration of services in the Assistance Network for women in situations of violence.	SPM	0156/6812	2011		MJ, MDS, MS.
4.1.7. To promote the continued formation of the professionals who integrate the Assistance Network for women in situations of violence (Law operators, public safety, health, social work, and other professionals) and education in gender and violence against women, race/ethnicity, sexual orientation, and generation.	SPM MJ MDS MS	0156/6812 1127/2320 Non-budgetary 1127/2320 1453/8857	2011		MEC, states, municipalities, Justice Courts, Public Prosecutor's Office, Public Defenses, Brazilian Bar Association, State and Municipal Women's Councils, NGOs.

cont. Prioridade 4.1. Ampliar e aperfeiçoar a Rede de Atendimento às mulheres em situação de violência.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.1.8. To redefine shelter policies for women victims of violence under risk of death.	SPM	Non-budgetary	2008	Policy defined.	MJ, MDS.
4.1.9. To create and review technical norms and national protocols for the operation of prevention and assistance services for women in situations of violence.	SPM	Non-budgetary	2011	Norm created/ revised.	MJ, MDS, MS.
4.1.10. Widen and consolidate the Women's Hotline – Call 180.	SPM	0156/8831	2011	Work developed.	MJ, MDS, MS.
4.1.11. To stimulate 24 hour assistance for women in situations of violence in DEAMs and specialized centers in the civil police stations.	MJ	Non-budgetary	2011	DEAM/Center with 24 hours assistance.	MS, SPM.
4.1.12. To draft and implement the Policy to Fight Violence against Women in Rural and Forest Areas.	MJ Funai SPM	0150/2711 0150/2711 1068/4641 1433/8834	2011	Policy implemented.	MDA, SG, MS, MDS, PF, Secom.
4.1.13. To incorporate the cultural dimension into the formation of the professionals who integrate the Assistance Network for women in situations of violence.	MJ MS MDS SPM	Non-budgetary Non-budgetary Non-budgetary Non-budgetary	2011	Course with a cultural dimension.	MinC, State Coordination and women's and feminist movements.
4.1.14. To promote cultural activities (theater, music, cinema, dance, reading and literature, visual arts) for women in situations of violence, through the work of cultural agents in the Network in communities and in the Culture Points.	MinC	1141/8886	2011	Woman benefitted.	MJ, MDS, MS, SPM.
4.1.15. To integrate culture points into the Assistance Network for women in situations of violence to offer cultural actions.	MinC	Non-budgetary	2011	Woman benefitted.	MJ, MDS, MS, SPM.

Priority 4.2. To guarantee the implementation of the Law Maria da Penha and other national and international legal norms.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.2.1. To create Courts for Domestic and Family Violence against Women.	MJ SPM	1453/8857 0156/2C52	2011	Court created.	Courts of Justice, states and municipalities.
4.2.2. To create Accountability and Education Services for the Aggressor.	MJ	1453/8860	2011	Service created.	SPM, states, municipalities, Judiciary Branch.
4.2.3. To implement and consolidate the Observatory of Law Maria da Penha.	SPM	1068/8850	2011	Observatory implemented.	Universities, NGOs, feminist and women's movements.
4.2.4. To include women in situations of violence assisted by specialized services from the Assistance Network into income transfer social programs, such as Bolsa Família, Pró-Jovem, and others.	MDS SG	Non-budgetary Non-budgetary	2011	State/ Municipality engaged.	SPM.
4.2.5. To stimulate priority assistance to women in situations of violence in granting housing in states and municipalities.	MCid	Non-budgetary	2011	State/ municipality engaged.	MJ, SPM, states, municipalities.
4.2.6. To propose the inclusion of the priority in assistance to women in situations of domestic and family violence to the Curator Council for the Provident Fund (CCFGTS) and the Managing Councils of the National Fund for Social Interest Housing (CGFNHIS) and the Social Development Fund (CGFDS).	MCid	Non-budgetary	2011	Recommendation approved.	CCFGTS, CGFNHIS, CGFDS.
4.2.7. To stimulate priority assistance for women in situations of violence in social and professional qualification programs.	MTE	0101/4733	2011	Woman assisted.	Seppir, SPM, MEC, MPS, Fenatrad, ILO.
4.2.8. To disseminate Law Maria da Penha and other national and international judicial norms to fight violence against women.	SPM	1068/4641	2011	Material produced.	MJ, states, municipalities, NGOs, feminist and women's movements.

cont. Priority 4.2. To guarantee the implementation of the Law Maria da Penha and other national and international legal norms.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.2.9. To support the development of campaigns to disseminate Law Maria da Penha and the combat of child prostitution in the communities part of the Conservation Units for Sustainable Use.	MMA	1545/6060	2011	Campaign developed.	States, municipalities, NGOs, and Ministry of Justice.
4.2.10. To stimulate the inclusion of Law Maria da Penha and international treaties as content in public exams for Law operators.	MJ	Non-budgetary	2011	Exam with content included.	MP, SPM, Judiciary.

Priority 4.3. To promote actions to prevent all forms of violence against women in public and private spaces.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.3.1. To promote the formation of education professionals and educational programs that disseminate ethical values of unrestricted respect of dignity and human beings with a gender, race/ethnicity, and generation perspective.	MEC SPM	1377/8751 1073/6328 1433/8836	2011	Professional trained/program implemented.	States, municipalities, universities, and NGOs.
4.3.2. To promote and develop educational and cultural actions and campaigns for the prevention of violence against girls, youth, and women, aimed at schools and society in general.	MDS MDA SPM MJ MinC MEC	To de defined 1433/8402 1068/4641 1127/8124 1141/8886 1377/8751	2011	Action/campaign developed.	States, municipalities, and NGOs.
4.3.3. To develop campaign aimed at fighting violence against rural, <i>quilombola</i> , indigenous, living in forest and riverside region women.	SPM	1068/4641	2008	Campaign developed.	MDA, Seppir, MJ, Funai.
4.3.4. To annually develop the 16 Days of Activism for the End of Violence against Women Campaign.	MJ SPM	1127/8129 1068/4641	2011	Campaign developed.	MJ, MME, private entities, states, municipalities, and NGOs.

cont. Priority 4.3. To promote actions to prevent all forms of violence against women in public and private spaces.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.3.5. To consolidate the Project "Siga Bem Mulher" from the Siga Bem Caminhoneiro Program.	SPM	1068/4641	2008	Caravan developed.	MJ, PRF, Petrobras, private entities.
4.3.6. To promote social mobilization projects to fight violence against women.	SPM MJ	0156/8932 1127/8124 1453/8857	2011	Project implemented.	States, municipalities and NGOs.
4.3.7. To include the issue of gender and the fight against violence in the formation of cultural mediators.	MinC	Non-budgetary	2011	Professional trained.	SPM.
4.3.8. To stimulate the development of campaigns to fight racism, sexism, and lesbophobia.	SPM	Non-budgetary	2011	Campaign developed.	Seppir, SEDH, Funai, feminist and women's movements, Black and indigenous women's movements.
4.3.9. To stimulate events, policies, and programs aimed at drafting, making pacts, and making tools available to overcome racism, sexism, and lesbophobia.	SPM	Non-budgetary	2011	Event held. Policy/program drafted.	MPOG, Seppir, SEDH.

Priority 4.4. To promote health care for women in situations of violence with qualified or specific care.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.4.1. To widen the supply of emergency birth control in reference services and in municipalities that receive the basic birth control methods kit.	MS	1220/8585	2011	Method made available.	States, municipalities.
4.4.2. To give technical and financial support to the organization of Networks for the Complete Care of Women and Adolescents in situations of violence, considering abortion services as foreseen by law.	MS	1312/6175	2011	Service implemented.	SPM, Seppir, SEDH, MJ, MDS, MEC, state and municipal governments, universities, feminist and women's movements, scientific societies, class entities.

cont. Priority 4.4. To promote health care for women in situations of violence with qualified or specific care.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.4.3. To define and implement monitoring mechanisms for legal abortion services, ensuring their compliance.	MS	1312/6175	2009	Mechanism implemented.	SPM, Seppir, SEDH, MJ, MDS, MEC, state and municipal governments, public defenses, universities, feminist and women's movements, scientific societies, class entities.
4.4.4. To support the implementation of the Report Form/Investigation of Domestic, Sexual and/or Other Violence, ensuring the full implementation of Law 10,778/2003 (Obligatory Reporting) in health services.	MS	1144/6170	2011	Obligatory Reporting in Services Implemented.	SPM, Centers for the Prevention of Violence and the Promotion of Health.
4.4.5. To implement guidelines, technical norms, protocols, and assistance flows for women in situations of sexual and domestic violence and victims of the trafficking of people in health services.	MS	1312/6175	2011	Health service with mechanism implemented.	SPM, MJ, states, municipalities.
4.4.6. To draft periodic reports on violence against Women and Adolescents.	MS	Non-budgetary	2011	Report drafted.	SPM, Centers for the Prevention of Violence and the Promotion of Health.
4.4.7. To stimulate the coordination between the IMLs and the health services in assisting women victims of sexual violence.	MS MJ	Non-budgetary Non-budgetary	2011	Coordination developed.	SPM, MJ, states, municipalities.

Priority 4.5. To guarantee the fight of violence against women, youth, and girls victims of trafficking and sexual exploitation and that are in prostitution.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.5.1. To train services in the assistance network for women in situations of violence to promote assistance aimed at the specificities of the violence perpetrated against women victims of the trafficking of people and that are in prostitution.	SPM	0156/6812	2011	Professional trained.	MJ, PF, PRE, MS, MDS.
4.5.2. To support and stimulate projects for professional qualification and the creation of jobs and income that directly benefit women victims of the trafficking of people.	MTE	0101/4733	2011	Project supported.	SPM, SEDH, MJ, states and municipalities.
4.5.3. To stimulate debates on structural issues that favor the trafficking of people and relative to gender discrimination.	MJ SPM	Non-budgetary Non-budgetary	2011	Event/survey developed.	States, municipalities, NGOs, universities, feminist and women's movements.
4.5.4. To develop methodologies to assist women victim of the trafficking of people.	MJ SPM	Non-budgetary Non-budgetary	2009	Methodology drafted.	States, municipalities, universities, NGOs.
4.5.5. To implement the National Policy to Fight the Trafficking of People.	MJ SPM SEDH	1453/8857 0156/8932 To de defined	2011	Action implemented.	States, municipalities, International Organisms, NGOs.
4.5.6. To support the development of centers to fight the trafficking of people.	MJ	1453/8857	2011	Center implemented.	States, municipalities, International Organisms, NGOs.
4.5.7. To train the Women's Hotline (Call 180) operators to promote assistance aimed at the specificities of violence committed against women victims of the trafficking of people and that are in prostitution.	SPM	Non-budgetary	2011	Person trained.	MJ, SEDH.

cont. Priority 4.5. To guarantee the fight of violence against women, youth, and girls victims of trafficking and sexual exploitation and that are in prostitution.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.5.8. To promote capacity-building for foreign and Brazilian consular authorities in assisting women victims of the trafficking of people.	SPM	0156/6812	2011	Meeting held.	MJ, SEDH, MRE.
4.5.9. To coordinate women's assistance services in countries known to be the destination of Brazilian victims of the trafficking of people and those existent in the national territory.	SPM	0156/8932	2011	Coordination developed.	MJ, SEDH, MRE.
4.5.10. To support innovative projects to fight sexual violence against children and adolescents.	SPM SEDH	0073/8791 0073/8791	2011	Project supported.	MJ, states, municipalities, NGOs.
4.5.11. To train protective and rights counselors to identify and make adequate referrals in situations of domestic and sexual violence against girls and adolescents.	SEDH	0573/8787		Counselor trained.	Protective and Rights Councils.
4.5.12. To implement and/or strengthen the Integrated and Referential Actions Program to combat sexual violence against children and adolescents in the Brazilian territory.	SEDH	0073/8791	2011	State/ municipality engaged.	States, municipalities, NGOs.
4.5.13. To implement social protection services for children and adolescents victims of violence, abuse, and sexual exploitation and their families (CREAS).	MDS	0153/6247	2011	Service implemented.	SEDH, states, municipalities.

Priority 4.6. To promote the human rights of imprisoned women.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.6.1. To support the capacity-building of women imprisoned to generate income and ensure the access of imprisoned women to work in female prisons.	MJ MTE SPM	1453/8853 0101/4733 0156/2383	2011	Woman trained.	States, municipalities, NGOs, private companies.
4.6.2. To stimulate actions aimed at vulnerable groups, including women released from the penal system, seeking their reinsertion into the labor market.	MJ MTE SPM	1453/8853 0099/2550 0156/8833	2011	Event developed.	States, municipalities, STF, FIESP, SESI, NGOs, feminist and women's movements.
4.6.3. To build/remodel female prisons.	MJ	1453/8860	2011	Female prisons build/ remodeled.	SPM, states.
4.6.4. To guarantee the right to intimate visitation for imprisoned women irrespective of sexual orientation.	MJ	Non-budgetary	2011	Female prison with space for intimate visitation.	SPM.
4.6.5. To implement complete health care for women imprisoned.	MS	1214/20B1	2011	Female prison with health service.	SPM.
4.6.6. To promote the socio-familiar follow-up of families of women in prison or released from prison in the Social Work Reference Centers (CRAS) and in the Centers Specialized in Social Work (CREAS).	MDS	Non-budgetary	2011	Family/woman assisted	SPM.
4.6.7. To promote access to justice and free legal aid to women in prison.	MJ SPM	1453/8853 0156/8833	2011	Woman benefitted	Public Defenses.
4.6.8. To stimulate priority assistance to women in situations of violence in the social and professional qualification programs.	MTE SPM	Non-budgetary Non-budgetary	2011	Woman benefitted	-
4.6.9. To guarantee the protection of maternity and adequate care for the children of women imprisoned in and out of female prisons.	MS	1214/2081	2011	Nursery and Day-care made available. Children under 2 years old in female prisons.	SPM, MJ, MDS.

cont. Priority 4.6. To promote the human rights of imprisoned women.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
4.6.10. To implement systematic education, cultural, leisure, and sports activities in the female prison system.	MinC MEC	0168/4794 1060/8790 1060/0920 1060/8526	2011	Female prison with education, cultural, leisure, and sports activities.	SPM, ME, MJ.
4.6.11. To implement Obligatory Reporting in public female prisons and detention centers for the registry of violence and mistreatment.	MS	1444/6170	2011	Female prison with obligatory reporting implemented.	SPM.
4.6.12. To enforce the legislation that forbids male penitentiary agents in female prisons.	MJ	Non-budgetary	2011	Female prisons in accordance to legislations.	SPM.
4.6.13. To enforce the legislation that defines the collection of contributions to Social Security of productive women who are in prison.	MJ	Non-budgetary	2011	Woman in prison covered by Social Security.	SPM, MPS.
4.6.14. To train the CRAS to support and follow-up women released from the prison system.	MDS	Non-budgetary	2011	Professional trained.	SPM.
4.6.15. To train penitentiary workers and security professionals to deal with the specific demands of women in prison in a humanized manner respecting human dignity.	MJ	1453/8853	2011	Professional trained.	SPM.

CHAPTER 5: PARTICIPATION OF WOMEN IN SPACES OF POWER AND DECISION-MAKING

One of the central themes of the II National Conference on Women's Policies was women's participation in spaces of power. This centrality is explained by the need and importance of this participation as an action that transforms the structures of power and institutions, culture and mentalities, creating new social relations. With respect to women, this participation is even more essential due to the unequal and discriminatory situation they experience, and is essential for the drafting of laws and the implementation of public policies that promote gender equality and equity.

One of the recommendations of the Committee for the Elimination of all Forms of Discrimination against Women focuses on this in its analysis for the Brazilian report: "The Committee stimulates the member-State to take legal measures and others to increase the representativeness of women in elected or nominated positions, in the highest levels of the judiciary and diplomacy. It recommends that the member-State introduce legal and other appropriate measures, including changing or replacing inefficient laws and the adoption of temporary special measures (...). The Committee recommends that the member-State develop awareness-

building campaigns, both for men and women, on the importance of full and equal participation of women in the political and public life and in decision-making as a necessary component for a democratic society, and create favorable conditions to provide for and stimulate this participation".

Political participation includes many aspects: participation in organizations in society, political parties, occupying State positions and elective terms, especially in legislative and executive branches, in the federal, state, federal district, and municipal levels. And within this II PNPM, the federal government addresses this issue in this manner, considering the multiple dimensions and spaces to exercise power and decision-making. The II National Conference on Women's Policies acknowledged and validated this encompassing concept of "spaces of power" by identifying priority guidelines for governmental action in the Legislative Branch specifically and in political parties in general, as well as the Executive and Judiciary Branches. Currently, in Brazil, the presence of women takes places more strongly within organizations and associations in society and less so in political parties, and even less in

parliament and governments. Those are privileged public spaces for discussion, decision-making, and political intervention. These paths, despite not being a guarantee of bringing about desired change, are indispensable for them to occur. There are some variables to explain this under-representation: the persistence of a patriarchal culture that associates men to public spaces and women to private spaces; the weight of economic power in the elective process and the growing cost of campaigns favoring male candidates; the little amount of time allocated to women's political action, mainly due to the excessive burden of responsibilities, the accumulation of domestic tasks, and the care for children and sick family members, for those with disabilities, and the elderly in detriment of work; and the political trajectory of women, less consolidated when compared to that of men.

It is important to note that the under-representation of women in political representation is worsened by racism and all sorts of prejudice. Thus, black, indigenous, young, lesbian, disabled, rural workers, domestic workers, and women from popular sectors have even less representation in spaces of power.

It is important to note that many decades have passed since women earned the right to vote, in 1932, and conquered elective terms in the federal level. Only in 1986 were federal deputies elected in greater amounts (26 deputies); only in 1990 was the first female senator with an effective term elected; and only in 1994 was the first female governor elected in the country. Along with elective positions, there are a number of positions named by the President in government and the judiciary branch, and in state and municipal levels by the heads of the correspondent executive, according to their prerogative. The participation of women in power has gradually grown, albeit timidly. Table 1 portrays this participation in 2008.

Table 1 – Distribution of men and women by positions occupied in Power – Brazil, 2008.

Branches of State	Position	Women		Men		Total Num.
		Num.	%	Num.	%	
Legislative Branch	Federal Deputy	46	8.90	467	91.1	513
	State or Federal District* Deputy	123	11.60	936	88.4	1,059
	Counselor*	6,556	12.60	45,252	87.4	51,808
	Senator	10	12.30	71	87.7	81
Executive Branch	President	-	-	1	100.0	1
	Governor	3	11.10	27	88.9	27
	Mayor*	418	7.50	5,141	92.5	5,559
Judiciary Branch	STF Minister	2	18.20	9	81.8	11
	STJ Minister	5	12.12	25	87.88	33**
	TST Minister	4	15.40	22	84.6	26
	TSE Minister	-	-	7	100.0	7
	STM Minister	1	6.70	14	93.3	15

Sources: Superior Electoral Court; Federal Supreme Court, and www.brasil.gov.br

* Refers to the distribution of those elected, by sex.

** 3 vacant seats.

Despite reduced, the presence of women in parliament has been growing throughout the world and it is, thus, important compare this situation to the reality found in Brazil. In the international scenario, Brazil, albeit one of the first countries to ensure women's political rights, currently integrates the group of countries with intermediary/bad performance in terms of female presence in Parliament: 8.6% in the House of Representatives and 12.3% in the Federal Senate. According to the Inter-Parliamentary Union, an international organization that follows female presence in institutional politics, in November 2007, the country was 99th of 189 countries, below the average for the Americas, which was 19.5% for the House of Representatives and 17.3% for the Senate. Most Latin American countries are ahead of Brazil, namely Argentina and Peru, who are placed amongst the top 20 in the list.

Besides female presence in institutional politics, that is, in direct and indirect administration positions, it is important to mention that there

are various forms of political participation, amongst which mechanisms and instruments within the State, organized society, and political parties.

Female political-partisan participation has grown throughout the years and is expressed in the elevated percentage of women amongst the total amount of affiliates. Despite this, they are still a minority as partisan leaders. There are currently 29 parties registered under the Superior Electoral Court. According to the Brazilian Constitution, parties are autonomous in defining their internal structure, organization, and operation through their statutes and are regulated by Law num. 9,096/95 – The Organic Law for Political Parties. It is, thus, important to recognize the limitations of the executive branch's influence over these structures. In fact, no measure to promote equality, such as establishing quotas for women in senior positions or reserving time slots for partisan advertising, can be imposed upon parties. The federal government, therefore, can only stimulate that these practices be adopted, be it through building awareness and capacity amongst party leaders and other affiliates, or through campaigns that address the issue. With the greater presence of women in political parties, some of them become aware and take on the idea that gender equality is important by adopting platforms advocating women's rights and implementing partisan policies to promote and increase female participation. Several parties have created representations for women to formulate and follow-up a partisan gender policy. In greater or lesser extent, these representations develop relations with women's movements and establish, for example, Multipartisan Committees of Women. However, few parties have adopted the system of quotas by sex to form their senior staff in their statute, stating that each sex must have at least 30% senior representation.

It is also important to note that the parties have a fundamental role in the Brazilian political system since they provide access exclusively to elective positions. Consequently, they take on the responsibility of

balancing out the problems of the Brazilian reality and the political education of the country's citizens.

Feminist and women's movements are noteworthy amongst organized society, including movements of: black women, indigenous, lesbians, rural and domestic workers, housewives, mothers' associations, amongst others. These groups are based upon identities beyond gender reference, in their convergence with social, race/ethnicity, sexual orientation, and other conditions.

Women also participate in other movements such as: environmental, black, human rights, lesbian, gay, bisexual and transgender (transvestites and transsexuals), people with disabilities, elderly, children and adolescents, and youth. Feminist and women's movements have deepened their partnership and alliances with these social movements, creating relations of solidarity and strengthening the understanding that the development of a fair and humane society requires overcoming all kinds of discrimination and inequality.

Women are also deeply engaged in broader institutions and movements, such as community, professional associations, unions, central unions, universities, and political parties. In these institutions, women often group to form spaces that take on coordination, departments, and centers with a view to developing studies and presenting proposals on women's issues and gender relations in these institutions, for the State and society. Study and research centers on women and gender in public and private universities throughout the country have debated the issue within the production of science and new technologies.

The active participation of women is essential to build democracy and citizenship and takes on a unique and propositional characteristic in the development of feminist platforms aimed at the public power, as a

contribution to the drafting of laws and to public administration, and to political-partisan candidacies, developing awareness and establishing the commitment of the candidates. Many of these actions have produced concrete developments in terms of legislative and public policy innovations and milestones.

Throughout our history, women have participated in movements to abolish slavery, create the Republic, for peace, to improve life, labor, and housing conditions, for the end of authoritarian regimes, for land and urban reforms. They fought for the right to education, vote, paid labor, with the support of various sectors of society and different political forces. In the 1970s, Brazilian women deepened their organization in the fight for equal relations and for a new insertion in society, going beyond the private arena towards greater presence in the public space – the decision-making sphere on rights and opportunities and to fight social problems and build well-being for all citizens.

Feminist movements added new values, discourse, practices, and affections, identifying the need for democracy to be stated in all social relations and not only in the public space, but also the private one. They also made public (exposed) phenomena, until that moment, considered personal and private, such as domestic violence, sexual violence, double work day, abortion, transforming them in the object of demands for new legislation and public policies.

1975 was declared the International Year of Woman by the United Nations Organization, UN, and the feminist movement gained visibility and began to multiply itself. During the next decades, the movement expanded, in Brazil, towards unions and rural workers movements, neighborhood associations, black movement, youth organizations, and political parties, acquiring diverse formats in synch with these different spaces.

As a result, in 1985, the National Council for Women's Rights – CNDM was created, linked to the Ministry of Justice. Councils are extremely relevant bodies since they are spaces for social control and relations between organized civil society and expressive leaderships with governments, through their respective representations. They are dedicated to public policy formulation, monitoring, and assessment since the implementation of policies tends to be carried out by the government's own structure. They can be sectoral, refer to specific policies or rights, aimed at specific segments, based on the acknowledgement that inequalities and discriminations have historical and cultural reasons. Their nature can be deliberative, with the power of determinations, follow-up, and monitoring public policies, or consultive, in which case they give their contributions, yet there is no obligation in terms of their observation.

In fact, the creation of the Councils of rights – that each state and municipal administration can choose to implement – has been constantly demanded by women's movements. There are currently 23 state Councils and 183 municipal Councils. Understanding that these institutional mechanisms are insufficient to face the challenge of transforming gender relations and the situation of women in Brazil, the movements went on to also fight for governmental mechanisms, with execution power, greater coordination of policies for women and more capable of carrying out public intervention due to structure and budget, such as Women's Secretariats and Coordinations or Centers for Women's Policies. There are currently 17 state and 162 municipal executive bodies.

In addition to Councils, and as a way of guiding the formulation and implementation of public policies, there are National Conferences that contribute to the drafting of the correspondent National Plans. National Conferences are often summoned by public power, preceded by municipal and state conferences. Their existence offers a privileged process to

stimulate debate, synthesize, and establish agreements, consensus, and commitments.

The I PNPM consolidated the work of 17 Federal Government ministries and secretariats with respect to gender policies they developed. Its implementation and results were assessed on August 2007, during the II National Conference for Women's Policies (II CNPM). In addition to assessing and revising the I PNPM, the delegates also discussed the issue of the participation of women in spaces of power. As a result, the Conference's final plenary approved the inclusion of a new dimension into the II Plan that presented actions specifically guided towards political female participation and representation. To aid in the draft, in 2007, the National Forum of Women's Representations in Political Parties was created, a suprapartisan space that gathers women's representations and, due to the accumulated political experience, has much to contribute in drafting public intervention.

In June 2007, the National Council on Women's Rights (CNDM) and the Women's Group in National Congress, with the SPM's support, held a public act in the grass in front of the National Congress with the objective of calling attention to the persistent absence of women from the spaces of power and so that the political reform be developed with a gender perspective. With the motto "Not more not less: just equal", women demonstrated their concern with the development of the political reform in the country and demanded greater participation in Brazilian Parliament.

During the act, a letter signed by the CNDM, the Female Group in National Congress, and the National Forum of Women's Representations in

Political Parties was distributed to the members of parliament with demands such as the pre-ordered list with alternating sexes – one man, one woman - , 30% time in electoral advertisements in radio and TV for female candidates, and 30% of Partisan Funds for women's organisms in the political parties.

Many of the actions and recommendations approved in the plenary sessions of the municipal, state, and national conferences reinforce the need for changing values and principles that base gender relations and the assessment of the female condition by society in general. In other words, these initiatives aim to affect the cultural formation of society itself, with respect to the consecrated representations of men and women and the positions occupied by both. In this sense, it is necessary to create procedures and mechanisms to stimulate new perceptions and attitudes, deconstructing myths and prejudices that increase inequalities in family environments and private spaces as well, where the relations of power between sexes begin to be formed.

The ideal equilibrium of power between men and women is represented in the different international instruments stating rights, such as the Consensus from the X Conference of Latin-American and Caribbean Women, held in Quito, in 2007. This document states equality in politics as a central element to attain equality in these countries.

Finally, working to increase female participation in the spaces of power and decision-making means working to consolidate and perfect the Brazilian democracy.

GENERAL OBJECTIVE

I. To promote and strengthen equal, plural, and multiracial participation of women in the spaces of power and decision-making.

SPECIFIC OBJECTIVES

I. To promote a cultural change in society, with a view to forming new values and attitudes in relation to the autonomy and empowerment of women;

II. To stimulate greater participation of women in political parties and in the federal, state, and municipal parliaments and power and decision-making bodies;

III. To stimulate greater participation of women in decision-making positions in the various branches (Executive, Legislative, and Judiciary) in all levels, respecting race/ethnicity;

IV. To stimulate greater participation of women in political leadership and decision-making positions in entities representing social movements, unions, various types of councils, and in all kinds of associations where changes in this sense are necessary;

V. To stimulate greater participation of indigenous and black women in power and decision-making bodies;

VI. To stimulate social engagement and control in public policies;

VII. To include equal parliamentary representation into the political reform debate.

GOALS

A – To guarantee the full enforcement of Law num. 9,504/97, considering the proportion of black and indigenous women in the population;

B – To increase in 20% the number of women in senior positions (DAS 3, 4, 5, and 6) in the Executive Branch, considering the proportion of black and indigenous women in the population;

C – To increase in 20% in the 2010 elections the number of women in National Parliament (House of Representatives and Senate), considering the proportion of black and indigenous women in the population;

D – To increase in 20% in the 2010 elections the participation of women in the State Legislatures, considering the proportion of black and indigenous women in the population;

E – To increase in 20% in the 2008 elections the participation of women in the Chambers of Counselors, considering the proportion of black and indigenous women in the population;

F – To hold at least 10 meeting of the Forum of Women's Representations in Political Parties;

G – To contribute to the creation and strengthening of state councils to promote and defend women's rights in the 27 states;

H – To contribute in creating and strengthening the municipal councils for women's rights in all municipalities with over 100 thousand inhabitants;

I – To hold a wide debate in society on equal participation of women in spaces of power and decision-making;

J – To revise the law of electoral quotas.

PRIORITIES

5.1. To create awareness in society and implement strategies to increase the participation of women in the spaces of power and decision-making;

5.2. To create mechanisms to support the political-partisan participation of women;

5.3. To strengthen social participation in the formulation and implementation of public policies to promote gender equality and combat all forms of discrimination based on race/ethnicity, generation, sexual orientation, and others related to human and cultural diversity;

5.4. To create, revise, and implement normative instruments aiming at equal opportunities between men and women, and amongst women, in decision-making positions in the different public power spheres.

ACTION PLAN

Priority 5.1. To create awareness in society and implement strategies to increase the participation of women in the spaces of power and decision-making.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
5.1.1. To create awareness amongst media professionals about the importance of women's participation in spaces of power.	SPM	1433/8844	2011	Professional assisted.	Secom, United Nations Agencies, Press entities and unions in the Field.
5.1.2. To create a portal about the participation of women in spaces of power.	SPM	Non-budgetary	2008	Portal operating.	United Nations Agencies, NGOs, Legislative Power.
5.1.3. To support actions for the political formation of adult and young women, in their ethno-racial diversity, to exercise leadership and social control.	SPM	1433/8844 1433/8834	2011	Action supported.	SEDH, NGOs, women's and feminist movements, states and municipalities, Female Group in National Congress, women's representations in political parties, Legislative Branch.
5.1.4. To develop actions and campaigns on the importance and need to increase women's political participation, stimulating partisan affiliation and candidacies, and women's votes in all levels, considering race and ethnicity diversities.	SPM	1068/4641	2011	Campaign developed;	Secom, United Nations Agencies, NGOs, Legislative Branch, women's and feminist movements.
5.1.5. To hold events to build awareness and stimulate the participation of women in senior positions in the Executive, Legislative, and Judiciary Branches.	SPM	1433/8844 1433/8834	2011	Event held.	United Nations Agencies.
5.1.6. To promote/stimulate studies, debates, and other measures to increase the participation of women in senior positions in workers' and employers' union organizations and of private companies.	SPM	Non-budgetary	2011	Study/event held.	Union organizations.

Priority 5.2. To create mechanisms to support the political-partisan participation of women.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
5.2.1. To consolidate the Forum for Women's Representations in political parties.	SPM	Non-budgetary	2011	Meeting.	United Nations Agencies.
5.2.2. To develop actions to build awareness within political parties about the participation of women in public spaces of power.	SPM	1433/8844 1433/8834	2011	Event held.	United Nations Agencies, NGOs, Legislative Branch.
5.2.3. To produce material to incorporate gender equality issues into the electoral platforms of men and women.	SPM	1433/8844 1433/8834	2010	Material distributed.	United Nations Agencies, NGOs, Legislative Branch.
5.2.4. To train female candidates to participate in elections, considering their ethno-racial specificities.	SPM	1433/8844 1433/8834	2010	Candidate trained.	Seppir.
5.2.5. To develop awareness building actions to stimulate the candidacy of women in municipal, state, and federal elections.	SPM	1433/8844 1433/8834	2011	Event held.	NGOs, women's and feminist movements, states, municipalities, Female Group in National Congress, women's representations in political parties, Legislative Branch.
5.2.6. To seek the TSE's commitment to include the item race/color into the forms to sign up candidates for elections.	SPM Seppir	Non-budgetary Non-budgetary	2008	Race/ethnicity incorporated in forms.	TSE.
5.2.7. To support advocacy actions to incorporate the woman's agenda, considering ethno-racial issues, into political parties and legislative, executive, and judicial institutions in the three levels of the federation.	SPM Seppir	Non-budgetary Non-budgetary	2011	Action supported.	MJ.
5.2.8. To inform female mayors, governors, counselors, senators, state/federal district deputies, and federal deputies about the incorporation of the PNPM guidelines into their mandates.	SPM	1433/8844 1433/8834	2011	Woman informed.	United Nations Agencies, NGOs, Legislative Branch.

cont. Priority 5.2. To create mechanisms to support the political-partisan participation of women.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
5.2.9. To stimulate the creation of Women's Secretariats in all political parties, guaranteeing funds for their operation, respecting ethno-racial, class, and sexual orientation dimensions.	SPM	Non-budgetary	2011	Political party with women's secretariat.	Women's and feminist movements.

Priority 5.3. To strengthen social participation in the formulation and implementation of public policies to promote gender equality and combat all forms of discrimination based on race/ethnicity, generation, sexual orientation, and others related to human and cultural diversity.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
5.3.1. To support the creation and strengthening of state and municipal women's rights councils.	SPM	1433/8838	2011	State/municipal council supported.	States and municipalities.
5.3.2. To ensure the effective operation of the National Women's Rights Council.	SPM	1433/8840	2011	Meeting/event held.	NGOs, women's and feminist movements.
5.3.3. To hold the III National Conference on Women's Policies, preceded by the municipal and state conferences, in 2011.	SPM	1068/2272 1433/8838	2011	III CNPM held.	Bodies part of the PNPM Monitoring Committee, states and municipalities.
5.3.4. To implement the online Discussion Forum of the Special Secretariat of Policies for Women.	SPM	Non-budgetary	2008	Discussion forum implemented.	DIRTI.
5.3.5. To promote the capacity-building of the female counselors in the Women's Rights Councils in all levels of government.	SPM	1433/8840	2011	Counselor trained.	Bodies part of the PNPM Monitoring Committee.
5.3.6. To stimulate increased participation of indigenous, black, and young women in the formulation, implementation, and assessment of public policies.	SPM Seppir SG	Non-budgetary Non-budgetary Non-budgetary	2011	Indigenous/Black/young woman in the planning, assessment, and monitoring of policies bodies.	Funai, Bodies part of the PNPM Monitoring Committee.

cont. Priority 5.3. To strengthen social participation in the formulation and implementation of public policies to promote gender equality and combat all forms of discrimination based on race/ethnicity, generation, sexual orientation, and others related to human and cultural diversity.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
5.3.7. To give technical and financial support to the capacity-building of women's and feminist movement leaders in the promotion of policies and actions to fight racism, sexism and lesbophobia, and affirmative actions.	SPM	1433/8834	2011	Woman trained.	Seppir, SEDH, Funai, Black and indigenous women's organizations, women's and feminist movements.
5.3.8. To stimulate the national and international organization of young and elderly women.	SPM	Non-budgetary	2011	Event held.	SG.
5.3.9. To support the implementation of the Statute of the Elderly and the Statute of Children and Adolescents.	SEDH	Non-budgetary	2011	Policy implemented.	SPM.
5.3.10. To ensure the right to participation of young women with intellectual disabilities and mental disorders in governmental projects, programs, and policies.	SEDH SPM	Non-budgetary Non-budgetary	2011	Young woman engaged in governmental bodies.	NGOs, feminist and young women's movements.

Priority 5.4. To create, revise, and implement normative instruments aiming at equal opportunities between men and women, and amongst women, in decision-making positions in the different public power spheres.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
5.4.1. To draft a proposal to revise the quotas law in the tripartite committee (Executive, Legislature, and Civil Society).	SPM	Non-budgetary	2009	Bill of Law sent to National Congress.	Feminist and women's movements, Legislative Branch.
5.4.2. To draft Bill of Law for equal rights, treatment, and opportunities between women and men that ensures that rights be made effective.	SPM	Non-budgetary	2009	Bill of Law sent to National Congress.	MJ.
5.4.3. To revise and implement Presidential Decree num. 4,228, of May 13, 2002, that created in the direct and indirect Public Administration the National Affirmative Action Program.	Casa Civil SPM Seppir	Non-budgetary Non-budgetary Non-budgetary	2010	Presidential decree revised and published.	MPOG, SEDH, MRE, MDA, MCT, MTE, MinC, Ipea.
5.4.4. To create in direct and indirect Public Administration, affirmative action and positive discrimination measures that establish percentage goals of participation of women in positions such as presidency, direction, coordination, management, and advisory, including administrative measures and strategic management of the compliance of these measures.	SPM Casa Civil	Non-budgetary Non-budgetary	2011	Action implemented.	Seppir, MPOG.

CHAPTER 6: SUSTAINABLE DEVELOPMENT IN RURAL, CITY, AND FOREST AREAS, GUARANTEEING ENVIRONMENTAL JUSTICE, SOVEREIGNTY, AND FOOD

The II National Conference on Women's Policies acknowledged the issue of sustainable development with a gender perspective and the consequent greater environmental justice as one of the priorities in public intervention for the promotion of gender equality. Some priorities were approved with respect to the need to universalize the right to land and water, the guarantee of food security and environmental education that includes capacity-building actions for social control, always within the perspective of giving visibility and recognizing the contribution of women in all of these spaces, along with the respect of ethno-racial, sexual orientation, generational, and other diversities.

As a result of these demands mainly originated in feminist, women's, and environmentalist social movements and in federal governmental bodies involved in the matter, during the II Conference, a new chapter was approved that exclusively addressed this issue. Yet sustainable development is a cross-cutting issue and, thus, the actions in this chapter are not all-encompassing of public work, which, in fact, is spread through

various other items in this Plan, such as Chapter 7, which addresses access to land, Chapter 1, which discusses access to water, especially through the Cisterns Program, and various other chapters that address social, economic, and cultural rights.

Some significant international documents are the basis for the development of actions in this area. The national and international agreements and conventions signed and ratified by Brazil already included, in their provisions, the concern with ensuring the equal participation of women in building new models for sustainable development. In fact, the II PNPM incorporates a set of perspectives and actions that have been proposed since the United Nations Environment and Development Conference – Rio 92, of which the Brazilian government and feminist and women's movements participated actively. The demands approved on that occasion have been gaining greater visibility and mobilizing wide sectors, not just social movements, but also governmental spheres in Brazil and the world.

The Earth Charter and the Global Agenda 21 – results from the Rio 91 and ethical references in the search for sustainability – selected, as guiding principles for consensus, the need to make effective changes in the production and consumption standards, guaranteeing the full exercise of human rights and the inclusion of women and children in all cultural and political dimensions and, especially, in promoting the combat of poverty.

In its third principle: Social and Economic Justice, the Earth Charter identifies the need of “stating gender equality and equity as pre-requisites for sustainable development and ensuring universal access to education, health care, and economic opportunities”. To do so, it is necessary not only to ensure social rights of women and girls – working towards the end of all kinds of violence -, but also to promote the active participation of women in all aspects of economic, political, civil, social, and cultural life as full and equal partners, decision-makers, leaders, and beneficiaries.

The Earth Charter also points out the importance of defending the rights of all people, without any kind of discrimination, to a natural and social environment capable of ensuring human dignity, bodily health, and spiritual well-being, with special attention to the rights of indigenous peoples and other more vulnerable groups. This means, therefore, eliminating all forms of discrimination – race/ethnicity, gender, sexual orientation, religious, because of language and national or social origin, amongst others -; in restating the rights of indigenous peoples to their spirituality, knowledge, land, and resources, and their practices related to sustainable forms of life; and in the support and respect of the youth in our communities, helping them fulfill their essential role in the creation of sustainable societies and in protecting and restoring places known for their spiritual and cultural significance.

Social movements, especially environmentalist, feminist, and women’s movements, decidedly influenced the formation of Agenda 21 with the purpose of promoting the full integration of women in all activities related to sustainable development, especially in relation to their participation in the management of ecosystems and in the control of environmental degradation; along with increasing the proportion of women in decision-making, planning, technical advisory, management, and dissemination positions in environmental and development areas.

Thus, in its Chapter 24 – Women’s global action aiming at sustainable and equitable development -, Agenda 21 proposed a set of relevant actions that are still current. Now with greater support, these actions include ensuring women full access to rural credit, agricultural inputs and implements, and actions developed to eliminate images, stereotypes, attitudes, and negative prejudice against women.

In accordance to the agreed on Rio 92 (expressed in these documents) and due to the proximity of Rio+5, the Brazilian government initiated in 1997, led by the Ministry of the Environment, the necessary movements to develop the Brazilian Agenda 21. To coordinate this process a peers committee between government and civil society was created called the Committee on Policies for Sustainable Development in the National Agenda 21 – CPDS. In June 2002, when the Johannesburg Conference – Rio+10 was coming up, Brazil concluded its Agenda 21, based on the Global Agenda 21, which defined methodologies that clarified the need to adopt unique and adequate pathways to the national reality and that simultaneously considered the country’s strong and weak points, incorporating the need to progress in the proposals for environmental justice.

Starting in 2003, not only did the Brazilian Agenda 21 enter its implementation phase assisted by the CPDS but it was also elevated to

the conditions of Multiyear Plan Program, 2004-2007. It is formed by the “Brazilian Agenda 21 – Result of the National Consultation” – that includes the proposals and demands that came from the different state and regional debates – and by “Brazilian Agenda 21 – Priority Actions” – that establishes the preferential pathways to build a Brazilian sustainability and lists the emergency challenges to be faced on the way to a new development -, that are constantly monitored and adjusted. The over 21 strategic objectives incorporate the need for social inclusion for a society with solidarity, of a strategy for urban and rural sustainability in the management of strategic natural resources – water, biodiversity, and forest –, and governance and ethics for the promotion of this sustainability.

The cross-cutting nature of gender, incorporated into the Brazilian Agenda 21, in its multiple intersections, acknowledges women as partners and accomplices in sustainable development. In the long pathway towards sustainable development, women have a special role, aware of gender equality and social justice. The Agenda restates its commitment with the need to protect the most vulnerable segments of the population – women, blacks, and youth -, considering that social inequalities affect the black population especially, whose social indicators are, on average, 50% lower than those of the white population. It identifies in the way women are inserted in society another source of social unbalance, especially due to the lower added value of their activities, mainly for those who are heads of family and have low pay.

Another vector of inequalities is the vulnerable situation of the young population that has even more reduced opportunities, along with being the main victims of urban violence, drugs, and other situations of risk. Finally, it is considered that all rural Brazil sustainable development programs should have a strong component of affirmative actions for women, children, blacks, indigenous, and disabled, along with the need

to strengthen the protagonist role of women in society, including in politics, incorporating the values of the respect of nature, peace, social cohesion, and gender equality.

In this context, and working to overcome the challenges presented in favor of greater environmental justice, the Ministry of the Environment approved a new guideline to implement its programs, projects, and actions: “to support actions aimed at tackling gender inequalities related to environmental issues, considering the principles and guidelines presented in the National Policy Plan for Women”. As a result of the coordination with the Special Secretariat of Policies for Women, an internal discussion process was initiated, contributing to the incorporation of the gender perspective into the Ministry of the Environment guidelines for the development of its Multiyear Plan 2008-2011.

Sustainable development in rural areas, city, and forest, ensuring environmental justice, sovereignty, and food security, as approved in the II CNPM and defined in this chapter of the Plan, requires the proposal of new civilizing development models. These can be understood as those that advocate the conservation and reuse of the sources of natural resources in face of their indiscriminate exploitation and disappearance. These models progress towards overcoming all forms of iniquity, promoting a fairer distribution of the benefits obtained and not moved by immediate interests, but rather based on planning and, thus, capable of sustainability through time and space.

In an era of limitations, development that is incapable of incorporating sustainability criteria and respond to current needs and to the right of future generations cannot be understood as such. Environmental proposals that do not consider the true environmental needs to reach social development cannot be considered viable. Likewise, without

eliminating poverty it is impossible to guarantee sustainable development. There are numerous examples and reports on how poverty is responsible for the seriousness of environmental problems and how the poorer populations are the ones who suffer the most with consequences of said problems. The World Health Organization estimates that 2 to 5 million people die yearly due to contaminated air inside houses, which means 10% of global mortality. They are mainly women and children, intoxicated by the used of fuel such as manure, cardboard, or other material burnt for cooking.

In an attempt to overcome such challenges, the II National Conference on Women's Policies and the Margaridas March in 2007 established, amongst their proposals, the urgency of ensuring the public/political understanding and commitment of governmental bodies and social movements that land and water are essential to human life and sustainable development with solidarity. With no land reform, full democratization of land and water and ensuring their access – especially for black and poor women, workers in rural and forest regions, indigenous peoples, *quilombola* and traditional communities – there is no sovereignty or food and nutritional security.

Despite the increasing acknowledgement of the role of women within the various communities in their struggle for the management of resources and conservation of biodiversity, such acknowledgment is not expressed in greater opportunity for their participation in decision-making bodies and processes. Women from forest and rural areas and the city are interested in participating in the discussions and practices that, in all their complexity, incorporate technological innovations and associate agro ecology to the access to land and ecological management of natural and water resources, and take on new methods to farm and work the land considering the guarantee of sustainability and development of community management systems of forest resources.

Thus, within productive processes, social relations are developed respecting the environment and with practices that guarantee the diversity of the ecosystems and the preservations of springs.

It is, therefore, important to develop policies for the empowerment and autonomy of women so that they might be protagonists in the process of managing natural and water resources and in the technical decisions in the various areas involved in climate change, the protection of fragile ecosystems, the conservation of biodiversity, and the healthy environmental management of biotechnology. Such policies require the existence of diagnosis that take into consideration gender relations and give visibility to the centrality of the actions developed by women in the Sustainable Use Conservation Units and in the committees, managing councils, and other bodies part of the National Environmental and Water Resources System.

Water sovereignty, considering the multiple uses of water as a common good that cannot be privatized and of universal access, is another basic precept to guarantee environmental justice. In the fight for democratization and water quality, to preserve springwaters, recompose forests alongside waters, amongst other actions to ensure full access to quality water, it is necessary to adopt specific strategies and policies that address the socio-environmental diversity in each of the country's regions. In this perspective, the need for greater and more in depth debate is essential for the strategies, for example, of living in the Brazilian semi-arid region.

Due to gender iniquities that continue overburdening women and girls with domestic work, especially poor and black women, they are the ones with the additional burden of access and management of the availability or lack thereof of water resources, along with the production, management, and sustainability of several natural resources. Both in

regions with water scarcity, such as the semi-arid, and those with abundant water, such as the Amazon, women and girls suffer the same lack of access to services. Such burdens with respect to access to drinking water lead the policies to privatize water distribution services – that cannot be understood as neutral in terms of gender equity – to cause direct impact over the daily lives of these women, especially those who live in situations of poverty.

The rights to land, access, and equitable control over water are fundamental rights for all, integrating the inalienable right to development and food sovereignty for all peoples and inhabitants of the planet. Based on this framework, it is understood that the management of water resources policies that considers gender can and should be a facilitating mechanism for the daily work of women, contributing so that they might not need to sacrifice their bodies, time from paid work, studies, or simply their rest.

Brazilian public policies, in their full dimension and complexity, should, therefore, include wide discussions on the proposals for changes in the high input energy matrix and the precaution principles that prohibits the harvesting and commercialization of transgenic and agro toxic products and guarantees the production of healthy foods, ensuring the use, exchange, distribution, and commercialization of native and original seeds by women from rural areas, indigenous and *quilombola* women. Policies aimed specifically to increasing access to natural and productive resources are also a priority, making new indexes of productivity effective,

limiting sizes of properties, legal ratification and non-intrusion in indigenous areas, entitlement of *quilombola* communities, and regularization of traditional communities.

These concepts for political actions here presented provide profound cultural changes in the country and demand that it be admitted, definitively, that these policies are not neutral in relation to gender, race/ethnicity, generation, and others. The implementation of such cultural changes, actions, policies, and programs aimed at gender equity and social inclusion will not happen if there is no incentive to drafting environmental education policies that incorporate gender and race/ethnicity perspectives and include capacity-building actions for social control in municipalities and states in accordance to the national environmental educational policy, based on a critical perspective of the current consumption standards.

To change the nature and direction of the dominating development model to include women in all their specificities and diversities and all groups marginalized from these processes to date is a challenge for the early 21st century. That was the concern that the II National Conference on Women's Policies tried to address when proposing the inclusion of a new chapter into the Plan, giving visibility to the importance of the participation of women also in drafting a new development model for the country that will, finally, lead to the construction of a Brazil that should belong to all.

GENERAL OBJECTIVE

I. To promote the incorporation of the gender perspective into environmental and food security policies, favoring sustainable development.

SPECIFIC OBJECTIVES

I. To stimulate the participation of women in all bodies that formulate and implement environmental and sustainable development policies;

II. To promote awareness and capacity-building of environmental managers and professionals in gender, race/ethnicity issues;

III. To promote the protagonism of women from the city, rural and forest areas, in the promotion of sustainable development in the country;

IV. To stimulate increased participation of women in production for self-consumption and commercialization of healthy and quality foods, according to the principles of food security;

V. To promote public policies that defend water as a public good and democratize its use.

GOALS

A – To strengthen the knowledge of 4,500 women on traditional knowledge and practices;

B – To support 30 productive units led by women and related to traditional knowledge;

C – To train 10 women's organizations on conservation and sustainable use of aquatic biodiversity in the Amazon.

PRIORITIES

6.1. To promote and value the participation of women in collegiate bodies for the implementation of territorial environmental policies and the National Environment System – SISNAMA and the National Water Resource Management System - SINGREH;

6.2. To promote the productive inclusion of female representatives of traditional communities and populations;

6.3. To value and preserve women's traditional knowledge related to biodiversity;

6.4. To promote the participation of women in programs and actions that address issues of climate change, rural settlements, and licensing;

6.5. To promote and strengthen economic activities developed by women and linked to food security.

ACTION PLAN

Priority 6.1. To promote and value the participation of women in collegiate bodies for the implementation of territorial environmental policies and the National Environment System – SISNAMA and the National Water Resource Management System - SINGREH.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.1.1. To stimulate the participation of women in councils, fora, and managing committees for territorial socio-environmental policies, programs, and actions through educational processes and the dissemination of information on environmental policy.	MMA	0052/To be defined 1145/To be defined 1102/To be defined 1305/To be defined	2011	Woman engaged.	ICMBio, states, municipalities, NGOs.
6.1.2. To support the development of pedagogic material to strengthen the educational process aimed at disseminating environmental policy and women's capacity-building.	MMA	0052/To be defined 1145/To be defined 1102/To be defined 1305/To be defined	2011	Pedagogic material produced.	ANA, ICMBio, states, municipalities, NGOs.
6.1.3. To support the training of female leaders to work in a qualified manner in councils, fora, and managing committees of territorial socio-environmental policies, programs, and actions.	MMA	0062/To be defined 1145/To be defined 1102/To be defined 1305/To be defined	2011	Leadership trained.	ICMBio, states, municipalities, NGOs.
6.1.4. To develop a diagnosis on the reality of women in the Sustainable Use Conservation Units.	MMA ICMBio	1145/To be defined 1145/To be defined	2011	Diagnosis made.	States, municipalities, NGOs.
6.1.5. To support the continued formation of women for their constant technical and political requalification in councils, fora, and managing committees for territorial socio-environmental policies, programs, and actions.	MMA	0052/To be defined 1145/To be defined 1102/To be defined 1305/To be defined	2011	Woman formed.	ICMBio, states, municipalities, NGOs.
6.1.6. To identify the socioeconomic and cultural universe of women in the registries of those living and users of the Sustainable Use Conservation Units.	ICMBio	1145/To be defined	2011	Registry developed.	States, municipalities, NGOs.

cont. Priority 6.1. To promote and value the participation of women in collegiate bodies for the implementation of territorial environmental policies and the National Environment System – SISNAMA and the National Water Resource Management System - SINGREH.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.1.7. To support the implementation of Culture Points in the Sustained Use Conservation Unit aimed at female knowledge.	MinC MMA	1141/8886 1145/To be defined	2011	Culture Point implemented.	States, municipalities, NGOs.
6.1.8. To stimulate the participation of women in the SISNAMA and SINGREH managing councils through educational processes and the dissemination of information on environmental policy.	MMA	0511/To be defined 0497/To be defined 1107/To be defined	2011	Woman engaged.	ANA, states, municipalities, NGOs.
6.1.9. To support the capacity-building of female leaders to act in a qualified manner in the SISNAMA and SINGREH managing councils and the Sustained Use Conservation Units.	MMA	0511/To be defined 0497/To be defined 1107/To be defined 1107/To be defined	2011	Leadership trained.	ANA, states, municipalities, NGOs.
6.1.10. To support the continued formation of women for their constant technical and political requalification in the SISNAMA and SINGREH managing councils.	ICMBio MMA	0511/To be defined 0497/To be defined 1107/To be defined	2011	Woman trained.	ANA, states, municipalities, NGOs.

Priority 6.2. To promote the productive inclusion of female representatives of traditional communities and populations.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.2.1. To support the institutional strengthening of women's or feminist organizations in traditional communities and peoples.	MMA	To be defined	2011	Organization benefitted	MDS, states, municipalities, Funai, NGOs.
6.2.2. To support the production and commercialization of products from women's or feminist organizations in traditional communities and peoples.	MMA	To be defined	2011	Organization benefitted	MDS, states, municipalities, Funai, NGOs.

Priority 6.3. To value and preserve women's traditional knowledge related to biodiversity.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.2.1. To support the institutional strengthening of women's or feminist organizations in traditional communities and peoples.	MMA	1426/8266	2011	Woman benefitted.	Organized civil society, entities representing family agriculture, land reform, and traditional communities and peoples, research and extension institutions, states, and municipalities.
6.2.2. To support the production and commercialization of products from women's or feminist organizations in traditional communities and peoples.	MMA	1426/8266	2011	Productive unit implemented	Organized civil society, entities representing family agriculture, land reform, and traditional communities and peoples, research and extension institutions, states, and municipalities.
6.3.3. To train women's organizations on topics and fields aimed at the conservation and sustainable use of aquatic biodiversity in the Amazon.	MMA	0104/6016	2011	Organization trained.	States, municipalities, Ibama, ICMBio, NGOs, civil society, education institutions.

Priority 6.4. To promote the participation of women in programs and actions that address issues of climate change, rural settlements, and licensing.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.4.1. To support the development of pedagogic material to aid in the capacity-building of women's representatives on their rights, licensing procedures, and their participation in public hearings.	MMA Ibama	1346/To be defined 1346/To be defined	2011	Pedagogic material produced.	States, municipalities.
6.4.2. To draft a study focused on the gender component in the identification of the socio-environmental impacts of the implementation of large development projects, especially federal government priority infrastructure projects (PAC).	MMA	1346/To be defined	2011	Study developed.	MCid, MS, MDS, MPOG, MME, Office of the Chief of Staff, universities.
6.4.3. To incorporate the gender perspective into the National Plan for Climate Change.	MMA	1346/To be defined	2011	Plan drafted.	SPM, MDA.

Priority 6.5. To promote and strengthen economic activities developed by women and linked to food security.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.5.1. To purchase the production of female family farmers and promote access to food to the population with food insecurity.	MDS	1049/2798	2011	Female farmer benefitted.	SPM, MAPA/Conab, MDA, states, municipalities, women's organizations.
6.5.2. To promote the participation of women and the inclusion of gender, race/ethnicity, generation, and territory issues in the Food Security and Local Development Consortia (CONSADs).	MDS	Non-budgetary	2011	Woman engaged.	States, municipalities, CONSADs.
6.5.3. To give training, monitoring, and assessment of the Food Purchasing Program to rural and traditional communities women's productive organizations.	MDA	0351/2B01	2011	Event held.	MDS, MAPA, women's organizations.

cont. Priority 6.5. To promote and strengthen economic activities developed by women and linked to food security.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
6.5.4. To promote food security and sustainability of <i>quilombola</i> , indigenous, and traditional peoples and communities.	MDS	1049/2792 1049/8457	2011	Woman benefitted.	MMA, Funai, Seppir, Palmares Cultural Foundation, NGOs.
6.5.5. To support the production of food for self-consumption and generation of income through projects that consider the principles of gender, race/ethnicity, and generation equity and the territorial dimension.	MDS	1049/8458	2011	Project supported.	Municipalities.
6.5.6. To implement food and nutritional education actions that incorporate the gender issue and value the regional, territorial, and cultural specificities of the different social and ethno-racial groups.	MDS	1049/2784	2011	Person trained.	MEC, Funai, states, municipalities, SESI.
6.5.7. To distribute didactic material on the food issue, training of school cooks, reusing foods and taking advantage of spaces for the home production of seedlings that can be used for food.	MDS	Non-budgetary	2011	Material distributed.	Universities, research centers, and experts.

CHAPTER 7: THE RIGHT TO LAND, DIGNIFIED HOUSING, AND SOCIAL INFRASTRUCTURE IN RURAL AND URBAN AREAS, CONSIDERING TRADITIONAL COMMUNITIES

Land access is directly related to the social and economic formation process in the country and the ways in which national territory is occupied. In Brazil, land represents a certain economic and political condition, which, historically, produced a situation of illegality, violence, legal instability, and institutional frailty within the State itself. The various attempts to regulate and organize territorial occupation succumbed with the absence of a solid legal framework that led to and guaranteed equitable land distribution. The accumulated result was the concentration of land and the marginalization of small rural properties along with the different forms of social violence committed against small land owners, and settlers, and the undue appropriation of vacant land. This reality is perceived in the rural area by the not always peaceful coexistence of large and small properties associated to the productive profit or lack thereof of land ownership.

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¹ National Household Survey, Pnad-IBGE, 2006.

Given the socio-productive precariousness of the small land property, the challenge of fully exercising citizenship arises. This reality is even more alarming with respect to the true reality of rural women, since there is lacking data and information on the work and life conditions of this population segment. Women represent 47.8% of the population residing in the rural area¹, which corresponds to 15 million people, many of which with no access to citizenship, health, education, and no acknowledgement of their condition as family farmer, rural, *quilombola* or field worker.

The Brazilian social formation process marginalized the women from rural means of life and through family agriculture in the country. Agricultural and land policies did not visualize the female labor force, putting women's work aside and characterizing it as mere help to that

of men. This fact led many women to naturalize their situation of dependency upon the male universe, be it in relation to the father figure or husband, or even resigning themselves to situations of violence committed against them.

It must also be considered that the female presence in the rural economy has always been marked by a strong sexual division of labor, expressed by a concentration of activities in family self-consumption and that are exercised as a mere extension of the care for the children, other family members, and other functions such as: raising birds and small animals, horticulture, floriculture, and silviculture and later, significant presence in farming. These are all activities that are characterized for being unpaid and, therefore, are not linked to the commercialization or generation of monetary income.

Due to this situation, both land reform and the different forms of regulating the land market have become State actions to interfere in the land issue and access to citizenship. These are public policies aimed to democratize land access and land regularization in the country, which, recently, incorporated parameters to promote gender equality in the rural area, seeking to correct historical distortions.

In its recommendations to Brazil, the Cedaw/UN Committee requests that all rural development policies and programs include a gender perspective and expressly address the structural nature of the poverty faced by rural women. It also recommends that Brazil continue increasing access to women in the National Land Reform Program, a strategy that has been adopted since 2003.

In fact, with respect to land reform, the I PNPM already demanded the joint land ownership deed and the effective implementation of article 189 of the Federal Constitution, which foresees the deed to the man or

the woman or both, irrespective of civil status. Since 2003, the federal government, with the launch of the II National Land Reform Program (PNRA) has demonstrated its concern with the issue by setting aside a specific part of the Program to the promotion of equal access between men and women to land. But before the II PNRA was launched, as a response to the Margaridas March, with Ministerial Order num. 981/2003, Incra determined the mandatory joint land deed to settlement plots formed by couples, be they married or in a stable relationship. If the land was under deed regularization process and there was a separation, the plot goes to the woman, as long as she is the guardian of the children, in compliance with the civil code. Beyond the ministerial order, the registry of PNRA candidates, the contract of usage concession, and the definitive property deed were changed to make the right to joint deed mandatory for land reform plots.

Incra also changed the processes and instruments to register candidates into the Rural Property Registry Certificate, the Registry for Families in areas of Land Regularization and Deed regularization, and the for the Implementation of Land Reform Projects as a way of guaranteeing the mandatory inclusion of woman and man, irrespective of civil status. To ensure this right, families must declare or prove their civil status. In the Classification System for Beneficiary Families of Land Reform, a new complementary criterion was included giving preference to families headed by women. Incra also created the Certificate for Women who are Land Reform Beneficiaries to facilitate their demand for rights at governmental bodies.

Land reform is understood as a set of structural measures that consider land access and the conditions to remain in it. Thus, a series of measures and actions are made available, such as the provision of infrastructure and productive or infrastructure credit.

For economic aspects to be sustainable, Incra has a program on Socio-environmental Technical Advisory (ATES) in land reform settlements. Considering gender and race/ethnicity dimensions, the federal government's efforts in the last years have concentrated in the development of guidance in tune with the policy to promote gender and race/ethnicity equality, and the capacity-building of those involved in these services. Through dialogue between government, women's autonomous organizations, and mixed organizations², the norm and manual of the National Socio-environmental Technical Advisory Program for land reform settlements were adjusted to promote more in depth strategies for the promotion of equality between men and women. Thus, the following objectives were established: the acknowledgement and valuing of the knowledge of female rural workers; the inclusion of female rural workers in the processes to develop knowledge with methodologies aimed at giving visibility and transforming the sexual division of labor; the incentive to incorporating women's individual and collective demands in production; and the guidance on the composition of the coordination team of the ATES services adequate to address women's specificities.

Another proposal is to stimulate the engagement of settled women in productive projects through the capacity-building of the ATES technicians in gender and land reform and the diffusion of methodologies that acknowledge and favor the protagonism of rural workers. To do so, the ATES Operational Service Centers were qualified to aid projects seeking the economic autonomy of women and promote studies and capacity-building with the objective of qualifying the active presence of settled women in the settlement plans. This presence gives women the possibility of participating in the definition of community structures, including day-care centers – which will be supported by the infrastructure credit – and

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activities to explore the land with productive credit. Along with introducing these strategies into the program, extensionists in all regions in the country were trained on gender issues and land reform, through workshops and Regional Meetings for Settled Women.

The new strategies, guidelines, and public policies require the acknowledgement of inequalities existent in the rural area and, thus, work to promote gender equity considering ethno-racial and generational dimensions, seeking to enforce the true rights of women. This II PNPM aims to qualify the ongoing policies making them effective, increasing rural women's access to land, improving the quality of the services offered in technical, environmental, and legal support, and strengthening the mechanisms and channels for social control and engagement of rural women to ensure their rights.

Current challenges include: ensure joint deeds in the new settlement projects and in cases where families are already on the land, including legal aid; capacity-building of Incra staff and the service providers of the Socio-environmental Technical Advisory to the land reform on gender and land reform considering the ethno-racial and generational dimension; monitoring and assessment of Ministerial Order num. 981 and Normative Instruction num.38, that ensure women's rights to land; support to legal aid to guarantee women's rights to land; dissemination of the norms that ensure women's rights to land in the Land Reform Program; special credit grants to settled women; support to socio-environmental advisory projects developed by women settled by the land reform; strengthened and increased participation of women in social control entities in the Land Credit program and the management of projects from the National Land Credit Program; capacity-building of

² Gender Sector in the Landless Rural Workers Movement (MST), Women's Committee in the National Confederation of Agriculture Workers (Contag), Landless Liberation Movement (MSLT), MLT, and the Women's Secretariat of the Family Agriculture Workers Federation (Fetraf).

land credit partners in women's rights to land and sustainable rural development; and the inclusion of gender issues, considering ethno-racial and generational dimensions in the actions to disseminate the National Land Credit Program.

Much progress has been achieved in the last 4 years. However, it is important to recognize that the actions implemented in the I PNPM referred more to rural land ownership, within land regularization and land reform movements, with no actions in the urban area. Social housing movements and urban reform for the deeds of urban plots and dignified housing is an old issue and has been present in the agenda of various governments in the different levels (municipal, federal district, state, and federal) in the last twenty years. With the implementation of housing, deed and land regularization programs, the man, up to that point considered the head of the couple, sold the house – with added value due to its deed, separating from the wife or partner and children, who were left in the streets. It has, therefore, become an international consensus that the deed should be preferably given to the woman, even if she is not responsible for most of the family's livelihood.

In the urban area, the regulation of land is expressed in the legal value of space in the city, and the non regulation is the counterpart of the speculation of illegal land in the city. The struggle to acknowledge the right to housing as a human right led the Federal Constitution to state in Chapter II, article 6:

"Social rights include education, health, labor, housing, leisure, safety, social security, protection of motherhood and childhood, aid to the destitute, in the form of this constitution".

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³ Art. 81, Law num. 8,079/90, Consumer Code.

⁴ João Pinheiro Foundation. *Déficit Habitacional no Brasil 2005*. Belo Horizonte: FJP, 2006. p. 46.

More than that, it acknowledged the social function of ownership, placing the right to housing as a social right juxtaposed to individual right, making it possible for laws to be developed such as the "Cities Statute" (Law num. 10,257/01), which regulates articles 182 and 183 of the Federal Constitution and lists amongst its general guidelines (Chapter I, article 2, paragraph I):

*"the guarantee of the right to sustainable cities, understood as a right to urban land, housing, environmental sanitation, urban infrastructure, transportation and public services, labor and leisure, for present and future generations. The right to housing is, therefore, incorporated into the so-called Diffuse Rights, as a good for the common use of the peoples, since diffuse rights are transindividual, inalienable, held by undetermined people, and linked by true circumstances"*³.

Article 10 of the Cities Statute also addressed the widening of the concept of usucaption to the so-called collective usucaption:

"urban areas with over two hundred fifty square meters, occupied by low income population for housing, during five years, without interruption or opposition, where it is not possible to identify land plots occupied by each possessor, are subject to collective usucaption as long as the possessors are not owners of other urban or rural property".

Therefore, legislation has provided the instruments for the implementation of urban policies aimed at low income segments – which form over 90.3% of the country's housing deficit, according to survey carried out by the João Pinheiro Foundation⁴ –, where most women

heads of family are included, definitively linking the gender issue to housing.

The home has always been the focal point for the family. Along with its primordial functions of providing shelter and ensuring safety and protection, there are others such as facilitating rest, implementing food storage, processing, and consumption, and allowing the exercise of cultural activities, the development of children's lives and education, care for the elderly and those with disabilities, providing the balanced development of family life. It has also been proven that home conditions influence mental and physical health, by providing privacy for the fulfillment of biological functions, offering infrastructure and resources for personal and domestic hygiene and sanitation, and favoring the convalescence of the sick.

In addition, the home has increasingly functioned as the focal point for economic development, adding new processes or rescuing old managerial practices of and in the home, with initiatives unique to formal and informal work. There is an increasing presence of "home/office", "home/commerce", "home/health service", "home/day-care", and "home/textile industry", amongst other production models in the domestic environment transforming homes into work environments with the objective linked both to income generation programs and primary health care, and small companies and industrial outsourcing processes. The managerial functions traditionally exercised by the woman in the home are added to those in the world of work.

Thus, gender relations have an increasingly strong link to citizenship, labor, and urban policies, promoting social inclusion and reducing inequalities between men and women in the territory and contributing to the process of women's organization and emancipation.

In the first PNPM, the housing issue was addressed in the chapter on Autonomy and Equality in the World of Work and Citizenship, which referred to citizenship and work, with the focus of a joint action to improve women's access to citizenship and work. The II Conference, however, considered it adequate to highlight this issue separately, due to its importance for safety, well-being, autonomy, and generation of income for women and their families.

The first plan's objective was to "Promote the right to live in the city, with quality and access to public goods and services", where housing was classified as a good and its access, in the city, would contribute to the improvement of the quality of life. The priority associated to this objective was to "widen women's exercise of citizenship and access to land and housing", and the actions related not only to access to housing and land, but also to bringing energy to rural communities, giving priority to equipments and services that directly affected the lives of women.

In this last case, despite the fact that the priority considers women's exercise of citizenship and access to land and housing (which includes urban areas), the action was restricted to rural areas, that is, within the Light for All Program from the Ministry of Mines and Energy. With the II PNPM the focus becomes broader, considering not only rural communities but also the populations residing in urban areas. It is important to mention that when the Light for All Program addressed the idea of universal access to energy, it did not initially consider the number of women in rural communities or the impacts over their lives with the arrival of electricity. In this case, an important action in the new Plan includes working so that data are produced in a disaggregated manner by sex and race/ethnicity, aiding in the follow-up and impact the program has over the lives of all citizens.

With respect to access to quality housing, the following actions were developed:

"to support programs for the urbanization of slums, with special attention to women who are heads of families" and "stimulate integrated actions between federal, state, and municipal governments to promote basic sanitation and access to water, aiming to ensure housing in a healthy environment."

The first action, urbanizing slums, was part of the first plan and continued on to the second. It is part of a structural program from the National Housing Secretariat at the Ministry of Cities, which, according to the constitutional precept of right to equality, includes amongst its priorities⁵, the assistance for women heads of families⁶. This program develops support actions to the housing conditions of precarious settlements.

The monitoring of the assistance given to women in this program was a problem during the I PNPM since there were no indicators by sex, only by the number of families assisted. Understandings have been developed with Caixa Econômica Federal, which manages the program, so that this data might be disaggregated (by sex, race/ethnicity, income, age bracket, etc.), which will facilitate the follow-up of the action throughout the II PNPM.

To include housing needs assistance to women, the second plan included an action to support the provision of housing, another program that already exists in the Ministry of Cities, with the same priorities. The indicator of this program is the number of families assisted and the same efforts are being made to disaggregate data by sex.

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⁵ Federal Constitution, Article 5.

⁶ Resolution num. 004/06, article 3: priority assistance to families with lowest per capita income, greatest number of dependents, to the woman responsible for the household, the elderly, those with disabilities, *quilombola* or black ethnicity or indigenous communities, and the demands presented by social movements, associations, and representative groups of certain segments of the population.

The land regularization program, another structural program in the Ministry of Cities, was also included in the II PNPM. This is one of the few programs where it is possible to have a disaggregation by sex since the deed is preferably given to women. The Ministry of Mines and Energy, in an attempt to widen the social scope of its energy efficiency and conservation program, suggested its participation in urbanization, housing provision, and land regularization programs at the MCid. Thus, technology capacity-building and the distribution of domestic equipment, such as more efficient and low energy consumption stoves and refrigerators, will be added to the work carried out by these programs.

It is also important to note that basic sanitation and access to goods and services, such as energy, were also acknowledged as social health determinants, according to Law num. 8,080/90:

"the determinants and conditions for health include food, housing, basic sanitation, environment, labor, income, education, transportation, leisure, and access to goods and services".

With the II PNPM, this issue is developed with two actions. One refers to basic sanitation, more specifically, the implementation of sanitary sewage, essential for the health of women and their families, and the other refers to water supply, including the construction of cisterns in rural areas, developed by the MDS/MME/MMA, and the implementation of a supply network, in rural areas, developed by the National Sanitation Secretariat at the MCid. Access to water is essential for the development of daily activities, especially domestic ones, considering that women are usually burdened with having to obtain water. It is also important to highlight the need to access good quality water in rural areas, since

that is generally a reality only in cities. Thus, the programs to increase access to water are essential to improve the quality of life of women and decrease their workload. Therefore, these issues are addressed in the first dimension of this new Plan, since they are directly linked to the economic autonomy of women and the sexual division of labor.

Finally, it is important to remember that the Program to Accelerate Growth – PAC, under implementation by the federal government, strongly guided by housing, sanitation, and infrastructure, should, through the II PNPM, be influenced so as to produce positive impacts in the lives of Brazilian women.

GENERAL OBJECTIVES

- I. To promote women's rights to quality life in the city, rural areas, and traditional communities, respecting their specificities and ensuring access to public goods, equipment, and services;
- II. To promote women's rights in access to land, land reform, and sustainable rural development, with special attention to the territories considered in the "Territories of Citizenship" program.

SPECIFIC OBJECTIVES

- I. To promote women's access to dignified housing, built in an appropriate location, healthy and safe, with property deed, quality, material conditions and construction techniques, with conventional or alternative energy, infrastructure, and access to public goods, services, and social equipment;
- II. To guarantee women's equal access to land, through the registry and deed of land reform settlements, legal aid, and capacity-building of settled women's rights;
- III. To promote the economic recognition of women in settlements, stimulating their participation in the management and access to technical assistance, credit, and commercialization;
- IV. To coordinate housing programs in the outskirts of major urban centers or municipal clusters in rural territories with programs for energy efficiency and conservation.

GOALS

A – To train 100% Inca Regional Superintendences employees on gender, land reform, and rural development;

B – To assess the impact of 100% of the PAC housing, sanitation, and infrastructure projects over the lives of women.

PRIORITIES

7.1. To increase access to land in urban areas and housing with adequate social infrastructure;

7.2. To increase knowledge on norms referring to the right to access land for women in land reform settlements;

7.3. To increase and qualify access to socio-environmental technical advisory, special credit, and agro industrialization for those settled by land reform;

7.4. To promote equal access of women to the Land Credit Program.

ACTION PLAN

Priority 7.1. To increase access to land in urban areas and housing with adequate social infrastructure.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
7.1.1. To support housing programs linked to the implementation of programs for energy efficiency and conservation, with special attention to women who head families.	MCid MME/ Eletrobrás e subsidiárias	To be defined Non-budgetary – funds from specific fund	2011	Family assisted in the MCid/MME programs/ protocol and/or agreement drafted.	MDS, Funasa, MMA, CEF, states and municipalities.
7.1.2. To support social interest housing programs with special interest to women heads of families.	MCid	To be defined	2011	Family assisted.	CEF, states and municipalities.
7.1.3. To support Slum Urbanization Programs connected to energy efficiency programs with special attention to women heads of families.	MCid MME	To be defined Non-budgetary – funds from specific fund	2011	Family assisted in the MCid and MME programs.	MJ, MMA, Eletrobrás, local energy concessionaires, states and municipalities.
7.1.4. To support Slum Urbanization Programs with special attention to women heads of families.	MCid	To be defined	2011	Family assisted.	CEF, states, and municipalities.
7.1.5. To support Land Regularization Programs in states, Federal District, and municipalities, stimulating deed of homes to women.	MCid	To be defined	2011	Family with property documents.	CEF, states, and municipalities.
7.1.6. To stimulate integrated actions between federal, state, federal district, and municipal governments to promote sewage collection and treatment, with the aim of ensuring healthy environments for homes, especially in the enterprises of the Growth Acceleration Program (PAC).	MCid	To be defined	2011	Network implemented. Family assisted.	MME, Funasa, BNDES, CEF, states, municipalities, energy concessionaires, state and municipal sanitation service providers.

cont. Priority 7.1. To increase access to land in urban areas and housing with adequate social infrastructure.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
7.1.7. To stimulate integrated actions between federal, state, federal district, and municipal governments to promote access to water, aiming to ensure a healthy environment for homes, especially in enterprises of the Growth Acceleration Program (PAC).	MCid	To be defined	2011	Network implemented. Family assisted.	MME and related companies, Funasa, BNDES, CEF, states and municipalities, energy concessionaires, state and municipal sanitation service providers.
7.1.8. To promote integrated actions to access conventional or alternative energy in rural territories, for the development of local socioeconomic work and the generation of income, considering gender, especially in the enterprises of the Growth Acceleration Program (PAC) and in the Social Agenda territories.	MME	Non-budgetary – funds from specific fund	2011	Network implemented.	SPM, Ministries, Special Secretariats part of the Managing Committee for the Territories of Citizenship Program.
7.1.9. To stimulate the participation of indigenous women in the formulation and implementation of governmental programs aimed at social infrastructure enterprises.	Funai	Non-budgetary	2011	Family assisted. Indigenous woman engaged.	MCid, MMA, Cities Council.
7.1.10. To disseminate publications, videos, and other media mechanisms in the communities assisted by the campaigns supported by the MME programs and related companies, and the Permanent Gender Committee.	MME	Non-budgetary – funds from specific fund	2011	Material disseminated.	SPM, MEC, Unifem, ILO, NGOs.
7.1.11. To support technical assistance for social interest housing destined to the development of projects, follow-up, and execution of construction and social, technological, and legal aid necessary to improve the level of health, security, livability of the buildings produced within self-management housing, or its enlarging, remodeling, conclusion or land regularization, with special attention to women heads of families.	MCid	To be defined	2011	Woman benefitted.	SEDH, CEF, states, and municipalities.

Priority 7.2. To increase knowledge on norms referring to the right to access land for women in land reform settlements.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
7.2.1. To monitor and assess Ministerial Order num. 981 and Normative Instruction num. 38 that make the rights of women to land effective.	MDA	0135/4460	2011	Technical visit done.	Regional Inca Superintendences and Advanced Units in the states.
7.2.2. To disseminate norms that guarantee the rights of women to land in the Land Reform Program.	MDA	0137/4358	2011	Support material distributed.	Regional Inca Superintendences and Advanced Units in the states, rural women's movements and female rural producers' network.

Priority 7.3. To increase and qualify access to socio-environmental technical advisory, special credit, and agro industrialization for those settled by land reform.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
7.3.1. To give financial support to socio-environmental advisory project for groups of women settled by land reform.	MDA	1427/4470	2011	Project supported	Regional Inca Superintendences and Advanced Units in the states, entities linked to Inca in the ATES program, and female rural producers' network.
7.3.2. To support agro-industrialization projects led by women settled by land reform.	MDA	0137/4320	2011	Project supported	Regional Inca Superintendence, NGOs.
7.3.3. To develop capacity-building processes on gender in land reform for providers of socio-environmental advisory in the Inca settlements, considering ethno-racial and generational dimensions and of people with disabilities.	MDA	1427/4470	2011	Advisor trained	SEDH, Regional Inca Superintendences and Advanced Units in the states, and entities linked to Inca in the ATES program.

Priority 7.4. To promote equal access of women to the Land Credit Program.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
7.4.1. To strengthen and widen women's participation in social control entities in the Land Credit Program.	MDA	1116/2373	2011	Women in social control entities in the program.	Condraf Land Funds Committee, State Land Credit Council.
7.4.2. To strengthen and widen women's participation in the management of the Land Credit Program projects.	MDA	1116/2373	2011	Woman trained.	Condraf Land Funds Committee, State Land Credit Council and states.
7.4.3. To train land credit partners on women's rights to land and sustainable development.	MDA	1116/2373	2011	Agent trained.	Condraf Land Funds Committee, State Land Credit Council and states.
7.4.4. To include the gender issue, considering ethno-racial and generational dimensions into the actions to disseminate the Land Credit Program.	MDA	1116/To be defined	2011	Action with topic included.	Condraf Land Funds Committee, State Land Credit Council and states.

CHAPTER 8: EQUALITARIAN, DEMOCRATIC, AND NON-DISCRIMINATORY CULTURE, COMMUNICATION, AND MEDIA

Gender and race/ethnicity inequalities are understood as structural inequalities in Brazilian society. This understanding includes the idea that values and beliefs on the capacities and skills of men and women, blacks and whites define the opportunities and possibilities available to each of these groups. The sexual division of tasks and responsibilities and that defined by the race/ethnicity of the individuals clearly explains this concept, since they are based on preconceptions and stereotypes that define, beforehand, the contribution these different groups give to society.

Generally, the justifications for such inequalities are given through references to cultural context that identify specific societies. It is understood that prejudice behavior and phenomena such as domestic violence against women are a consequence of a discriminatory, patriarchal, sexist, and racist culture.

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¹ According to PNAD/IBGE data, in 2005, over 88% of people residing in permanent households had access to radio and 92% to television, which demonstrates the importance of these instruments as culture disseminators.

The relation of the cultural issue to the gender and race/ethnicity dimension is based, therefore, upon an anthropological approach that goes beyond the understanding that culture is restricted to scholarly formation, fine arts, and the production of material goods. This concept is widened to include an immaterial dimension, which includes values, beliefs, motivations, rituals, habits, identities, and social organization processes that the individuals create to base their interpersonal relations and that with the environment in which they live.

Cultural transmission occurs in the various socialization processes to which individuals are subjected, especially through institutions such as family, school, church, and State. In contemporary society, characterized by its complexity, globalization, and informatization, media takes on a central role of cultural diffusion and communication. The various medias, especially radio and television¹, due to their important presence in the daily lives of Brazilians and the high level of interaction they provide,

have a determinant role in the maintenance or deconstruction of submission and discrimination beliefs and mandates.

Other communication vehicles of culture arise from the State's new actions, such as community radios and culture points² implemented in the different regions in the country. With increasing strength, the new information technologies become a part of the lives of men and women, opening up other possibilities of easy and immediate access to the most diversified content. Digital inclusion, thus, becomes a central issue to be considered in this debate.

Surveys publicized by the IBGE in October 2007, identified relevant regional differences with respect to home access to the internet in the country. Approximately 17% of the Brazilian households had a computer with internet access in 2006, with the lowest percentage in the Northeast (9.7%). The survey also showed a significant evolution of the access to computers between 2001 and 2006: the proportion of households that had this equipment went from 12.6% to 22.1% during that period. This situation of digital divide is also expressed in the data analyzed by another study³, carried out in 2006, with results that revealed that 54.4% of the population never used a computer and 67% never browsed the internet.

The digital divide, however, is experienced differently according to sex and race/ethnicity. In 2006⁴, in white households, 69% did not have access to computers, 76% to internet, and 30% to mobile phones. In

the case of black households, these figures were 88%, 92%, and 44%, respectively. There are no significant differences between families headed by men and women with respect to these items. However, when crossing race/ethnicity and sex it is possible to identify that black women are always the ones in the worst condition, and, thus, more subjected to the digital divide.

Information systems and the devices to disseminate cultural content are increasingly integrated. The transformations through which TV has gone through, with new digital technologies ad medias – internet, mobile phones, electronic games – are essential to widen the scope of policies and reverse the situation of inequalities and differences, widening the experience of culture and giving visibility and inclusion to excluded groups.

The concern with the symbolic value of the content broadcasted in the various means of communication is increasing understood by the State as a relevant aspect. Communication has long become an essentially cultural issue, and the strength of the media in the symbolic development of gender, ethnic, generation, and class markers has been continuously evidenced.

The recognition of the central characteristic media has over the construction process of these social representations and identities and, therefore, their potential as an instrument to build and disseminate more equalitarian beliefs and values does not, however, mean that this in the

² The Culture Points are a priority action of the "Mais Cultura" Program from the MinC and aim to promote the coordination and drive forward the already existent cultural actions in communities. Civil society institutions are responsible for the points under an agreement signed with the Ministry of Culture through a selection by tender.

³ Comitê Gestor da Internet no Brasil. Pesquisa sobre o Uso da Tecnologia da Informação e da Comunicação no Brasil. Brasil: Núcleo de Informação e Coordenação do Ponto BR/ Comitê Gestor da Internet no Brasil, 2006.

⁴ National Household Survey, 2006.

only entity responsible for the production or deconstruction of stereotypes and discriminations present in communication and culture processes. A much broader set of social mediations and conventions – related to other spaces that build relations – can and should also be changed to move towards a new culture, based on the value of equality and diversity.

Based on this recognition, in 2005 the National Culture Policy was launched and amongst its guidelines was the importance of the public power in the different environments and dimensions where Brazilian culture manifests itself as a way of undoing asymmetrical relations and develop a complex network that stimulates diversity. For public management to go beyond the traditional and restrictive scope of fine arts and cultural industry products, guidelines are necessary to guarantee pluralism, greater equality of opportunities, and the value of diversity. Cultural policies should, thus, recognize and value this symbolic capital, through the stimulation of multiple expressions, generating quality of life, self-esteem, and identity relations amongst the Brazilian population.

Internationally, the debates on the different dimensions of culture were intensified in 2001 with the adoption of the Universal Declaration on Cultural Diversity. Brazil has always had a relevant role in this scenario and became one of the leaders in the institutional and political negotiation that led to the approval, in 2005, of the “Convention for the Protection and Promotion of the Diversity of Cultural Expressions”. In 2006, National Congress ratified the Convention, making Brazil one of its first signatories. Today, the countries in which the treaty is in effect are committed to the implementation of public policies to access culture, in favor of the protection of cultural groups that are more vulnerable to excluding economic dynamics.

In this context, and considering that women are currently approximately 50% of the consumer public of these media and messages and also

content producers, it is necessary and essential to include this issue into the II PNPM, providing an opportunity for plural debate, with women and media as central themes of a cultural and political perspective.

Policies promoting equality, therefore, need to consider culture, communication, and media dimensions in their strategies to value diversities and eradicate gender, race/ethnicity, sexual orientation, generation, regional, and other discriminations. Reversing these processes developing asymmetrical power relations based on culture and communication – in all their dimensions – is one of the objectives of the II National Policies Plan for Women.

It is also important to note that the insertion of this chapter into the II Plan meets one of the CEDAW Committee’s recommendations to Brazil, asking the Brazilian State to “implement encompassing measures to accelerate changes in widely accepted attitudes and practices that imprison women in subordinate and stereotyped roles applied to both sexes”. According to the Committee, these measures should include educational and awareness-building campaigns aimed at men and women, boys and girls, parents, teachers, and public agents/authorities. The Committee also recommends that Brazil increase its efforts to stimulate the various media sectors to discuss and promote non-stereotyped and positive images of women and to value gender equality.

In this case, it is important to highlight that the Brazilian media system is predominantly formed by public service private concessionaires, causing the II Plan’s challenge to be even greater. It is a profitable and dynamic sector, supported by a large advertising industry. Yet, legislation is lacking and out of date, and is currently being deeply questioned in current discussions about new information and communication technologies (ICTs) and new media, information society, and the increased interactivity available.

There is no doubt that Brazilian women are the majority audiences of the main medias – except newspapers – and have a strategic role in maintaining audiences of some of the most important private communication vehicles in the country. On the other hand, aware that these new paths are also new ways of disputing power, Brazilian women have gradually widened their visibility and participation in decision-making and senior positions in the media sector. The promotion of women to senior command positions in media companies happened more clearly from the late 1990s onward and led to the current situation: the deficit of female power is lower in the management of communication and journalism companies than in other sectors.

From the point of view of the promotion of gender equality, the consequences of the process of greater female participation in decision-making positions and in the production of non-sexist and non-discriminatory content is still unclear. It is important to consider that there is an increasingly expressive amount of women in communication and computer and information sciences careers, yet the same is not occurring in the decision-making positions of the Brazilian media system. It is essential that men and women in senior positions incorporate perspectives of respecting diversities in their daily work, ensuring the production of non-sexist, non-racist, and non-discriminatory content.

The promotion of debates on these issues, engaging not only women as leaders, but also other players – as has happened with seminars such as “Women and Media”, promoted since 2004 by the SPM, Patrícia Galvão Institute, and UNIFEM -, have given essential contribution to the discussion of numerous dimensions on media behavior in relation to women, gender issues, and all kinds of discrimination.

Studies and surveys in this field deserve special attention due to the possibility of producing information and diagnosis to base the

development of new initiatives for the promotion of non-discriminatory communication and media. In the last years, several surveys on population attitudes have made evident the criticism made by considerable segments of Brazilians with respect to the excessive violence and stereotyped representations of women in the media. Values and tastes from the so-called “common sense” are attributed to the audiences and, because of this, continually reproduced, and the media has been increasingly questioned as forming stereotypes of the imagined audience.

The incentive and support to the production of research with men and women’s perception about the representation of women in the media is strategic. This type of research allows for in depth knowledge of the impact of the messages over the different segments of society, accumulating information and data that can aid the development of policies to deconstruct gender, race/ethnicity, and other myths and stereotypes, providing women’s policies organisms and women’s organizations with follow-up, social control, and reporting mechanisms.

Considering that women are the protagonists, participants, and proponents, and not mere spectators, the stimulus of production, dissemination, and distribution of cultural artifacts, including techno-scientific, non-discriminatory, using television and internet language, journalistic discourse, and different communication techniques are strategic requirements for them to take on their role as cultural producers.

The discussion proposed here – and the action plan that follows – sheds light over the representations of female images in the media and the meaning of these representations for the development of a more equal society with greater solidarity, establishing two approaches: communication as culture and communication as a system and device to disseminate these contents. Debate and research is a part of both,

not only on the perception of the female image representations in the media, but also the participation of women as subjects in the production of cultural content.

The first approach establishes production, dissemination, and distribution of audiovisual content to the various medias as objectives, along with the formulation of public policies in this field, the inclusion and stimulus of access, and the production of content in digital media. It aims to work with public media and concessionaires to widen the opportunity for expression of women and all segments of society that defend the right to information, communication, and justice, and give priority to the production of non-discriminatory content. To do so, a partnership was developed between the Special Secretariat of Policies for Women and the Ministry of Culture in the “More Culture” program with respect to actions relative to culture, communication, and media and the generation of income and fighting all kinds of violence against women.

On the other hand, the Plan seeks to establish mechanisms not only to effectively monitor the media concessionaires with respect to possible sexist, racist, and discriminatory content, but also give and inform the media concessions, especially TV, on the greater commitment with social responsibility and the combat of all forms of dissemination of stereotyped and discriminatory content. To do so, it is necessary to develop mechanisms for monitoring and punishing, when necessary.

The priorities for policies in this field point towards different areas:

- i) widen the debate in the levels of government and society about the representation of women’s images in the media and the meaning of this representation for the development of a more equalitarian society with greater solidarity;
- ii) contribute to the formulation of a regulatory framework for the country’s Communication System, with proposals to tackle prejudice

and discriminatory approaches to gender relations, race/ethnicity, and sexual orientation, and institutional mechanisms that stimulate the production and broadcasting of non-discriminatory messages and visual and sound discourse;

- iii) ensure the introduction of gender, race/ethnicity, and sexual orientation issues into the debate on communication public policies;
- iv) work with private and public media to widen the opportunity for women and other discriminated sectors to express themselves;
- v) ensure women access to the production of content, with special attention to the production of audio and audiovisual content for wide scale broadcasting.

According to the 1988 Federal Constitution, article 215, culture must be understood as a fundamental human right, and the State must guarantee “the full enjoyment of cultural rights and support and stimulate the value and dissemination of cultural manifestations” to all. The State must also “protect the popular, indigenous, and afro-Brazilian cultural manifestations, and that of other groups participants of the national civilizing process”. In addition, the principle of equality is repeated several times in the text. Article 5 establishes that all are equal, and clause I makes equal rights and obligations between men and women explicit. Article 3 also explicitly mentions that one of the objectives of the Brazilian State is the promotion of “the well-being of all, with no prejudice due to origin, race, sex, color, age, or any other type of discrimination”. Thus, the Federal Constitution makes the universal right to culture clear, along with the production, dissemination, and distribution of the goods that result from cultural manifestations and the value given to the different processes, always with the perspective of equality.

Within this perspective, the II National Policies Plan for Women and the National Culture Plan contribute to the consolidation of Brazilian

democracy, respecting the plurality and cultural diversity in all media and the absence of racism, sexism, or any type of discrimination. Collaboration, co-responsibility, and participatory formulation are, and will continue to be, indispensable for its implementation and effectiveness.

GENERAL OBJECTIVES

- I. To contribute to the development of an equalitarian and democratic culture that does not reproduce gender, race/ethnicity, sexual orientation, and generation stereotypes;
- II. To promote the visibility of the cultural contribution of women to Brazilian society, through the dissemination of their different forms of expression;
- III. To promote women's access to cultural production and content for all types of media;
- IV. To contribute to drafting a regulatory framework for the Brazilian communication system that inhibits the dissemination of discriminatory content related to gender, race/ethnicity, sexual orientation, and for the implementation of an executive body for this purpose;
- V. To enforce the compliance of international instruments in the field and contribute to the revision of Brazilian legislation on the matter.

SPECIFIC OBJECTIVES

- I. To stimulate behavior and attitudes that do not reproduce discriminatory content and that value women in all their diversity in the media;
- II. To value initiatives and cultural production of women and about women;
- III. To contribute to increasing female presence in the different spaces of power and decision-making in national media;
- IV. To contribute to increasing social control over the broadcasting of discriminatory content in the media in general.

GOALS

- A – To develop a diagnosis on the representation of women in the media, in all regions in the country;
- B – To promote the coordination of five monitoring networks, one for each region in the country, for reports on discriminatory content on gender, race/ethnicity, and sexual orientation in the media;
- C – To have a 50% increase of the Women’s Culture Points;
- D – To hold three public selections of projects designed by women for the production of audiovisual content that deconstruct gender and race/ethnicity myths and stereotypes;
- E – To set up five Women’s Culture Points in each of the regions in the country.

PRIORITIES

- 8.1. To stimulate and guarantee that the programs to stimulate cultural production and dissemination value women’s expression and their social, political, economic, and cultural contribution;
- 8.2. To stimulate the production and dissemination of non-discriminatory and non-stereotyped content of women, giving value to race/ethnicity, sexual orientation, and generation;
- 8.3. To develop monitoring and social control mechanisms for the content broadcasted in the media, ensuring active and constant participation of society in all regions.

ACTION PLAN

Priority 8.1. To stimulate and guarantee that the programs to stimulate cultural production and dissemination value women's expression and their social, political, economic, and cultural contribution.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
8.1.1. To develop educational/informative material based on the biographies of women who contributed to the conquest of rights and citizenship.	MEC SPM	1377/8751 1433/8834	2011	Material distributed.	MinC, Seppir, NGOs, feminist and women's movements.
8.1.2. To stimulate the production, dissemination, and distribution of audiovisual material, books, and other cultural productions that address the presence of women in history and culture, considering ethno-racial specificities.	MinC SPM	1141/8886 1433/8834	2011	Material distributed.	Seppir.
8.1.3. To stimulate the production, dissemination, and distribution of audiovisual material, books, and other cultural production on indigenous women that value their role in collective decisions.	MinC Funai	1141/8886 0150/2711	2011	Material distributed.	SPM.
8.1.4. To implement Culture Points specifically aimed at gender issues, considering ethno-racial, generational, and sexual orientation specificities.	MinC	1141/8886	2011	Culture Point installed.	SPM, Seppir, SEDH, states, and municipalities.
8.1.5. To widen the perspective of existent Culture Points on gender issues.	MinC	1141/8886	2011	Culture Point with gender related activities.	SPM, states, and municipalities.
8.1.6. To train women's culture points to produce content for Public TV.	MinC	1141/8886	2011	Culture Point trained.	SPM, states, and municipalities.
8.1.7. To increase the number of Women's Culture Points.	MinC	1141/8886	2011	Women's Culture Point installed.	SPM, states, and municipalities.
8.1.8. To incorporate sex and race/color into the forms of the Exchange and Tickets Documents from the National Culture Fund.	MinC	Non-budgetary	2008	Form with items incorporated.	-

cont. Priority 8.1. To stimulate and guarantee that the programs to stimulate cultural production and dissemination value women's expression and their social, political, economic, and cultural contribution.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
8.1.9. To produce quantitative and qualitative diagnosis on the proponents of the Exchange and Tickets Documents from the National Culture Fund.	SPM MinC	Non-budgetary Non-budgetary	2011	Diagnosis produced.	-
8.1.10. To develop partnerships for the support, strengthening, preservation, and revitalization of traditional culture, giving value to traditional languages and knowledge, without discrimination of the Portuguese-speaking peoples.	MinC Funai	Non-budgetary Non-budgetary	2011	Project supported.	SPM, Seppir, Cultural Foundations and other entities involved in culture.
8.1.11. To train women to be reading agents from the Letters Arch Program.	MDA	1350/2C72	2011	Woman trained.	MEC/FNDE, state governments.
8.1.12. To promote the dissemination of information and publications on gender in libraries part of the Letters Arch Program.	MDA	Non-budgetary	2011	Collection distributed.	MEC/FNDE, state governments.
8.1.13. To implement community libraries with strong influence over domestic violence and sexual and psychological exploitation.	MDA	1350/2C72	2011	Library implemented.	MEC/FNDE, social movements.

Priority 8.2. To stimulate the production and dissemination of non-discriminatory and non-stereotyped content of women, giving value to race/ethnicity, sexual orientation, and generation.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
8.2.1. To stimulate the production of audiovisual content that deconstructs gender myths and stereotypes.	SPM	1433/8834	2011	Material disseminated.	MinC, MEC, Seppir.
8.2.2. To develop campaigns to report and combat discrimination and stereotypes of women in the media.	SPM	1068/4641	2011	Campaign developed.	MCid, MinC, Seppir.
8.2.3. To assess and guide advertising and Federal Government publications with a view to enforcing the respect of gender and race/ethnicity equality.	SPM	1068/8850	2011	Assessment developed.	Secom, Seppir.
8.2.4. To support capacity-building of media professionals to address women related issues and the dimensions of violence and public policy iniquities, with a view to enforcing the value and respect of diversity and non-discrimination of gender, race/ethnicity, generation, and sexual orientation.	SPM	1433/8834	2011	Professional trained.	MinC, Secom, Seppir, press entities or unions in the Field.
8.2.5. To assess the gender dimension in projects supported by the National Program to Support Culture (Pronac).	SPM	1068/8850	2009	Assessment developed.	MinC.
8.2.6. To stimulate local productions and the broadcasting of gender related programs in all types of media.	MinC	Non-budgetary	2011	Program broadcasted.	EBC.
8.2.7. To stimulate the creation of community radio as instruments to disseminate gender issues.	SPM	Non-budgetary	2011	Community radio created.	MinC, MC.
8.2.8. To stimulate and support fora for local and national debate and reflection on women and media.	SPM	Non-budgetary	2011	Event held.	NGOs, feminist and women's movements.

cont. Priority 8.2. To stimulate the production and dissemination of non-discriminatory and non-stereotyped content of women, giving value to race/ethnicity, sexual orientation, and generation.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
8.2.9. To support the production, dissemination, and distribution of material produced by women's organizations or other civil society organizations committed to giving value to ethno-racial, gender, sexual orientation, and generational issues.	SPM	1433/8834	2011	Material distributed.	Seppir.

Priority 8.3. To develop monitoring and social control mechanisms for the content broadcasted in the media, ensuring active and constant participation of society in all regions.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
8.3.1. To create an institutional mechanism to monitor the broadcast of images of women, blacks, and homosexuals in the media so as to combat discrimination and mercantilization of the body and lives of women.	SPM MJ	Non-budgetary Non-budgetary	2010	Mechanism created.	Seppir, Conar, NGOs, women's and feminist movements.
8.3.2. To incorporate the gender issue into the National Public TVs Forum and the Interactivity Space between Public TV and society.	SPM	Non-budgetary	2009	Forum/space with issue incorporated.	EBC.
8.3.3. To stimulate the participation of women's movements in the review process of the criteria to grant and/or renew TV and radio concessions and in drafting a regulatory framework for the country's communication system.	SPM	Non-budgetary	2011	Women's organization participating.	MC, women's and feminist movements.
8.3.4. To coordinate the Public Prosecutor's Office and Judiciary Branch to enforce control, monitoring, and punishment of communication companies, organisms, and bodies that exploit the image of women in a sexist, chauvinistic, and racist manner.	SPM MJ	Non-budgetary Non-budgetary	2011	Monitoring developed.	Seppir, Public Prosecutor's Office, Judiciary Branch, Conar, NGOs, civil society.

cont. Priority 8.3. To develop monitoring and social control mechanisms for the content broadcasted in the media, ensuring active and constant participation of society in all regions.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
8.3.5. To create the Non-discriminatory Culture, Communication, and Media Forum, with representatives from the executive, legislative, and judiciary branches and civil society to promote dialogue and formulate proposals for the promotion of a balanced non-stereotyped image of women in the media and in public utility messages.	MinC SPM	Non-budgetary Non-budgetary	2009	Forum created. Proposal made.	Secom, Legislative and Judiciary Branches, civil society.
8.3.6. To stimulate the draft of an ethics code or code of conduct on the balanced and non-stereotyped image of women in advertising.	SPM	Non-budgetary	2010	Code approved.	Conar.
8.3.7. To support the participation of women in the I National Communication Conference.	SPM	1068/2272	2008	Civil Society representative as delegate.	MC.

CHAPTER 9: FIGHTING RACISM, SEXISM, AND LESBOPHOBIA

In 2006, the Brazilian population was already over 187 million inhabitants, of which approximately 49.5% were of black race/color, according to PNAD/IBGE. Of this group, black women represented over 46 million people, distributed in all regions of the country, with greater predominance in the North and Northeast states. In addition, data indicate that the total amount of self-declared indigenous Brazilians was approximately 519 thousand, of which nearly 280 thousand were women. These are the groups of women who suffered the double discrimination phenomenon, that is, they are subjected to “multiple forms of social discrimination (...), due to the perverse conjunction of racism and sexism, leading to a sort of social asphyxiation with negative developments in all dimensions of life”¹. A diverse and plural social tissue can be identified, which becomes more complex when other factors are considered, such as sexual orientation, region, and housing situation (urban or rural; central or peripheral), age, physical condition, amongst others.

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¹ CARNEIRO, Sueli. A batalha de Durban. *Revista Estudos Feministas*, vol. 10, nº 1, 2002. p. 210.

Black, indigenous, and lesbian women are exposed to different forms of violence and exclusion mechanisms in and out of public policies, due to the force with which racism, sexism, and lesbophobia influence – and structure – Brazilian society. Discrimination in Brazil, be it gender, race/ethnicity or sexual orientation, is one of the main inequality producing factors, both between men and women and amongst women. Thus, to improve the living conditions of these groups, it is necessary to have political commitment to fight racism, sexism, and lesbophobia, since these phenomena reinforce inequalities.

The federal government has taken on this commitment since 2003, when the Special Secretariats of Policies for Women, for the Promotion of Racial Equality, and of Human Rights were created with the objective of promoting the incorporation of gender, race/ethnicity, and human rights issues (including sexual orientation) into public policies. The

inclusion of this new chapter into the Plan as a response to the demands from the II National Conference on Women's Policies represents an achievement made by the different segments of women's movements and a restatement of this commitment, now with greater level of complexity by treating gender, race/ethnicity, and sexual orientation issues in a complementary manner using the concept of intersectionality.

This concept is developed based on the coexistence of different factors such as vulnerabilities, violence, discriminations, also called subordination axis, which occur simultaneously in people's lives. Thus, it helped understand the complexity of the situation of individuals and groups while designing more adequate solutions. It also makes evident the fact that racism, sexism, and lesbophobia are not excluding phenomena but that they in fact add to each other, contributing to the production of more intense unequal and discriminatory situations for specific social groups.

Based on the intersectionality perspective, it is possible to give visibility to the existence or lack thereof of the disadvantages produced over people in an unequal society. In the case of women, these disadvantages can be the result of race/ethnicity discrimination (being black or indigenous), sex (being a woman), and sexual orientation (being lesbian). They can also be added to other variables such as social class (being poor), housing conditions (living in slums or removed rural areas), age (being young or elderly), having disabilities, and others.

One of the aspects highlighted by this concept is the impossibility of isolating or privileging any of the characteristics that form individuals and groups when drafting and managing equity policies. Isolation makes it difficult to perceive the complexity, correlations, and how these aspects are exponential, which, despite allowing simpler diagnosis and actions, ends up not only excluding persons and groups, but mainly favoring the privileged subgroups.

This perspective makes it possible to more precisely understand and tackle the coordination between gender, race/ethnicity, and sexual orientation issues, since they do not develop in an isolated manner nor do they remove other factors that can produce inequality and injustice in the daily lives of people. In addition, the presence of other factors increases their effects and provides conditions for the violation of other rights or the creation of privileges and inequalities.

Another important aspect to consider is institutional racism. Also called systemic racism, it is a concept created to represent the way in which racism penetrates institutions, leading to the adoption of exclusion actions, interests, and mechanisms perpetrated by the dominant groups through the forms of operation and definition of priorities and goals. In the case of most countries in the African Diaspora – including Brazil – this concept addresses more than the privilege of whites and their actions for the control, maintenance, and expansion of these privileges by taking over the State.

Thus, differently from other forms of manifestation of racism, institutional racism does not express itself through explicit, manifested or declared racially motivated acts of discrimination. On the contrary, it acts in a diffuse manner in the daily operation of institutions and organizations, which end up operating in a differentiated manner in the distribution of services, benefits, and opportunities to the different social groups. This type of discrimination has extremely relevant effects. It goes beyond interpersonal relations and is set in daily organizational life, including in the effective implementation of public policies, broadly generating, even if in a diffuse manner, inequalities and iniquities. Thus, the use of the concept of institutional racism allows a better understanding of the production and reproduction of Brazilian racial inequalities and increases the possibility of recovering, within public and organizational policies, new areas to combat prejudice and discrimination and promote racial

equality, moving the debate from exclusively being a matter of interpersonal relations and placing it within its political and social dimension.

These perverse social constructs end up creating a cycle of inequalities and discrimination that begins in schools and goes all the way to retirement. In the case of the adult black woman, for example, it is known that due to racism and sexism this woman is much more likely to have no, or low, schooling levels when compared to white women and men, especially white men. Due to her low schooling level, she is less likely to obtain good employment and is more exposed to unemployment and likelihood of being poor. The precarious insertion into the labor market also creates a future lack of protection due to the lack of participation in the social security system and consequently the inexistence of income linked to retirement or pensions. In addition, this situation makes black women more vulnerable to disease and violence.

With respect to schooling, in 2006, the illiteracy rate amongst women 45 years or more was greater than that of men, and the average years in school was lower. In the case of black women 15 years or more, illiteracy rate was twice that of white women. Unemployment reached 12.5% amongst black women and 5.7% amongst white men. Black women are also a significant part of informal workers with no access to social security, amongst residents of unhealthy environments, and amongst those responsible for supporting and caring for the family, approximately 60% of the heads of families with no income. In addition, approximately 75% of the infant domestic workers are black girls².

In addition to having lower life expectancy compared to white women, PNAD/IBGE data reveal that in 2004, 44.5% of black women did not

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² Ipea/Unifem. *Retrato das desigualdades 2006*. Brasília: Ipea/Unifem, 2006.

have access to clinical breast exam compared to 27% of white women. According to the Ministry of Health, between 2000 and 2004, the HIV/AIDS infection increased from 36% to 42.4% amongst black women, and amongst black men increased from 33.4% to 37.2%. The incidence of cases amongst the white population decreased during that same period. It is also important to note that 59% of the deaths of young black women by external cause are murders.

Each characteristic ends up causing the other factors to set into the life of this black woman, making her more vulnerable than the white man to a number of social, political or personal problems.

The black population gave great contribution to the socioeconomic and cultural development of the country and black women were and are a decisive part of the achievements of the rights of Brazilian women. Their fight against racism and to unmask the myth of racial democracy has been able to engage and commit other sectors of organized civil society.

The link between racism and sexism has a devastating effect over the meaning of being a black woman in Brazil. Because of racism and the consequent racial hierarchy developed, being a black woman ends up meaning holding an inferior, lesser, and more disqualified position. Sexism acts disqualifying women. Added to this, compulsory heterosexuality worsens the situation presented. This normalization of sexual relations, transforming all other forms of exercising sexuality into something deviant and negative, produces another form of discrimination against homosexual women: lesbophobia.

Racist, sexist, and lesbophobic societies build privileges for a minority group of people with the characteristics considered ideal: whites; men; heterosexuals, and, amongst them adults; residing in cities, especially in regions with greatest political and economic power; those with no kind of disability or any other characteristic considered inferior or disadvantageous.

For a long time, the political activism of black, indigenous, and lesbian women has pointed towards the recognition of the State's role in the production of actions capable of reducing the impact that racism, sexism, and lesbophobia have over their lives. Within this perspective there has been a growing demand for the drafting of inclusive, democratic, non-racist, non-sexist, and non-lesbophobic public policies. These demands have led to executive branch initiatives, mainly in the federal government, but also in other levels of government and in the judiciary and legislative branches.

However, the current progress has not been enough to produce immediate changes in the lives of black, indigenous, and lesbian women. This is mainly due to the limitations and technical inconsistencies still existent in ongoing policies. Thus, political actions and programs aimed at these groups must necessarily consider the need not only to tackle racism, sexism, and lesbophobia but also iniquities due to poverty, low schooling levels, precarious health conditions and life in the major centers, and cultural differences.

For the demands and needs of black, indigenous, and lesbian women to be met the so-called universal policies are insufficient. On the contrary, the Brazilian reality demonstrates that universal policies, by not considering the women's specificities and inequalities, have privileged white and heterosexual women. Thus, the presence of racism and

lesbophobia has led to the privilege of minority groups of women in accessing the achievements of feminist struggle.

To guarantee that women in these specific groups are placed in the center of public policies leading to equity, it is necessary to put into actions different mechanisms and simultaneously dismantle the various dimensions of subordination. In the case of public policy formulation, monitoring, and assessment, the centrality of black, indigenous, and lesbian women must be designed in a multiple approach with different aspects included, amongst which: the definition of priorities; differentiated goals; magnitude of actions; specific budget and participation in proposal formulation, monitoring, and assessment.

This chapter highlights two essential perspectives that women's policies must include to execute their objectives of equity: the ideological and operational dimensions. Both refer to the individualization of women – specific scenarios, demands, and needs – as a way of producing diagnosis and response, actions, programs, and policies.

The ideological dimension is the production of initiatives capable of confronting the racist, sexist, and lesbophobic status quo through different campaigns and actions for ideological confrontation, systemic questioning of the potential conservative reinforcement embedded in the different initiatives, and the empowerment of women from different segments. This dimension, therefore, is not automatically achieved by merely using the words race or ethnicity and sexual orientation. In fact, black, indigenous, and lesbian women are not the sum of gender + race, gender + ethnicity, and gender + sexual orientation.

The operational dimension requires the centrality of each group or population of women in proposing public policies based on different levels of affirmative action including their participation in the formulation

and management as equals compared to other women and the proposal of actions that give priority and change their life conditions. This leads to the consideration of women's perspectives and specific demands, which is not the same as foreseeing a percentage of "diversified" women in the general proposals.

Thus, for the interests of black, indigenous, and lesbian women to be met in public policies it is necessary to change the ways the institutions responsible for the formulation, execution, and monitoring of these policies operate. That is, the Brazilian State as a whole and each of its parts and different branches (legislative, judiciary, and executive) must go through profound changes to overcome the already existent discriminatory mechanisms that have resulted in privilege to specific groups both in management positions and in the actions and policies developed.

Without abandoning the measures to fight institutionalized sexism, racism, and compulsory heterosexuality, these changes must include actions that allow true progress in the formulation, implementation, and monitoring of specific public policies with budgets and the establishment of indicators such as:

- the development of affirmative actions that make it possible for black, indigenous, and lesbian women to participate in the different public policy stages and managerial and execution positions, including the encouragement of capacity-building of these groups whenever necessary;
- the capacity-building of managers to overcome prejudice;
- the development and adoption of measures to encourage non-racist, non-sexist, and non-lesbophobic actions and conducts;
- the development and adoption of punitive measures for prejudice and discrimination cases and the incompletion of specific goals;
- the dissemination of data and adoption of follow-up and assessment indicators according to criteria that consider the specificities of these groups;
- the daily demonstration of managers' commitment to the development of policies with equity, to overcome racism, sexism, lesbophobia, and prejudices.

In developing actions and policies for black, indigenous, and lesbian women, it is important to also strengthen their leadership and their various forms of organization so as to allow social activism and permanent dialogue, which are necessary to strengthen coordination within civil society and among them and public managers to achieve equity.

Overcoming the situation of inequality and adverse conditions experienced by these women is the full exercise of their human rights that have been dishonored, essentially, through ethno-racial, sexual, and lesbophobic discrimination. The affirmation of public policies aimed at these groups reinforces the commitment of transforming Brazil in to a country free of racism, sexism, lesbophobia, and other iniquities.

GENERAL OBJECTIVE

I. To develop policies, programs, and actions to fight racism, sexism, and lesbophobia and ensure the incorporation of race/ethnicity and sexual orientation issues into public policies aimed at women.

SPECIFIC OBJECTIVES

I. To increase knowledge on the ideological dimension of racism, sexism, and lesbophobia;

II. To overcome inequality based on racism, sexism, and lesbophobia;

III. To reduce the indexes of institutional racism against women, ensuring equitable access to different public policies.

GOALS

A – To train 120 thousand basic education professionals on gender issues, ethno-racial relations, and sexual orientation, in processes executed or supported by the federal government;

B – To reduce from 13.38% to 11% the illiteracy rate of black women between 2006 and 2011;

C – To increase in 5%, between 2008 and 2011, the attendance of black girls, youth, and women in basic education;

D – To increase in 10%, between 2008 and 2011, the attendance of black women in higher education;

E – To build 950 classrooms in *quilombola* communities;

F – To train 5,400 elementary public school teachers to work in *quilombola* communities;

G – To enroll 2 thousand indigenous women in Intercultural Teaching courses;

H – To qualify 100% of the basic centers for complete health care of indigenous women;

I – To implement the Sickle Cell Anemia Program in the 27 states;

J – To develop pilot experiences for the implementation of strategic health care guidelines for lesbian and bisexual women in five municipalities in the country;

K – To promote the coordination of five media monitoring networks to report discriminatory behavior in terms of gender, race/ethnicity, and sexual orientation in all regions in the country;

L – To hold three public selections of projects designed by women for the production of audiovisual content that deconstructs gender and race/ethnicity myths and stereotypes;

M – To train 1 thousand women on the Citizen Domestic Work Plan and coordinate their incorporation into the Education for Youth and Adults.

PRIORITIES

- 9.1. To formulate and implement programs, projects, affirmative actions, and actions to fight racism, sexism, and lesbophobia in governmental public institutions;
- 9.2. To strengthen the policies to fight discrimination against women affected by racism, sexism, lesbophobia, disabilities, generational factors, and other forms of intolerance and discrimination;
- 9.3. To support the capacity-building of women's and feminist movement leaders in the promotion of policies and actions to fight racism, sexism, and lesbophobia and affirmative actions.

ACTION PLAN

The actions that refer to this chapter are found in all other chapters in the II National Policies Plan for Women.

CHAPTER 10: FIGHTING GENERATIONAL INEQUALITIES THAT AFFECT WOMEN, ESPECIALLY YOUTH AND THE ELDERLY

The Brazilian demographic dynamic has been marked in the last decades as a transition period. The reduction in fertility rates and the progress of health technologies, sanitation conditions, and access to water have produced a profound change in the age structure of the country. The proportion of children and young people is increasingly lower in the total population with greater amounts of the elderly, that is, Brazil is currently getting older, with a widening of the top of the age pyramid and a narrower base.

This process has significant impact over how the State develops its policies and, moreover, the way it perceives and opens up the possibility for the contribution of different age brackets in the development of a national democracy project with social equality and inclusion. Along with these concerns, society must also pay attention to the way in which young people, adults, and the elderly have their diversities respected

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and taken into consideration. In fact, labor market insertion opportunities for youth and the elderly, for example, which are already less than for the adult population, are still much differentiated depending on the sex or race/ethnicity of the individuals.

In general, young and elderly women experience quite unique situations that must be considered during the process of designing public policies, such as health issues – related to the beginning of the experience of sexuality, teenage pregnancy, menopause – and labor – which lead to an overload of tasks, especially for young women as caretakers. In addition, women’s greater life expectancy and the increased divorce rates, and growing economic autonomy make women over 60 years of age responsible for supporting their homes, generally with the retirement pension they receive¹. On the other hand, many of these women have exclusively dedicated themselves to household tasks and their economic

¹ Due to these factors, elderly women, generally, are no longer inserted into the conventional family relations standards, making them victims of stereotypes and prejudice that violate their fundamental rights.

contribution has not been recognized, leading them to experience extreme vulnerability in their old age. This reality has been changing for the new generations with the increased entree of women into the labor market and the change, even if slow, of values and traditional gender roles.

These examples clearly demonstrate the relevance of this new chapter in the II National Policies Plan for Women. With the incorporation of the demands of social movements and the delegates participating in the II National Conference, the II PNPM has made progress by including the cross-cutting nature of the generational perspective into the implementation of public policies and programs aimed at women. It is important to note that this cross-cutting nature is expressed in the fact that the actions aimed at young and/or elderly women are spread in the different dimensions of this Plan. It is, thus, recognized that the issue cannot be dealt with in an isolated manner and should be incorporated into each sector responsible for the execution of policies in their daily work. It is also important to consider the forms in which generational inequalities are manifested in relation to gender, socioeconomic, and ethno-racial issues, creating limitations and resistance with respect to the citizenship of women and their access to certain goods in labor, consumption, health, justice, and access to identity, social, and sexual rights.

As a result of the demographic transition process, Brazil is currently one of the countries with the lowest percentage of early childhood and youth compared to other Latin-American countries. In 2006, according to the PNAD, the population of up to 14 years represented 26% of the total population. With the drop in fertility and the population that is gradually

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² Brasil. IBGE. *Síntese de indicadores sociais: uma análise das condições de vida da população brasileira – 2007*. Capítulo 7 – Idosos. Rio de Janeiro: Instituto Brasileiro de Geografia e Estatística, 2007, p. 149-177.

³ IBGE. *Op. cit.*, Capítulo 9 - Mulheres, p.201-231.

getting older, the proportion of individuals in that age bracket has lowered yearly: in 1996 it was 31.2%. Yet, youths are still the largest group in the country. When considering the population of up to 29 years of age, the importance of this segment becomes quite clear, since they form little over 50% of the total Brazilian population.

On the other hand, the demographic transition has produced an increasingly older population, widening the group of people over 60 years of age or more. In Brazil, PNAD 2006 data revealed that this group already represents 10.2% of the total population, which corresponds to 19 million people, amongst which 56% are women. This greater longevity trend of women in accentuated in the group 70 years of age or more. As an example, Rio de Janeiro is the state “where the feminization of the elderly population is most striking”, where the sex ratio reaches 57 men to 100 women².

It is important to highlight that amongst the elderly there is a predominance of whites (57.2%) over blacks and browns (41.6%), despite the fact that in the total population their participation is balanced: whites 49.7% and blacks and browns 49.5%. These data confirm the differences in the life conditions of these segments, excluding the vast majority of the black population from the access to basic goods and services, which is translated into a reduction in life expectancy, amongst other negative effects. This situation is certainly reflected in the life trajectories and forms of dealing with old age of white and black women, also considering that in addition to their greater number amongst the elderly, the participation of women as people of reference or “heads” of family is growing, mainly between 25 and 39 years and 60 years or more, corresponding to 26.7% of the people of reference in each one of the two groups³.

When analyzing the situation of young Brazilian women it is possible to note that a significant part of this population, currently totaling approximately 25 million people, has been subjected to different types of violations of their fundamental rights. According to studies developed by the Recife Health Secretariat, black women in that municipality are 1.7 times more likely to die than white women. This proportion is even greater when analyzing data for women 20 to 29 years old: the risk is 2.4 times greater amongst blacks and browns. In this age bracket the greatest difference is amongst homicide rates: black women are assassinated approximately 40 times more than white women⁴.

According to the 2002 National Survey of the Trafficking of Women, black women from 15 to 25 years are the majority of trafficked women. In health, in the case of AIDS, for each young male between 14 and 19 years with AIDS there are already two HIV-positive girls. In the general population this relation is reversed: 1.8 men for each woman.

Another data that shows the inequality in relation to black young women is in the labor market, since black women under 30 are the ones in the most precarious situation: approximately 71% of these women are in informal jobs, with nearly inexistent social protection, leading to a situation of lack of protection in old age as well, with no private or public social security coverage. The income of black women, compared to white men in the same schooling levels, is never over 53% even amongst those with 15 school years or more.

The stereotyped representations built and disseminated about the abilities and meanings of being a young or elderly woman are determinants in

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⁴ Based on 2001 to 2003 data from the Mortality Information System, available at: <http://www.pnud.org.br/noticias/impresao.php?id01=2371>

⁵ DEBERT, Guita G. *A reinvenção da velhice*. São Paulo: EdUSP, 1999.

⁶ Rede Latino Americana e Caribenha de Jovens por Direitos Sexuais e Reprodutivos/Programa Mulher, Justiça e Gênero – ILANUD. *Mulheres jovens e direitos humanos: manual de capacitação em direitos humanos para mulheres jovens e aplicação da Cedaw*. São Paulo: REDLAC/ILANUD, 2004. Tradução ao português coordenada pelas Jovens Feministas de São Paulo e União de Mulheres de São Paulo.

this situation of inequalities. In the representations and negative stereotypes of old age, most women considered elderly have few social mobility possibilities. This situation is worsened when considering ethno/racial conditions.

On the other hand, gerontology conceptions disseminated in society reiterate the perspective that even in a country that praises beauty, youth, and sensuality as markers in its culture, old age cannot be seen as a moment of loss, physical decadence, and absence of social roles. The accumulated achievement must be highlighted when growing older, even if for few, such as positions of power, wealth, and prestige⁵.

The notions of youth are also developed by cultures, based on characteristics such as bodily changes, and political, economic, and even geographic conditions. Youth has been associated to numerous aspects, assumptions, expectations, fears, and idealizations that, historically, meant disadvantageous situations for youth, such as the lack of control over their own lives and marginalization.

This is a very dense period for young women, since they must respond to various demands presented in few years. During this stage, the so-called double female life occurs, with an accumulation of responsibilities with the traditional and modern responsibilities towards themselves, the home, children, work, and studies⁶. The beauty esthetic is another common value that interferes in the way in which young women deal with their bodies, lives, and how they insert themselves in social spaces. The esthetic commercialized by the media idealizes a single type of woman, suggesting that it is the only possibility of “positive” social

insertion, fixing a beauty standard that must be met and that is not very representative of the diversity of Brazilian women, along with evidencing the constant need for the approval of others, often times that of men.

Going against this homogenizing trend, the government has worked to recognize differences, whichever they may be. The concept that guides the development of youth policies is the recognition that it is not only one, but rather heterogeneous, with distinct characteristics that vary according to social, cultural, economic, and territorial aspects. This perspective led to a new type of public policy that considers youth as a social segment with rights and a protagonist of national development. This concept is guided by two main notions: opportunities and rights. The federal government actions and programs seek to offer youth opportunities and ensure their rights, so that they might recover hope and engage themselves in the development of citizen life in Brazil. The different policy areas can be distributed along the following guidelines:

- opportunities to acquire skills – access to education, professional qualification, and citizenship;
- opportunities to use skills – access to labor market, credit, income, sports, leisure, culture, and land;
- enforcement of rights – provision of services that guarantee the basic needs of young people and the necessary conditions to take advantage of the opportunities available⁷.

In face of this situation of inequalities, it is necessary to question how the State has dealt with this situation and how meanings have been reformulated in the public space, through the cross-cutting nature of gender issues in relation to the generational inequalities associated to

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⁷ Brasil. *Guia de políticas públicas de juventude*. Brasília: Secretaria-Geral da Presidência da República, 2006.

⁸ Rede Latino Americana e Caribenha de Jovens por Direitos Sexuais e Reprodutivos/Programa Mulher, Justiça e Gênero – ILANUD. *Mulheres jovens e direitos humanos: manual de capacitação em direitos humanos para mulheres Jovens e Aplicação da Cedaw*. São Paulo: REDLAC/ILANUD, 2004. Portuguese translation coordinated by Jovens Feministas de São Paulo and União de Mulheres de São Paulo.

other inequalities. It is important to consider the limitations of public policies that, despite incorporating gender issues, were not always cross-cutting in their coordination and obliquities with generational inequalities. Equal opportunities mean access for all women to the same opportunities, with qualification, skills, and talent as criteria, irrespective of their race/ethnicity, sex or origin. This must be developed through institutional coordination of all policies so as to reach the desired objectives and so that equal results be socially valued. It is also important to note that the increasing elder population imposes upon the government and society a joint effort to address greater and new demands that must be translated into policies and procedures to address the specific needs of this segment of the population.

Thus, the implementation of the actions proposed throughout this PNPM requires that the entire government pay attention to the inequalities that affect young and elderly women more intensely, understanding that women do not form a homogeneous segment but, rather, are marked by multiple identities. For women to truly be able to enjoy all their rights it is essential to consider generational specificities, identifying and fully acknowledging the diversity present in each stage of their lives⁸. It is, therefore, necessary to study inequalities and design public policies based on the recognition of the plurality and multiplicity of the complex relations established amongst the various cultural dimensions and components of gender and generational relations.

Facing the debate on historically accumulated and socially reproduced generational inequalities in Brazil is a major challenge that must be met by public policies with a cross-cutting strategy. This chapter

represents an important step forward and is the acknowledgement that such inequalities must be considered principles for the National Policy for Women and that the invisibility of these groups must be overcome. By ensuring the protagonism of young and elderly women in the drafting, implementation, monitoring, and assessment of public policies and programs developed within the PNPM, the importance of addressing one's own condition is reinforced, since experience cannot be replaced by the perspective of onlookers.

GENERAL OBJECTIVES

- I. To ensure the inclusion of the generational perspective into public policies aimed at women;
- II. To ensure the protagonism of young and elderly women in the drafting, monitoring, and assessment of public policies and programs developed within the PNPM;
- III. To promote the autonomy of young and elderly women, considering their specificities and diversities.

SPECIFIC OBJECTIVES

- I. To reduce indexes of violence against women, considering generational diversities;
- II. To ensure equal rights and opportunities in access, permanence, and promotion of young women, especially black women, in the labor market;
- III. To increase the permanence of young women in formal education, avoiding school dropouts, especially for black women, rural workers, *quilombolas*, indigenous, lesbian, with disabilities, and young women with problems with the law;
- IV. To reduce female illiteracy, especially amongst black and indigenous women and those over 50 years of age;
- V. To strengthen prevention and complete health care actions for teenage and young women;
- VI. To stimulate and strengthen the inclusion of women in the social security system based on universal coverage.

GOALS

- A. To adopt measure to promote a 4% increase in the activity rate of women 16 years or older, between 2006 and 2011;
- B. To reduce from 9.64% to 8% the female illiteracy rate, between 2006 and 2011;
- C. To train 15 thousand young female family farmers in the program "Saberes da Terra" from the Projovem;
- D. To train four technical references per state in care for women in menopause;
- E. To build awareness in five technical references per state in gynecological care for women and adolescents;
- F. To have a 100% increase of the complete health care network for women and adolescents in situations of violence;
- G. To train 100% of the states in Complete Health Care for women in prison and adolescents who have been in conflict with the law.

PRIORITIES

- 10.1. To ensure the implementation of actions to fight inequalities against young and elderly women in governmental public institutions;
- 10.2. To support the implementation of the Statutes for the Elderly and for Children and Adolescents;
- 10.3. To support the training of young feminist movement leaders in the promotion of policies and actions to fight generational inequalities.

ACTION PLAN

The actions that refer to this chapter are distributed in the other chapters in the II National Policies Plan for Women.

PARTE III

CHAPTER II: PLAN MANAGEMENT AND MONITORING

The drafting and implementation of the National Policy Plan for Women represented a major challenge for the federal government and for the state and municipal governments that took on the challenge of implementing it in their levels.

The “cross-cutting nature of gender” in public policies was materialized in the Plan and its management and monitoring became just as relevant as its actions.

Despite some mentions to cross-cutting management having been made in previous periods, starting in 2003, with the creation of the SPM and Seppir, the issue truly becomes an effective and clear priority. Many factors contributed to this, amongst which:

- i) the federal government’s political commitment to the issue;
- ii) the quality scientific production on gender relations, which provided greater knowledge;

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- iii) the visibility and legitimacy of the feminist movement, which politically pressured for the development of gender policies;
- iv) the international pressures from bodies such as the Cedaw/ UN Committee, the Commission on the Status of Women/UN, and the Inter-American Commission of Women/OAS;
- v) the questioning of existent paradigms and values that are the basis of inequalities between men and women and the different roles each takes on in society.

As already pointed out by the I PNPM, the cross-cutting managerial model is considered one of the major challenges in public administration and its main characteristic is the “horizontal and non-hierarchal coordination, seeking to influence the design, formulation, execution, and assessment of the set of public policies”¹.

Thus, cross-cutting management is a political priority and is aimed at seeking results and the integration of programs that are identified as

¹ Brasil. Secretaria Especial de Políticas para as Mulheres. *Plano Nacional de Políticas para as Mulheres*. Brasília: Secretaria Especial de Políticas para as Mulheres, 2004. p. 85.

complementary, increasing the results of governmental actions. Its main objectives are:

- i) to incorporate concepts and practices related to cross-cutting management in governmental policies;
- ii) to improve integration between sectoral bodies in the definition and treatment of cross-cutting management;
- iii) to increase the coordination between institutions and other players involved in cross-cutting management;
- iv) to identify sectoral opportunities to invest in specific activities related to cross-cutting management;
- v) to publicize and disseminate knowledge related to the issue to the various entities and governmental and non-governmental fora.

Within this context, the SPM is responsible for coordinating the various State sectors in an effort to include and consider women's demands, needs, and potentials in the entire process of drafting, implementing, and executing public policies. It is important to restate that the creation of the Secretariat does not mean the other ministries are no longer responsible for incorporating gender and race/ethnicity issues into the definition and execution of their policies. The creation of specific bodies to address cross-cutting issues is not an alternative to the work of the sectoral bodies, since their main function is to ensure the inclusion of such issues into all public policies, while the sectoral bodies are responsible for directly executing the actions.

For the management of the first version of the PNPM, some instruments were created to coordinate the different ministries and secretariats responsible for its execution along with mechanisms for the monitoring and assessment of actions developed and to stimulate the vertical cross-cutting nature of gender.

Thus, Decree num. 5,390/2005, which launches the I PNPM, created the Committee for the Coordination and Monitoring of the Plan. Coordinated by the SPM, the Committee is responsible for:

- i) establishing the PNPM follow-up methodology;
- ii) supporting, stimulating, and technically aiding the implementation of the Plan in states and municipalities;
- iii) following-up and assessing PNPM implementation activities;
- iv) promoting the Plan's dissemination;
- v) adjusting the Plan's goals, priorities, and actions;
- vi) drafting an annual follow-up report;
- vii) sending the report to the CNDM and the Social Policies Chamber.

Due to the increased scope of the second edition of the Plan and considering the assessments of the Committee's work from 2004 to 2007, important changes were made in its structure. Initially, the Committee was formed by representatives of all bodies directly involved in the Plan and civil society through the National Women's Rights Council. Now it also includes representatives from state and municipal women's policies organisms. This inclusion happened especially because of the need to have sub national interlocutors that could be linked to federal bodies and, thus, coordinate more effectively the implementation of the Plan in a local level. It is important to note that the SPM holds quarterly national meetings of the Governmental Mechanisms for Women's Policies Forum, with the participation of all women's policies coordinations/secretariats from states and municipalities. The Forum – which since 2007 also holds regional meetings – represents another important space for this vertical coordination and the dissemination of information and decisions defined within the Committee.

As a result of the Conference's decisions, the Committee was widened to incorporate new partners in the federal level. In the II Plan new members include the Ministries of Culture and the Environment, the

General Secretariat of the Presidency (under which is the National Youth Secretariat), the Social Communication Secretariat, the Office of the Chief of Staff, the National Indigenous Foundation (Funai), and the Applied Economic Research Institute (Ipea), which separated from the Ministry of Planning in 2007. Finally, civil society representation was widened, moving from one to three seats reserved for council members from the National Women's Rights Council².

It must also be highlighted that the Committee's regiment foresees the development of work groups and technical chambers with the function of enforcing the attributions, systematizing information, and drafting reports on specific topics. A technical committee was also created to give support to its work, especially with respect to the collection of information from sectoral bodies and the drafting of reports and is formed by representatives from the SPM, Ministry of Planning, Office of the Chief of Staff, and Ipea.

The Committee is supported by the PNPM Monitoring and Assessment System. Created by the SPM in 2005, the System's objective is to establish a more reliable and less bureaucratic flow of information, to ensure data integrity and veracity and the systemic production of material to contribute to the follow-up of the Plan's execution. This tool is essential to give the necessary support to the decision-making process and ensure transparency in the implementation of actions and the results obtained. The System is available at the homepage of the Special Secretariat of Policies for Women and can be accessed by all of society.

In addition to these instruments, several strategies are necessary to ensure the viability of the incorporation of gender issues into public policies.

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² Each governmental body has two seats: one for the effective member and another for the substitute. State and municipal organisms each have two seats for effective representatives.

These are expressed in the priorities of this Management chapter and include the following aspects:

- i) making information available on issues of gender equality or inequality: the PNPM management requires permanent support with reliable information and data on the different fields of operation that are connected in the fight against gender inequalities and the promotion of women's autonomy and rights. In addition, the production of studies, surveys, and statistics disaggregated by sex is essential to formulate equality strategies and policies;
- ii) mobilization of the indispensable human and financial resources in the federal, state, and municipal levels. In the federal space, the last years have demonstrated the importance of the creation of gender committees or other bodies and entities that are internally coordinated to draft and monitor policies in the area. The strategy in state and municipal levels has been to strengthen the bodies that implement public policies and stimulate the development of State and Municipal Policy Plans for Women to ensure that the demands sent to the National Conference are met. It must be highlighted that in the Brazilian report made by the Cedaw Committee Brazil was complimented for its strategy to stimulate the creation of institutional mechanisms to monitor and implement gender equality policies in state and municipal levels and was instructed to continue adopting this strategy, strengthening these mechanisms in all three levels, with sufficient financial and human resources for them to be able to perform their duties efficiently;
- iii) the effective and significant participation of women in public and political life and in decision-making. Work has been developed with the CNDM to create and strengthen state and municipal women's rights councils, as referred to in chapter 5 of this II PNPM,

as a possibility to carry out dialogue with civil society and ensure transparency of actions;

iv) increase the formation of public agents in gender, race/ethnicity, and human rights issues: corresponds to an institutional strengthening strategy for the federal government to provide adequate management of the cross-cutting nature of these issues, with the formation of managers and technical teams on the issue, through capacity-building programs that meet the new demands of cross-cutting actions. It is also necessary to build awareness of managers with respect to the meaning of the new practices and concepts that are their pillars.

Therefore, the three priorities in the first PNPM were maintained, yet adjusted so as to incorporate civil society demands and the requirements and needs of current times. Some actions have already been executed and concluded, whereas others, undergoing execution, require specific developments. Some examples of these changes are: the specification of different studies and research, covering wide areas of interest for knowledge on women's rights and gender issues; the focus on production and dissemination of specific indicators and the creation of indicator systems from strategic government sectors in gender equity policies; the inclusion of segments of women historically absent from the decision-making process, incorporating intersection dimensions highlighting the impossibility of isolating or privileging, in the design and management of equity policies, any of the dimensions present in the lives of people and groups, be it race/ethnicity, gender, social class, or other.

The cross-cutting nature of gender and race/ethnicity in the formulation of public policies was made explicit and defined as a public administration challenge in the 2004-2007 multiyear plan, based on

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³ Ministério do Planejamento, Orçamento e Gestão. *Manual de elaboração Plano Plurianual 2008-2011*. Brasília: MPOG, 2007.

the understanding that these are structural dimensions of social inequalities and overcoming them is a basic condition for the promotion of development and the consolidation of democracy. Challenges selected for federal administration included: promoting the reduction of racial inequalities and promoting the reduction of gender inequalities.

The 2008-2011 multiyear plan progresses in relation to the commitments made as it incorporates gender and race/ethnicity into the Government's Strategic Objectives. The promotion of gender and race/ethnicity equality is stated as the 4th strategic objective as follows: "To strengthen democracy, with gender, race, and ethnic equality, and citizenship with transparency, social dialogue, and the guarantee of human rights"³. This means that when drafting their multiyear plans, the different bodies and secretariats must consider these issues as strategic to reach this government's greater objectives, which are social inclusion and the reduction of inequalities.

Based on this guidance framework, sectoral bodies developed their own objectives, which guided the design of programs and actions for the next four years. As the gender policies coordinating body in the federal government, the SPM worked with six strategic objectives that make this II PNPM concrete. They are:

- 1) To promote the incorporation of gender issues into the formulation of policies and the perfection of management mechanisms in all levels of the public administration, considering the diversities existent amongst women;
- 2) To contribute to the full exercise of citizenship and guarantee women access to social and economic rights, seeking to reduce gender inequalities and discriminations;

- 3) To implement, within the State, policies that promote the conciliation between professional and domestic activities and help change the current sexual division of labor;
- 4) To prevent and fight all forms of violence against women;
- 5) To promote a cultural change based on the dissemination of equalitarian attitudes and ethical values of unrestricted respect to gender diversities and the value of peace;
- 6) To contribute towards widening women's exercise of power, making their participation in all decision-making areas possible.

Since governmental work is divided in sectors, it is still quite common for bodies not to be committed to the budgetary definition and/or assignment for gender policies. This II PNPM sought to move forward in this, working so that actions presented a budgetary allocation, both in terms of the amount of funds destined and in relation to the source of these funds. This information will be published in the printed document

of the Plan as soon as the budgetary bill of law is approved in National Congress.

Thus, the coordination between the Plan and the Multiyear Plan is even more important when considering that each program and action in the government's multiyear planning is assigned specific funds. This means that the actions foreseen in the Plan have direct relation to those in the Multiyear Plan, thus ensuring the allocation of specific budget and reducing the vulnerability to situations of budgetary restrictions or changes in the body's work.

The challenge for the effective implementation of the II PNPM is to work so that sectoral budgets include gender and race/ethnicity issues explicitly, so as to ensure funds to make the cross-cutting strategy viable. This challenge involves managers committed to the issue and society at large, in a pact towards building a fairer and more equalitarian society.

GENERAL OBJECTIVE

I. To implement the II National Policies Plan for Women in an efficient and effective manner, with transparency in actions and the coordination between the different federal, state, and municipal governmental bodies.

SPECIFIC OBJECTIVES

I. To make the shared and cross-cutting management of the PNPM viable in the federal, state, and municipal public administrations;

II. To widen the knowledge on women's situation in Brazilian society and gender public policies;

III. To stimulate social control in the implementation of the National Policy Plan for Women;

IV. To review and implement the Follow-up System for the National Policy Plan for Women.

GOALS

A – To contribute towards the creation and strengthening of state organisms for the promotion of women's policies in the 27 states;

B – To contribute towards the creation and strengthening of municipal organisms for women's policies in all municipalities with over 100 thousand inhabitants;

C – To stimulate the formulation of state Plans for women's policies in the 27 states;

D – To stimulate the formulation of municipal Plans for women's policies in all capitals in the country;

E – To implement the National Data and Statistics System on violence against women;

F – To train all public servants hired by public exams in the federal public administration in gender, race/ethnicity, sexual orientation, generation, and human rights issues;

G – To develop a Follow-up System for the Implementation of the II PNPM for states and municipalities.

PRIORITIES

11.1. Capacity-building and qualification of public agents on gender, race/ethnicity, sexual orientation, generation, and human rights issues;

11.2. Production, organization, and dissemination of data, studies, and research on gender, race/ethnicity, violence against women, sexual orientation, generation, and human rights;

11.3. Widen the institutionalization of gender policies in the federal, state, and municipal administrations;

11.4. Monitor and assess the II National Policies Plan for Women.

ACTION PLAN

Priority 11.1. Capacity-building and qualification of public agents on gender, race/ethnicity, sexual orientation, generation, and human rights issues.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
11.1.1. To insert a gender, race/ethnicity, and human rights module into the formation and continuation courses of the public federal administration.	MPOG	Non-budgetary	2011	Course with module incorporated into program content.	SPM, Seppir, SEDH, Enap, ESAF, MJ, PF, PRF.
11.1.2. To insert a gender, race/ethnicity, and human rights module into the capacity-building courses of the 2008-2011 PPA for program managers and action coordinators.	MPOG	Non-budgetary	2011	Course with module incorporated into program content.	SPM, Seppir, SEDH, Enap.
11.1.3. To include into the content of public exams gender and race/ethnicity issues.	MPOG	Non-budgetary	2011	Exam with gender and race/ethnicity issues included.	SPM, Seppir, SEDH.
11.1.4. To hold awareness and capacity-building events on gender, race/ethnicity, and human rights issues in the Judiciary and Legislative Branches.	SPM Seppir SEDH	1068/8849 To be defined TO be defined	2011	Event held.	MJ, United Nations Agencies, NGOs.
11.1.5. To develop capacity-building courses that consider gender, race/ethnicity, and generation issues for servers from the federal, state, and municipal executive, legislative, and judiciary branches and national council members.	MDS MMA Seppir SEDH SPM	1006/6877 0511/To be defined To be defined To be defined 1068/8849	2011	Course held.	MJ, United Nations Agencies, states, municipalities, Enap.
11.1.6. To train agents who represent <i>quilombola</i> communities.	Seppir	To be defined	2011	Person trained.	SPM, NGOs.
11.1.7. To draft didactic material for the capacity-building of servants with respect to gender issues, women's rights, and the environment.	MMA	0511/To be defined	2011	Material prepared.	SPM, NGOs.
11.1.8. To create a Consultants Bank on racism, sexism, and lesbophobia for the qualification of professionals and managers of all areas of the II PNPM and governmental levels.	SPM	Non-budgetary	2009	Bank available.	Seppir, SEDH, Funai, other ministries part of the PNPM Monitoring Committee, women's and feminist movements.

Priority 11.2. Production, organization, and dissemination of data, studies, and research on gender, race/ethnicity, violence against women, sexual orientation, generation, and human rights.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
11.2.1. To develop studies and research on the impact of social programs in relation to gender and race/ethnicity.	MDS SPM	1006/4923 1068/8850	2011	Study/research developed.	Seppir, CNDM, Ipea, IBGE.
11.2.2. To develop research on the perception of men and women in relation to the representation of women in the media.	Secom SPM	To be defined 1068/6245	2011	Research developed.	MinC, MC, NGOs, women's and feminist movements.
11.2.3. To collect information on good managerial practices in governments/bodies headed by women.	SPM	1068/6245	2011	Research developed.	NGOs, women's and feminist movements.
11.2.4. To develop research to assess changes in the participation standards of white, black, and indigenous women in elective positions.	SPM	1068/6245	2011	Research developed.	Seppir, TSE.
11.2.5. To develop national research on the use of time.	IBGE SPM	To be defined 1068/6245	2011	Research developed.	MS, Ipea.
11.2.6. To develop national research on victimization with specific module on violence against women.	MJ IBGE	1127/8994 To be defined	2009	Research developed.	SPM.
11.2.7. To give continuity to the research on the organizational profile of the DEAMs.	MJ	1127/8994	2011	Research developed.	SPM.
11.2.8. To develop research for a national diagnosis on the ATER network and the main challenges for the incorporation of women's demands in ATER.	MDA	1427/8332	2011	Research report developed.	SPM, Emater, National ATER Network and the Condraf ATER Committee.
11.2.9. To develop research on the profile of women who access the Pronaf Woman and women in the Family Agriculture Registry.	MDA	1433/8400	2011	Research report developed.	SPM, Financial Agents, rural women's movement, ATER Network.

cont. Priority 11.2. Production, organization, and dissemination of data, studies, and research on gender, race/ethnicity, violence against women, sexual orientation, generation, and human rights.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
11.2.10. To support, publish, and disseminate research on issues related to women's complete health care, including the diagnosis of the health situation of the population living in the streets and gypsy peoples, considering the specificities of women in these situations.	MS	0016/8707	2011	Research disseminated.	SPM.
11.2.11. To develop research on the profile of women in the National Education Program for Land Reform (PRONERA).	MDA	1350/2272	2011	Research report developed.	SPM, NEAD, and universities.
11.2.12. To support the development of studies and research on public policies aimed at women in rural areas.	MDA	1433/8400	2011	Study/research supported.	Rural Studies Network, universities.
11.2.13. To support the development of studies and research for the diagnosis and update of data and indicators on the reality of women in rural areas.	MDA	1433/8400 1334/1026 0351/4280	2011	Study/research supported.	Incra, Dieese, IBGE, Rural Studies Network, universities.
11.2.14. To promote the Margarida Alves Award to support rural issues and gender studies.	MDA MDS	0139/2103	2011	Study supported.	SPM, Anpocs, ABA, REDOR, rural women's movements.
11.2.15. To draft and improve indicators on development programs (income generation) and the combat of hunger incorporating gender and ethno-racial issues.	SPM	Non-budgetary	2011	Indicator improved.	SPM, CNDM, Seppir.
11.2.16. To perfect the use and collection of information from administrative registries with the incorporation of race/color and sex items.	MDA	Non-budgetary	2011	Administrative registry with race/color and sex items incorporated.	Ministries and Secretariats part of the PNPM Committee, CEF.

cont. Priority 11.2. Production, organization, and dissemination of data, studies, and research on gender, race/ethnicity, violence against women, sexual orientation, generation, and human rights.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
11.2.17. To create and improve gender, race/ethnicity indicators to monitor the ATER actions.	SEDH	1427/8332	2011	Indicator improved.	SPM, ATER Network, MDA partner entities.
11.2.18. To develop the National System for Human Rights Indicators with a gender dimension.	MS	0155/4904	2011	System implemented.	SPM, MRE, IBGE, Ipea.
11.2.19. To consolidate the Compulsory Reporting information system in health services.	MJ	1444/6170	2011	Health service with system implemented.	SPM.
11.2.20. To develop the National Data and Statistics System on Violence against Women.	MS SPM	1127/8994 1444/6170 0156/1005	2011	System developed.	State and Municipal Public Safety and Health Secretariats.
11.2.21. To generate data and strategies for the diagnosis of violence against young women respecting sexual orientation, social class, and race/ethnicity diversities.	SEDH Seppir MJ SPM	0155/2D95 To be defined 1127/8994 1068/6245	2011	Publication disseminated.	Universities, NGOs, women's and feminist movements.
11.2.22. To set up a Gender and Time Use Committee in IBGE.	SPM IBGE Ipea	Non-budgetary Non-budgetary Non-budgetary	2008	Committee set up.	CEF, MS.
11.2.23. To stimulate the creation and strengthening of gender studies in universities.	MEC SPM	Non-budgetary Non-budgetary	2011	Centers created/ supported.	Universities.

Priority 11.3. Widen the institutionalization of gender policies in the federal, state, and municipal administrations.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
11.3.1. To create gender committees in all ministries and other sectoral bodies.	SPM	Non-budgetary	2011	Gender committee implemented.	-
11.3.2. To work with state and municipal governments to create organisms to promote women's policies and their coordination with the various sectors in state and municipal governments.	SPM	Non-budgetary	2011	Organism implemented.	States and municipalities, CNDM, women's and feminist movements.
11.3.3. To support the creation and strengthening of organisms for women's policies in the state and municipal executive branches.	SPM	1433/8838	2011	Organism supported.	States and municipalities, CNDM, women's and feminist movements.
11.3.4. To hold national and regional meetings of the Forum of Women's Policies Organisms.	SPM	1433/8838	2011	National/regional meeting held.	States, municipalities.
11.3.5. To coordinate and support states and municipalities in the development of their local women's policies plans, according to the II PNPM guidelines.	SPM	1433/8838	2011	State/municipal plan drafted.	States and municipalities, women's and feminist movements.
11.3.6. To design a strategy to disseminate the National Policy Plan for Women in society at large and state and municipal governments.	SPM	Non-budgetary	2011	PNPM disseminated in state/municipality.	States and municipalities, CNDM, women's and feminist movements.
11.3.7. To draft and distribute guidance material for states and municipalities to draft their own state and municipal women's policies plans.	SPM	0750/2000	2011	Material distributed.	-
11.3.8. To stimulate state and municipal organisms for the promotion of women's policies to design programs, projects, and actions for young and elderly women.	SPM	Non-budgetary	2011	State/municipal plan with actions aimed at young and elderly women.	SG.

Priority 11.4. Monitor and assess the II National Policies Plan for Women.

Action	Body responsible	Program/ PPA Action	Deadline	Product	Partners
11.4.1. To revise and maintain the National Follow-up System for the National Policy Plan for Women.	SPM	1068/10UF	2011	System revised. Report developed.	Ministries and secretariats part of the PNPM Monitoring Committee, CNDM, state and municipal women's policies coordination/secretariats.
11.4.2. To hold periodical meetings of the Coordination and Monitoring Committee of the National Policy Plan for Women.	SPM	Non-budgetary	2011	Meeting held.	Ministries and secretariats part of the PNPM Monitoring Committee, CNDM, state and municipal women's policies coordination/secretariats.
11.4.3. To monitor the indicators of the actions of the National Policy Plan for Women.	SPM	Non-budgetary	2011	Report with indicators disseminated.	Ministries and secretariats part of the PNPM Monitoring Committee, CNDM, state and municipal women's policies coordination/secretariats.
11.4.4. To present through the MME Gender Portal information on PNPM actions and goals, with results based on social responsibility indicators, chronograms, partnerships, participation of society and the impact of implemented actions.	SPM	Non-budgetary	2011	Information disseminated in the Gender Portal.	SPM, companies linked to the MME.
11.4.5. To create, within the SPM, an Advisory Group to monitor and implement the actions to combat racism, sexism, and lesbophobia within the PNPM.	SPM	Non-budgetary	2011	Group created. Follow-up report drafted.	Seppir, SEDH, Funai, women's and feminist movements.

CAPÍTULO 12: CHAPTER 12: BUDGETARY FORECAST 2008-2011

The cross-cutting nature of gender and race/ethnicity in public policy design was made explicit and defined as a public administration challenge in the 2004-2007 PPA, based on the understanding that these dimensions are structural in social inequalities and to overcome them is essential to promote development and the consolidation of democracy. The following were some of the main challenges at that time for the federal administration: to promote the reduction of racial inequalities and promote the reduction of gender inequalities.

The 2008-2011 PPA progresses in relation to these commitments as it incorporates gender and race/ethnicity issues into the Government's Strategic Objectives. The promotion of gender and race/ethnicity equality is stated in the 4th strategic objective as follows: "To strengthen democracy, with gender, race, and ethnic equality, and citizenship with transparency, social dialogue, and the guarantee of human rights". This means that when drafting their multiyear plans, the different ministries

and secretariats should consider these dimensions as strategic to meet this government's greatest objective, which are social inclusion and the reduction of inequalities.

Based on this guidance framework, sectoral bodies developed their own objectives, which guided the design of programs and actions for the next four years. As the gender policies coordinating body in the federal government, the SPM worked with six strategic objectives that make this II PNPM concrete. They are:

- 1) To promote the incorporation of gender issues into the formulation of policies and the perfection of management mechanisms in all levels of the public administration, considering the diversities existent amongst women;
- 2) To contribute to the full exercise of citizenship and guarantee women access to social and economic rights, seeking to reduce gender inequalities and discriminations;

- 3) To implement, within the State, policies that promote the conciliation between professional domestic activities and help change the current sexual division of labor;
- 4) To prevent and fight all forms of violence against women;
- 5) To promote a cultural change based on the dissemination of equalitarian attitudes and ethical values of unrestricted respect to gender diversities and the value of peace;
- 6) To contribute towards widening women's exercise of power, making their participation in all decision-making areas possible.

For the II PNPM objectives and actions to become concrete, a considerable investment of funds is necessary not only on the part of the SPM but also other ministries and secretariats that develop specific actions for the promotion of equality between men and women or that are able to include the cross-cutting perspective of gender into the already existent programs.

Technical and even political difficulties, however, exist in the definition and association of funds to programs aimed at gender and/or race and ethnicity issues. These resistances have prevented the development of a budget that brought together the entire federal government investment in gender and/or women's policies. Therefore, the II PNPM aims to move forward for actions to have a budgetary allocation in terms of the amount of funds and their source.

This definition is at once an innovation and a challenge. Innovation because it creates the possibility of for the first time having a global estimate of the federal government funds for

activities aimed at women. A challenge because the government's work has traditionally been characterized by sectoral treatment, where there is not much coordination and integration of actions and relative invisibility and supposed neutrality of gender, race/ethnicity, sexual orientation, and other policies. Despite the existence of actions with a gender bias in ministries/secretariats, a commitment to the definition and/or specific budgetary assignment does not always exist.

As a consequence, during the development of the II PNPM some ministries had difficulties in defining disaggregated funds for each action in the Plan under their responsibility. The persistence of wide and universal governmental programs and actions, with budgets established as financial aggregates and formulated without considering the differentiated impact of public intervention over each specific social group reinforce a partial perspective of these policies and make it difficult to identify funds aimed at women or gender policies.

Despite some areas having progressed significantly, the inclusion of these issues into the PPA and the Federal Budget is still incipient and insufficient to address gender and/or race and ethnic specificities. If the planning of public action is not done considering such issues it is very difficult to measure and assess the results of governmental action aimed at the promotion of equality and estimating the investments made in each sectoral body.

Given the difficulties presented, it was decided that for the implementation of all the initiatives of the II Plan each ministry would use its global budget estimate. The only budgetary information included in the PNPM actions would be the relation to the PPA in the action

Table 1 – Budget (in R\$) foreseen for the execution of the II National Policies Plan for Women, by body responsible. Brazil, 2008-2011.

Body responsible	Budget2008-2011
Ministry of Agriculture, Livestock, and Supply	2,500,000.00
Ministry of Culture	8,000,000.00
Ministry of Education ¹	1,742,151,420.00
Ministry of Justice	184,044,000.00
Ministry of Health	383,131,201.00
Ministry of Agrarian Development	2,443,605,000.00
Ministry of Social Development	2,146,975,738.33 ²
Ministry of the Environment	4,020,000.00
Social Communication Secretariat/PR	To be defined
Special Secretariat for Human Rights	To be defined
Special Secretariat of Policies to Promote Racial Equality	To be defined
Special Secretariat of Policies for Women	192,213,500.00
National Indigenous Foundation	3,600,000.00
Brazilian Geography and Statistics Institute (IBGE)	To be defined
SUBTOTAL: SPECIFIC FUNDS FOR THE II PNPM³	7,110,240,859.33
Ministry of Education	1,705,628,869.50
Ministry of Labor and Employment	6,121,228,223.00
General Secretariat/PR	2,322,015,489.00
Ministry of Cities	To be defined
Ministry of Mines and Energy	To be defined ⁴
SUBTOTAL: UNIVERSAL FUNDS⁵	10,148,872,581.50
TOTAL	17,259,113,440.83

Source: Coordination and Monitoring Committee for the National Policy Plan for Women/SPM.

¹ The funds from the Ministry of Education were divided in two in the table since they include amounts from actions that are specifically guided towards gender issues and others that originally did not have specific guidelines for women's empowerment, despite the development of this type of action. In the case of specific funds, it is important to note that this includes budget for building day-care centers of almost R\$ 1.6 billion. The investment of this amount is conditioned to the municipality's decision to submit projects.

² Funds from the income transfer programs, Bolsa-Família Program and Continued Benefit for the Elderly and People with Disabilities, are not included

³ Refers to the bodies that were able to disaggregate their budgets to consider only actions in the II PNPM.

⁴ The funds come from specific funds and are not subjected to the Federal Budget.

⁵ Refers to the bodies that have not been able to disaggregate their budgets, thus, the funds include those for the II PNPM but not just these.

plans in each chapter. That is, even if the amount foreseen for the execution of each action in the Plan is not known, it is possible to know from which PPA program/action the funds will come. This way there is greater transparency and organicity both for the exercise of social control, on the one hand, and the Plan's management and monitoring on the other.

As demonstrated in the table, the estimate of funds to be invested by the groups of bodies involved in the II Plan is nearly R\$ 17 billion for the years 2008 to 2011.

It is important, however, to make some methodological caveats with respect to this amount. Since it is the first experience developing a global budget, there were many difficulties. For some cases it was still not possible to disaggregate from the total funds foreseen in the PPA for ministries/secretariats what would be specifically allocated for women in the actions of this PNPM. The difficulties are mainly related to the universal programs where, due to the lack of planning with a gender perspective, it becomes quite complicated to disaggregate the beneficiaries by sex. Because of the issues presented previously, in some cases the budget presented refers to a global budget for the action that can include several activities aimed at other issues besides gender¹, and also affect both men and women². That was the case of the Ministries of Labor and Employment, Mines and Energy, Cities, and the General Secretariat at the Presidency. In this first effort to account for funds, these bodies were not able to disaggregate their budgets based on gender. In some cases, this difficulty is related to the fact that a set of

federal government actions is to support and allocate resources in states and municipalities, who collect and organize the final beneficiaries, making it impossible to control the content of the demand beforehand. There is, therefore, great need for awareness-building in gender issues in states and municipalities when defining parameters and priorities, and also with social movements, when making demands.

With the objective of avoiding distortions in the estimates made, the II PNPM budget is presented with two subtotals, as found in Table 1. The first one refers to funds strictly used in actions foreseen in the Plan, that is, includes the ministries and secretariats that can estimate specific amounts to be allocated in gender and/or women's policies. The second section of the table includes the ministries that, due to the previously mentioned difficulties, were unable to define specific funds at this moment. The forecast presented refers to the global budget of programs and actions based upon which the II PNPM actions will be developed.

It is also important to note in Table 1 that only 5 bodies were unable to present a budgetary forecast for the period, which reflects, on the one hand, the success of the work carried out in the PNPM Coordination and Monitoring Committee and, on the other, the persistence of some barriers. Unlike the IBGE, which depends on a more precise design of its surveys for budgetary forecasts, the other bodies continue working with their planning and budgetary sectors to define these funds. This will be disseminated in the PNPM Follow-Up System in the Internet and in the updated electronic version of the Plan.

¹ Because of the diversity discourse, some ministries developed their programs including, into the same program or action, several initiatives aimed at specific targets, such as women, blacks, indigenous, elderly, people with disabilities, etc. This methodology makes it difficult to separate funds specifically aimed at gender equality.

² It is important to say, however, that the consideration of total figures from universal programs in the general PNPM budget is justified by the fact that on the one hand the action can benefit both men and women, but on the other, it can function based on developing gender equality, which does not, obviously, require investments only for the female population, but rather for society as a whole.

Finally, it is important to reiterate that the figures presented here correspond to an estimate of the funds to be invested. They are, therefore, subjected to the consequences of political conflict that surrounds budgetary assignments and the needs for adjustment imposed by economic policies and the priorities established in the federal level. Thus, these figures can be reduced or even increased depending on the priority given to the issue when the budget is executed.

Despite these caveats, there is no denying that the possibility of calculating these funds is an enormous progress for women's policies since it corresponds to the first official attempt to build a "female budget" or a "gender budget". Due to the inexistence of this aggregation to date, the natural tendency has been of direct association of the SPM budget to the funds from the entire federal government for gender and/or women's policies. Thus, for 2008-2011, for example, the funds would add up to only R\$ 192 million when, in fact, this amount is significantly higher, since a large part of the actions executed within the II PNPM will be executed and coordinated by other bodies.

In addition, and in an unprecedented manner, it is possible to present to civil society and to the federal government's bodies how much is invested in actions in this area. The definitions and dissemination of budgets also means reiterating the commitment within each ministry/secretariat to the II National Plan. It means moving towards a new phase in the history of women's policies: there is now both political and financial commitment, which is essential to transform the principles and guidelines here presented into reality.

The challenge for the effective implementation of the II PNPM is to work so that the sectoral budgets include gender and race/ethnicity dimensions explicitly so as to ensure the funds to make the cross-cutting strategy viable and preventing it from becoming a mere rhetoric in political-governmental entities. This challenge involves the managers' commitment to the matter and also society at large, in a pact towards building a fairer and more equalitarian society.

ANNEXES

DECREE N^o 5,390, 8 MARCH 2005

Approves the National Policy Plan for Women - PNPM, creates the Coordination and Monitoring Committee and makes other arrangements.

The PRESIDENT OF THE REPUBLIC, using the attribution assigned to him in art. 84, clause VI, paragraph "a" of the Constitution,
DECLARES:

1st Art. The National Policy Plan for Women – PNPM is approved, in accordance to the objectives established in this Decree's Annex.

2nd Art. The Special Secretariat of Policies for Women, from the Presidency of the Republic, will edit the PNPM's goals, priorities, and actions.

3rd Art. The PNPM Coordination and Monitoring Committee is created within the Special Secretariat of Policies for Women with the function of following and periodically assessing the compliance of the objectives, goals, priorities, and actions defined in the PNPM.

4th Art. The Coordination and Monitoring Committee is integrated by: (Wording from Decree num. 6,269, 2007).

I – three representatives from the National Women's Rights Council (Wording from Decree num. 6,269, 2007).

II – two representatives from women's policies governmental organisms in state Executive Branch; (Wording from Decree num. 6,269, 2007).

III – two representatives from women's policies governmental organisms in the municipal Executive Branch; (Wording from Decree num. 6,269, 2007).

IV – one representative from each body as follows: (Wording from Decree num. 6,269, 2007).

a) Special Secretariat of Policies for Women, which will be the coordinator; (Included by Decree num. 6,269, 2007).

b) Office of the Chief of Staff of the President of the Republic; (Included by Decree num. 6,269, 2007).

c) Ministry of Education; (Included by Decree num. 6,269, 2007).

d) Ministry of Justice; (Included by Decree num. 6,269, 2007).

e) Ministry of Health; (Included by Decree num. 6,269, 2007).

- f) Ministry of Cities; (Included by Decree num. 6,269, 2007).
- g) Ministry of Land Development; (Included by Decree num. 6,269, 2007).
- h) Ministry of Social Development and the Combat of Hunger; (Included by Decree num. 6,269, 2007).
- i) Ministry of Planning, Budget, and Management; (Included by Decree num. 6,269, 2007).
- j) Ministry of Labor and Employment; (Included by Decree num. 6,269, 2007).
- l) Ministry of Mines and Energy; (Included by Decree num. 6,269, 2007).
- m) Ministry of Culture; (Included by Decree num. 6,269, 2007).
- n) Ministry of the Environment; (Wording from Decree num. 6,572, 2008).
- o) Ministry of Agriculture, Livestock, and Supply; (Wording from Decree num. 6,572, 2008).
- p) General Secretariat of the Presidency of the Republic; (Wording from Decree num. 6,572, 2008).
- q) Special Secretariat for Human Rights of the Presidency of the Republic; (Wording from Decree num. 6,572, 2008).
- r) Special Secretariat of Policies for the Promotion of Racial Equality of the Presidency of the Republic; (Wording from Decree num. 6,572, 2008).
- s) Social Communication Secretariat of the Presidency of the Republic; (Wording from Decree num. 6,572, 2008).
- t) National Indigenous Foundation; (Wording from Decree num. 6,572, 2008).
- u) Applied Economic Research Institute; (Included by Decree num. 6,572, 2008).
- v) Brazilian Geography and Statistics Institute; (Included by Decree num. 6,572, 2008).
- x) Caixa Econômica Federal; (Included by Decree num. 6,572, 2008).

Single paragraph. The Committee's members and respective substitutes will be named by the effective members from the bodies and entities represented and assigned by the Special Secretariat of Policies for Women (Wording from the Decree num. 6,269, 2007).

5th Art. The PNPM Coordination and Monitoring Committee is in charge of:

- I – establishing the PNPM monitoring methodology;
- II – supporting, stimulating, and technically aiding in the implementation of the PNPM in States, Municipalities, and the Federal District;
- III – following and assessing the PNPM implementation activities;
- IV – promoting the dissemination of the PNPM in governmental and non-governmental bodies and entities;
- V – making adjustments to PNPM goals, priorities, and actions;
- VI – drafting an annual follow-up report of the PNPM actions;
- VII – sending the annual report to the National Women's Rights Council and the Social Policy Chamber, in the Government Council, for analysis of the PNPM results.
- VIII – revising the PNPM according to the guidelines from the National Conferences on Women's Policies (Included by Decree num. 6.269, 2007).

6th Art. The Coordination and Monitoring Committee will decide with resolutions by simple majority of those present. The coordinator will cast the deciding vote in case of ties.

7th Art. The Coordination and Monitoring Committee may create technical chambers with the function of collaborating, whenever adequate, towards the compliance of its attributes, systematizing the information received, and contributing to the drafting of annual reports.

8th Art. The internal regiment of the Coordination and Monitoring Committee will be approved by absolute majority of its members and will address the organization, form of appreciation and decision on matters, the composition, and the operation of the technical chambers.

9 Art. The Special Secretariat of Policies for Women will be responsible for providing administrative support and the necessary means for the execution of the work of the Coordination Committee and the technical chambers.

10th Art. The activities of the members of the Coordination and Monitoring Committee and the technical chambers are considered unpaid relevant public service.

11th Art. This Decree goes into effect on the date of its publication.

Brasilia, March 8, 2005; 184th of the Independence and 117th of the Republic.

LUIZ INÁCIO LULA DA SILVA

José Dirceu de Oliveira e Silva

This text does not replace the one published in the Official Gazette on 3.9.2005

ANNEX 2

DECREE NUM. 6,387, 5 MARCH, 2008

Approves the II National Policies Plan for Women – II PNPM, and other provisions

The PRESIDENT OF THE REPUBLIC, using the attribution assigned to him in art. 84, clause VI, paragraph “a” of the Constitution,

DECLARES:

1st Art. The II National Policies Plan for Women – II PNPM is approved, in accordance to the objectives established in this Decree’s Annex.

2nd Art. The Special Secretariat of Policies for Women, from the Presidency of the Republic, will edit the II PNPM’s goals, priorities, and actions.

3rd Art. The PNPM Coordination and Monitoring Committee created by the 3rd art. of Decree num. 5,390, of 8 March, 2005, with the responsibilities, organization, and operation there foreseen, will follow and periodically assess the compliance of the objectives, goals, priorities, and actions defined in the II PNPM.

4th Art. This Decree goes into effect on the date of its publication.

Brasilia, 5 March, 2008; 187th of the Independence and 120th of the Republic.

LUIZ INÁCIO LULA DA SILVA

Dilma Rousseff

This text does not replace the one published in the Official Gazette on 03.06.2008

ANNEX

OBJECTIVES OF THE II NATIONAL POLICIES PLAN FOR WOMEN

Chapter 1: Economic autonomy and equality in the world of work with social inclusion.

- I. To promote economic and financial autonomy of women, considering ethnic-racial, generational, regional, and of the handicapped dimensions;
- II. To promote gender equality, considering the ethnic-racial dimension in labor relations;
- III. To draft, based on the National Agenda, the National Plan for Decent Labor, incorporating gender aspects and considering the ethnic-racial dimension.

Chapter 2: Inclusive, non-sexist, non-racist, non-homophobic, and non-lesbophobic education.

- I. To contribute in reducing gender inequality and fighting prejudice and discrimination due to gender, ethnicity-race, religion, generation, sexual orientation and gender identity, by forming administrators, education professionals, and students in all educational levels and modalities;
- II. To consolidate within the education policy gender, race/ethnicity, sexual orientation, generational, and people with disabilities perspectives and the respect of diversity in all its forms, so as to ensure equal education;
- III. To ensure access, permanence, and success for girls, young women, and women to quality education, with special attention to groups with low schooling levels (adult and elderly women, women with disabilities, black, indigenous, from traditional communities, rural areas, or imprisoned women).

Chapter 3: Women's health, sexual rights, and reproductive rights.

I. To promote the improvement of women's life conditions and health, in all life cycle phases, by ensuring legally constituted rights and increasing access to the means and services for the promotion, prevention, assistance, and recovery of complete health care throughout the Brazilian territory, without any type of discrimination, keeping in mind gender, race/ethnicity, generation, and sexual orientation identities and specificities.

Chapter 4: To fight all kinds of violence against women.

- I. the Consolidation of the National Policy to Fight Violence against Women making Law Maria da Penha truly effective;
- II. the Implementation of the National Pact to Fight Violence against Women;
- III. the Implementation of the National Plan to Fight the Trafficking of People with respect to actions related to the trafficking of women, youth, and girls.

Chapter 5: Participation of women in spaces of power and decision-making.

- I. To promote and strengthen equal, plural, and multiracial participation of women in the spaces of power and decision-making.

Chapter 6: Sustainable development in rural areas, in the city, and forests, guaranteeing environmental justice, sovereignty, and food security.

- I. To promote the incorporation of the gender perspective into environmental and food security policies, favoring sustainable development.

Chapter 7: Right to land, dignified housing, and social infrastructure in rural and urban areas, considering traditional communities.

- I. To promote women's rights to quality life in the city, rural areas, and traditional communities, respecting their specificities and ensuring access to public goods, equipment, and services;

II. To promote women's rights in access to land, land reform, and sustainable rural development, with special attention to the territories considered in the "Territories of Citizenship" program.

Chapter 8: Equalitarian, democratic, and non-discriminatory culture, communication, and media.

I. To stimulate behavior and attitudes that do not reproduce discriminatory content and that value women in all their diversity in the media;

II. To value initiatives and cultural production of women and about women;

III. To contribute to increasing female presence in the different spaces of power and decision-making in national media;

IV. To contribute to increasing social control over the broadcasting of discriminatory content in the media in general; and

V. Ensure the compliance of international instruments in culture, communication, and media and contribute to the revision of the Brazilian legislation on the matter.

Chapter 9: Fighting racism, sexism, and lesbophobia.

I. To develop policies, programs, and actions to fight racism, sexism, and lesbophobia and ensure the incorporation of race/ethnicity and sexual orientation issues into public policies aimed at women.

Chapter 10: Fighting generational inequalities that affect women, especially young and elderly women.

I. To ensure the inclusion of the generational perspective into public policies aimed at women;

II. To ensure the protagonism of young and elderly women in the drafting, monitoring, and assessment of public policies and programs developed within the PNPM;

III. To promote the autonomy of young and elderly women, considering their specificities and diversities.

Chapter 11: Plan management and monitoring.

I. To implement the II National Policies Plan for Women in an efficient and effective manner, with transparency in actions and the coordination between the different federal, state, and municipal governmental bodies.

MINISTERIAL ORDER NUM. 62 of 24, SEPTEMBER, 2008

Special Secretariat of Policies for Women

Changes the Internal Regiment of the Coordination and Monitoring Committee of the National Policy Plan for Women

THE SPECIAL SECRETARIAT OF POLICIES FOR WOMEN FROM THE PRESIDENCY OF THE REPUBLIC, using its attributes, resolves to:

1st Art. Approve in the form of Annex the Internal Regiment of the Coordination and Monitoring Committee of the National Policy Plan for Women.

2nd Art. Revokes Ministerial Order num. 5, of 24 January, 2006.

3rd Art. This Ministerial Order goes into effect on the date of its publication.

NILCÉA FREIRE

Special Secretary of Policies for Women

ANNEX

Internal regiment of the Coordination and Monitoring Committee of the National Policy Plan for Women

CHAPTER I

The objective

1st Art. The Coordination and Monitoring Committee of the National Policy Plan for Women, created by Presidential Decree num. 5,390, of 8 March, 2005, has the following objectives:

- I – to follow and periodically assess the compliance of the objectives, goals, priorities, and actions defined in the National Policy Plan for Women (PNPM); and
- II – to promote the coordination between the different governmental bodies responsible for the implementation of the PNPM.

CHAPTER II

The composition

2nd Art. The Coordination and Monitoring Committee will be formed by:

- I – Three effective representatives and their respective substitutes from the National Women’s Rights Council;
- II – Two effective representatives and respective substitutes from governmental women’s policies organisms from the State Executive Branch;
- III – Two effective representatives and respective substitutes from governmental women’s policies organisms from the Municipal Executive Branch;
- IV – One titular and one substitute representative from each of the following bodies:
 - a) Special Secretariat of Policies for Women, which will be the coordinator;
 - b) Office of the Chief of Staff of the Presidency of the Republic;
 - c) Ministry of Education;
 - d) Ministry of Justice;
 - e) Ministry of Health;
 - f) Ministry of Cities;
 - g) Ministry of Land Development;
 - h) Ministry of Social Development and the Combat of Hunger;
 - i) Ministry of Planning, Budget, and Management;
 - j) Ministry of Labor and Employment;
 - k) Ministry of Mines and Energy;
 - l) Ministry of Culture;
 - m) Ministry of the Environment;
 - n) Ministry of Agriculture, Livestock, and Supply;
 - o) General Secretariat of the Presidency of the Republic;
 - p) Special Secretariat for Human Rights of the Presidency of the Republic;
 - q) Special Secretariat of Policies to Promote Racial Equality of the Presidency of the Republic;
 - r) Social Communication Secretariat of the Presidency of the Republic;
 - s) National Indigenous Foundation;
 - t) Applied Economic Research Institute – Ipea;
 - u) Brazilian Geography and Statistics Institute – IBGE; and
 - v) Caixa Econômica Federal.

Single paragraph. The PNPM Coordination and Monitoring Committee will also be integrated, as permanent guests, by one representative of each of SPM’s Undersecretariats, the United Nations Development Fund for Women (UNIFEM), and the International Labor Organization (ILO).

CHAPTER III

The responsibilities

3rd Art. The PNPM Coordination and Monitoring Committee is responsible for:

- I – establishing the PNPM monitoring methodology;
- II – giving technical support to the implementation of the PNPM in states, municipalities, and the Federal District;
- III – following and assessing the PNPM implementation activities;
- IV – promoting the dissemination of the PNPM in governmental and non-governmental bodies and entities;
- V – making adjustments to the PNPM’s goals, priorities, and actions;
- VI – updating the Follow-up System for the National Policy Plan for Women (SAPNPM) and identifying the necessary adjustments for its operation;
- VII – supporting the capacity and awareness building of federal public servants in gender issues and the use of the SAPNPM;
- VIII – drafting and annual follow-up report of the PNPM actions;
- IX – sending the annual report to the National Women’s Rights Council and the Social Policy Chamber for analysis of the PNPM results; and
- X – supporting the creation and the operation of gender committees and others in federal government bodies and entities.

CHAPTER IV

The attributions

4th Art. The attributions of the coordination of the PNPM Coordination and Monitoring Committee are:

- I – summoning and presiding the Committee’s meetings;
- II – maintaining a Record of the Committee’s activities and making it available in the website of the Special Secretariat of Policies for Women;
- III – promoting, along with the other Committee members, activities to stimulate the execution of the PNPM actions by the bodies responsible and the development of state and municipal policy plans for women;
- IV – ensuring logistical and operational support for the Committee’s activities;
- V – disseminating, amongst Committee members, relevant information and documents for the PNPM; and
- VI – maintaining an information system to follow-up the Plan’s actions (SAPNPM) and make changes necessary for its perfection.

5th Art. The responsibilities of Committee members are to:

- I – participate in Committee meetings;
- II – systematically inform on the execution of PNPM actions under their responsibility;
- III – coordinate the creation and operation of gender committees or others in federal public administration bodies;
- IV – develop the dialogue between the Coordination and Monitoring Committee and the Governmental Mechanisms for Women’s Policies Forum; and
- V – develop the dialogue between the Coordination and Monitoring Committee and the National Women’s Rights Council.

1st paragraph: The representatives of federal government institutions are responsible for including information, preferably every quarter, into the PNPM actions follow-up information system with respect to the responsibilities of their respective bodies.

2nd paragraph: The representatives of federal government institutions and state and municipal women's policies organisms are responsible for stimulating the creation of and including information in follow-up systems for state and municipal plans, in coordination with the national system.

CHAPTER V

The operation

6th Art. The Committee will be permanent and its members will be named by their respective bodies.

6th Art. The PNPM Coordination and Monitoring Committee will have ordinary monthly meetings, or extraordinary meetings can be summoned by its Coordination or simple plenary majority.

8th Art. The Committee will decide in the first meeting of the year the calendar for the ordinary meetings of that year.

9th Art. The Coordination and Monitoring Committee will decide on resolutions by simple majority, and the coordinator will cast the deciding vote in the case of ties.

Single paragraph: Each institution will have the right to a single vote with the exception of the representation of the National Women's Rights Council, which will have the right to three votes, and the representatives of the state and municipal women's policies governmental organisms, which have the right to two votes each. Those invited to the Committee, by they permanent guests or not, will not have right to vote.

10th Art. Ordinary and extraordinary meetings will be notified by the Coordination, by e-mail with at least 7 days notice, with an agenda proposal.

11th Art. The Committee members must confirm their attendance of meetings to the Coordination at least 5 days ahead.

12th Art. In the case of unjustified absence of a body representative to 3 consecutive ordinary meetings or more than half the meetings in the year the institution will receive a notice from the Committee's Coordination about the need to change the representative.

13th Art. The coordination will send a document with the minutes of the meetings to all Committee members by e-mail for it to be validated in the following meeting.

14th Art. The Committee members may propose to the Coordination an item for the agenda for ordinary and extraordinary meetings up to 24 hours prior to the meeting.

15th Art. The coordination may invite representatives from public and private entities, international organisms, and experts to participate in meetings and other activities.

16th Art. The PNPM Coordination and Monitoring Committee may create, whenever necessary, work groups and technical or thematic chambers to address topics and/or specific programs and collaborate, whenever fitting, in the fulfillment of its attributions, systematizing received information and contributing to the drafting of annual reports. In these cases, they shall be detailed in specific instruments for this purpose.

17th Art. The Coordination's consults to the Committee members can take place during ordinary and extraordinary meetings or by e-mail.

18th Art. Any need for changing PNPM goals, actions, or budget must be informed by the body representative, accompanied by justification, to the Committee coordination, which will be responsible for changes in the SAPNPM.

CHAPTER VI

Final provisions

19th Art. Any cases not included or doubts that might arise when enforcing this Internal Regiment shall be directed to the Coordination.

10th Art. Changes in the content of the clauses of this internal regiment, the elimination or inclusion of new clauses must be the topic of a specific meeting with the attendance of the simple majority of the Committee's member institutions with the approval of two thirds of the total present.

ANNEX 4

MEMBERS OF THE COMMITTEE FOR COORDINATION AND MONITORING OF THE NATIONAL POLICIES PLAN FOR WOMEN, SEPTEMBER 2008

1. Special Secretariat of Policies for Women (coordination)

Lourdes Maria Bandeira – Effective

Luana Simões Pinheiro – Substitute

2. Office of the Chief of Staff/PR

Magaly Correia Marques – Effective

Mariana Bandeira de Mello Parente Sade – Substitute

3. Ministry of Education – MEC

Maria Elisa Brandt – Effective

Adriana de Oliveira Barbosa – Substitute

4. Ministry of Justice – MJ

Juliana Barroso – Effective

Inajara Ferreira – Substitute

5. Ministry of Health – MS

Regina Coeli Viola – Effective

Thereza de Lamare França Neto – Substitute

6. Ministry of Cities – MCid

Kátia Maria Borges Fidalgo – Effective

Ana Koatz – Substitute

7. Ministry of Land Development – MDA

Andrea Lorena Butto Zarzar – Effective

Elisabete Busanello – Substitute

8. Ministry of Social Development and the Combat of Hunger – MDS

Célia Maria Farias Vieira – Effective

Júnia Valéria Quiroga da Cunha – Substitute

9. Ministry of Planning, Budget, and Management – MPOG

Valéria Rezende de Carvalho Ferreira – Effective

Danielle Cancela Cronemberger – Substitute

10. Ministry of Labor and Employment – MTE

Leonor Costa – Effective

Maria de Fátima Kobielski – Substitute

11. Ministry of Mines and Energy – MME

Maria Beatriz de Faria – Effective

Gleyse Peiter – Substitute

12. Ministry of Culture – MinC

Maria Cláudia Canto Cabral – Effective

Thaís S. P. Werneck – Substitute

13. Ministry of the Environment – MMA
Sérgio Bueno da Fonseca – Effective
Cláudia Moreira Diniz – Substitute
14. Ministry of Agriculture, Livestock, and Supply – MAPA
Vera Lúcia de Oliveira Daller – Effective
Rosa Maria Peres Kornijezuk – Substitute
15. General Secretariat – SG/PR
Quenes Silva Gonzaga – Effective
Marina Pimenta Spinola Castro – Substitute
16. Special Secretariat for Human Rights of the Presidency of the Republic – SEDH
Pedro Pontual – Effective
Maria do Socorro Tabosa – Substitute
17. Special Secretariat of Policies for the Promotion of Racial Equality of the Presidency of the Republic – Seppir
Vera Lúcia Proba – Effective
Ivete Maria Barbosa Madeira Campos – Substitute
18. Social Communication Secretariat of the Presidency of the Republic – Secom
Joyce Del Frari Coutinho – Effective
Lucia Maria Rodrigues Mendes – Substitute
19. National Indigenous Foundation – Funai
Leia Bezerra do Vale – Effective
Irania Maria da Silva Ferreira Marques - Substitute
20. Applied Economic Research Institute – IPEA
Natália de Oliveira Fontoura – Effective
Elizabeth Marins – Substitute
21. Brazilian Geography and Statistics Institute – IBGE
Ana Lúcia Sabóia – Effective
João Belchior – Substitute
22. Caixa Econômica Federal – CEF
Roseli de Moraes – Effective
Glória Francisca Gonçalves – Substitute
23. National Women’s Rights Council – CNDM
Lúcia Helena Rincon Afonso – Effective
Rosimere Maria Vieira Teles – Effective
Rosa de Lourdes Azevedo dos Santos – Effective
Gláucia de Fátima Barban Morelli – Substitute
Raquel Felau Guisoni – Substitute
Lígia Maria Borges de Jesus – Substitute
24. Women’s Policies governmental organisms in the State Executive Branch
Lourdes Leitão (Maranhão State Women’s Secretariat) – Effective
Cecília Teixeira (Rio de Janeiro Superintendence of Women’s Policies) – Effective
Vanda de Souza (Espírito Santo Labor, Assistance, and Social Development Secretariat) – Substitute
Maria Araújo de Aquino (Acre State Women’s Secretariat) – Substitute
25. Women’s policies governmental organisms in the Municipal Executive Branch
Teresinha Beraldo (Maringá/PR Women’s Secretariat) – Effective
Berenice Rosa (Campinas /SP Women’s Coordination) – Effective
Rosaly Scalabrini (Rio Branco/AC Municipal Coordination) – Substitute
Solange Ferrarezi (Santo André/SP Gender Policies Coordination) – Substitute
26. International Labor Organization – ILO (permanent guest)
Solange Sanches
Márcia Vasconcelos
27. United Nations Development Fund for Women - UNIFM (permanent guest)
Maria Inês Barbosa
Ana Carolina Querino

NATIONAL WOMEN'S RIGHTS COUNCIL

2005-2007 ADMINISTRATION

FEDERAL GOVERNMENT REPRESENTATIVES

I – Special Secretariat of Policies for Women

President: Nilcéa Freire

Deputy: Teresa Cristina Nascimento Sousa

II – Minister of Planning, Budget, and Management

Paulo Bernardo Silva

Technical Advisor: Débora Nogueira Beserra

III – Minister of Health

José Gomes Temporão

Technical Advisor: Regina Viola

IV – Minister of Education

Fernando Haddad

Technical Advisor: Rosiléa Maria Roldi Wille

V – Minister of Labor and Employment

Carlos Lupi

VI – Minister of Justice

Tarso Genro

Technical Advisor: Inajara Inês Ferreira

VII – Minister of Land Development

Guilherme Cassel

Technical Advisor: Andréa Lorena Butto Zarzar

VIII – Minister of Culture

Gilberto Passos Gil Moreira

Technical Advisor: Thais Wernek

IX – Minister of Social Development and the Combat of Hunger

Patrus Ananias

Technical Advisor: Hildezia Alves Medeiros

X – Minister of Foreign Relations

Celso Luiz Nunes Amorin

Technical Advisor: Mariângela Rebuá de Andrade Simões

XI – Minister of Science and Technology

Sergio Rezende

Technical Advisor: Andréa Michelle Nascimento

XII – Special Secretary of Policies for the Promotion of Racial Equality

Matilde Ribeiro

Technical Advisor: Denise Antonia de Paulo Pacheco

XIII – Special Secretary for Human Rights

Paulo Vannuchi

Technical Advisor: Mariana Bertol Carpanezzi

CIVIL SOCIETY REPRESENTATIVES

- 1 – Brazilian Women’s Coordination – AMB
Effective: Schuma Schumahr (Maria Aparecida Schumahr)
Substitute: Analba Brazão Teixeira
- 2 – National Female Rural Workers’ Coordination – ANMTR
Effective: Justina Inês Cima
Substitute: Maria Margareth Costa Cunha
- 3 – Coordination of NGOs of Brazilian Black Women – AMNB
Effective: Nilza Iraci Silva
Substitute: Givânia Maria da Silva (until July 2007)
- 4 – Brazilian Association of Women in Law – ABMCJ
Effective: Mercedes Maria de Moraes Rodrigues
Substitute: Leda Marlene Bandeira
- 5 – Central Workers’ Union – CUT
Effective – Maria Ednalva Bezerra de Lima (until September 2007)
Substitute: Deise Aparecida Recoaro
- 6 – General Workers’ Confederation – CGT
Effective: Rumiko Tanaka
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- 14 – Mercosur Women’s Forum
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- 15 – Brazilian Lesbian League – LBL
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Substitute: Carmen Lúcia Luiz
- 16 – Global Women’s Movement – MMM
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- 17 – Coordinated Movement of Women in the Amazon – MAMA
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WOMEN WITH NOTORIOUS KNOWLEDGE ON GENDER ISSUES

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2008-2010 ADMINISTRATION

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2. Coordination of Black Women's NGOs – AMNB
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3. Brazilian Association of Women in Law – ABMCJ
Council Member: Glória Márcia Percinoto
4. Brazilian Women's Confederation – CMB
Council Member: Gláucia de Fatima Barban Morelli
5. National Federation of Domestic Workers – FENATRAD
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6. Mercosur Women's Forum
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7. National Black Women's Forum – FNMN
Council Member: Ligia Maria Borges de Jesus
8. Brazilian Lesbian League – LBL
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2. Central Workers' Union – CUT
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3. National Agriculture Workers' Confederation – CONTAG
Council Member: Carmen Helena Ferreira Foro
4. National Education Workers' Confederation – CNTE
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6. Family Agriculture Workers' Federation – FETRAF
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7. Brazilian Bar Association – OAB
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WOMEN WITH NOTORIOUS KNOWLEDGE ON GENDER ISSUES

Clara Charf
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ANNEX 7

ACRONYMS GLOSSARY

ABA – Brazilian Anthropology Association	CGFNHIS – Management Council of the National Social Interest Housing Fund
AGU – Federal Defense Office	CISMU – Intersectorial Committee for Women’s Health
ANA – National Water Agency	CLT – Consolidation of Labor Laws
ANEB – National Basic Education Evaluation	CNDM – National Women’s Rights Council
ANPOCS – National Social Sciences Graduation and Research Association	CNE – National Education Council
ATER – Technical Assistance and Rural Extension	CNPM – National Conference for Women’s Policies
ATES – Sustainable Technical Assistance	CNPq – National Council for Scientific and Technological Development
ASA – Coordination of the Brazilian Semi-Arid Region	CNS – National Health Council
BB – Bank of Brazil	COEP – Committee of Entities to Combat Hunger and for Life
BNDES – National Economic and Social Development Bank	CONAB – National Supply Company
BPC – Benefit with Continued Provision	CONAR – Advertising Self-Regulation Council
BPW – Federation of the Associations of Professional and Businesswomen of Brazil	CONDRAF – National Sustainable Rural Development Council
CAPES – Coordination of the Perfection of Higher Education Personnel	CONSADs – Food Security and Local Development Consortia
CCFGTS – Curator Council from the Provident Fund	CONANDA – National Council for the Rights of Children and Adolescents
CEDAW – Convention for the Elimination of all Forms of Discrimination against Women	CONASS – National Health Secretariats Council
CEF – Caixa Econômica Federal	CONASEMS – National Municipal Health Secretariats Council
CGEN – Genetic Heritage Managing Council	CONTAG – National Agriculture Workers’ Confederation
CGFDS – Social Development Fund Management Council	CPDS – Committee for Sustainable Development Policies and the National Agenda 21

CPF – Registry of Individuals
CRAS – Social Assistance Reference Center
CREAS – Specialized Social Assistance Reference Center
CTPS – Labor and Social Security Card
DAP – PRONAF Eligibility Declaration
DAS – Senior Advisory and Direction
DATASUS – Information and Computerized Department from the Single Health System
DDAI/SECAD – Development and Institutional Coordination Directory
DEAM – Police Station Specialized in Assisting Women
DEPEN – National Penitentiary Department
DIRTI – Information Technology Directory of the Presidency of the Republic
DFID – United Kingdom Department of Foreign Development
DRT – Regional Labor Police Station
EBC – Brazil Communication Company
EBCT – Brazilian Post Office and Telegraph Company
EJA – Youth and Adult Education
ENAP – National Public Administration School
ENEM – National High School Education Exam
ESAF – Finance Administration School
FBB – Bank of Brazil Foundation
FENATRAD – National Federation of Female Domestic Workers
FETRAF – Family Agriculture Workers’ Federation
FGTS – Provident Fund
FIESP – São Paulo State Industry Federation
FINEP – Studies and Projects Financier
FNDE – National Education Development Fund
FUNAI – National Indigenous Foundation
FUNASA – National Health Foundation
FUNDEB – Fund for Basic Education Maintenance and Development and Valuing of Education Professionals
GLBT – Gays, Lesbians, Bisexuals, and Transgenders
GTI – Interministerial Working Group
IBAM – Brazilian Municipal Administration Institute
IBAMA – Brazilian Environment and Renewable Natural Resources Institute
IBGE – Brazilian Geography and Statistics Institute
ICMBio –Chico Mendes Biodiversity Conservation Institute
ICT – Information and Communication Technologies
IDEB – Basic Education Development Index
IFES – Higher Education Federal Institutions
IMDH – Migrations and Human Rights Institute
IML – Forensic Medicine Institute
ILO – International Labor Organization
INCRA – National Colonization and Land Reform Institute
INEP – Anísio Teixeira National Educational Studies and Research Institute
INSS – National Social Security Institute
IOM – International Organization for Migration
IPEA – Applied Economic Research Institute
JVFDM – Court for Family and Domestic Violence against Women
LDO – Budgetary Guidelines Law
LOA – Annual Budgetary Law
MAPA – Ministry of Agriculture, Livestock, and Supply
MC – Ministry of Communications
MCid – Ministry of Cities
MCT – Ministry of Science and Technology
MD – Ministry of Defense
MDA – Ministry of Land Development
MDIC – Ministry of Development, Industry, and Trade
MDS – Ministry of Social Development and the Combat of Hunger
ME – Ministry of Sports
MEC – Ministry of Education

MF – Ministry of Finance	PRF – Federal Highway Police
MinC – Ministry of Culture	PROINFANCIA – National Program to Restructure and Procure Equipment for the Public Early Childhood Education Network
MJ – Ministry of Justice	PROLIND – Program for Indigenous Higher Education and Teaching Careers
MLST – Landless Liberation Movement	PRONAF – National Program to Strengthen Family Agriculture
MLT – Fight for Land Movement	PRONATER – National Technical Assistance and Rural Extension Program
MMA – Ministry of the Environment	PRONERA – National Land Reform Education Program
MME – Ministry of Mines and Energy	RAIS – Annual Social Information Report
MPOG – Ministry of Planning, Budget, and Management	REDOR – North and Northeast Feminist Network for Studies and Research on Women and Gender Relations
MPS – Ministry of Social Security	RG – General Registry
MRE – Ministry of Foreign Relations	SAEB – Basic Education Evaluation System
MS – Ministry of Health	SEBRAE – Brazilian Service to Support Micro and Small-sized Companies
MST – Landless Workers’ Movement	SECOM – Social Communication Secretariat
MTE – Ministry of Labor and Employment	SEDH – Special Secretariat for Human Rights
MTur – Ministry of Tourism	SEPPPIR – Special Secretariat of Policies for the Promotion of Racial Equality
NEAD – Land and Rural Development Study Center	SESI – Industry Social Service
NGO – Non-governmental Organization	SFB – Brazilian Forest Service
OAB – Brazilian Bar Association	SG – General Secretariat of the Presidency of the Republic
OAS – Organization of American States	SINGREH – National Water Resource Management System
PAC – Program to Accelerate Growth	SISNAMA – National Environmental System
PAF – National Sickle Cell Anemia and other Hemoglobinopathies Program	SOF – Sempre Viva Feminist Organization
PAISM – Complete Women’s Health Care Program	SPM – Special Secretariat of Policies for Women
PAM – Women’s Assistance Station	STD – Sexually Transmitted Diseases
PDE – Education Development Plan	STF – Federal Supreme Court
PF – Federal Police	STM – Military Supreme Court
PNAD – National Household Survey	STJ – Higher Court of Justice
PNDTR – National Documents for Female Rural Workers Program	SUS – Single Health System
PNPM – National Policies Plan for Women	TSE – Higher Electoral Court
PNQ – National Qualification Plan	TST – Higher Court of Labor
PNRA – National Land Reform Program	
PPA – Multiyear Plan	
PR – Presidency of the Republic	

UACON – High Complexity Oncology Care Units

UFBA – Federal University of Bahia

UFMG – Federal University of Minas Gerais

UFS – Federal University of Sergipe

UnB – University of Brasilia

UNFPA – United Nations Population Fund

UNAIDS – Joint United Nations Program on HIV/AIDS

UNDP – United Nations Development Program

UNO – United Nations Organization

UNODC – United Nations Office on Drugs and Crime

UNESCO – United Nations Educational, Scientific, and Cultural Organization

UNIFEM – United Nations Development Fund for Women

USP – University of São Paulo

VIVA – Violence and Accident Surveillance

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