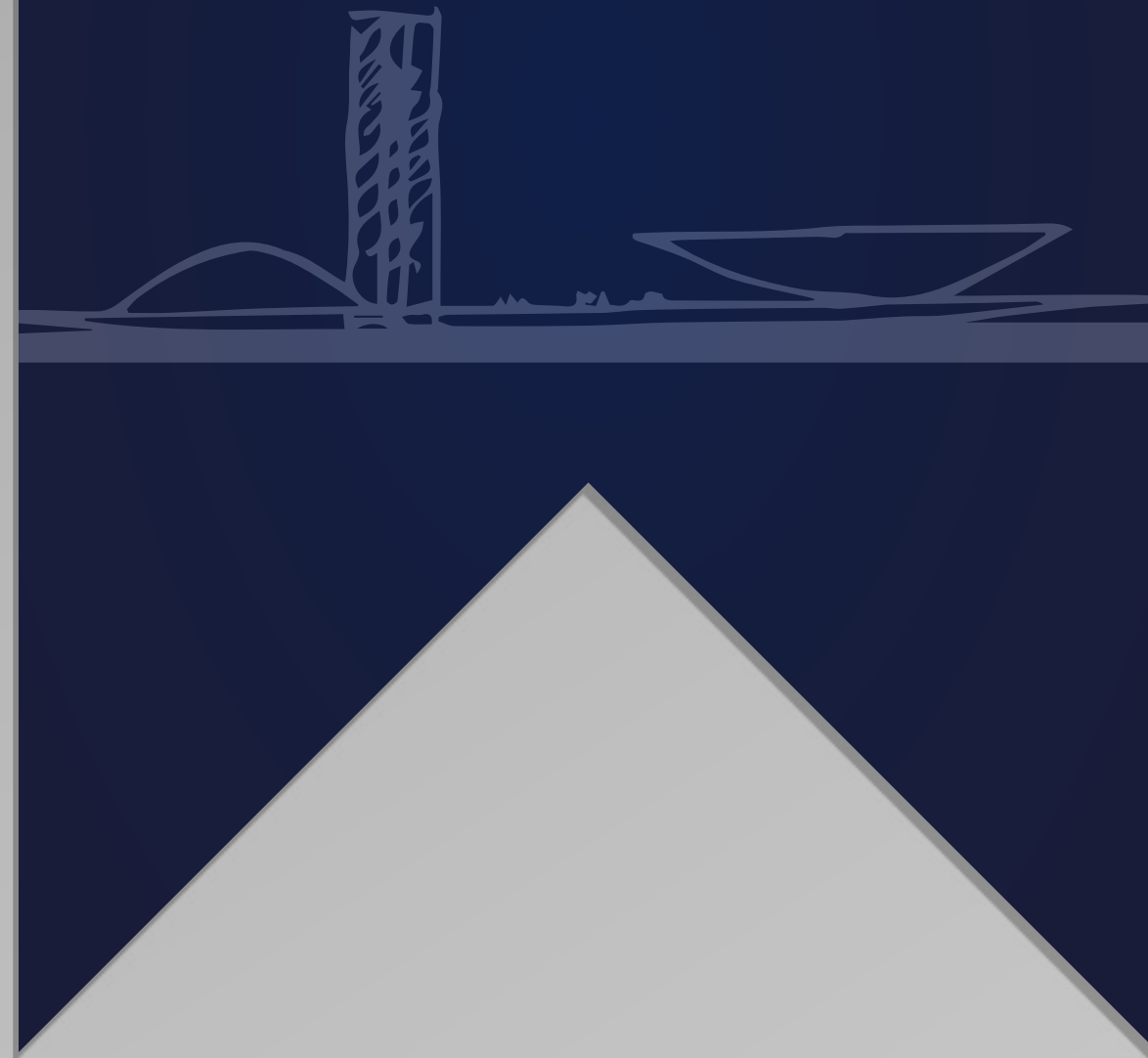


FEDERAL SENATE

OF BRAZIL
MANAGEMENT REVIEW





SOCIAL ACTION

Senate promotes social actions in Pink October

Throughout October, the Senate promoted a number of activities aimed at the Pink October Global Campaign in order to call the attention of the public to the cause, in addition to offering help to patients suffering from breast cancer. Donations of scarfs, caps, bow ties, hats, wigs and hair extensions will benefit the *Rede Feminina de Combate ao Câncer* [Women's Network to Fight Cancer], an institution with 22 years of existence located in several cities in Brazil that provides free assistance to socially vulnerable women with cancer.

For this year, the novelty was the inclusion of children from a public hospital specialized in pediatric oncology. Patrícia Seixas, communications consultant for the Directorate-General and coordinator of the Senate's Volunteer Group, *Liga do Bem* [Goodwill League], highlighted how the initiative came about;

"In October, we donate to women with cancer, but since not only women have cancer, and because it is the month we celebrate Children's Day in Brazil, we decided to embrace this cause as well; and the goal is to continue with this action every year."



[Get to know the Goodwill League, volunteer program from the Federal Senate.](#)



Photo: Lia de Paula/Agência Senado

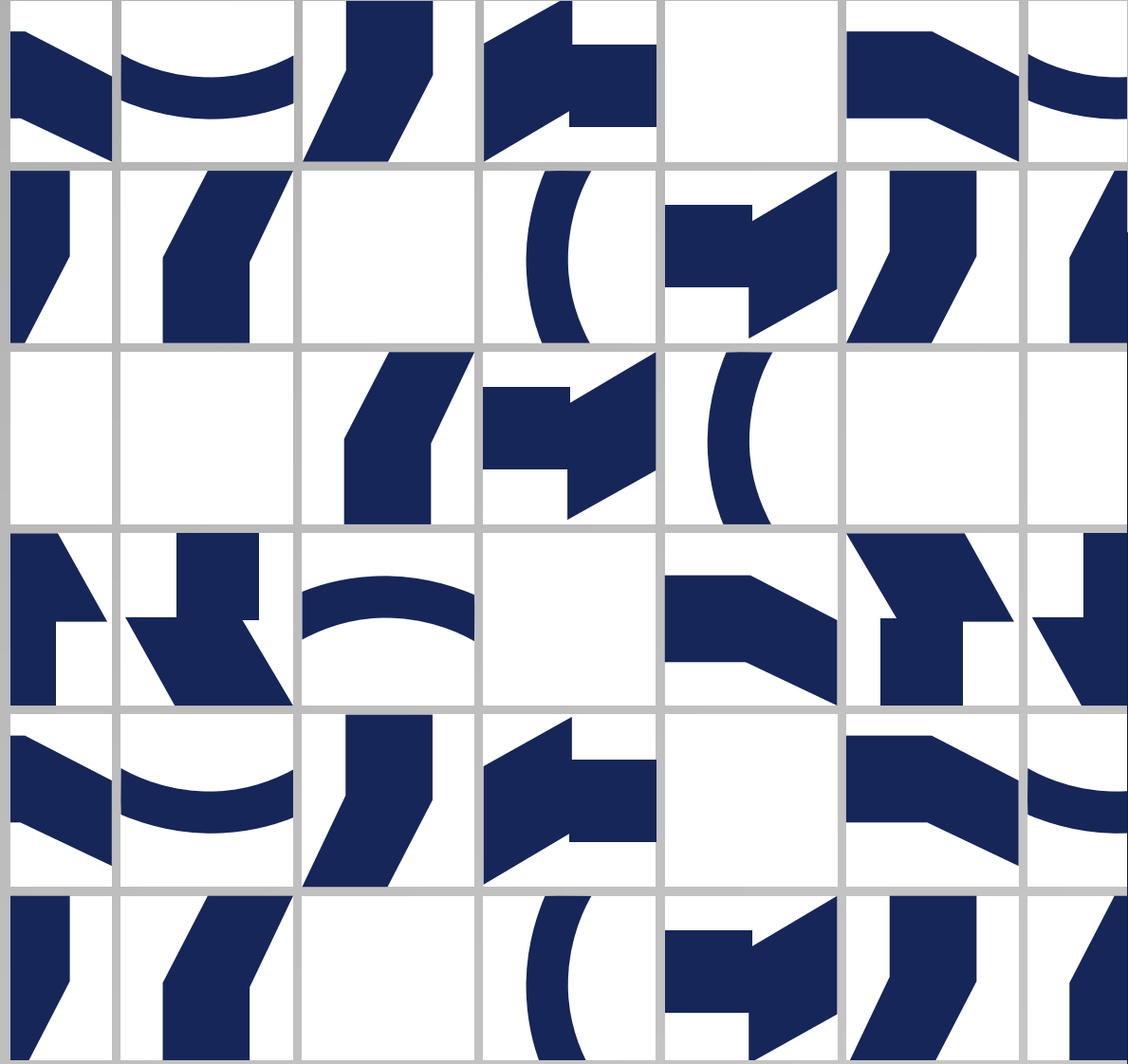
National Congress with the Pink October lights on.



Solidary haircut: The League went beyond and set up a beauty salon in the Senate to encourage employees to donate hair to make wigs for cancer patients. 130 cuts were made, which yielded 331 strands of hair, all donated to the Women's Network to Fight Cancer.



Scarf donations: From October 1st to October 25th, the Goodwill League commanded a campaign to collect scarves, caps, bow ties, hats, wigs and hair extensions. During most of the month, collector's boxes were placed in strategic points of the two Houses of the National Congress so that visitors and employees could make their donations more conveniently. The 1,148 donations received were distributed to two entities in Brasília.



EQUITY

Senate launches Gender and Racial Equity Plan, the first in Brazil's public administration

The Federal Senate launched last September 3 the first Gender September 3, the first Gender, and Racial Equity Plan of a Brazilian public administration body. The document allows the management of the Federal Senate to quantify, monitor, guide, and evaluate the actions in favor of equal opportunities for female and male civil servants within the institution, besides including goals, deadlines and forms of control so that all commitments are reached in a maximum period of 24 months, that is, until 2021.

According to the Senate's Director-General Ilana Trombka, the plan consolidates a gender and racial policy adopted by the Senate in the last five years. In this period, she said, the House administration worked so that the organizational culture could internalize the concepts of gender and racial equity.

Interim representative of UN Women in Brazil, Ana Carolina Querino praised the Plan and the concern of the House to create an environment free of discrimina-

"The plan is an instrument made in the Senate, for the Senate, by the Senate. It is the result of a work of several areas. It reflects the will of the entire body of the House. For this reason, I know it is not a dead letter, and that in 24 months, when we check the results, we will have achieved the goals. We hope that this Plan will be the guiding compass for the construction of a future where gender equity will be a reality, not only in the Senate, but all over the country".



[Senate launches Gender and Racial Equity Plan](#)



A word cloud on a red background with a white diagonal stripe. The words represent various racial and ethnic categories in Portuguese. The most prominent word is 'Negro' in large white letters. Other visible words include 'Amarelo', 'Asiático', 'Pardo', 'Preto', 'Lésbica', 'Transgênero', 'Caucasiano', 'Branco', 'Transexual', and 'Negro' (repeated).

Asiático Preto
Caucas
ental Mestiço Pardo
dígena Branco

and events for Senate employees to raise awareness and reduce gender and racial inequality within the institution.

The Gender and Racial Equity Plan is based on legal instruments, corporate trends for the promotion of equity in public institutions, and was organized in 5 theme axes: Communication, Education, Organizational Culture, Management and Health, accounting for 28 objectives, with the definition of execution deadlines, goals, and indicators.

[Access the Gender and Racial Equity plan](#)

The Plan was organized by the Permanent Committee for the Promotion of Gender and Racial Equality, together with the coordination of the Center for Socio-environmental Actions.

The document is institutionally aligned with the Sustainable Development Goals—a global agenda adopted by the UN that pro-

poses goals and objectives on this theme—that guides gender equality and the empowerment of all women and girls.

The monitoring of the Plan will be carried out with the collaboration of the responsible areas indicated in each action to provide data regarding the progress of the targets set.

At the end of the period of validity of the Plan, the results of the goals will be compiled and organized in a report that should be published, becoming a basic document for evaluation of the results achieved and elaboration of future document, in order to give continuity to the actions undertaken until then.

Karin Kässmayer, manager of this Center, explains that “the Plan enables the monitoring and follow-up of actions, as a guide to where the House wants to go in the theme of gender and racial equity”.



Photo: Geraldo Magela/Agência Senado



INTERNATIONAL

The Senate and the Chamber of Deputies host meeting of Portuguese-speaking parliaments

The Federal Senate and the Chamber of Deputies hosted the 1st Meeting of Drafting, Audiovisual and Archive Staff, promoted by the Association of Secretaries-General of Portuguese-speaking Parliaments (ASG-PLP in the Portuguese acronym), an organization responsible for promoting the technical-parliamentary cooperation of its members, modernizing institutions and facilitating personal and institutional contact. The event took place from 21 to 25 October, with the participation of representatives from Angola, Cape Verde, Guinea-Bissau, Portugal, São Tomé and Príncipe and Timor-Leste.

The objective was to exchange experiences among officials of the parliaments of these countries and of Brazil who work in these areas. According to Marcio Tancredi, Executive Director of Management, the exchange of information represented gains for all sides, since there are common issues and needs.

“In those moments, we all grow. Moreover, I believe we can have more bilateral contacts. For all issues addressed, they responded with very specific needs. I think there is a lot of space to deal with interests that are not so common to all, but are relevant to one or more countries.”



Executive Director of Management of the Federal Senate, Márcio Tancredi (to the left), Secretary-General, Luiz Fernando Bandeira (center), and the Director-General from the Chamber of Deputies, Sérgio Sampaio (to the right).



The delegation is received at the premises of the Senate TV

Throughout the Meeting, the participants learned about the procedures for following-up the sessions of the Federal Senate and the Chamber of Deputies, such as the final draft, which is the legislative text resulting from approval of the proposal by the Plenary, and the production of minutes, which are the documents of occurred actions. In addition, they learned about the work of shorthand and means of communication of the two legislative Houses of Brazil.

Fabício Côrtes, a member of the International Technical Cooperation Advisory Office of the Directorate-General, stressed the importance

of the meeting and how this exchange of experiences is relevant for everyone.

“We had the opportunity to learn a little about each of the legislative Houses of the participating countries. Similarly, we were able to pass on a lot of information and knowledge of the excellent technical staff we have in our parliament on how to register legislative drafting.”

See, below, the testimony of the participants of the Staff Meeting and some activities that took place during the event.



[Representatives from Portuguese speaking parliaments meet to talk about legislative practices.](#)

The representatives had contact with high authorities of the Brazilian Legislative Branch, such as the Secretariat-General of the Board of the Federal Senate, Luiz Fernando Bandeira, and the Directors General of the Senate, Mrs. Ilana Trombka, and the Chamber of Deputies, Sérgio Sampaio. They also met directors and civil servants from the areas responsible for the drafting, the audiovisual and the archives of the Senate and the Chamber of Deputies.

Almério Alves Maria Barros, head of the Audiovisual and Documentation Division of the National Parliament of the Republic of Timor-Leste, said that his participation in the meeting aims, especially, to know experiences of the Brazilian Legislative Branch that inform the citizens about what deputies do.



Official group picture.

“It’s not the same thing as being an archivist in another organization. What should we do with the information that circulates and how to make public the information that should be so? To make public is not only to make it available to the people, but also to make them attractive and easy to understand.”

The exchange of experiences is the result of a commitment by the Brazilian Parliament signed at the 20th Meeting of Secretaries-General of Portuguese-speaking Parliaments, in Luanda, Angola, in May 2019. Brazil currently holds the presidency of the Association.



SENADO + DIGITAL

Senado +Digital: The Legislative Branch at hand



In November, the Social Communication Secretariat of the Senate launched five new products to bring citizens even closer to the legislative activity. It is the *Senado +Digital*. The products involve all vehicles and sectors of the Social Communication Secretariat and have the same objective: to facilitate access to the House through digital means, with emphasis on mobile devices, expanding the reach of the news produced from the debates and decisions of the senators, which generate an impact on the whole society.

The Senado +Digital menu includes real-time **push notifications** news service from Senado Notícias [Senate News] portal, news highlights sent daily through WhatsApp, podcasts by Rádio Senado, brand new features and layout of the Senate TV webpage, **TV Senado Play**, and the National Congress **visitation app**, available at Google Play and Apple Store.

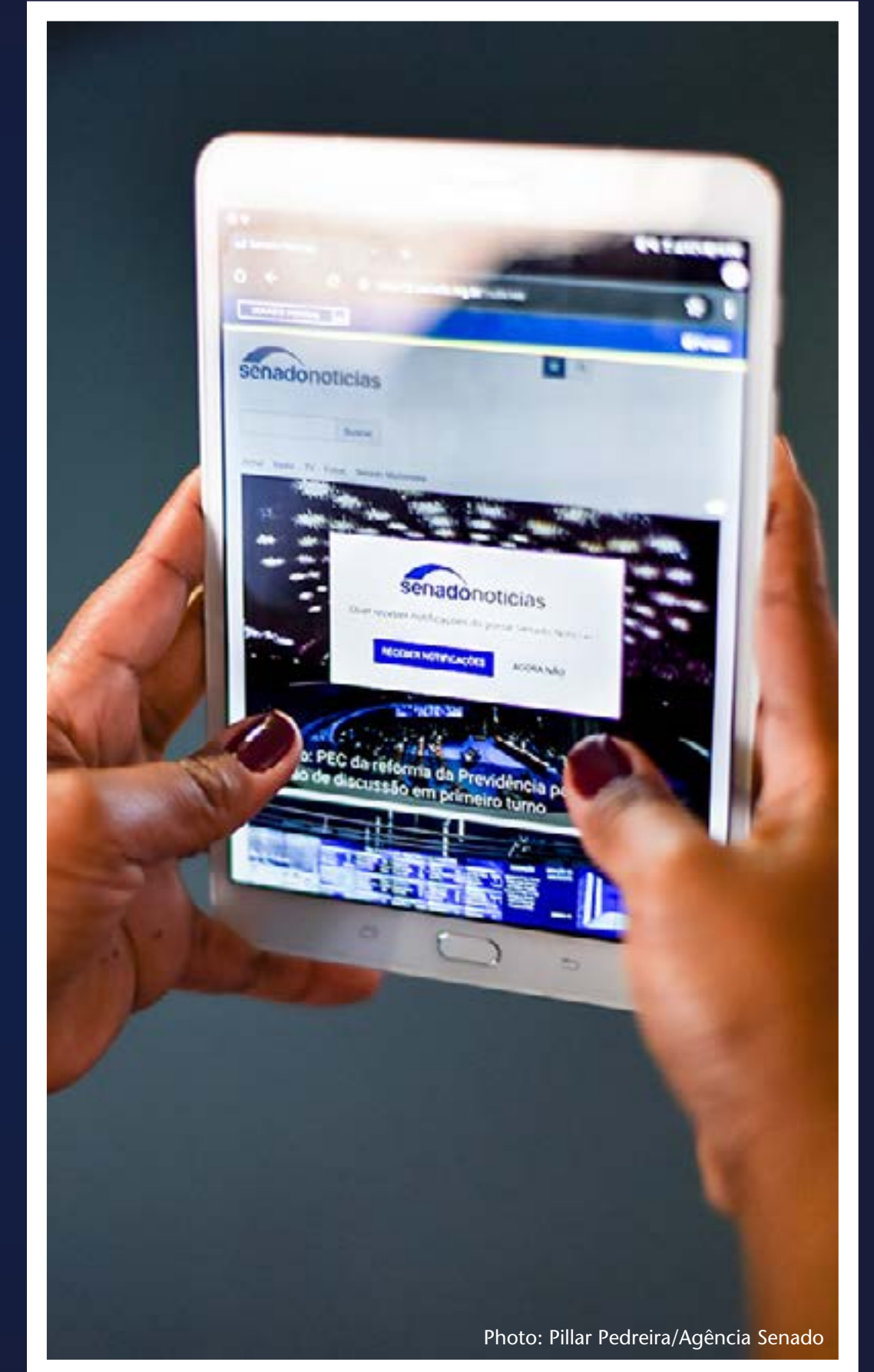


[Senado +Digital](#)

News alerts from *Agência Senado*

The push notifications service of the *Senado Notícias* portal of *Agência Senado* sends the user a message asking if he wants to receive real-time news on his computer, mobile or tablet. Since the implementation of the service on May 22, about 120,000 people have registered and are receiving top stories when they are published.

The notification service helped *Senado Notícias* portal to register during the first 8 months of 2019 an increase of more than 60% in both the number of users and page views, compared to the same period in 2018 — 11.5 million users and 23.8 million views.



TV Senado Play

TV Senado also launched its new website, TV Senado Play, inspired by modern video-on-demand platforms. New features include compatibility with mobile phones and tablets, full viewing of all live Committees, integration with social networks and a smarter search engine.

The new layout values live content of legislative activities in the Committees and the Plenary. The citizen may watch live debates and votings or watch it fully at any time. The new page also allows the grouping of any theme discussed in the Senate, through playlists and tags. Integration with social networks will broaden the reach of information by making it easier to share.



The Senate's official WhatsApp

Info on the main votings and legislative activities of the Senate can now be received through WhatsApp. It includes alerts on the agendas of sessions, roll call votes, and updates of the plenary agenda. Those who register receive notes about the breaking news, with images and links to access the complete stories.

In order to avoid notification overload, messages will not be frequent. In addition, to ensure privacy, the transmission list tool will be used. There is no interaction: the purpose is to share news, since the citizen can already contact the Senate by other means intended for this.

Rádio Senado Podcasts

Since May 21, eight programs from the Senate Radio have also been offered as podcasts. Podcasts are available on Google Podcasts, Castbox, Spotify, Podcast Addict and Apple Podcasts. All the content is also transmitted on the 14 stations of the Senate Radio Network and is available on its website and on the *Radioagência* platform, which distributes content to more than 2,600 partner stations throughout the country.

Podcasts	
<i>Boletim.leg</i>	news bulletin with three daily editions;
<i>Pautas Femininas</i>	weekly overview on women’s rights initiatives;
<i>Projetos da Semana</i>	information about the senators’ proposals;
<i>Reportagem especial</i>	weekly content that addresses issues on the national agenda;
<i>Senado em Dois Minutos</i>	daily evening bulletin with top stories;
<i>Voz do Brasil</i>	daily news on the Senate’s agenda that is part of the <i>A Voz do Brasil</i> [The Voice of Brazil];
<i>Curta musical</i>	Facts and characters of Brazilian music, on Tuesdays and Fridays;
<i>Autores e Livros</i>	Weekly electronic magazine on the world of books.



Visit the Congress App

The app Visit the National Congress is intended both for those who participate on the tour and visitors who are interested in knowing the Parliament virtually. It is a complement to the visitation. Content in other languages is being produced for implementation on the platform.

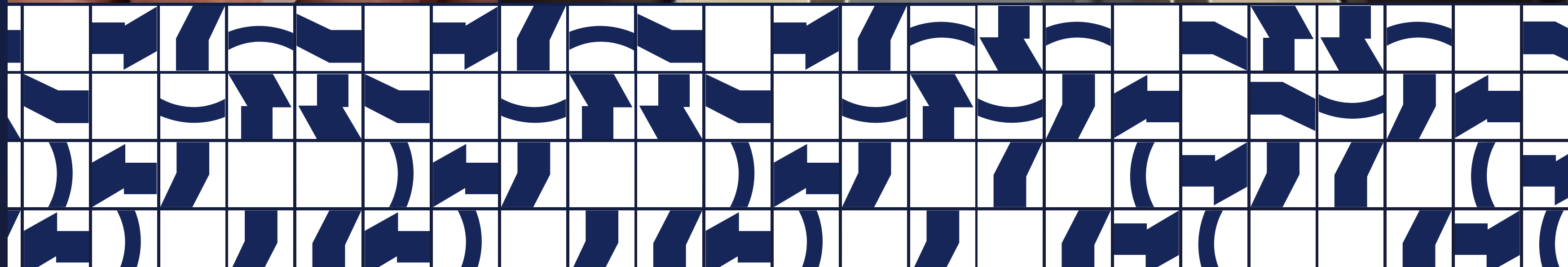
The application development occurred from a contest held at Campus Party 2018 (VisitApp Challenge). It was designed to improve interactivity, expand service to citizens, make the tour more entertaining and enlightening and publicize the visit. About 140,000 people visit the Congress every year. The app is available at Google Play and Apple Store.

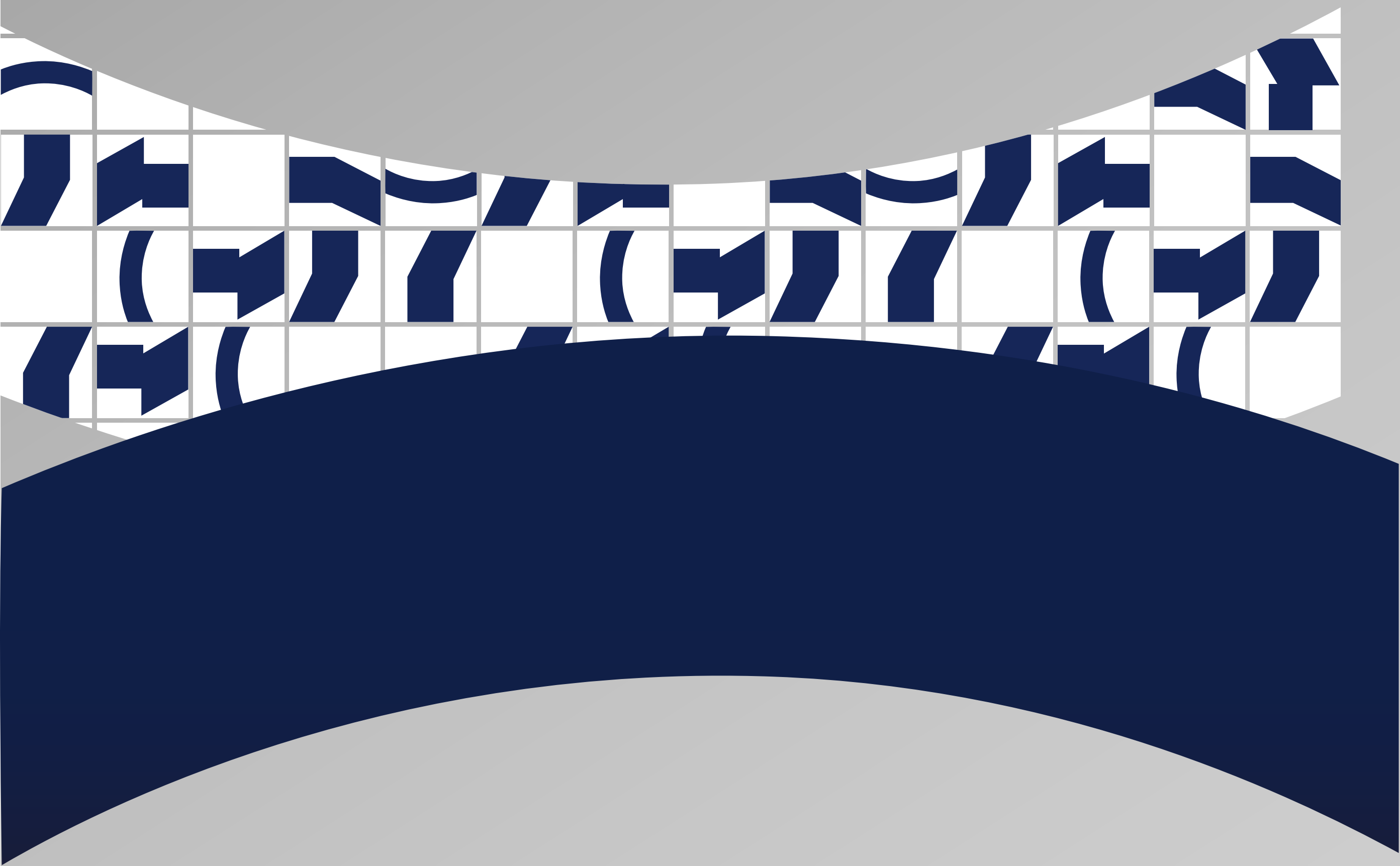


Photo: Waldemir Barreto/Agência Senado



Photo: Pillar Pedreira/Agência Senado





THE LEGISLATIVE BRANCH

Congress promulgates New Welfare: check out the main changes

The New Welfare, promulgated by the National Congress in the beginning November brings a series of modifications to the pension system Brazilian. There are new retirement ages, new time minimum contribution and transition rules for those who are already insured, among other changes. Presented by the government in February, the Constitutional Amendment Recommendation was processed for six months in the House and almost three in the Senate. The aim of the measure is to reduce the deficit in Social Security accounts. The estimated savings are about R\$ 850 billion in 10 years.

The New Pension Plan entered into force on the date of publication of the Constitutional Amendment Recommendations n. 103, on November 13st, 2019. The new rules apply to insured persons under the General Welfare Policy Social Security and the Union's Special Social Security System.

The New Pension Plan was approved by the Chamber of Deputies and by the Senate, separately, in two rounds of voting in each House. The approval in the second round in the Senate plenary, on October 23rd, 2019, marked the end of the voting process in the National Congress.

Check out the main modifications below.




Signing of Constitutional Amendment no 103, 2019, by the Steering board of the Federal Senate and the Chamber of Deputies.

1. For those who do not yet work

	Private (urban) workers or connected servers the General Social Security Regime (RGPS)	Federal public servants
Before amendment	<div><p>WOMEN</p><p>minimum age: 60 years old 15 years of contribution</p><p>or</p><p>30 years of contribution, no minimum age</p></div> <div><p>MEN</p><p>minimum age: 65 years old 15 years of contribution</p><p>or</p><p>35 years of contribution, no minimum age</p></div>	<div><p>WOMEN</p><p>minimum age: 55 years old 30 years of contribution*</p><p>or</p><p>minimum age: 60 years old no minimum contribution time*</p></div> <div><p>MEN</p><p>minimum age: 60 years old 35 years of contribution*</p><p>or</p><p>minimum age: 65 years old no minimum contribution time*</p></div>
After amendment	<div><p>WOMEN</p><p>minimum age: 62 years old 15 years of contribution</p></div> <div><p>MEN</p><p>minimum age: 65 years old 20 years of contribution</p></div>	<div><p>WOMEN</p><p>62 years old 25 years of contribution*</p></div> <div><p>MEN</p><p>65 years old 25 years of contribution*</p></div>

** 10 years shall be public service, 5 years old in the position in that will be given to retirement*

	Private school teachers	Public school teachers
Before amendment	<div><p>WOMEN no minimum age 25 years of contribution</p></div> <div><p>HOMENS no minimum age 30 years of contribution</p></div>	<div><p>WOMEN minimum age: 50 years old 25 years of contribution*</p></div> <div><p>MEN minimum age: 55 years old 30 years of contribution*</p></div>
After amendment	<div><p>WOMEN minimum age: 57 years old 25 years of contribution*</p></div> <div><p>MEN minimum age: 60 years old 25 years of contribution*</p></div> <div><p><i>*for public school teachers, 10 years old must be of public service, with 5 years in the retirement position</i></p></div>	

Before amendment

Federal Police, Federal Highway Police,
and Legislative Police officers



WOMEN
of no minimum age
25 years of contribution, of which
15 in the exercise of their function



MEN
of no minimum age
30 years of contribution, of which
20 in the performance of their duties

Rural workers



WOMEN
minimum age: 55 years old
15 years of contribution



MEN
minimum age: 60 years old
15 years of contribution

After amendment



MEN AND WOMEN
minimum age: 55 years old
30 years of contribution, of which
25 in the exercise of their function

does not change



2. Benefit calculation

Upon reaching the minimum age and contribution time, workers in the General Regime may retire with 60% of the average of all social security contributions made since July 1994. Each year more contributions, in addition to the minimum required, two percentage points will be added to the 60%. Thus, to be entitled to retirement in the amount of 100% of the average contributions, women should contribute for 35 years and men for 40 years.

The value of the retirements will not be inferior to a minimum wage nor will it be able to exceed the ceiling of the General Regime (currently R\$ 5,839.45 per month). The percentage of the benefit received may exceed 100% for women who contribute for more than 35 years and for men who contribute for more than 40 years - always limited to the ceiling of the General Regime.

The New Welfare changes the way you calculate your retirement. The value will be set taking into account all contributions made by the insured person since July 1994. Currently, the calculation is based on the 80% higher contributions carried out in the same period.

For federal civil servants who entered the career as of January 1st, 2010, the following conditions were met in January 2004, the calculation of the benefit will be similar to that of the General Regime - with 20 years of contribution, 60% of the average of all the contributions, increasing two percentage points each year more of contribution (both men and women). For those who entered the public service until December 31st, 2003, it will be maintained in full number - the retirement amount will be in the case of the last salary, provided that the requirements of the transitional rules are met.

3. Rules of transition for those who already is in the labour market

This rule establishes a minimum age and a toll of 100% of the missing time to achieve the minimum contribution time (30 years for them and 35 years for them). For women, the minimum age will be 57 years and for men, 60 years old. Also, it will be necessary to prove 20 years in the public service and 5 years in the position where ones will be retiring. The benefit will be equivalent to the last remuneration, for who has entered the career until December 31st, 2003, or at 100% of the average of all wages since July 1994, for those who joined from 2004 onwards.

Teachers of basic education who can prove it, exclusively, the exercise of the teaching function in early childhood education or in elementary and high school will have a five-year reduction in age and time of contribution.

Retirement requirements



MEN

minimum age: 60 years old
35 years of contribution

proof of service: 20 years

in this position at the end of his career: 5 years




WOMEN

minimum age: 57 years old
30 years of contribution

proof of service: 20 years

in this position at the end of her career: 5 years

Entry period into the public service	Retirement calculation rule
Until December 31st, 2003	Last payment
From 2004 onwards	100% of the average of all wages since 1994
 Teachers of basic education – proving work in elementary school, middle school or high school	5-year reduction in age and time contributing



Previous Editions

1st Edition

2nd Edition

3rd Edition

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