



# **ACCESSIBILITY**

# Accessibility works allow for any person with a disability to access the tribunes of the Federal Senate

As a result of collaborative efforts made by different sectors of the Senate to promote accessibility and inclusion of people with disabilities, the Federal Senate Accessibility Plan has increasingly ensured the full and effective participation of people with disabilities in any of the daily public activities within the parliament.

The results achieved since the first year of implementation of this Plan (2016),

represent an advancement of the issue and contribute to guarantee the rights in the Brazilian Law of Inclusion and the Statute of the Person with Disabilities.

In the Plenary, for example, accessibility reforms have already been finalized. A ramp has already been completed to allow access to one of the grandstands. In one of the seats for the senators, a wooden structure was placed to accommodate at a

comfortable height for the operation as well as a laptop that allows voting by head movement in the case of quadriplegic parliamentarians.

In addition, the parliamentarian can choose whether to vote with the help of an advisor or at the polling station, the same as that used by other senators, which allows identification by fingerprint and password.

Two software programs, associated with a computer camera, allow for mouse handling with head movements. In one software, confirmation occurs with a change in facial expression. In the other one, permanence of the cursor in the desired option for a certain time selects the option. The pieces of software, eViacam and Headmouse, are free and easily available on the internet.







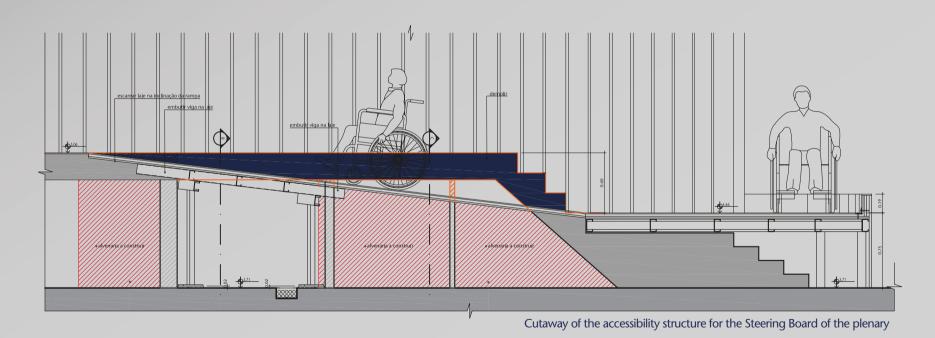


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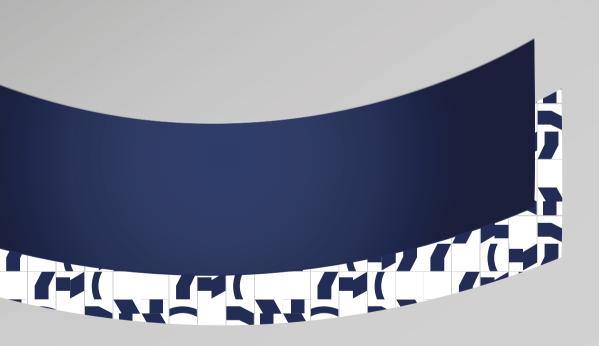


In addition to these specific changes, the Senate has already made several changes within the Accessibility Plan. Among these are adaptations in public bathrooms and sidewalks as well as construction and correction of ramps to diminish inclination.



+ BACK 

→ HOME



# PROMOTING SOCIAL INCLUSION

# Federal Senate is the first agency in Brazil to receive messages from hearing impaired people in the Brazilian Sign Language (LIBRAS)

The Federal Senate can now receive videos with suggestions for bills recorded in Libras (Brazilian Sign Language) by deaf people. The proposals will be published on the e-Cidadania portal, created in 2012 to encourage and enable greater participation of citizens in legislative activities.

When a legislative proposal reaches the support of 20,000 Internet users, it is forwarded to the Committee on Human Rights and Participatory Legislation. The proposals accepted by the rapporteur will be processed as bills.

All there is to it is to send the Senate the link of a video published on YouTube, Instagram, Facebook or Twitter, without the need for a specific hashtag. The video is then sent to Libras interpreters.

The suggestion is then translated into Portuguese, transformed into text and published in order to get the support it needs.

It takes five to ten days between receiving the video and the publication of the idea, says the coordinator.



HOME

**◆** NEXT



## **LEGISLATIVE IDEAS**

E-CIDADANIA REPORT

### **TOTAL ACCUMULATED SINCE 2012**

Ideias	64.914
Authors	41.455
Support	6.901.375
Supporters	3.696.593

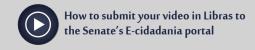
According to 2010 estimates of the Brazilian Institute of Geography and Statistics (IBGE):

9,7
MILLION

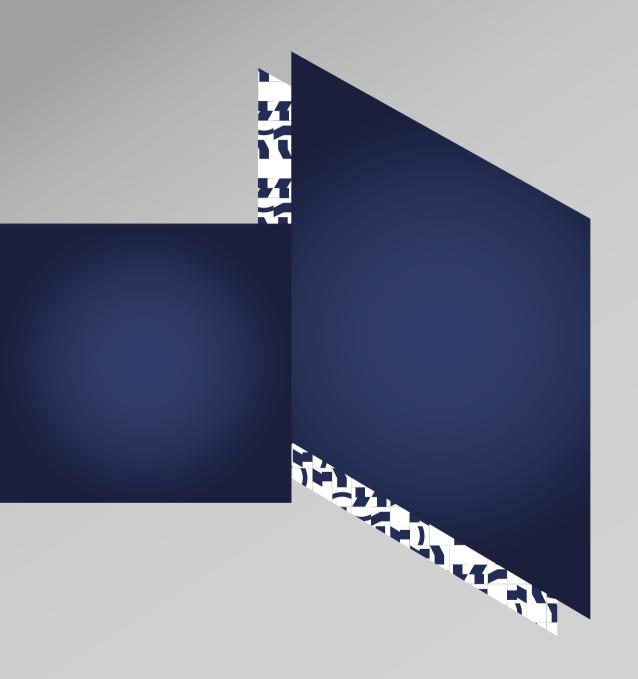


The Brazilian Sign Language (LIBRAS) has a system of signs that was developed over the years both in the country and from the French sign language. Therefore, it has similarities with sign languages in Europe and America. A series of videos were produced by TV Senado to explain how to record the video, publish it on social networks, how the Legislative Idea Program works and how to send the suggestion. Some of the tutorials, published on the e-Cidadania Portal, can be seen below.









# **MANAGEMENT**

# Management

# Director General prioritizes administrative innovation

Immersion courses, lectures and meetings with members of other agencies are among the actions to advance good management practices promoted by the Senate Innovation Support Center (Nainova), a department created to encourage the culture of innovation.

Creativity and innovation are the watchwords in the Office of the Director General, which has organized immersion meetings and debates with experts in innovation. The idea is to overcome excessive bureaucracy and other hindrances in the public sector to increase efficiency of the organization's work routine.

One of the instruments is the Journey of Innovation, a practical training program offered in the first half of 2019 to 60 employees and will involve up to 80 contributors in the second semester, not counting the training of a body of enablers that runs parallel to the Journey. The instrument aims to train participants by addressing real-life challenges of the Senate in order to produce proposals for the different departments of the House's administration.



**→** HOME

**→** NEXT

Senate director general Ilana Trombka explains what she expects from the process:

"The idea is for [the Journey of Innovation] to be a shock for the organization and to encourage us to follow this path, maintain practices, tools and behaviors to open our eyes to paths previously understood as risky or unwanted by the organization's collective. We will have two groups mentored by the same supporters. All these coworkers are potential multipliers of the practices experienced there."



Center for Innovation Support

# Management





To improve administrative innovation, the Federal Senate, through the Support Center for Innovation, made available to all employees, a Co-working Room and a Workshop Room. These shared spaces known for their abbility to bring people together, stimulate collaboration, expand networking and encourage creativity.

The Workshop Room holds a maximum of 30 people while the Co-working Room holds a maximum of 15 people in group work or 8 people in individual work. These rooms are currently in prototyping phase, i.e., they have a minimal functional structure to make possible becoming acquainted with the needs of users and, over time, improve services according to demand.

→ HOME

**+** BACK





# INTERNATIONAL COOPERATION

# National Parliament of Timor-Leste to adopt Senate system

The National Parliament of Timor-Leste, the newest sovereign state of the 3rd millennium, will use Portal Modelo, a system developed by technicians of Interlegis – a program to modernize the legislative houses of Brazil, implemented by the Federal Senate. In this project of the Brazilian Cooperation Agency of the Ministry of Foreign Affairs, a legislative technician will travel to the Timorese island to coordinate the program with hopes of giving proper support and strengthening the Parliament in that country.

José Luiz Lacowicz is the computer specialist and responsible for the mission. In 2011, he spent 5 months in Timor for the project diagnosis.

The Portal Modelo is a system that enables the creation of Internet portals for legislative houses, and can keep them stored in the Interlegis datacenter or in any other data center. Today, almost 1,600 legislative houses (municipal councils and assemblies) have adopted the system. Guinea-Bissau also has the Portal Modelo since 2008.

**→** HOME

+ NEXT

# **International Cooperation**

In addition to the transfer of software systems, the project, which initially is expected to last 24 months, will include technical assistance in the areas of IT and communication as well as support and training in international relations, protocol, shorthand, writing and transcription, radio and creation of a Center for Parliamentary Capacity Building.

Interlegis' software tools are ideal for the legislative houses of the Community of Portuguese Language Countries (CPLP), due to their technical quality. Developed in opensource software, they allow users themselves to make the necessary improvements, without any cost for acquisition or maintenance. Constant updating of the systems developed by Interlegis also stimulates their adoption.

At the request of the deputies of Timor-Leste, the site should appear in three languages: Portuguese, English and Tetum, the native Timorese language and one of the official languages of the island, alongside Portuguese.

The National Parliament of Timor-Leste is composed of 65 deputies and almost two hundred career civil servants. The management body is highly qualified. The country gained its independence in 2002 after having been annexed by Indonesia for more than twenty years. Although it has approximately 14 thousand square kilometers of territorial extension and is smaller than Brazilian state of Sergipe, it has a population of more than one million and two hundred thousand people.

Negotiations for the establishment of technical cooperation between Brazil and Timor-Leste began in 2010. At that time, the President of Parliament emphasized that the budget of some Brazilian cities was equivalent to the budget of the whole of Timor-Leste.





**→** BACK

**→ NEXT** 

# National Congress Police takes technical tour of the Israeli Parliament

The Police of the Senate and of the Chamber of Deputies took a four-day technical tour of the Knesset, the Israeli Parliament, in Jerusalem. The objective of the mission was to exchange experience with a country known for its technology and efficiency in the area of public security. According to the director of the Senate Police, Alessandro Morales, there was an exchange of information and learning.

"The purpose of the trip was to learn about security procedures adopted by the Knesset, especially the access control to the technologies involved. We also sought to establish partnerships for the training and capacity building of our staff".



\*

The tour of the Parliament of Israel is the result of the invitation by Superintendent of the Knesset David Vaknin. Guard, participated in the first meeting of the High Administration of the Parliaments of Brazil and Israel in September 2018, hosted by the Senate. In that meeting, Vaknin saw possibility technical of cooperation in the area of security between the two legislative houses.



Brazilian delegation with the Director General of the Knesset, Albert Sakahrovich, in the center, and to his right, the superintendent of the Knesset Guard, David Vaknin

+ BACK

**♦ NEXT** 

## International Cooperation



Brazilian delegation with the Speaker of the Knesset, Yuli-Yoel Edelstein

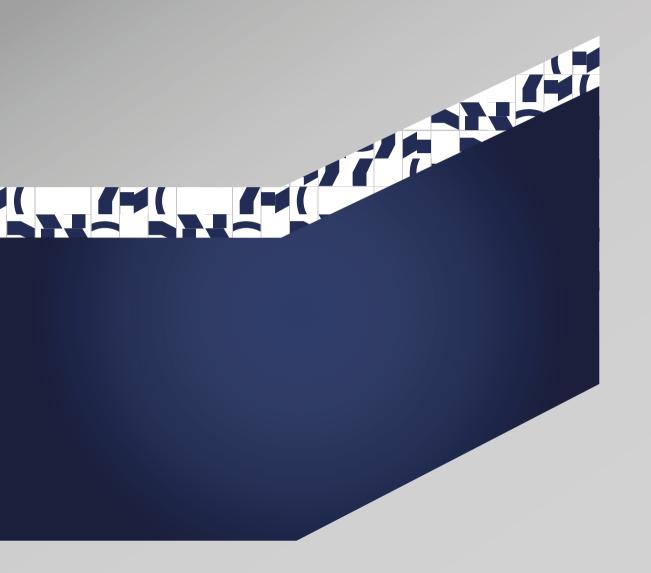
Besides Morales, the Senate delegation included the coordinator of Support to Police Activities, Rafael Pimenta Weitzel, and the head of the Police Intelligence Service, Gabriel Carlos dos Reis Costa Dias. The Chamber of Deputies was represented by the head of the Technical Support Service, Suprecílio do Rêgo Barros Neto, and by the Coordination Director of Special Operations, Jasson Rocha Rodrigues Júnior.

During the visit, the police officers met with the director general of the Knesset, Albert Sakharovich, and with the superintendent of the Knesset Guard, David Vaknin. They also learned about the history of the Israeli legislature and were able to see in loco how members of that parliament carry out their activities.

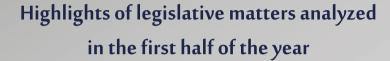
Among other activities related to the security of the country, the legislative police officers visited the Jerusalem Police Surveillance Unit and visited an arms factory.

The Israeli legislature is unicameral. The 120 members of parliament are directly elected in a single national district by a proportional vote of representation. The term in office is four years.

+ BACK + HOME

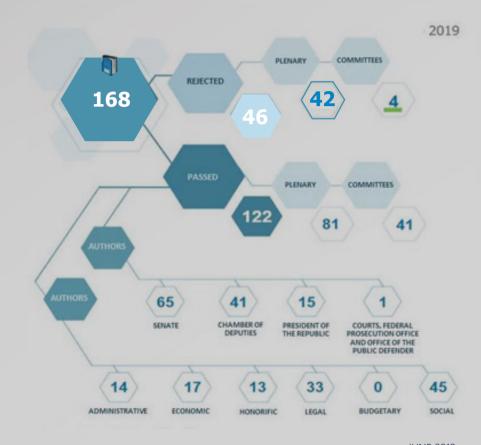


# **LEGISLATIVE**



The first semester of 2019 in the Federal Senate was marked by votes in plenary, debates and hearings in the standing committees of the Senate. The senators took a stand on a number of major issues during these first months of the 56th Congress.

In the first half of this year alone, the senators put 168 matters up for consideration, with 122 passed and 46 rejected. These numbers are higher than those of the same period in previous years.



JUNE 2019

**→** HOME

**+ NEXT** 

# Senate passed bill prohibiting the marriage of minors under the age of 16

The proposal, authored by former deputy Laura Carneiro, and approved by the Chamber of Deputies in 2018, will continue for presidential sanction. The bill maintains the exception in the Civil Code by which parents or quardians of young people aged 16 and 17 may authorize their marriage. Brazil is the fourth country in the world in child marriages. Data show that 877.000 Brazilian women under 15 have been married in recent years. They marry early, get pregnant early and quit school. Although the new bill prohibits any case of marriage of persons under 16, it maintains the exception of Civil Code that allows marriage exceptionally at age 16, provided that either both parents or their legal representatives authorize it.

# Senate approves proposal for greater control over dams

The Senate has responded to the tragedy of the collapse of the Brumadinho dam. The bill, which reinforces the safety of mineral exploration in the country, passed at the Senate committees and is now in the Chamber of Deputies. In addition to reinforcing the effectiveness of the National Policy on Dam Safety, the proposal toughens the penalties for those involved in environmental crimes that cause deaths. It also tightens the rules of civil and administrative liability for those causing tragedies such as those in Minas Gerais, and prohibits the construction of reservoirs using the method of upstream raising - by which the dam grows in stages, using mining tailings.

# Senate rejected a decree to make the possession of weapons in Brazil more flexible

The Senate rejected a decree to make the possession of weapons in Brazil more flexible. The Plenary passed the legislative decree bill that renders the regulation ineffective. The decree authorized 20 professional categories to carry arms and increased the ammunition available annually to each firearm owner from 50 to 5,000. The Chamber of Deputies will next vote on the Legislative Decree Bill.

+ BACK + NEXT

# Congress enacted mandatory budget for bench amendments

The National Congress enacted in June another amendment to the Constitution - number 100. which provides for the mandatory execution of amendments to the Union Budget by state benches. According to the new rule, the mandatory execution of these amendments will same rules as individual amendments, which are already mandatory. Congressional amendments are budget amounts that the Congress earmarks for works and actions of deputies and senators for political commitments during their term, both to states and municipalities, and to institutions. Bench amendments will be mandatory and will correspond to 1% of the net current revenue realized in the previous year. The execution of bench amendments will follow rules already in force for those of individual authorship, such as earmarking to meet target tax results.

# Amendment enacted to allow military personnel to hold concurrent jobs in health and education

Military police and firefighters of the states and of the Federal District may now hold a military job concurrently with public jobs in the areas of health and education. Permission is provided for in Constitutional Amendment 101, enacted this year by both Boards of the Chamber of Deputies and the Senate. Since 1988, concurrent public jobs were allowed only for civil servants and military personnel of the Armed Forces in the health area. According to the Constitution, concurrency is only possible "when schedules are compatible". The text authorizes concurrency of two teaching jobs; of a teaching job and a technical or scientific job; or of two jobs exclusive for health professionals. In the case of police officers and firefighters, there must be a "prevalence of military activity".

# Senators approve proposal that expands banks' access to information on compliant debtors

The automatic adhesion of consumers and companies to a registry of compliant debtors has been forwarded for presidential sanction. The Senate Plenary passed by a 66 to 5 vote changes in the rules for information on compliant debtors (cadastro positivo), a database created in 2011 with data on good payers, as opposed to the famous cadastros negativos with information on bad payers. The approved text originated in the Chamber of Deputies. It had already been approved by the Committee on Constitution, Justice and Citizenship (CCJ). The purpose of the cadastro positivo is to encourage good payers to access lower interest rates. Existing since 2011, with voluntary participation of clients, the service is provided by specialized companies, which assess the credit risk of companies and individuals based on their financial and commercial history.

+ BACK + NEXT





**+ BACK ♦ NEXT** 

## Legislative

João Lima clarifies that it is not the function of the glossary to standardize the concepts adopted in the Senate, in the Chamber of Deputies and in the National Congress, but rather to point out differences and similarities in terminology, when applicable.

In addition to the concepts of legislative proceedings, the glossary contains a list of 94 acronyms and abbreviations. The

contains the political parties registered with the

Superior Electoral Court, together with their date of creation, current and previous names. The section also lists all the standing committees of each of the Houses.

The Glossary of Legislative Terms has been published in e-book and pdf formats on the portals of the Senate, of the Chamber of Deputies and of the Congress. The document will also be available in print. The WG intends to launch translations into English, French and Spanish.

The group examined 727 entries relating to legislative proceedings. The terms were spread across four glossaries edited by the Senate and the Chamber of Deputies.

The WG condensed the content into 302 different entries. In addition to the definitions, the glossary contains legislative references for each theme.

The glossary was presented by João
Lima, a legislative computer analyst at
the Senate Information Technology
Secretariat (Prodasen). He pointed out that
the publication systematizes the terminology of
legislative proceedings.

"The main function of the glossary is to shed light on the terminology used in parliament. There is different terminology in the two Houses to refer to the same concept.

But more serious were the cases in which the Senate and the Chamber of Deputies used the same term to designate different concepts".

+ BACK

+ HOME





# Senate promotes campaign against moral and sexual harassment at work

At the end of 2018, the Senate initiated educational campaign against moral and sexual harassment at work. The objective is to create a healthy environment without any kind of violence. The initiative involves not only permanent employees, but also retired, freely appointed, outsourced, interns and young apprentices.

The 3-stage campaign was developed based on the observations of the Standing Committee for the Promotion of Gender and Race Equality of the Senate as well as on the experiences, inside and outside Brazil, of the organizational environment and the relationship amidst groups with different types of organizational

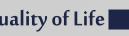
President of the Standing Committee for the Promotion of Equality, Roberta Viegas, states that the Senate is one of the first bodies of public federal administration in Brazil to have a protocol for cases of harassment. The campaign is in line with other initiatives in the world, such as #metoo, initiated by Hollywood actresses against sexual harassment.

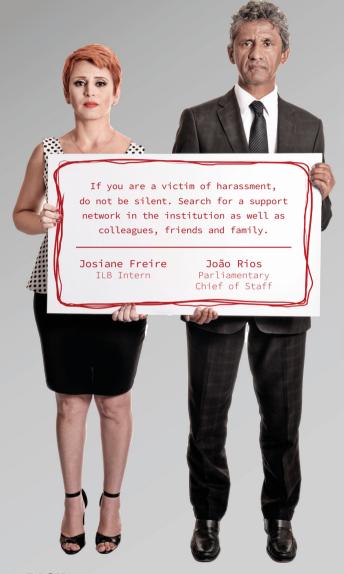


**→ HOME** 

**+ NEXT** 

# Quality of Life





In the first stage of the campaign, one of the initiatives was to clarify the behaviors considered moral or sexual harassment. Classes, lectures and posters have been produced to raise employees' awareness.

The Committee also prepared a booklet with concepts and examples of harassment, besides showing how to prevent it and to whom to turn in case of the abusive practice. The booklet shows, for example, that black women are the most frequent targets of moral harassment, which can cause psychological, physical, social and professional harm.

Sexual harassment at work, according to the booklet, also affects men, but it especially affects women and characterized as a means of exerting control and power in labor relations". It is the case, for example, undesirable conversations about sex. unwanted physical contact and impertinent invitations, among many others.

Director General Ilana Trombka recalls that there is legal prevision to punish both kinds of harassment. Although there is no specific legislation for moral harassment, its practice can be punished based Constitution, Civil Code, Penal

Code and the Consolidation of (CLT). Sexual Labor Laws harassment, on the other hand, became a crime under Brazilian law.

Reports of harassment in the Senate are not uncommon. There are cases, for example, of inappropriate singing and bodily contact, and other situations of violence.

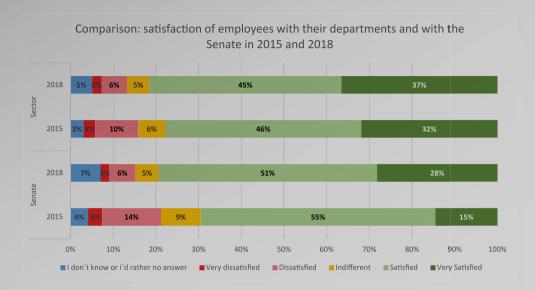
Despite this, organizational climate surveys have shown that the Senate is still a healthy environment in which to work. The campaign will reinforce the maintenance of this climate.

**BACK** 

**→ NEXT** 



# Dados sobre clima organizacional



There is also a structure for receiving and investigating complaints. These are reported to the Senate Police for investigation, if the complainants wish. Cases of sexual harassment, if proven, should be referred to the Federal Prosecution Office.

Complaints are filed with the Service of Occupational Health and Quality of Life at Work, where psychologists, psychiatrists and social workers must keep the information confidential. However, reports of harassment may be filed both with the Quality of Life Service and with the Senate Police.



Launched in early 2019, the second stage of the campaign "Senate, a harassment free environment" had employees of diverse profiles and professional backgrounds. The initiative will include full-sized totems placed throughout the Federal Senate, and photos of employees warning about the importance of fighting and preventing harassment.



+ BACK + NEXT



Employees, outsourced personnel, interns and young apprentices also received, by e-mail or mobile message, links to two brief videos explaining moral and sexual harassment. The videos, with little more than two minutes each, show situations that characterize moral or sexual harassment. They also show employees how to report a suspicious situation and where to get clarification about it. Both Police and Quality of Life Service are able to deal with the issue, according to the videos.



**Moral Harassment** 



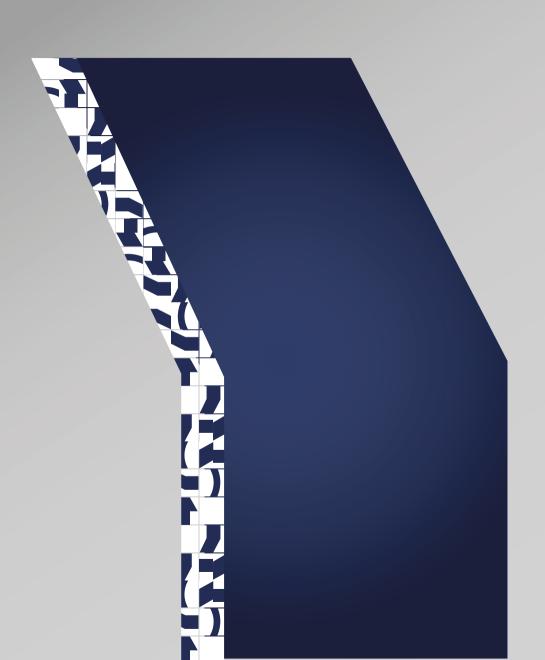
Sexual Harassment





+ BACK + HOME





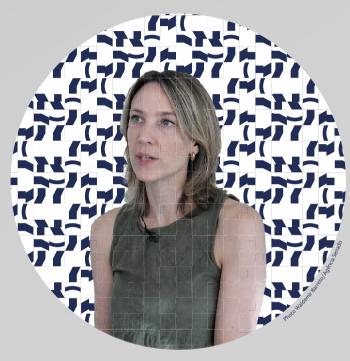
# **SUSTAINABILITY**

# Selective collection points promote environmental education



of waste and electronics. Called Ecopoints, these diagnosis of the final disposal of waste in the Senate. spaces aim to improve waste management and preserve the environment in the Senate.

promote sustainability and environmental The manager of the Center for Coordination of education of its employees, the Senate created two Socio-environmental Actions, Karin Kassmayer, says points for selective collection and sustainable disposal that the idea of creating the Ecopoints emerged after a





"There were containers scattered around the Senate, but they were not organized or marked. There were no colored bins to separate garbage, nor collectors for specific disposal of electronics. So, we decided to create a place for voluntary disposal that was easier to access".

**→** HOME **→ NEXT** 

# Sustainability



Ecoponto - Julliana Miranda

With the creation of Ecopoints, electronic equipment such as televisions, DVD players, computers, remote controls, clothing irons and other items can now be discarded. Many may wonder where this material goes after disposal.

Electronics are collected by the NGO Planning the Future [Programando o Futuro], specializing in professional qualification, content generation, equipment reuse, collection networks and electronic waste recycling. The institution has an agreement with the Ministry of Science and Technology to repair computer equipment to be sent to schools. They also reuse old printers to create 3D printers. The gathered recyclable residue is distributed in blue containers and later collected by the Urban Cleaning Service; the non-recyclable residue goes to grey containers and later collected by a private contractor.

The Senate itself collects used coffee grounds and other types of waste. More than 50% of the waste can be reused or sent for composting. The quality of the mixture will then be evaluated to improve the quality of the waste separation. Food waste is sent to the Senate Nursery where it is used as a fertilizer composite.

Leaves and small branches from sweeping are also placed in bags and sent to the nursery to compose fertilizers. Branches resulting from pruning are sent to the Botanical Garden of Brasília, where they are ground.



**BACK → NEXT** 

## Senate plant nursery: a green island in the heart of power



Concentrated in one hectare of land, the Senate plant nursery has a contemporary and ecological proposal for the use of public space that represents a green island in the middle of the urban complex of the Esplanade of Ministries.

The Senate Nursery began operating in 2011 and is subordinated to the Center for Coordination of Social and Environmental Actions of the Office of the Director General. The nursery has three servants, one trainee, two gardeners and two compost assistants. The nursery is a sustainable construction designed with the minimization of energetic waste and material consumption. The space is equipped with a demonstration of equipment from social technologies, the application of regenerative crops and the generation of commodities in site.

The nursery has an Agriculture and Forestry system with many functionalities such as: attraction and maintenance of the fauna, ecological corridor for migratory birds, microclimate generation, species repository, biomass production, reception of rainwater, among other things. These characteristics bring an energetic surplus and commodities self-sufficiency, enhancing the quality of the economy and the local productive chain.

**BACK →** NEXT

Among the main activities of the nursery are the production of seedlings for the Senate gardens, and plant arrangements for internal spaces. The production of the seedlings follows the precepts of agroecology, free of all chemical fertilizers and agro-chemicals and the compost is generated following the correct environmental destination of the Organic Solid Residue of the Senate in accordance to all the federal environmental regulation as well as in the method of compost production resulting in an organic fertilizer of commercial quality. At the nursery, an average of 10 m<sup>2</sup> of seedlings, 200 herbaceous seedlings (among ornamental, medicinal and edible), 40 tree seedlings (between native and fruit) 500 kg of compost and about 24 arrangements and pots for indoor areas are produced each month.



+ BACK + NEXT

# Sustainability



In the Social Environmental proposition, environmental education workshops are offered. In 2018, for example, 11 social and environmental workshops were offered to around 120 people. Therefor the nursery acts as an pedagogical, social-educative and multiplicative space.

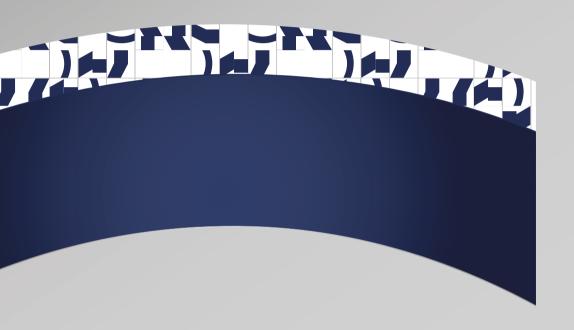
Underlying the productive and qualitative aspects, the space of the nursery became an urban garden for environmental education. A garden where the cultural, traditional and regional aspects of visitors are highlighted - botanical species that bring ties with the regions of the country are studied, benefited, cultivated, consumed and disseminated - with family traditions, with cultures, folklores and alimentary habits. These plants and knowledge are incorporated into our botanical and cultural heritage. The Nursery of the Federal Senate is a garden that proposes to be self-sufficient in matters of energy and open to social participation, ecological interactions and mutability.

Erico Galvão, who works in the nursery and, by training, is a landscape technician, shares more about the nursery in the video below.



Senate's Plant Nursery - Erico Galvão

+ BACK + HOME

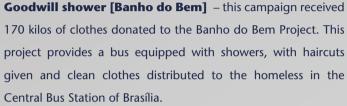


# **SOCIAL ACTION**

# Goodwill League [Liga do Bem]: six administrative regions helped in 2019

The work of the Liga do Bem, a group of Senate volunteers, reached six administrative regions of the Federal District in the first four months of 2019. Children, homeless people and needy families were at the center of the campaigns already carried out.

**Food Donation** - with the collaboration of unions, associations and servants of the Senate, 770 kilos of food and personal hygiene items were collected for families in need by an institution for children and adults with multiple disabilities located in a disadvantaged region of the Federal District.







**Exchange of Goods** - this initiative of the Office of the Director General allowed the exchange of clothes, accessories, household utensils and books among the Senate collaborators. At the time, the Liga do Bem received donations of clothes for charities.











### Social Action

**Solidary Easter** - in April, the Solidary Easter campaign 2019 donated 805 boxes of chocolates for children of the Libras (Brazilian sign language) and Portuguese schools, in disadvantaged regions of Brasília.





**Donations reached HRAN patients** - a social worker of the Service for Occupational Health and Quality of Life at Work, Ana Alice thought of a donation campaign for patients in vulnerable situation. Fifteen hundred kits were assembled with toothbrushes, toothpaste, shampoo, conditioner, soap and scrubs, and delivered to HRAN hospital.





**Unshelve [Desengaveta] Program** - this initiative aims to promote sustainability in three aspects: social, environmental and economic. The idea is to give office supplies not in use an appropriate social destination. About 500 items, including file folders, plastic folders, perforators, stamps, staplers and children's books, were collected by the Liga do Bem and delivered to a public school in a low-income region.





► BACK ◆ NEXT

Social Action

Warm Clothing Campaign - - four hundred ninety kilograms of items, including warm clothing, women's, men's and children's clothing, socks, shoes, and 300 blankets were collected. The items were donated to hospitalized children with cleft lip and palate

- a congenital malformation characterized by openings of the lip and/or palate -, and to patients in socially vulnerable situation. Patrícia Seixas, of the Liga do Bem, states that the campaign exceeded expectations.

The partnership with the hospital was led by Senate social worker, Ana Alice, who shares:

"I was a social worker in that hospital. During winter, we had to ask for donations because the hospital did not have enough blankets, and many patients did not have warm clothing. Seven floors of clinics and wards will receive the donations".



**+ BACK** + HOME Previous editions: 1st edition 2nd edition

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