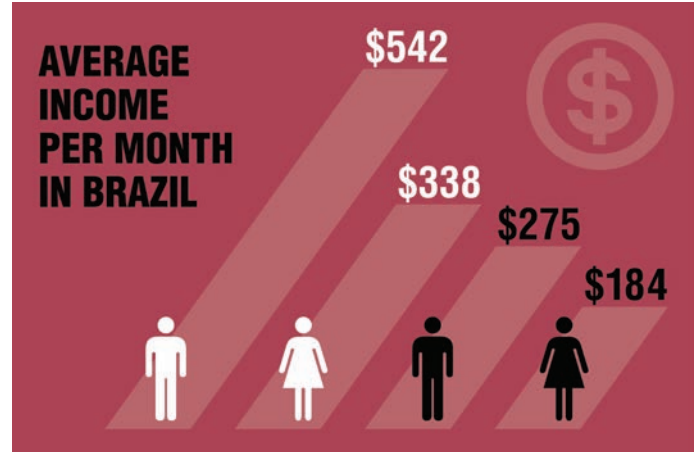


Workers Rights and Movements

The Workers' Rights Movement in Brazil



Connect

Identify the differences in Brazil between:

white men and white women:

black men and black women:

Use data from the infographics to explain what inequalities exist between people of different ethnicities, their income and jobs.

Decide

What does this infographic tell you about race, gender and income?

Discuss

What does this infographic show?

How would these statistics make you feel if you were a young black woman from Brazil?

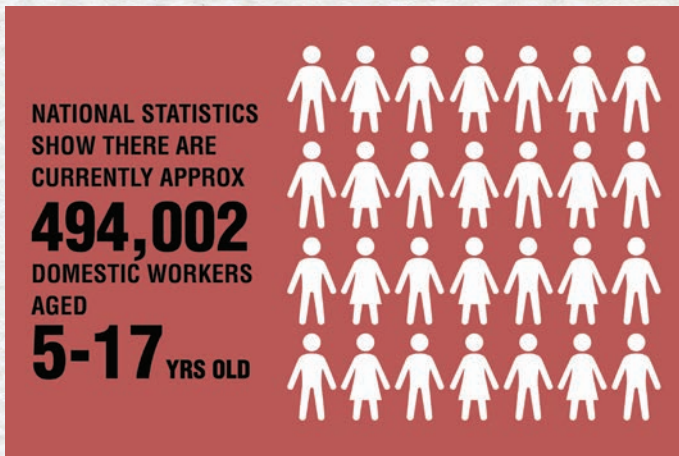
On the next page, write a response to the key question, drawing from information contained within the infographics, comic, creuza films and text resources.



What factors contribute to black women being the most underpaid and under-qualified social group in Brazil?

Why are children used as domestic workers?

What effects will working have on the lives of these children domestic workers?



Words

Write down key words that relate to child labour in the home:

Extension Activity: Go to the timeline resource. In 2008 the Brazilian government prohibited adolescents and children under 18 years old from doing domestic work, in line with the **International Labour Organization (ILO) Convention 182: The elimination of child labour.**

Discuss why this law may be difficult to enforce and why children domestic workers are still used.



Write

Refer to Infographics 1, 4 and 6 and discuss common themes presented within all three infographics.

Create a brief presentation using these three slides and explore the issues within.

- What do they show?
- What is important to note?
- Why do these problems exist?
- Are there solutions to the issues highlighted within these infographics?

A suggested title for your presentation could be: **'Women, Earnings and Domestic Work in Brazil'.**



Connect

Annotate the timeline - adding information and identifying changes that have occurred for domestic workers over time. This information can be taken from the time line itself, and other resources contained within this module.

Timeline

1931

The Brazilian Black Front Created

1936

First Association Of Domestic Workers

1981

National Front of Domestic Workers Created

1985

Domestic Workers National Council Created

1988

Changes to the Consitution

1997

FENATRAD Founded

1998

FENATRAD Improves International Connections



2003

Workers Party Member wins Presidency

2006

Domestic Workers Gain More Rights

2008

Child Labour Prohibited by Law

2011

First Female President Elected

2012

The Struggle Continues

Write

Add the following **3 Case Study Research Findings** to your timeline:

1

Women face discrimination on multiple levels, for example, due to their class, race, gender and sexuality. Often policies are developed to only deal with one type of discrimination e.g. gender. This limits the impact policies can have in supporting women in overcoming discrimination.

2

Women's involvement in social movements has created significant changes in the process of women's empowerment in Brazil.

3

The Brazilian government recognised gender and racial inequalities and developed discrimination laws to formally acknowledge the importance of this.

Want to know more?

Select a date from the timeline, research and make connections to wider national events in Brazil which may have also influenced change.

Decide

TEXT RESOURCE: Crossroads of Empowerment

One Employers Union President said, that if all the domestic workers rights are approved, then labour costs will be unsustainable for employers, and many domestic workers will become unemployed.

She said:

Our families are not companies; we cannot pay all the costs because domestic work is a different kind of work that doesn't generate any profit.

Discuss this statement.

What is needed in order to make domestic workers lives equal to those of their employers?

Discuss

Rank the Federal Governments Proposal for Constitutional Reform (PEC) objectives which aim to equalise domestic workers rights with workers rights across Brazil:

IMPORTANCE	URGENCY	MOST LIKELY TO CHANGE LIVELIHOODS	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Family allowance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Payment for overtime
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Obligatory Guaranteed Fund for Length of Service (FGTS)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unemployment benefits
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Insurance for work, accidents and for Repetitive Strain Syndrome (RSS)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Night shift supplement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A fixed number of working hours per day
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Obligatory union contribution

Rank these in order of **importance, urgency and most likely to change livelihoods of domestic workers.**

Discuss

What does Terezinha's article highlight about domestic workers in Brazil?

A moment of inspiration led to the **Photovoice Project in Salvador**, which saw 12 domestic workers attending a photography course.

They began documenting their everyday personal and working lives and traced the routes they took between their neighborhoods, where their friends and families lived, to where their middle class suburban employees lived.

Complete these activities which explore these unique images, offering a fresh perspective on life and work, only seen through the eyes of a domestic worker.



Connect

The domestic workers who took these photos said that taking photo's made them feel and see **pride and pleasure** in their lives.

Can you see **pride and pleasure** in the domestic workers photo's?

Discuss poverty and the feeling of pride and pleasure and answer the following questions:

How is poverty usually represented in images and/or the media?

Why do we feel emotionally sad when looking at images of poverty?

Do the domestic workers photo's, their reflections on photography and the pride and pleasure they feel change your perspective on what it is like living in poverty?



Imagine you are now in the picture:

- What do you see?
- What do you hear?
- What do you feel?
- How do you feel?

Create

Take photos of your walk from home to school, of friends and family and things that represent your life.

Did you feel pride and pleasure in taking photographs of your life?

Compare your photos with the images taken by the domestic workers.

Think about the differences and similarities between your life and that of a domestic worker?



Photography has increased my desire to see other places. It is a way to register our experiences and living moments.

Francislene Guimarães

I felt I grew a lot because I learnt how to look more closely at my everyday life.

Ma de Fatima Almeida

I've become a photographer, now I won't take anything that I am seeing around me for granted. I've learnt to see things differently.

Milca Evangelista

Photography awakened sensitivities, for me, a picture is much more than pressing a button. You must do it with your heart, and I put a lot of feeling into the images.

Gildália Santos

Sometimes we take a photo of a place and when we come back the next day it is no longer the same. Photo's give me a thrill.

Ana Cristina Machado

Photography has changed my life. The coolest thing was learning to pay close attention to things around me and to see the results in the images I took.

Neusa Palmeira

For the women who participated in the photovoice project, learning to observe and document their lives through photography brought about changes in the way they came to see themselves.

Decide

What do the following quotes tell you about the impact photography had on these domestic workers' lives?

How did photography bring about change for these domestic workers?

Identify contrast and change between the two styles of houses shown in the photograph.

Discuss

Whose house belongs to who?



Words

Use your knowledge and understanding to write definitions for these words:

The definitions you develop do not have to be in the same style as a dictionary e.g. **'Photography: The process of producing images on photosensitive surfaces'**

Definitions should be adapted to suit the purpose of your writing e.g. **'Photography: Is a powerful tool for exposing the issues facing domestic workers in their daily lives'**.

Rights:

Recognition:

Exploitation:

Empowerment:

Photography:

Perspective:

Inequality:

Pride:

Pleasure:

Write

The hope for the photovoice project was not only to empower the women taking photographs, but to help people who employ domestic workers in understanding the lives of their employees.

Use these images to inspire and your knowledge and understanding of domestic workers in Brazil to create a piece of poetry which will help people who employ domestic workers in their homes to better understand and connect with the lives of domestic workers they employ.

You may also use your responses from the words activity.

WRITING POETRY

- Make strong points
- Use powerful emotional words and phrases
- Tell a story and make the story heard
- Link to a character and use their story to connect with your listeners
- Have a **HOOK**. A hook is something which is repeated over and over in your poem
- Strive to evoke empathy from the audience.



Create

After reading Creuza's comic, think about her story and the changes she has experienced. Now design and create your own comic.

Your comic must tell the story of a character that has overcome a difficult situation. This character can be from your own life, or your studies.

The characters you create could experience some of the following:

- Exclusion
- Racism
- Exploitation
- Activism
- Empowerment
- Determination
- Success

Your story can be about any topic, but it must show the character overcoming difficult situations in their life, like Creuza.

Identify points where Creuza overcame difficulty in her life, then use these points as inspiration for your character.



HEARING ABOUT THE MEETING INTRIGUED CREUZA. SHE HAD TO FIND A WAY TO GET THERE. SHE DIDN'T KNOW WHERE IT WAS, OR HOW TO GET THERE. CREUZA DIDN'T WANT TO RISK HER BOSS STOPPING HER FROM GOING TO THE MEETING, SO SHE CAME UP WITH A PLAN:

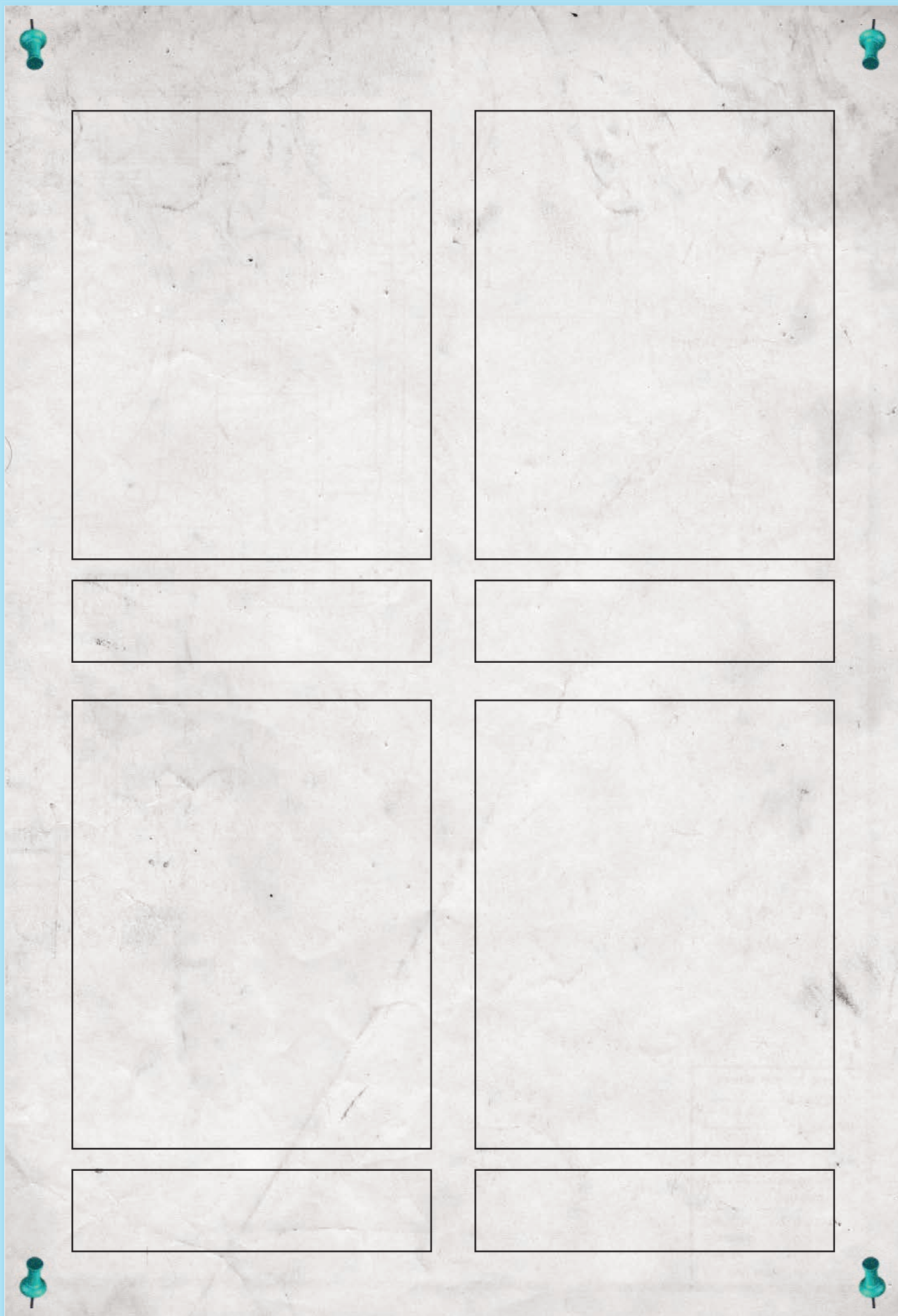
WHERE IS COLÉGIO ANTONIO VIEIRA AND HOW DO I GET THERE?

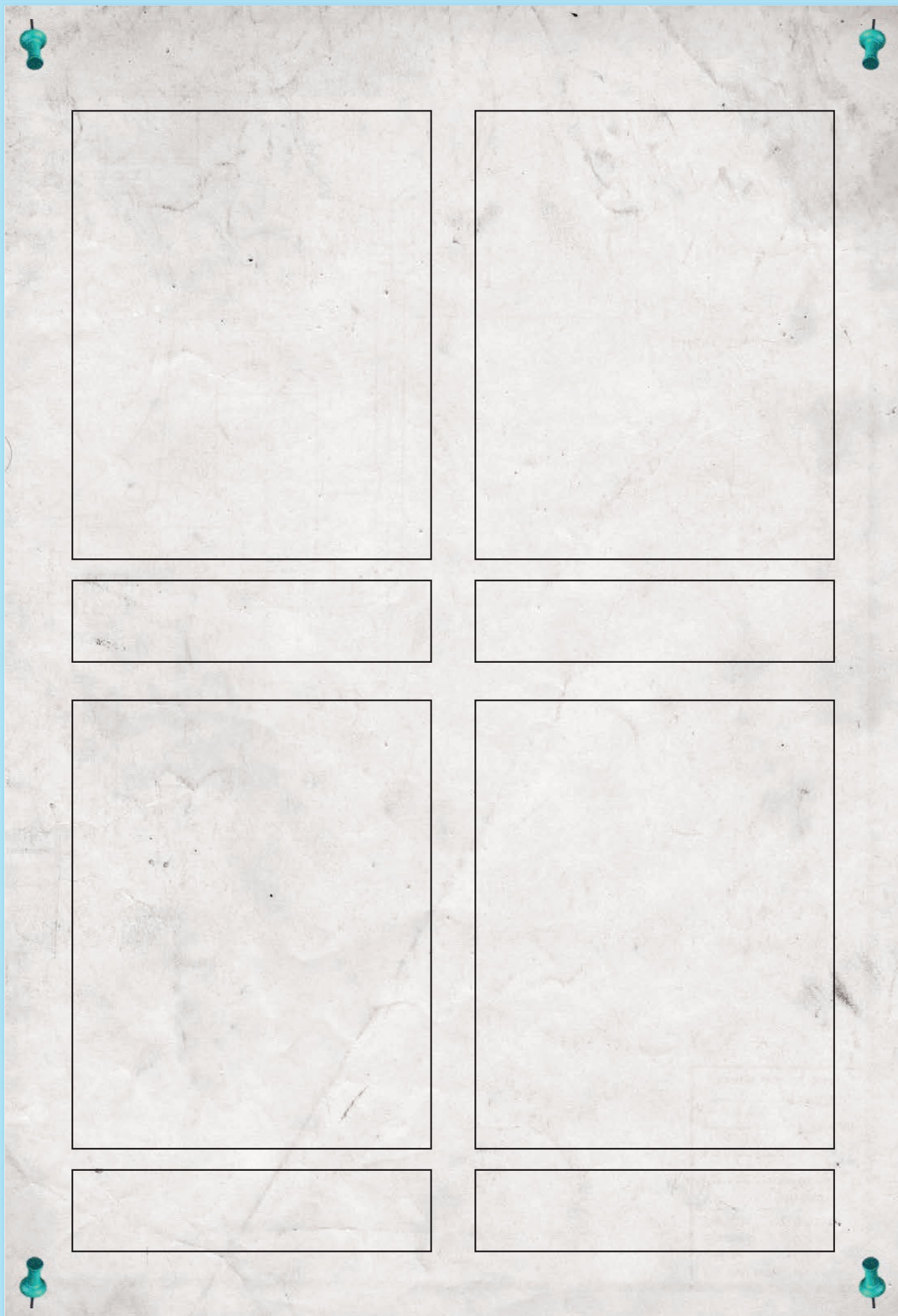
WHY ARE YOU INTERESTED IN THIS?

I HEAR THERE IS A RELIGIOUS SERVICE THERE

OH.

CREUZA WAS GIVEN THE AFTERNOON OFF AND WAITED ANXIOUSLY.





Discuss

How do you feel after reading this comic?

What has it taught you about domestic workers in Brazil?

What changes occurred in Creuza's life?

What was responsible for these changes?



Complete this sentence:

Creuza's life demonstrates that...

Decide

Answer the following questions:

Why did Creuza's employers not like her belonging to a workers rights union?

Why did Creuza choose to become a politician?

Write

What does Creuza mean when she says:

I see this as a political project, one that doesn't develop immediately, it has to be built over time as people have to change their understanding and perceptions.

Write down your answer:



FILM RESOURCE: Creuza - Political Candidate, Activist, Pt1

Creuza's dream is to become an elected politician.

Your task is to design a poster that improves the awareness of Creuza's political campaign amongst domestic workers. Your poster must help Creuza win the domestic workers vote in the next election.

Think about the following questions:

- What would motivate domestic workers to vote for Creuza?
- What words and images should be included in your poster to make it stand out and attract domestic workers?



Discuss

Working as a domestic worker can often obstruct women's participation in politics, activism and unions as they have little access to information due to their workplace also being their employers homes.

When watching the film, list ways political awareness of domestic workers can be improved.

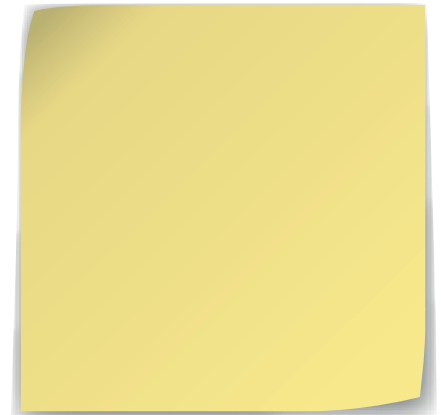
How can domestic workers be encouraged to participate more in politics?

Words

Why does Creuza keep fighting and not give up on her journey to becoming an elected politician?

List words that best describe Creuza, her life, her story and her journey to empowerment.

Stick these words on a wall to refer to later.



FILM RESOURCE:

Creuza - Political Candidate, Activist, Pt2

Connect

Write on each part of the body (head, two arms, two legs and torso) characteristics which best describe a domestic worker, think back to the **Photovoice Project**.

At the end of this activity you should have a bodymap with a minimum of 6 characteristics, but you can add as many as you can think of.

This film explores Creuza Oliveira thoughts on the barriers which limit black women and domestic workers in Brazil from participating in politics, activism and finding different employment.

Discuss

Think about Creuza Oliveira and consider these questions:

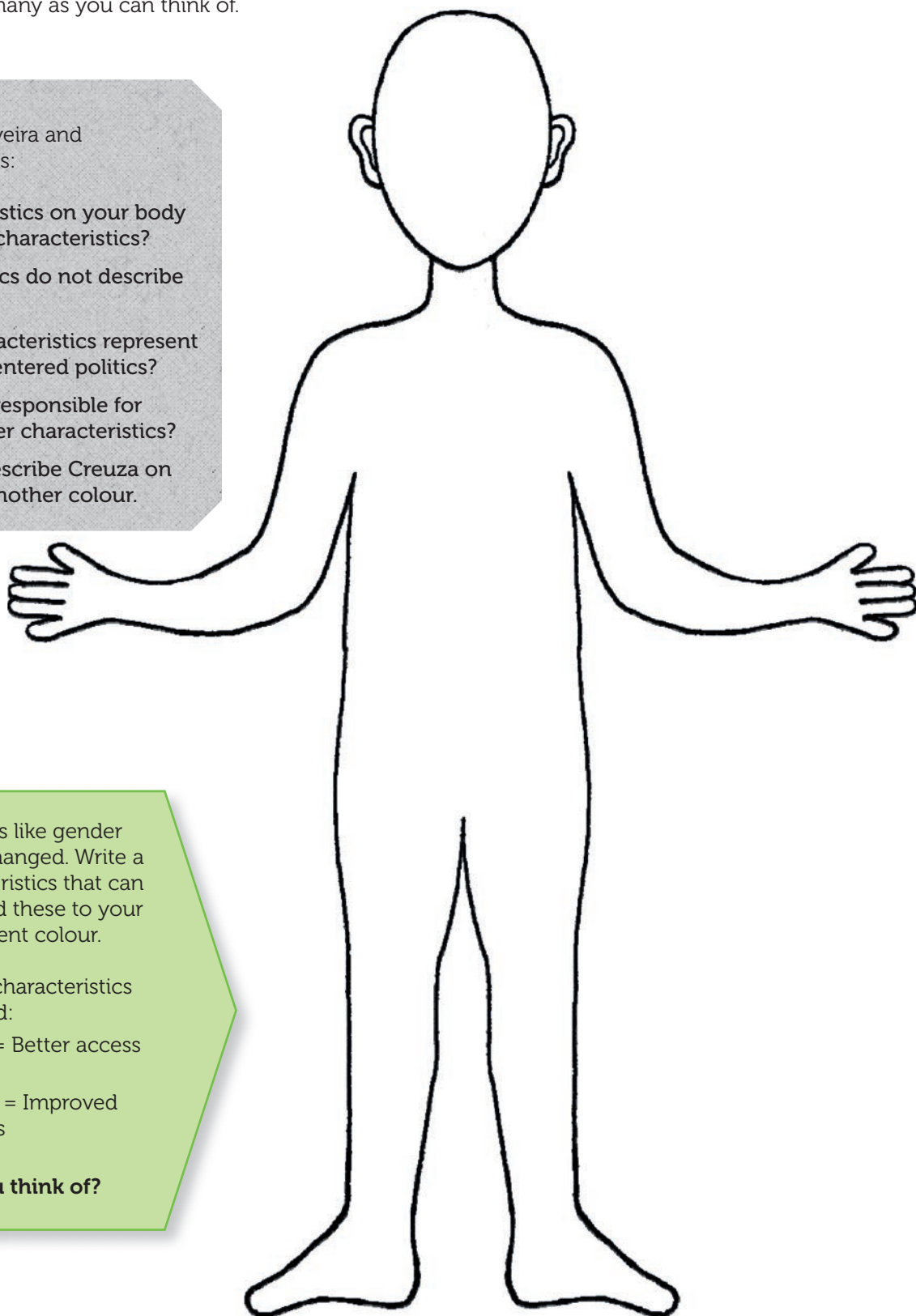
- Does the characteristics on your body represent Creuza's characteristics?
- Which characteristics do not describe Creuza?
- Did any of the characteristics represent Creuza before she entered politics?
- What factors were responsible for Creuza changing her characteristics?
- Write words that describe Creuza on your bodymap in another colour.

Some characteristics like gender and race can't be changed. Write a solution to characteristics that can be changed and add these to your bodymap in a different colour.

Some examples of characteristics that can be changed:

- Uneducated = Better access to education
- Lack of rights = Improved workers rights

How many can you think of?

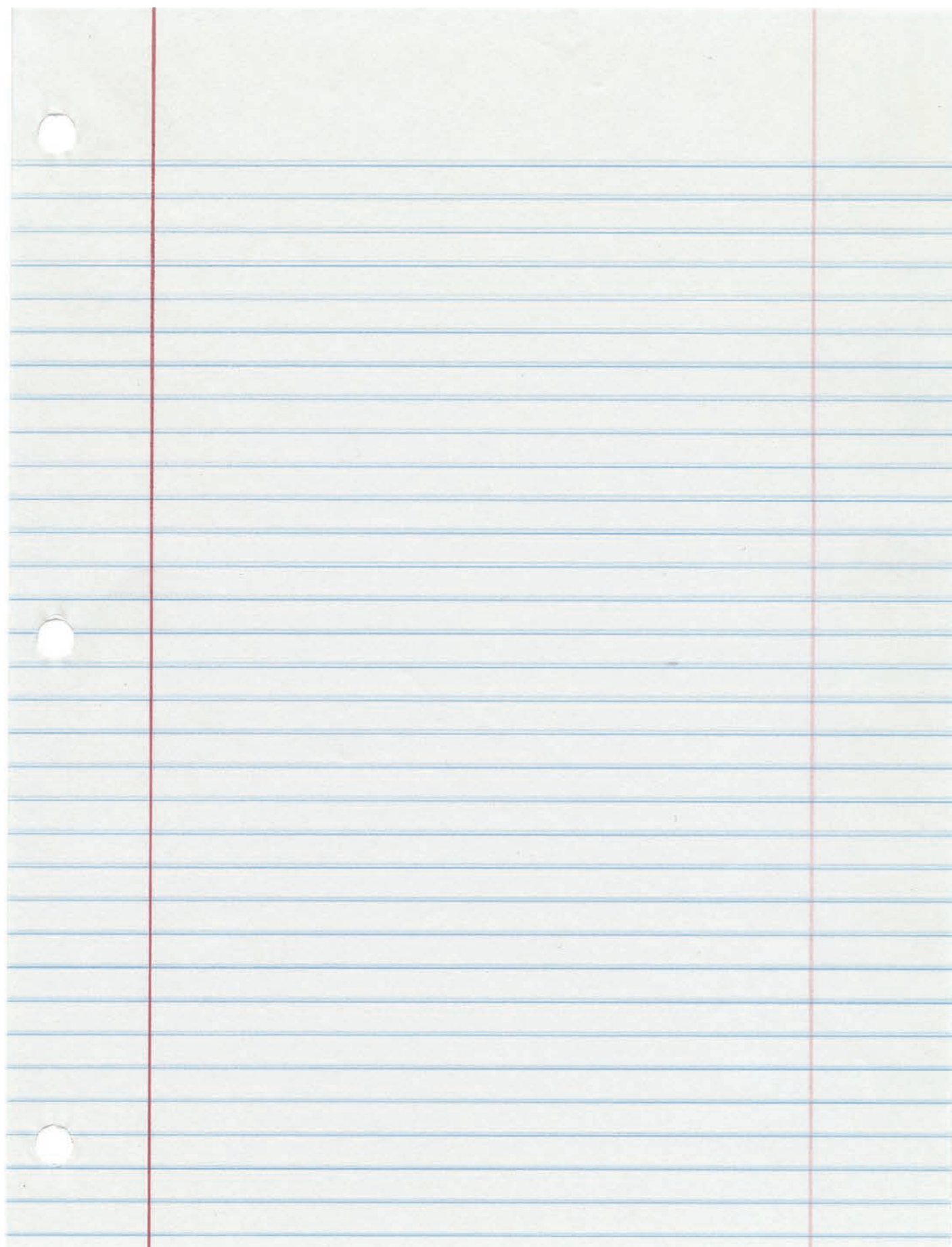


Write

Why are Domestic Workers not respected and valued in the same way as other professionals in Brazil?

Write an essay which answers the question:

A blank sheet of lined paper with three binder holes on the left side, intended for writing an essay. The paper has horizontal blue lines and two vertical red margin lines. The top of the page is partially covered by a grey header area containing the 'Write' section and the essay question.



SO WHAT DOES A STRONG ESSAY LOOK LIKE?

Have you ever made a sandwich? Taken the bread and filled it with tasty ingredients which make it enjoyable to eat? Well essay writing is a little like that! (but we suggest you don't try eating your essay!)

The two slices of your bread are like an introduction and conclusion.

Like a sandwich these are very important (even though they are not the tastiest bits) as they hold everything together.

After the bread, what comes next ?
Yes, the fillings.

This is the stage when you get to create your own unique sandwich.

The filling in your sandwich represents the **main paragraphs** and **arguments**.

You can have as many fillings as you want but think back to a sandwich. Too many fillings can make it difficult to taste the difference between flavours, so its best to select a few of your **favourite ingredients**.

The same is advised when writing an essay choose about **3 or 4 strong points** which will stand out separately from each other.

Here are some TOP TIPS for essay writing:

- Always write in paragraphs.
- Always say in your introduction what your essay is going to be about, what the question is you are going to answer and how you are going to answer it. For example:

" This essay is going to explore the reasons domestic workers are not respected and valued in the same way as other professionals in brazil."

- The main section of your essay should explain in detail the points you make. For example:

"Black people were taken to Brazil as slaves from Africa. Most women slaves were used as domestic workers in rich Brazilian households. When slavery was abolished black women remained as domestic workers as they did not have the same level of opportunity or education as white Brazilians. The history of a black people in Brazil could be one reason why domestic workers are not valued and are invisible."

- Always draw together your points in the conclusion. For example:

"Domestic workers deserve greater recognition, respect and to be valued as the work they do is as important as other professions. By valuing domestic work it will help reduce inequality facing black women in Brazil. "

OK. Enough of the sandwich analogy, I bet you are getting hungry? but you can't eat just yet as you have an essay to write!

An essay is made up of paragraphs

Each paragraph must have a **POINT** and **EXAMPLE** and an **EXPLANATION**.

This is called the **PEE** method. If each paragraph doesn't follow **PEE** then the reader may become confused and loose the point of you are trying to make.

If you don't enjoy reading your essay then someone else won't either. Your essay should be interesting. It should flow and make sense. It should make someone want to find out more about domestic workers and women rights in Brazil.

Now you are ready to write!



TEXT RESOURCE:

Negra Jho - Hairdresser, Activist, Pt1

For Negra Jho, a hairdresser whose salon lies in the heart of the old centre of the city of Salvador - where more than 80% of the population are black, **Beauty is Politics.**

In a country where centuries of racism have shaped a national identity of beauty, the politics of hair has great significance.

Explore this quote:

Oppressed hair puts a ceiling on the brain.
Alice Walker

What do you think Alice Walker means in this statement?

How is this quote connected to the subjects explored within the film?

Decide

What is empowerment?

Empowerment is.....

Is your hair a representation of your culture and identity?

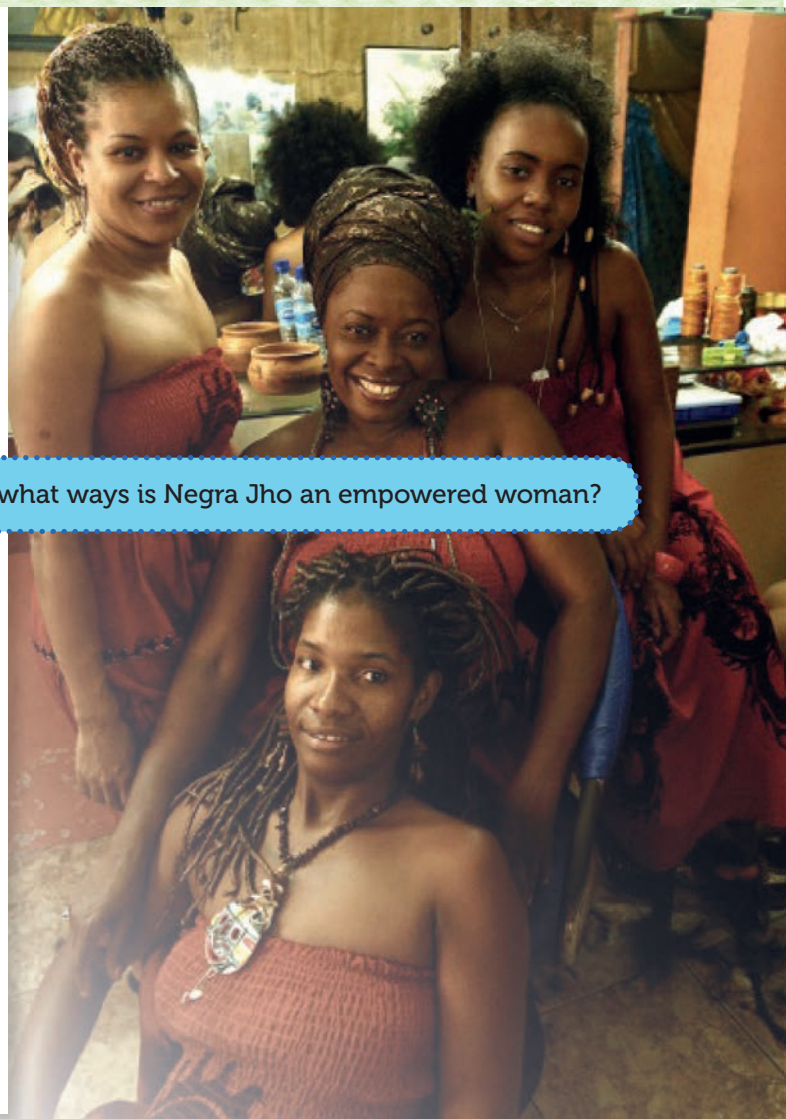
Can you explain why hair is an important part of culture and identity?

Discuss

I see my work [hairdressing] as
an enforcement of our culture.
Negra Jho

What does Negra Jho mean by this?

In what ways is Negra Jho an empowered woman?



TEXT RESOURCE:

Negra Jho - Hairdresser, Activist, Pt2

Hairdressing may not appear at first sight to be an arena for political activism. But when it comes to black hair, in a context in which centuries of racism has shaped ideas of beauty, the politics of hair gains new significance.

Black movement leaders are all too aware of the power of the image, and of the work that needs to be done in confronting racism in a country where its affects are still painfully visible in society, especially the poor.

Brazil's new government has done a lot to put into place initiatives and institutional mechanisms to combat racism; but much more needs to be done.

Create

Create a collage of images representing black hairstyles overtime across generations, cultures and nationalities.

Why do black women straighten their hair when it is naturally curly?



Connect

Create a short performance which explores 'Hair, Race, Identity and Empowerment'.

You can use music, props, song, poetry, dance and acting in your performance.

Feel free to use all available resources within this case study, including infographics, comics, timelines, illustrations, photographs and quotes from the film.

Share your performance with others in order to connect them to issues surrounding hair, race, identity and empowerment.



Decide

What is Negra Jho's final message in relation to:

Culture:

Race:

Hair:

Identity:

Brazil:

