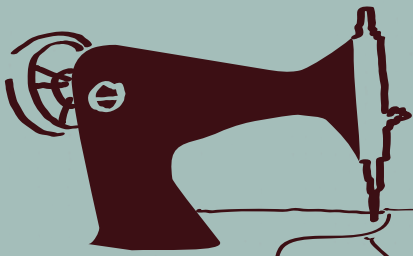


MIGRATION LABOR AND VIOLENCE :

interfaces with
healthcare



Organizers: **Cristiane Batista Andrade**
Fernanda Mendes Lages Ribeiro

Primer

“Migration, labor and Violence: interfaces with healthcare”

Organizers

Cristiane Batista Andrade

Fernanda Mendes Lages Ribeiro

Authors

Adriano da Silva

Andressa Fouraux Figueira

Camila Athayde de Oliveira Dias

Camila Rodrigues Estrela

Corina Helena Figueira Mendes

Cristiane Batista Andrade

Daniela Lacerda Santos

Fábio Uria Malveis

Fernanda Mendes Lages Ribeiro

Gleiciane Pereira dos Santos

Júlia de Almeida Roffé Borges

Juliana Maria Paiva Quintella

Tatiana Giovanelli Vedovato

Thuane Rosa do Carmo

Designer

Naiara Rezende

*Spanish translator: **Catalina Revollo Pardo***

*English translator: **Adel Bakkour***

E-mail: migracao.saude.ensp@fiocruz.br

Financial support: INOVA-Geração do Conhecimento/Fiocruz

Thanks for the critical reading of the Primer: Luis Sauchay Romero

Notes from the translator Catalina Revollo Pardo

I would like to share with you that translating this material has been very supportive in understanding my rights as a migrant woman. I arrived in Brazil more than 10 years ago and only in this translation process I have realized how I was victimized several times in the work context precisely because of my status as a migrant in the first years of my life in Brazil. With this material, many people will possibly not have to go through what most of us have already gone through and I also know that I can report those who are responsible. Encourage us to give a name to the violence we have experienced as a migrant and refugee population and continue fighting for our rights.

SUMMARY

1. Presentation	7	8. Human trafficking: contemporary slave labor and sexual exploitation	33
2. What is violence?	9	8.1. Human trafficking	34
2.1. What are the influences of violence on the health of migrants and refugees?	12	8.2. Contemporaneous slave labor	35
3. Labor rights and occupational accidents	13	8.3. Sexual exploitation	37
3.1. How does formal labor work in Brazil?	14	9. Care service for migrants and refugees	38
3.2. How to get a work ID?	15	9.1. Health	39
3.3. Workday	15	9.2. Social assistant	40
3.4. Minimum wage	16	9.3. Organized civil society	41
3.5. Length of Service Guarantee Fund - FGTS	16		
3.6. What are occupational accidents?	17		
4. Women and the challenges in the world of work	19		
5. Racism, xenophobia and work	22		
6. LGBTQI phobia and labor	26		
7. Moral and sexual harassment	29		

1. PRESENTATION

With joy and enthusiasm, we present to you the primer **Migration, labor and violence: interface with health**, with the object of sharing knowledge about violence and the labor world.

The primer is an educational material resulting from the research **Migration, health and violence: experiences of migrant and refugee workers in Rio de Janeiro***, where migrants and refugees residing in Brazil were heard, specifically in Rio de Janeiro state.

Human displacement is a reality of global dimensions and guaranteeing the access and permanence of migrants and refugees in safe, healthy and non-violent jobs must be one of the purposes of societies that value social justice.

In migration and refugee experiences, the decision to leave their country in search of other places to live often involves difficulties in adapting to a new language and knowledge of other cultures. Migration and the refugees can bring changes in the form of family organization and the need to seek employment, housing, study, friendships and support networks.

**Research funded by INOVA – Generation of Knowledge at the Oswaldo Cruz Foundation (Fiocruz), Ministry of Health, Brazil.*

At the same time that migration and refugee can be an experience that brings new beginnings, feelings of uncertainty, insecurity, fear, longing and concern are present in the daily lives of migrants and refugees and are also expressed in the work environment.

Associating with that, the world of labor had passed through profound transformations especially in the last five decades, which have been impacting the lives of workers such as increased unemployment, temporary hiring, low wages and the existence of enslaved and forced work. In some cases, there are situations such as moral and sexual harassment in work relations, racism, xenophobia, gender violence and LGBTQIphobia, among other expressions of prejudice and discrimination.

Labor world is not free from violences present in social relations. Unfortunately, it's common that workers suffer from such violence, as the vulnerabilities, during and after migration and refugee process, can be even more pronounced. Therefore, it's necessary to recognize this violence in order to face them, in a way to guarantee a safe and healthy work environment for all. Thinking about that, this primer presents some of these violence to make it easier to understand and recognize by the migrant and refugee workers community, and at the same time brings subsidies so that they can seek support for their confrontations in health services, social assistance, civil society organizations and justice, among others.

We would like to thank everyone who participated in the construction of this primer and wish you a great reading.

2. WHAT IS VIOLENCE?



Violence is present in societies as part of their culture, expressing different relationships through manifestations in which there is the use of power or physical force against oneself or another person or group, and may have as a result deaths, injuries, physical or psychological illness and other detrimental impacts on life, health, safety, and human dignity.

This definition was inspired by the classic concept of the World Health Organization (WHO), which serves as the basis for the formulation of most public policies and actions on the subject.

**KRUG, E.G. et al. Relatório Mundial sobre Violência e Saúde. Genebra: Organização Mundial de Saúde, 2002.*

[access this link](#)

The WHO also establishes a basic classification of the types and categories of violence according to its nature, that affect population groups, such as children and adolescents, young people, women, the elderly, people with disabilities, the black population, indigenous people, migrants. workers(s) and the LGBTQIA+* community.

As for the types, there are three major groups:

Collective violence, which refers to macro-social aspects, as the political and economic, being perpetrated by groups and/or the State, as in the case of wars;

Self-inflicted violence, such as self-harm and suicide attempts, and;

Interpersonal violence, which can be exercised in community environments, such as urban violence, or intrafamily, such as by an intimate partner.

the Table 1In, we can know some of the natures of violence

TABLE 1.

NATURES OF VIOLENCE

Physical: slaps, pulls, punches

Psychological: humiliations, threats, control, abuse of power.

Sexual: imposition of sexual acts without consent.

Neglect/abandonment: absence or refusal of care.

Torture: punishment or embarrassment in order to obtain information or revenge.

Human trafficking: capture, movement of people for the purpose of exploitation.

Financial: retention or use of financial resources without consent.

Child labor: labor activities performed by children with the intention of profit and exploitation.

Slave labor: forced labor, exhausting hours, degrading conditions, and debt bondage.

Legal intervention: promoted by agents of the State, such as the police, in the exercise of their function.

Source: adapted from Krug, E. G. et al. World report on violence and health. Geneva: World Health Organization, 2002.

It is important to emphasize that the Brazilian reality still suffers from the violence that has its roots in the process of European colonization, structured in the enslavement of the originary/indigenous and African peoples. In addition to the deaths, degradation and dehumanization that occurred during the periods named colonial and imperial, the marks of violence are seen and lived to this day. Racial and gender violence are still a reality of a large part of the black, brown, indigenous and mestizo Brazilian population.

2.1

WHAT ARE THE INFLUENCES OF VIOLENCE ON THE HEALTH OF MIGRANTS AND REFUGEES?

Suffering any violence is not easy! It leaves marks on the life and health of workers of various age groups, social groups and nationalities, causing suffering and illness. They can have impacts on physical and mental health, such as depression, anxiety attacks, post-traumatic stress, problems with sleep, easy crying, difficulties with feeding, suicidal behaviors, diseases of the stomach and / or intestine, constant tiredness, among other symptoms or diseases.

When it comes to violence experienced at work, there may be insecurity, fear, shame, anger, humiliation, exaggerated worries, fear of losing or wishing to have another job. In more serious cases, there may occur the willingness to quit work.

In all these situations, it is important to seek help from health professionals, such as doctors, nurses, social workers and psychologists, that should promote access to reception and care actions.



3. LABOR RIGHTS AND OCCUPATIONAL ACCIDENTS

**CONSTITUIÇÃO DA REPÚBLICA FEDERATIVA DO BRASIL DE 1988.*

[access this link](#)

***ILO. Livelihoods for migrants & refugees in Brazil.*

[access this link](#)

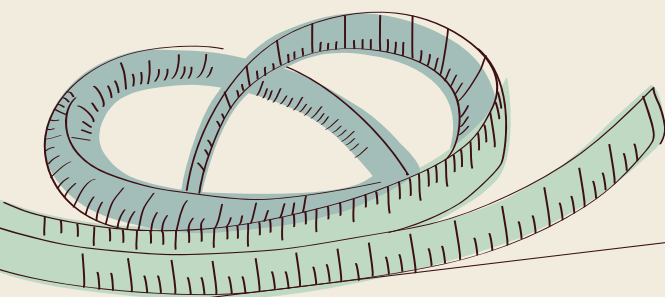
Labor rights in Brazil are valid both for native Brazilians, and for migrants and refugees. Such rights are protected and guaranteed by the Federal Constitution (CF) of 1988 in its Article 5.*

In Brazil, entering and staying in the job market is neither simple nor easy. High unemployment rates, occurrences of slave and forced labor, non-compliance with human and labor rights, discrimination against migrants, difficulties in validating diplomas and documents for entry and permanence in the labor market, and lack of understanding of the Portuguese language are some of the obstacles faced.**

However, it is very important to know what are the labor rights that Brazilian workers and other nationalities have.

3.1. HOW DOES FORMAL LABOR WORK IN BRAZIL?

The formal worker(s) in Brazil perform their functions through what we call an employment relationship, which is nothing more than having the Work and Social Security Card (CTPS) signed by the employer – the one who hires your service –, following the norms of the Consolidation of Labor Laws (CLT).



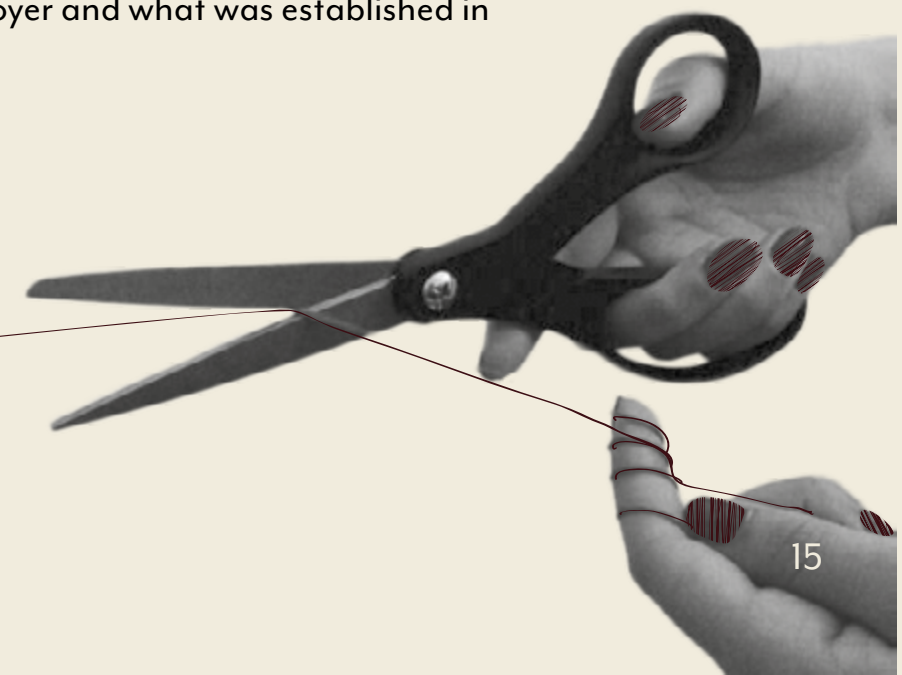
3.2. HOW TO GET A WORK ID AND SOCIAL SECURITY - CTPS?

The CTPS is issued at the headquarters of the Regional Superintendencies of Labor and Employment. It is the document where the jobs held, and all the details of their activities will be noted. There is the digital Work Card, which can be done on the federal government website.

[Access this link:](#)
[Digital Work Card](#)

3.3. WORKDAY

The working day in Brazil is a maximum of eight hours, and should not exceed 44 hours a week. Any additional hour worked implies the receipt of overtime pay, which is 50% more than the average hourly rate worked. That is: if you receive ten reais per hour worked, if you work an extra hour, you will receive 15 reais for that extra hour. The limit of hours worked, including overtime, is ten hours a day, and overtime must be worked when necessary, according to the criteria of the company or the employer and what was established in the employment contract.





3.4. MINIMUM WAGE

The minimum wage in Brazil is currently R\$1,320.00 for an 8-hour day/44-hour week (about 264 dollars or 250 euros)*. However, not every employer pays this amount, especially in informal work relationships.

* Information available in

[access this link](#)

3.5. LENGTH OF SERVICE GUARANTEE FUND - FGTS

Every formal worker, that is, who has their employment relationship governed by the CLT, is entitled to the FGTS, which is an amount deposited monthly in a fund by the employer for the protection of the worker, in case he is dismissed without just cause, that is, without a reasonable justification. Workers will also be able to obtain their FGTS at specific times, such as in case of serious illness, to pay real estate, etc.

What is FGTS

[access this link](#)

ATTENTION!

If you have any questions about labor issues, you can contact the Ministry of Labor through the Alô Trabalho call center, dialing the number 158. The Alô Trabalho call center is a direct communication channel between the citizen and the public power and it operates throughout the national territory, from Monday to Saturday, from 7am to 7pm.

You can also contact the Ministry through the institutional website at

[access this link](#)

3.6. WHAT ARE OCCUPATIONAL ACCIDENTS?

In order to have decent and healthy work, it is essential to have an environment free of health risks, with actions to prevent accidents and occupational and occupational diseases. Law n° 8.213/91 says that accidents at work are those that occur in the activities carried out by workers that can cause body injuries, death, loss, or reduction (permanent or temporary) of the ability to work.*

[to learn more](#)

*Safety at work

Accidents at work are preventable, and companies have a responsibility to preserve the lives and health of workers!

Formal or informal workers, migrants, or Brazilians, have the right to health care when they suffer some type of accident. See, in Table 2, the types and characteristics of these accidents.

TABLE 2. TYPES AND CHARACTERISTICS OF ACCIDENTS AT WORK

TYPES	CHARACTERISTICS
Typical accident at work	It occurs during the working day and can cause trauma, injury, loss of body parts, death, and disability.
Commuting accident	Occurs while commuting to or from work. It can be during the journey on foot, bus, car, subway, train, etc. The legislation understands that a commuting accident is only considered in cases where the worker is on his usual route (work and home and vice versa).
Other accidents	Such as aggression, sabotage, or terrorism in the workplace, in a physical way, offenses, recklessness, landslides, floods, fires, etc.
Occupational disease	It occurs in a specific situation of a certain work activity. Example: silicosis (disease acquired in environments that have silica dust).
Work disease	It occurs due to the development of the exercise of the work activity. Examples: skin diseases, tuberculosis, stress, muscle diseases, varicose veins, hearing loss, etc.

Source: elaborated from Coelho et al. COELHO, M.S. et al. Cartilha sobre doenças e acidentes de trabalho.

[access this link](#)

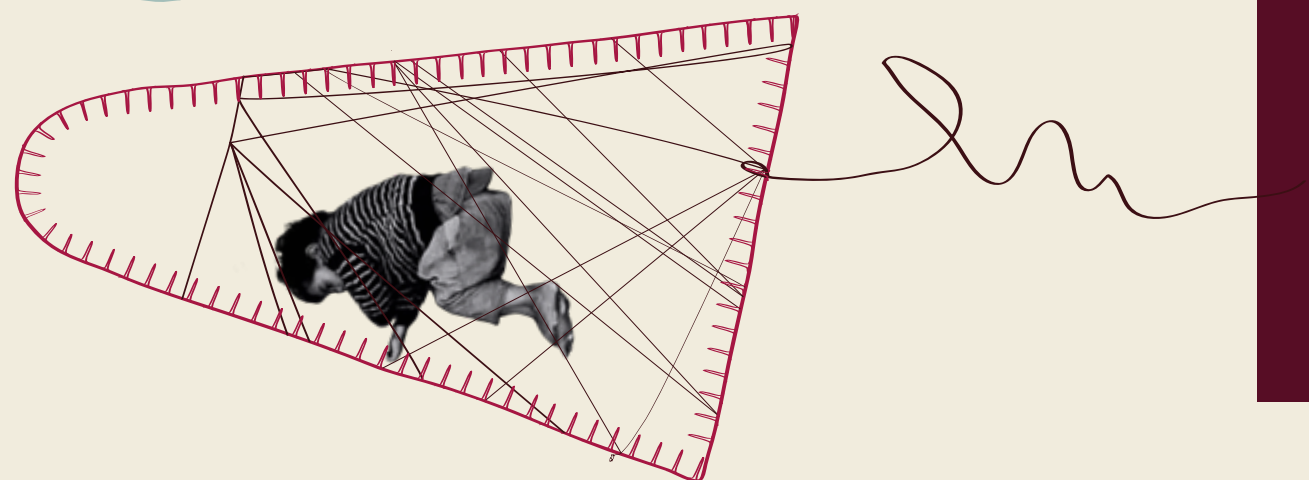
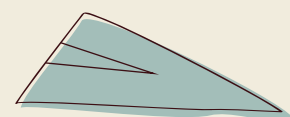
4. WOMEN AND THE CHALLENGES IN THE WORLD OF WORK



Gender inequalities are also present in the world of work. It is common for women to occupy more precarious positions and with lower wages. In addition, it is often to find what is called double or triple working hours, that is, in addition to having occupations outside the home, women also need to work in their homes, in the care of children, family members and in activities considered domestic (washing, ironing, cleaning, caring, cooking etc.). With this, it is possible that there is an overload of work, and there may even be illness due to physical and mental fatigue.

Another important challenge for women is where to leave their children during the period in which they are working, especially younger children, who are not yet in school, or when they are not enrolled full-time. A safe and healthy place must be ensured for your children to be cared for and educated.

According to Brazilian law, children have the right to daycare, and mothers, to a healthy job. In the case of women who are breastfeeding, every service, by law, must guarantee a space for breastfeeding or allow the worker to go home during office hours to do so.



DID YOU KNOW?

- All workers have the right to vacation, 13th salary and to have their CTPS signed.
- Maternity leave is guaranteed by law to every woman who has an employment relationship.
- In the case of self-employed workers, it is necessary to contribute with the National Institute of Social Security (INSS) to have the right to maternity leave.
- It is worth remembering that maternity leave lasts 120 days (four months) and can begin 28 days before the expected delivery, or as soon as the baby is born. Paternity leave is seven calendar days.

If you are self-employed, you have the right to start contributing to the INSS.

[access this link](#)

ATTENTION!!!

Migrants in situation of extreme economic vulnerability, with permanent disabilities and elderly people over 65 years of age are entitled to benefits of Social Assistance: the Bolsa Família Program, the Welfare Benefit for People with Disabilities (BPC/LOAS) and the Continuous Benefit (BPC) are some examples. Each one has specific prerequisites. Learn more in part nine of this primer.

5. RACISM, XENOPHOBIA AND LABOR



It is common to hear that Brazil is a welcoming country. However, there are several forms of violence experienced by people who migrated from peripheral and poor countries, especially black people and from religious cultures other than Christianity. These migrants and refugees tend to be the target of discrimination, harassment and constant attacks.

The southern region and the state of São Paulo are the main destinations for migrants and refugees, with those coming from Haiti and Venezuela are more than half of immigrants in the formal market. Not all foreigners earn the same wages - those coming from the poorest regions of the world, the so-called Global South, earn less than those from the richest countries in the Global North. Black people also tend to earn less compared to whites, as well as migrant women, compared to men.

Upon arriving in Brazil, many migrants and refugees are faced with xenophobia, prejudice and racism. Such violence structures social relations in the country and are associated with the legacy of the desire for whitening the population. Thus, there are different experiences of “Brazils”: for some, the experience of “Christ the Redeemer with open arms”, for others, interpersonal and/or State violence.

The impacts of racism and xenophobia at work can appear in many ways, such as difficulties in getting a formal job opportunity, proving professional experience, access to better wages and working conditions. The challenges with the Portuguese language, as well as the distant place of residence - difficult to access or insecure - can be an impediment to hiring.

Informality turns out to be an alternative way to survive, even more in cases of undocumented migrants. The murder of Moïse Mugenyi Kabagambe*, in January 2022, in Rio de Janeiro, can be considered an expression of extreme barbarism, the result of racism associated with xenophobia in the context of work.

Information
available at:
[access this link](#)

Do you know what racism and xenophobia are? See Tables 3 and 4 below.

TABLE 3. WHAT IS RACISM?

Racism is a systematic form of discrimination based on race and on the false ideology of the natural difference between races and the racial superiority of one group over another. It is exercised through prejudiced, discriminatory and violent beliefs, attitudes and behaviors directed at someone with the intention of humiliating, offending, insulting and segregating.

Decree No. 10,932, of January 10, 2022, promulgated from the Inter-American Convention against Racism, Racial Discrimination and Related Forms of Intolerance, signed by Brazil in Guatemala, on June 5, 2013, defines racism as:

(...) any theory, doctrine, ideology or set of ideas that enunciate a causal link between the phenotypic or genotypic characteristics of individuals or groups and their intellectual, cultural and personality traits, including the false concept of racial superiority. (...). Racism causes racial inequalities and the notion that discriminatory relationships between groups are morally and scientifically justified (...) (Art. 1.1 ICRC, 2022).

[access this link](#)

To learn more about the differences between racial discrimination, racial slurs and racism, [access this link](#)

Worth remembering

Practicing, **inducing or inciting discrimination or prejudice based on race, color, ethnicity, religion or national origin is a crime**, according to Law 7.716/891, which defines crimes resulting from racial or color prejudice.

[access this link](#)

TABLE 4. WHAT IS XENOPHOBIA?

Xenophobia is “foreigner aversion” behavior. The word comes from the Greek concept composed of xenos (foreigner) and phóbos (fear) and can be expressed in different ways, which include hatred, fear, hostility and rejection towards foreign people, causing segregation between different groups.

To get to know more, read the article *Xenofobia: definição, fatores de risco e prevenção*.

[access this link](#)

Worth remembering

Xenophobia is a crime under the Law No. 9,459 of 1997. This law addresses the implementation of the 1951 Refugee Statute, whereby the term “foreigner” is no longer used, but migrant.

ATTENTION!

Anyone can report crimes of racism and xenophobia by calling Dial 100 - Dial Human Rights - or sending a message through WhatsApp to the number (61) 99611-0100. In cases of flagrante delicto, call 190, the Military Police call center. The call is free and valid throughout the national territory.

The Dial 100 operates seven days a week, 24 hours a day, receiving reports of human rights violations that affect different population groups. It can be considered an “emergency room” and must be used in every situation of discrimination, prejudice and violence.

[access this link](#)

You can learn more in the videos [We need to talk about racism](#) and [We need to talk about xenophobia](#)

6. LGBTQI+ PHOBIA AND LABOR

Lesbian, gay, bisexual, transgender, queer, intersex and asexual (LGBTQIA+), among other gender identities and sexuality experiences, are not free from suffering prejudice, discrimination and violence. In Brazil, homophobia - discrimination based on sexual orientation such as gay and lesbian - and transphobia - discrimination based on gender identity, such as that relating to trans women and transvestites - have been considered crimes since 2019, according to Law No. 7,716, of 1989. There are also, locally, in Brazilian states and municipalities, other laws that guarantee respect for LGBTQIA+ people, but, despite them, prejudice and violence exist and are manifested in our daily lives. Currently, Brazil is the country that most kills transgender and transvestite people in the world.

Discrimination against the LGBTQIA+ migrant and refugee population is also expressed in access to and permanence in the labor market. Many, sometimes, choose to hide their sexual orientation from colleagues and superiors for fear of reprisals and possible dismissals. Violence can occur from the phase of seeking the opportunity and pre-contractual interaction, during employment (through moral and sexual harassment and wage devaluation), as well as in the exploitation of undocumented migrant workers, who end up subjecting themselves to longer working hours, low wages and poor physical and sanitary conditions in the places where they work. These violations must always be reported.

LGBTQIA+ migrants and refugees residing in the country are protected by the same laws as the entire Brazilian population. In some locations, there are police stations specialized in dealing with crimes of intolerance and LGBTophobia.



ATTENTION!

Dial 100 should also be called in cases of LGBTphobia. The Federal Public Defender's Office (DPU), present throughout the country, is an important body that provides legal assistance to those who cannot afford to pay for a private lawyer.

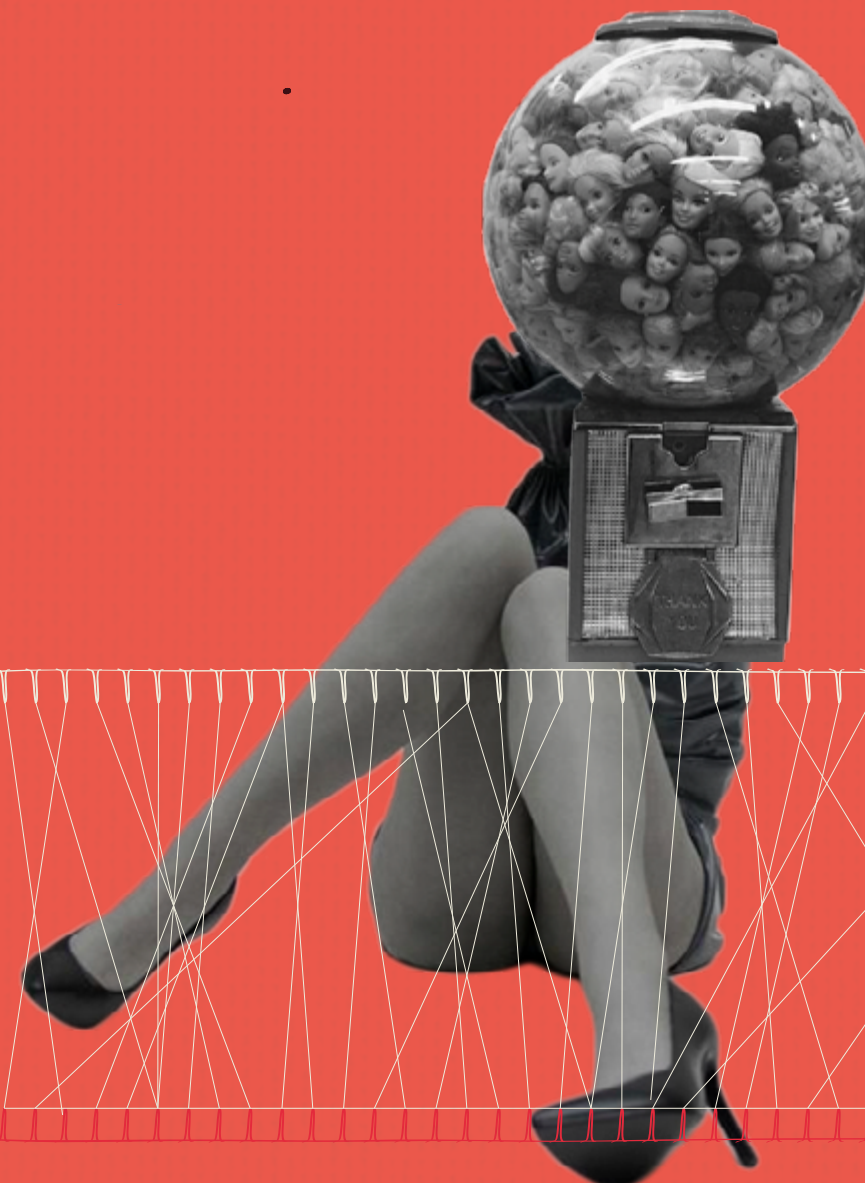
[access this link](#)

Everyone has the right to defend themselves!

Learn more!

There are groups that work to increase the employability of the LGBTQIA+ population, especially trans and transvestite women, check out [ContrataLGBTQI+](#) in VAGAS PARA LGBTQI+ (@contrataltbt) and [Transempregos](#) (@transempregos).

7. MORAL AND SEXUAL HARASSMENT



Moral harassment and sexual harassment are violence that affect workers and also, interfere with physical and mental health, family life and the development of their careers, skills and professional competencies. The occurrences of these situations must be reported and for this, it is necessary to know how to identify them.

All harassment is discriminatory and when related to the dimensions of gender, race, ethnicity, nationality, among others, there may be intensification and overlapping of violence. Power relations between genders, races, and professional hierarchies must be taken into account to understand and recognize harassment*. Learn more about these types of violence in Table 5 and 6.

*ANDRADE, C. B.; GONÇALVES, S.A. *Assédio moral no trabalho, gênero, raça e poder: revisão de literatura. Rev. bras. saúde ocup, Brazil, v. 43, ed. 11, 2018*

[access this link](#)

ATTENTION!

- In Brazil, sexual harassment is a crime, according to Law No.10.224, de 2001,, with a penalty of one to two years in prison.
- The call 180 is part of the Women’s Service Center, providing active and qualified listening and forwarding complaints of violence against women to the responsible sectors. The women’s call center also has service support on the WhatsApp application and it is possible to report violence by messages through the number (61) 9610-0180.

You can find out more in the videos. [We need to talk about moral harassment](#) and [We Need to Talk About Sexual Harassment](#)

TABLE 5. MORAL HARASSMENT

WHAT IS IT?

It is characterized by any “abusive conduct, manifested by behaviors, words, acts, gestures and writings that may bring risks and damage to the personality; dignity and physical and/or psychic integrity of a person”*.

It is a form of violence that encompasses disqualification, isolation, assignment of tasks of lesser value, deception, among other abuses of power directly related to hierarchies, domination and intentionalities.

It violates the fundamental rights of the worker, bringing several implications for life and health, expressing itself through humiliation and psychological torture. It can cause insecurity, fear, depression and anxiety, difficulty sleeping, post-traumatic stress and even suicidal behavior.

HOW TO IDENTIFY?

When the harasser refuses to communicate with the harassed person and use of derogatory words, disrespectful comments, dissemination of gossip, manifestations of contempt, difficult and hostile working relationships.

Abuses of power, persecution, discrimination, humiliation and verbal aggression.

Control of the activities performed by the worker and the information of the work environment.

Disqualification of people’s knowledge and actions, misleading, belittling attitudes and the work done by the person, attitudes of isolation.

Withdrawal or intensification of tasks, changes in schedules and/or work materials without prior notice to the worker.

Prohibition of talking to co-workers, offering uninteresting and demotivating tasks.

*Hirigoyen M-F. *Assédio moral: a violência perversa no cotidiano. Rio de Janeiro: Bertrand Brasil; 2011, p.65.*

TABLE 6. SEXUAL HARASSMENT

WHAT IS IT?

Its characteristics are abusive work relationships that are related to sexuality, and can occur both with workers and their colleagues, as between the bosses and the workers.

It is also possible the occurrence between workers and people who live in the same work environment, as users and family members in the cases of environments such as health units, social assistance equipment and schools. That is, it can occur in workspaces of all professional categories.

Constitute sexual harassment, verbal and/or physical behaviors; of an unwanted sexual nature that place workers in situations of embarrassment, fear, insecurity, anxiety, discouragement, guilt for the violence suffered, humiliations, violating, with this, the right to decent and healthy work.

In general, it is suffered predominantly by women.

HOW TO IDENTIFY?

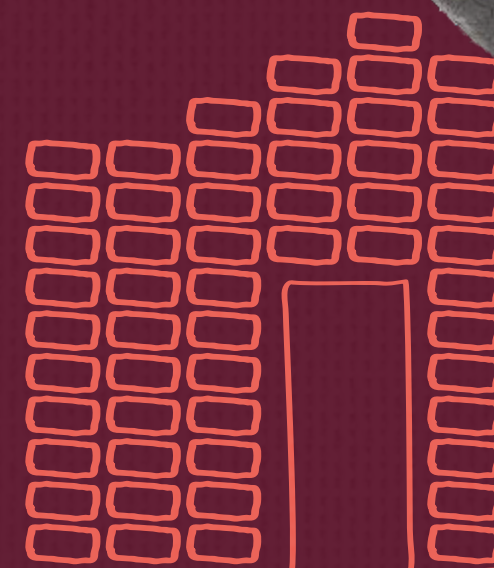
Physical contact is not necessary for certain attitudes to be characterized as sexual harassment.

It is common the occurrence of:

- Conversations, insinuations, jokes and comments of a sexual nature without permission.
- Unwanted physical contact, such as hugging, kissing, caressing without consent.
- Request of sexual favors and blackmail.
- Pressure to make appointments in environments outside of work.
- Sending letters, tickets, gifts, emails, movies, music or cell phone messages of a sexual nature.
- Behaviors and attitudes to harm the work, if there is a refusal of sexual harassment by the worker.

Source: table 5 and 6 elaborated from DESLANDES, S. F.; PESCE, R. P.; ANDRADE, C. B. *Trabalhadores da saúde e educação: lidando com violências no cotidiano*. In: NJAINE, K.; ASSIS, S. G.; CONSTANTINO, P.; AVANCI, J. Q., eds. *Impactos da Violência na Saúde*. 4 ed. Rio de Janeiro: Editora FIOCRUZ, 2020, p. 349-363; [access this link](#) ANDRADE, C. B.; GONÇALVES, S. A. *Assédio moral no trabalho, gênero, raça e poder: revisão de literatura*. *Rev. bras. saúde ocup, Brazil*, v. 43, ed. 11, 2018. [access this link](#)

8. HUMAN TRAFFICKING: CONTEMPORARY SLAVE LABOR AND SEXUAL EXPLOITATION



Slave labor today is distinct from slavery in the colonial and imperial periods in Brazil, when victims were chained and flogged. Today, it is a crime and a serious violation of human rights that restricts people’s freedom and violates their dignity.

8.1. HUMAN TRAFFICKING

According to an international agreement known as the “Palermo Protocol”, human trafficking is considered a crime and involves the actions described in Table 7.

ACT... WHAT IS DONE	THROUGH... HOW IT'S DONE	FOR THE PURPOSE OF... WHY IS IT DONE
recruitment transport transfer accommodation welcoming people	threat use of force (physical aggression) other forms of coercion (threats) kidnapping fraud deception abuse of power or vulnerability payments or benefits in exchange control over the victim's life (illegal debt) document retention private jail cultural or geographical isolation.	Exploitation. Examples: sexual exploitation slave labor illegal adoption organ removal sport activities forced marriage housework etc.

Source: Palermo Protocol quoted by Reporter Brasil, 2022, p. 208. REPÓRTER BRASIL. *Escravo, nem pensar! – Educação para a prevenção ao trabalho escravo.* [access this link](#)

8.2. CONTEMPORARY SLAVE LABOR

The term contemporary slave labor is used to designate situations in which the person is subjected to forced labor, exhausting hours, debt bondage and/or degrading conditions. It is not necessary for the four elements to be present: just one of them is enough to configure the exploitation of slave labor*. Understand more about them in the table below.

To find out more:
[access this link](#)

FORCED LABOR	<p>The worker is subjected to exploitation, without the possibility of leaving the place because of debts acquired at work, physical or psychological violence, or other means used to keep the person working.</p> <p>The person is working in a place that is difficult to reach, far from the city or his family.</p> <p>Salaries are not paid until the contracted service is finished, and the worker remains working with the hope of one day being paid. Personal documents are retained by the employer, and the worker is prevented from leaving the premises. In the case of migrants, it could be the passport.</p>
EXHAUSTING JOURNEY	<p>The exhausting workday puts the health of workers(s) at risk, since the interval between shifts is insufficient for them to recover their strength.</p> <p>Weekly rest is not respected, or does not exist.</p> <p>The person is prevented from maintaining social and family life, with risks of physical and mental illness.</p> <p>No overtime is paid and there is no negotiation to remove excess hours of work on days off.</p>

TABLE 8. CONTEMPORARY SLAVE LABOR

DEBT BONDAGE	<p>It occurs when there is a debt acquired at work, when the worker is charged the costs of accommodation, work tools, transportation to the workplace, food, uniforms, etc.</p> <p>It is characterized as a violation of labor rights, prohibited by Brazilian law, as it is an illegal way of subjecting workers to continue working without receiving remuneration, because the salary they would supposedly receive is not enough to settle the “debts”.</p>
DEGRADED CONDITIONS	<p>It occurs when the workers are subjected to bad working conditions, such as:</p> <ul style="list-style-type: none"> • Long working hours; • Work with repetitive movements without breaks; • Unhygienic workplace; • Lack of restrooms; • Lack of drinking fountains; • Lack of personal protective equipment to reduce the risk of accidents; • Lack or bad food provided; • Mistreatment and violence by the employer, and • Physical and psychological threats.

Source: <https://escravonempensar.org.br/o-trabalho-escravo-no-brasil/>
[access this link](#)

8.3. SEXUAL EXPLOITATION

Trafficking in persons for the purpose of sexual exploitation is considered a crime. It can be experienced especially by women, transvestites, transsexuals, children and young people, and is considered a violation of human rights, as it usually involves recruiters with false and misleading promises that lead people to enter the sex market to be exploited against their will.

Sexually exploited people are exposed to risks to life and integrity, being subject to illnesses and suffering such as:

- Mistreatment, abuse, physical, psychological and/or sexual violence (rape), death threats;
- Shame, guilt, hopelessness and fear, including deportation or reporting the recruiters;
- Having withheld your personal documents, such as your passport, and
- Being prohibited from having contact with family, friends or social networks.

REPÓRTER BRASIL. Escravo, nem pensar! – Educação para a prevenção ao trabalho escravo. São Paulo-SP, 2022.

[access this link](#)

You can find out more in the videos **Trafficking in Persons - Sexual Exploitation**, available at youtube. [access this link](#)

ATTENTION!

• To report slave labor and human trafficking, contact the Division for the Eradication of Slave Labor (DETRAE) at (61)2031-6610 or on email: detrae.sit@mte.gov.br. There is also a whistleblowing channel called Sistema Ipê, from the Federal Government, available on the website:

[access this link](#)

• For complaints of sexual exploitation, as well as all others, there is also the Dial 100.

9. CARE SERVICE FOR MIGRANTS AND REFUGEES

In Brazil, the Federal Constitution (CF) guarantees a series of rights not only to those who are native to the country, but also to those who live here. Such rights include access to health and social assistance, as well as social security, as already listed in this primer.

9.1. SAÚDE

Access to health is universal, that is, the right of everyone in the national territory, whether Brazilian citizens or migrants and refugees, as described in the CF and in the Organic Law of Health (Law 8.080/90), which creates a public and universal system, the United Health System (SUS), which works through Health Care Networks (RAS). The RAS are organized by characteristics and complexities and work through equipment and health services, as shown in Table 9.

Primary Health Care (APS)	Family Clinic (CF) and Basic Health Unit (UBS), among others.
Secondary Care	Emergency Care Units (UPA) and Movable Emergency Care Service (SAMU), among others.
Tertiary Care	Large hospitals, among others.
Psychosocial Care Network (RAPS)	Provides services for people with serious mental disorders and/or who abuse alcohol and other drugs. Its main equipment is the Psychosocial Care Center (CAPS). RAPS has services at all levels of health care.

Each municipality is responsible for ensuring access to services in its locality, as well as articulating with other municipalities and states. The APS, which is municipal, is the gateway to the SUS, forwarding to other necessary services, therefore, people must inquire at the Municipal Health Secretariat (SMS) of the city where they live about the equipment and services offered, according to the needs*.

**To know more:*

[access this link](#)

Learn more!!

HThere are several informative materials aimed at migrants and refugees, such as the Health primer for the Migrant and Refugee Population - Myths X Truth, available at:

[access this link](#)

Other materials on access to the SUS are also available on the Rio de Janeiro government website at:

[access this link](#)

In June 2022, the Ministry of Human Rights and Citizenship made available the Clique Cidadania application, which aims to provide information and guidance on rights, services and public policies available in Brazil for Brazilians, migrants and refugees. In the application, you can find more information about SUS and view UPA and UBS units closest to your region.

Access at:

[access this link](#)

9.2. SOCIAL ASSISTANCE

Social assistance, as well as Health, is divided by levels of complexity. The basic level works with services made available through the Social Assistance Reference Center (CRAS), and the specialized level, through the Social Assistance Specialized Reference Center (CREAS).

It is up to the Social Assistance System (SUAS) to support, with diverse actions, families in vulnerability and social risk, such as to access to benefits such as Bolsa Família Program, guidance on rights and assistance to people who experience situations of violation of rights and violence. For information, contact the Municipal Department of Social Assistance (SMAS) in the city where you live or the nearest CRAS.

Learn more!

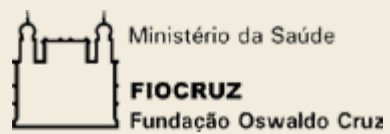
On the Strategic Maps for Citizenship Policies - MOPS - website, you can find SUS and SUAS units closest to your region. Just click on “services” and add your state and municipality at <https://aplicacoes.mds.gov.br/sagi/mops/index.php?e=1>.

[access this link](#)

9.3. ORGANIZED CIVIL SOCIETY

The society organizes itself into groups, collectives, organizations and institutions that provide services and actions to the population residing in a given territory and with different scopes of municipal and state management, seeking to identify problems and propose ways to face them, such as in monitoring and evaluating public services and policies.

It is important to get to know these organizations! Talk to the Residents' Association closest to you, with neighbors, schools, CRAS and health services.



tiragem:

impressão:

papel: pólen, 170g

capa: couchê triplex 250

tipografia: Mr Eaves Mod OT; ABC Maxi Plus



Primer **Migration, labor and Violence**: interfaces with healthcare
Organizers: **Cristiane Batista Andrade** e **Fernanda Mendes Lages Ribeiro**.

Authors: **Adriano da Silva; Andressa Fouraux Figueira; Camila Athayde de Oliveira Dias; Camila Rodrigues Estrela; Corina Helena Figueira Mendes; Cristiane Batista Andrade; Daniela Lacerda Santos; Fábio Uria Malveis; Fernanda Mendes Lages Ribeiro; Gleiciane Pereira dos Santos; Júlia de Almeida Roffé Borges; Juliana Maria Paiva Quintella; Tatiana Giovanelli Vedovato; Thuane Rosa do Carmo.** Designer: **Naiara Rezende.**

Spanish translator: **Catalina Revollo Pardo.**

English translator: **Adel Bakkour.**