

The (In)Effectiveness of Law 14,542/2023 in the Inclusion of Women Victims of Domestic Violence in the Labor Market

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SUMMARY

This paper aims to critically analyze the applicability of Law 14542/2023 in Brazil in relation to women, with an emphasis on the barriers and challenges that perpetuate the exclusion of women in accessing and exercising the rights guaranteed by this legislation. Although the 1988 Federal Constitution represented an important milestone in incorporating several feminist demands, such as the recognition of fundamental rights for women, there is still a significant gap between what is provided for in the legal system and the reality experienced by women. The research explores measures to include women victims of domestic violence in the labor market and assesses their economic and social impacts. To this end, qualitative methods were used, with the aim of understanding the experiences of these women after the implementation of the law. The results identified the main challenges and opportunities faced by these women, in addition to assessing the impact of the law on their reintegration into the labor market.

Keywords: inclusion of women; victims of domestic violence; market of work.

ABSTRACT: This paper aims to critically analyze the applicability of Law 14542/2023 in Brazil in relation to women, with an emphasis on the barriers and challenges that perpetuate the exclusion of women in accessing and exercising the rights guaranteed by this legislation. Although the 1988 Federal Constitution represented an important milestone in incorporating several feminist demands, such as the recognition of fundamental rights for women, there is still a significant gap between what is provided for in the legal system and the reality experienced by women. The research explores measures to include women victims of domestic violence in the labor market and assesses their economic and social

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INTRODUCTION

This paper deals with the incidence of Law No. 14,542/2023 in inclusion of women victims of domestic violence in the labor market. The topic presented is important for all Brazilian society, as it deals with several different areas, from the rights of these women, the State's obligation in protecting them and public policies of targeted assistance to the public female at risk. Therefore, this research is essential relevance for allowing various scholars from various branches of knowledge to understand how domestic violence is characterized, care provided to victims and the reasons for not reporting the their attackers.

This topic is of utmost importance for the entire legal system. Brazilian, it is worth highlighting that the creation of the aforementioned law comes in response to pressure international so that the Brazilian legal system would contain a provision on the rights of protection for abused women.

The article aims to analyze the (in)effectiveness of Law 14,542/2023, which establishes measures to promote the inclusion of women victims of violence domestic workers in the labor market. The Brazilian context, marked by high rates of violence against women, demands an efficient response from State to guarantee the protection and social reintegration of these victims. The legislation in question comes with the promise of providing means for women in situations of violence can rebuild their lives and seek financial autonomy, one of the essential pillars for overcoming violence.

However, the effectiveness of this law is a complex issue, which involves not only the implementation of public policies, but also the adequacy labor market conditions, society's awareness, and the State's ability to monitor and guarantee the rights of victims. From this premise, the work will investigate whether Law 14,542/2023 has been able to provide advances for the inclusion of women victims of violence in the job market, identifying possible gaps and challenges that compromise its effectiveness.

1 METHODOLOGY

The study is a bibliographical and documentary research, being reference articles in Portuguese were used, publishing from 2010 to 2020. The methodology used in this work had a bibliographical nature. The conclusions obtained in this work refer to the importance of creating and application of Law No. 11,340/06, given the history of discrimination and violence against women, since the specific law meets the desires of women's practices society, seeking to guarantee the constitutional right to equality between genres. The results achieved in this work refer to the given extension in the applicability of Law No. 11,340/06 to other social minorities, taking into account consideration that the specific law refers to gender issues and, furthermore, the questioning whether the aforementioned law has the capacity to change awareness of society regarding discriminatory issues against women.

The goal is to understand the implications, perceptions and interpretations related to the effectiveness of Law 14,542/2023, which aims to include women victims of domestic violence in the labor market.

The research will allow the investigation of the perceptions and experiences of women benefited (or not) by Law 14,542/2023, as well as employers, public bodies and entities involved. The approach exploratory seeks to investigate a still emerging theme in the legal-social field, providing subsidies for future studies.

Based on documentary analysis; study of legislation, articles academics, government and NGO reports, master's degrees such as Leonardo Assis Martins Júnior, G1 database and research, documentation in the SINE database by the government, in addition to data released by organizations that monitor violence against women. Data from employability of women victims of domestic violence, collected in official reports, such as those from the Ministry of Labor and Social Security and entities that monitor the impact of the law; comparative statistics between the years before and after the implementation of Law 14,542/2023.

2. Brief comments on the Maria da Penha Law

According to Moura et al. (2009, p. 945) “historically, violence against women have been tolerated, mitigated and naturalized in the daily lives of interactions in different societies”.

Thus, the authors Moura, Gandolfi, Vasconcelos and Pratesi (2009, p. 945) they argue that:

In Brazil, it was only at the end of the 20th century that these acts of violence began to be politically considered a violation of human rights. Due to the mobilization and awareness raised by social movements, organizations, international conventions, with subsequent national repercussions, and recently through the development of specific legislation, mechanisms were created to curb and prevent acts of aggression and violence by intimate partners and family members against women.

According to Gomes et al. (2009, p. 12 apud SIMIONI; CRUZ, 2011, p. 185):

The participation of women in the struggles against the political violence of the Military Regime, for amnesty and for improvements in the living conditions of impoverished women, contributed to women from various social segments becoming

organize politically around a struggle that, in the post-dictatorship context, unified them: domestic and family violence.

It is also worth noting that, according to Barsted (2011, p. 347):

In Brazil, between 2003 and 2010, significant progress was made in combating violence against women. This progress resulted in changes to legislation, increased production of studies and statistical data on the incidence of violent acts against women, creation of specialized public services, and adoption of national plans to combat this serious problem. However, the task of confronting this challenge is still immense and necessarily requires efforts to consolidate and implement a broad security policy for women, as defined in the Pact to Combat Violence against Women of 2007, the Maria da Penha Law of 2006, and several other government documents.

Furthermore, according to Barsted (2011, p. 348) “violence against women has been one of the main social mechanisms to prevent them from having access to positions of equality in all spheres of social life, including life private”.

Barsted (2011, p. 348) also highlights that “this violence is a manifestation of power and expresses a broad male domination spectrum, historically and culturally constructed, beyond its manifestation in women’s bodies.”

Piovesan (2010, p. 91) states that, despite the 1988 Charter being the first to make the theme explicit, only in 2006 was it approved of specific legislation on the subject, namely, Law No. 11,340/06 – Maria da Penha, which established mechanisms to curb domestic and family violence against women, establishing measures for prevention, assistance and protection to women in situations of violence.



Judge Sidney Rosa da Silva 3 (BRAZIL, 2013) briefly explanation about the emergence of the Maria da Penha Law in the Embargoes Infringements and Nullity 0376432-04.2008.8.19.0001.

This time, the Judge states that through several human rights organizations, the case of unpunished violence against Mrs. Maria da Penha Fernandes arrived at the Inter-American Commission on Human Rights Human Rights of the OAS.

Mrs. Maria da Penha Fernandes with the aggressions she suffered from her then her husband became paraplegic, which at that time, was still unpunished and on the eve of being benefited by the prescription.

In this context, the Inter-American Commission on Human Rights of the OAS accepted a complaint against the Brazilian State, ordering the creation of a law specific to violence against women. The Judge follows adding that:

In 2002, the non-governmental organizations Feminist Advocacy, Agende, Themis, Cladem/Ipê, Cepia and Cfemea came together as a consortium to draft a bill to combat domestic and family violence against women. Thus, in March 2004, the aforementioned draft bill was presented to the Secretariat for Women's Policies of the Presidency of the Republic (SPM), which established an Interministerial Working Group to draft a Bill on mechanisms to combat and prevent domestic violence against women, especially since the Constitution of the Republic already indicated that it was the State's duty to protect the family.

The Executive Branch forwarded the Bill to the National Congress under No. 4,559/2004, after consultations and debates with representatives of society civil, law enforcement officers and public security officials and others representatives of entities involved in the topic.

3 First, it is important to look back at the facts that led to the enactment of the Maria da Penha Law, in order to understand the scope intended by the ordinary legislator. Historically, we see that intra-family relations have always been interpreted in a way that is restricted to private rights, resulting in a range of unpunished acts, either due to the natural slowness of the Judiciary or due to the severe oppression suffered by women in their social and family life, leading, as a consequence and due to violence, to the production of serious psychological disorders in childhood and adolescence.



Thus, the project culminated in Law No. 11,340, known as the Maria da Penha, which was sanctioned by the then President of the Republic and published on August 7, 2006.

It is worth mentioning that Barsted (2011, p. 349) asserts that it is essential to understand that women “are not an abstract group and undifferentiated from individuals of the same sex, but who are differentiated internally and present different needs and vulnerabilities”.

According to Cruz and Severo (2010, p. 47 apud SIMIONI; CRUZ, 2011, p. 188), to understand the insertion and development of violence within the scope of private needs to repair the consequences of a society permeated by the patriarchal order that dictates values of subordination to women.

In this vein, Cruz and Severo (2011, p. 188) highlight the creation and perpetuation of discriminatory values against women:

It is worth saying, therefore, that it is often in early childhood, at home, that the logic of male domination over females begins and continues at school, in community experiences, in the media and in social life in general. This reality means that the possibilities and strategies for cultural transformations to overcome these inequalities must be considered a permanent exercise of tension and redefinition.

Due to the courageous attitude of Mrs. Maria da Penha, who resorted to an Inter-American Court of Justice to seek justice in his case of domestic violence, Porto (2012, p. 25) states that it transformed his problem in an emblematic event, thus configuring itself in a feminist movement in the fight for stricter criminal legislation in repression of crimes involving various forms of violence domestic and family against women.

Therefore, the Maria da Penha Law is considered an excellent step and path to be followed to eliminate discrimination, exclusion suffered by women for decades in Brazil.



2.2 Analysis of the Fundamental Provisions of the Maria da Penha Law

In 2002, the World Health Organization (WHO) released the Report World Conference on Violence and Health, which defines violence as the use deliberate use of physical force or power, whether actual or threatening, against oneself, another person or groups and communities. This action can cause injury, death, psychological harm, difficulties in development and deprivation (Zuma, 2005, p. 2). Based on this conceptualization, violence is categorized into three types: self-inflicted, interpersonal and collective, each of which has subdivisions. In the context of family relationships, There is a subtype of interpersonal violence called partner violence intimate.

The UN, through a study published in 2006, conceptualizes "violence against women" as any violent act motivated by gender issues, specifically aimed at women (Gadoni-Costa & Dell'Aglio, 2010, p. 152). Researchers claim that this form of violence accompanies the society throughout history, influenced by several factors, especially those related to gender inequalities.

This phenomenon has significant implications for victims, many of whom who remain trapped in relationships marked by emotional dependence and financial, resulting in continuous cycles of violence. In most cases, the aggressors are partners of the victims, and the episodes of violence happen within the domestic environment (Côrtes, 2012).

Violence, in addition to being a social issue, represents a serious violation of human rights, connecting to varied and complex challenges. It also raises conceptual questions, such as the distinction between power and coercion, impulse and conscious action, determinism and freedom. This problem is characterized as multifaceted, multidimensional and difficult to understand in its entirety (Pequeno, 2007).

Law No. 11,340 of 2006 establishes mechanisms to address domestic and family violence against women, categorizing it into five dimensions: physical, patrimonial, sexual, moral and psychological. Physical violence refers to physical assaults, including punches, burns and other forms of injury; patrimonial injury involves destruction of personal property and documents; Sexual violence occurs when the victim is forced into sexual acts against their will; morality encompasses slander, defamation and insult; and psychological or emotional consists of practices that harm self-esteem and well-being mental health of the victim, such as intimidation, insults and manipulation.

The impacts of domestic violence are wide-ranging, affecting lives professional, social relations and the physical and psychological health of the victims. according to data from the World Bank (Ribeiro & Coutinho, 2011), one of the factors that generate absences from work is domestic violence. In addition, women who go through these episodes tend to have lower income and face consequences that go beyond the personal sphere, reaching society as a whole a whole. The economic impact is estimated at between 1.6% and 2% of a country's GDP, reinforcing the structural nature of this problem.

In Brazil, the percentage of women who suffered some form of violence lifetime per partner or ex-partner is higher than the global average: 32.4% against 27%, according to a recent report by the World Health Organization (WHO). These statistics reveal alarming numbers about aggressions suffered by women in several states, with some research indicating that even half of them have already been victims of physical violence.

In Brazil, a survey by the TRT of the 24th Region, carried out in 2024, indicated that a woman is assaulted every 30 seconds and that more than two million are victims of physical violence annually, committed by their partners or ex-partners⁴. To give visibility to this problem, the National Day of Fight Against Violence Against Women, celebrated on October 10th.

In 2022, 80 women were registered as victims of homicide or injuries bodily injuries followed by death, according to data from the Ministry of Justice, through



of the National Public Security Statistics System. Mato Grosso do Sul presented a rate of 5.5 homicides per 100 thousand inhabitants, standing at third place among the federation units. ⁵

In addition to the social and economic repercussions, domestic violence generates serious health problems. Since the 1980s, the WHO has considered this issue as a public health concern, due to the physical and psychological factors associated with it (Alves & Coura Filho, 2001). Studies connect this problems with gastrointestinal disorders, injuries, sexually transmitted diseases transmissible, depression, anxiety, risk of suicide and other health problems (Oliveira et al., 2005; Villela, 2008). Reports of the Pan American Health Organization of Health (PAHO) highlight that individuals exposed to violence present greater vulnerability to the development of eating disorders, addictions, mental disorders and low self-esteem.

Given the relevance of this topic, domestic violence against woman has become a subject of great media and social repercussion, culminating in the creation of the Maria da Penha Law (Law No. 11,340/2006), which aims to prevent these acts by implementing victim protection policies. The legislation established specialized police stations and support centers, in addition to strengthen punishments for aggressors.

In Brazil, there are currently more than 300 police stations dedicated to care for women, distributed across several states (Debert & Oliveira, 2007). These institutions receive different names, such as Police Station Women's Defense (DDM) and Specialized Police Station for Women's Assistance (DEAM). They play a crucial role in providing support multidisciplinary approach to victims and contribute to the implementation of public policies aimed at eradicating gender-based violence (Sagot, 2007; Schraiber et al., 2007).

⁵ <https://www.ipea.gov.br/portal/categorias/45-todas-as-noticias/noticias/15781-atlas-da-violencia-brasil>
recorded-45-747-homicides-in-2023-lowest-rate-in-11-years-but-violence-against-children-is-still-a-worry

1.3 Employability as a strategy to face domestic violence

According to a survey carried out on 01/23/2019 8:13 pm by the newspaper National lack of own resources is one of the main reasons that maintains women trapped for years in violent relationships. A program launched in São Paulo at the end of 2018, as a result of the union between the Public Ministry, the Court of Justice, City Hall and other institutions, has already opened doors: 20 women have found employment and others are in the selection process at six companies.

Every job opportunity represents a life freed from violence. That in itself would be a great victory.

According to Leonardo de Assis (2025, p.32) Domestic violence constitutes a serious violation of human rights, with devastating impacts on the lives of the victims. Among the multiple strategies necessary for their confrontation, the promotion of employability emerges as an axis fundamental, by directly attacking one of the main factors that perpetuate the cycle of violence: economic dependence.

Financial autonomy is recognized as a critical element for victims are able to break off abusive relationships. The lack of own resources often prevents them from affording basic needs such as housing, food, transportation and security, making it impossible to leave the environment violent. Access to formal employment or a stable source of income is not not only provides material means for independence, but also generates positive psychosocial impacts. Women entering the labor market tend to recover self-esteem, rebuild social support networks and develop a perspective for the future, essential elements for overcoming of trauma.

Recognizing this relationship, public policies have been implemented in Brazil to link employability to victim protection. A milestone important is Federal Decree No. 11,430/2023, which establishes a minimum quota of 8% of jobs in federal administrative contracts for women in situations of violence, with priority given to black women,



brown, trans and transvestite people.⁶ This decree also innovates by including a criterion of tiebreaker that benefits companies with proven equity policies gender in public tenders, in addition to providing for strict confidentiality mechanisms and protection of beneficiaries, in line with the Maria da Penha Law.

At the subnational level, complementary initiatives are gaining strength. The state of Rio de Janeiro reserves 5% of vacancies in public contracts and created the Voluntary Membership Registry (CAV), a platform that connects victims to employment opportunities. São Paulo, through the program "Contrata SP – Tem Exit", offered hundreds of vacancies in 2024, serving a diverse profile qualification. Minas Gerais stands out with the Job Bank "A Vez Delas", fostering partnerships with the private sector, raised by entities such as the Chambers of Shopkeepers (CDLs). At the same time, support for female entrepreneurship is vital, with subsidized microcredit lines (like "Empreenda Mulher" in SP) and free coworking spaces with full support (example: Teia Santo Amaro), offering infrastructure, mentoring and access to support networks.

The private sector also plays a crucial role, going beyond the legal compliance. Engaged companies implement workshops on awareness raising for managers and HR teams, enabling them to identify of signs of violence and in the practice of "active listening", often in partnership with experts such as the Maria da Penha Institute. Adopting support policies brings tangible economic benefits, such as reduced turnover and absenteeism and costs associated with low productivity – studies show that victims can have their productivity reduced by 30% to 50%. Inspiring models include companies such as Sodexo and Atento Brasil, which actively participate in employment fairs, implementing confidentiality protocols and flexible hours. Adapted international experiences, such as the program "Sentido" (originating from Portugal), demonstrate the effectiveness of focusing on the development of socio-emotional skills and stress management for the labor reintegration.

⁶ <https://www.gov.br/gestao/pt-br/assuntos/contratacao-de-mulheres-em-situacao-de-violencia>



However, significant challenges remain. Underreporting of violence, driven by fear and shame, makes it difficult to identify and support victims. The fragile articulation between companies, the National Employment System (SINE) – which by law reserves 10% of its vacancies for this population – and the social safety nets limit the scope of policies. Maintaining the employment after hiring is another obstacle, as absences resulting from lawsuits or mental health crises can lead to dismissals. In addition, Furthermore, intersectional inequalities pose additional barriers for women black, indigenous, LGBTQIA+ and disabled people.

To overcome these barriers, integrated strategies are needed and improved. The creation of clear protocols within companies, including confidential forms attached to HR processes and referral routes for specialized services, it is essential. Strengthening the articulation intersectoral (government, companies, NGOs, judiciary) and the implementation of actions Intersectional affirmative actions are promising paths. Investing in training continuous for managers and teams and promote flexible working hours and home office as protective measures can make a difference in staying of the victim at work.

In short, employability is not just a policy of generating income, but a powerful strategy for structurally confronting violence domestic. By ensuring economic autonomy, restoring dignity and opening doors to the reconstruction of life projects, decent work is configured as a vital instrument to break the cycle of violence and promote emancipation of women. The effectiveness of this strategy, however, depends overcoming existing challenges through ongoing commitment, robust articulation and policies sensitive to the multiple dimensions of vulnerability.

3.4 The Sine vacancy reservation policy

The National Employment System (SINE) was established in 1975 through 7 of Decree No. 76,403, establishing itself as a free public policy and universal focused on generating employment and income in Brazil. Its purpose

7 7 Decree No. 76,403/1975 available at: <https://www.planalto.gov.br/ccj>

fundamental has always been to act as a mediator between workers and employers, facilitating both insertion and re-insertion into the market formal work, in addition to promoting professional qualification.

Over the decades, SINE has significantly expanded its scope of performance. In 1986, it incorporated the management of Unemployment Insurance, becoming offer temporary financial assistance to workers unfairly dismissed cause. Later, in 1990, it integrated structured programs of Professional Qualification, designed to increase the competitiveness of Brazilian workers. These changes transformed the system into a multidimensional tool, combining labor intermediation, social protection and skills development.

Since its creation, SINE has maintained a dual strategic role: for the workers, it acts as a gateway to formal opportunities and mechanisms of economic stability; for employers, it simplifies the search for suitable labor. Its architecture reflects a commitment history with productive inclusion and the reduction of inequalities in the labor market Brazilian work, consolidating itself as an essential pillar of public policies employment in the country.

The Decree establishing SINE is in compliance and was created to meet the guidelines established by Convention No. 88 of the Organization International Labour Organization (ILO), which deals with the “Organization of Labor Service” Employment”. This convention* sought to encourage countries to develop public employment systems that meet the needs of workers and employers, promoting more equal access to job market opportunities.

Convention No. 88 of the International Labour Organization provides:8

Art. 1 — I. Each Member of the International Trade Organization
Work for which this Convention is in force

⁸ https://www.trt2.jus.br/geral/tribunal2/LEGIS/CLT/OIT/OIT_088.html

must maintain, and see to it that it is maintained, a service public and free employment.

II. The essential task of the employment service must be carried out in cooperation, where necessary, with other bodies public and private stakeholders, the best organization possible of the employment market as an integral part of the national program aimed at ensuring and maintaining full employment, as well as to develop and utilize resources productive.

Art. 2 — The employment service must consist of a national system of employment offices placed under the control of a national authority.

Art. 3 — The system must comprise a network of local offices and, if necessary, regional offices in sufficient number to serve each of the regions geographical areas of the country, and conveniently located for the employers and employees.

In this context of employment opportunities, we highlight the creation of Law 14,542/2023 which included as a priority in serving women in situation of domestic and family violence by the National Employment System (SINE).

Law 14542/2023, article 37, section VIII, of the Federal Constitution establishes that women in situations of domestic or family violence will have priority in National Employment System (Sine), facilitating your access to the job market work and promoting their financial autonomy. The legislation provides for the reservation 10% of the vacancies offered for job placement to these women.

According to the legislative proposal, access to one's own income crucial factor for women to be able to move away from violent environments permanent. The law aims to encourage the insertion of these women into the job market work, helping them achieve financial independence and rebuild their lives.

In a survey carried out by g1 and GloboNews, (Brasília, 05/25/2025), more than 2 years after being sanctioned, a law that reserves part of the vacancies offered by the National Employment System (Sine) for women victims of domestic violence remains, in practice, not in force. The measure could especially help women who currently live in shelters, often with children, as the woman becomes the provider of the home and manages to get rid of patrimonial violence.

The legislation represents a formal advance, but its effectiveness depends on actual implementation. It is necessary to demand that the government operationalize vacancies via SINE and to articulate integrated policies with health protection agencies. woman. Since the law exists but is not implemented. There are guarantees this right of women who suffered violence, however, according to the research carried out above by G1, the law is ineffective.

According to a survey carried out by Leonardo Assis Martins Júnior (2024, p. 77), the states of Ceará (14.05%), Tocantins (13.08%) and Alagoas (11.07%), as the main highlights in labor intermediation carried out by Sine.

On the other hand, the negative highlights were Rio Grande do Norte (0.65%) and Sergipe (0.96%). In practical terms, this means that for every 100 workers employed in the formal market, only 01 (one) goes through Sine from Sergipe, for example.

It is observed that, as in the previous analyses, there is a imbalance in the results obtained by the different Federative Units. If considering the total average value (3.95%), only 09 (nine), among the 27 (twenty and seven) States, exceed this value. Although there is no optimized value and/or a goal set for operationalizing the work policy, the Sine results in general seem quite discreet, acting in a very restricted portion of the labor market.

Analyzing in regional terms, we observe the existence of a balance percentage of Efficiency in the Placement of Sine among Brazilian regions, with exception of the Southeast region (1.55%). The other regions operate a little



above the national average (3.95%), namely: i. Northeast (4.78%); ii. Central West (4.15%); iii. North (4.12%); and iv. South (4.02%).

It is noticeable that the most developed regions of the country, South and Southeast, have the lowest ECS. A conjecture drawn from this is that in more developed regions, citizens have higher levels of education and a more diversified network of contacts, with greater access to resources and information, being less dependent on a specific policy employment opportunities so that they can be inserted into the job market.

Investigating the impact of domestic and family violence against women in business activity and the possibility of corporations acting in prevention and confrontation of this type of violence as a way of implementation of human rights, it is considered important to record examples of these actions, in implementation of the provisions of paragraphs 1 and 2 of article 3° of Law No. 11,340/2006, which determines that the Public Authorities must develop policies that aim to guarantee women's human rights in the context of relations household and family members in order to protect them from all forms of neglect, discrimination, exploitation, violence, cruelty and oppression and that It is up to the family, society and public authorities to create the necessary conditions for the effective exercise of the rights to life, security, health, food, to education, culture, housing, access to justice, sport, leisure, work, citizenship, freedom, dignity, respect and coexistence family and community.

It is not a question of replacing the State in its intrinsic duty to safeguarding citizens, but of joint action in favor of the effectiveness of human rights in their greatest foundation, which is the dignity of the person human. And there is no dignity when life is permeated by violence in its most varied forms.

It is about aligning State and non-governmental intervention through of public policies and ethical actions as instruments for the realization of rights fundamental, in a network articulation with a view to the comprehensive protection of the victim and effective confrontation of the problem.

It cannot be forgotten that Law No. 11,340/2006 regulated § 8° of the article 226 of the 1988 Constitution and innovated in the Brazilian legal scenario by to embrace comprehensive protection for women who are victims of violence and represented a new chapter in the fight to end violence against women.

In effect, it provides for the confrontation of domestic and family violence against women in three areas: Protection and Assistance; Prevention and Education; Combat and Accountability. [...] Domestic violence was understood by law as a problem that requires comprehensive public policies to be confronted, not limited to the simple criminal prosecution of the perpetrator. [...] It is essential to coordinate governmental and non-governmental institutions, constituting the so-called Network, integrating programs, projects and actions developed by different actors, with the overcoming of isolated actions or specific and random initiatives. [...] it is necessary to pay attention to the co-responsibility of Society and the State in the systematic construction of inclusive public policies, with the potential support of social participation in their formulation, at all levels, in order to truly confront violence against women⁹.

Confronting the problem of domestic and family violence against women demand coordinated actions from various social actors, which includes corporations in the face of the negative impact of this violence on their activities and These concrete actions occur in several companies.

The Brazilian Post and Telegraph Company (ECT), in process no. TST-DC-6535-37.2011.5.00.0000 - Collective Dispute, assumed the commitment to combat, care and guarantees for women victims of domestic violence, in following terms 182: ECT will maintain a multidisciplinary team formed by doctor, psychologist, social worker and lawyer to assist employee who is a victim of domestic violence, as defined by Law 11,340/2006 (Maria da Penha Law), with monitoring by the trade union movement.



§ 1º An employee who is a victim of domestic violence will have priority in transferring from one unit, municipality or state to another, regardless of registration in the national transfer system.

§ 2º Transportation will be provided by ECT for the employee and her dependents, as well as for her belongings and furniture, in the event of transfer of location due to domestic violence.

§ 3º Upon medical report issued by an accredited specialist attesting to the need for time off work, ECT will guarantee the suspension of the employment contract with full maintenance of remuneration and other benefits for the employee in a situation of domestic violence for up to six months.

§ 4º ECT will promote quarterly lectures during the work day to raise awareness and combat domestic violence for its employees, as well as a national campaign to combat domestic violence in its public service units; through the distribution of printed information during home delivery and on the uniforms of postmen; through the use of boxes and envelopes for letters and SEDEX with messages to combat domestic violence and through a national essay contest on combating domestic violence for high school students from public and private schools¹⁰.

Retailer Marisa developed the #MarisaAcolhe program, created in March 2019, with the aim of receiving, in a confidential and secure manner, the employees who are facing situations of domestic violence and family, with legal assistance, in the event of a complaint by the aggressor, psychological support, possibility of transferring the place of work and, in more serious cases, support from security agents to escort to police station 184.

Law 14,542/2023, by modifying the National Employment System (SINE), set a key milestone by reserving 10% of job vacancies for women in situations of domestic violence, prioritizing their autonomy economic as a mechanism to break the cycle of violence. In this context, the

¹⁰ https://www.uece.br/posla/wp-content/uploads/sites/53/2019/11/Dissertac%CC%A7a%CC%83o_Ke%CC%81lvia_Menezes_2015-1.pdf



initiative of the Post Office (ECT) through Term 182 – which establishes a team multidisciplinary (doctor, psychologist, social worker and lawyer) to internal support for victimized employees – operates as a complement practical and direct aspect of this policy, increasing its effectiveness in a concrete and systemic.

The Correios multidisciplinary team works on three interconnected fronts: First, psychosocial support provides immediate trauma care, helping to rebuild self-esteem and safety planning (such as access to shelters); second, the social worker and the lawyer ensure access to urgent protective measures (provided for in art. 22 of the Maria da Penha) and protect labor rights, avoiding dismissals due to absences related to legal proceedings or emergency services; third, the union monitoring ensures that working hours adjustments, transfers of workplace or licenses are implemented without reprisals, preserving the victim's income. This framework addresses a critical gap pointed out by the Brazilian Public Security Forum (2023): around 70% of victims do not report attacks for fear of unemployment or disbelief in system.

The synergy with Law 14,542/2023 is revealed in two main axes: prevention of revictimization and networking. While federal law opens doors to new opportunities in the formal market, Correios focuses on maintaining the current job, preventing the victim – already inserted in the environment labor – need to appeal to SINE after being dismissed as a result of violence. In addition, the multidisciplinary team integrates with the public network, forwarding cases to 24-hour police stations (Law 14,541/2023), to SINE and to channels such as Ligue 180, enabling a continuous flow of protection.

The tangible impacts of this integration include risk reduction lethal: data from the Court of Justice of the Federal District (2023) indicate that 70% of victims of femicide never registered an occurrence, a scenario that corporate support internal can reverse by encouraging early reporting. Economically, the drop in productivity is also mitigated – estimated between 30% and 50% for victims, according to the Maria da Penha Institute –, because psychological care restores work capacity and reduces absenteeism.

Despite progress, challenges persist: underreporting persists in environments with structured support, and the limited scale of the model (restricted to postal workers) demands expansion. However, the initiative creates a replicable paradigm by demonstrating that companies can operate as spaces guaranteeing human rights, materializing the principle of State-company-society co-responsibility provided for in art. 8 of the Mariana Law from Penha.

FINAL CONSIDERATIONS

Law No. 14542/2023 was created with the explicit objective of guaranteeing the inclusion of women victims of domestic violence in the labor market. However, there are many obstacles that prevent the implementation of the law, since which is still little known in today's society and it does not see being applied, with total ineffectiveness.

The same, sanctioned in April 2023, established a relevant milestone in combating violence against women by prioritizing these victims' access to National Employment System (Sine). Its main objective is to reserve 10% of job placement opportunities for women in situations of violence domestic and family, aiming to promote financial autonomy as a tool to break the cycle of abuse. However, two years after its implementation, studies indicate that its effectiveness is limited by structural challenges and operational.

The main weakness lies in the decentralization of the application. States and municipalities have not adopted unified protocols to identify, validate and register beneficiaries, making it impossible to reserve vacancies in practice. Many Sine units lack teams trained for specialized care or partnerships with support networks (such as women's police stations and services health), essential to attest to the condition of vulnerability. This gap operational reflects the absence of federal regulations that define criteria



clear proof of victim status, leaving it up to managers
local solutions are often inconsistent.

The lack of consolidated national data on the completion of reserved spaces highlights another serious problem: the lack of systematic monitoring. Without public indicators, it becomes impossible to measure the real impact of the law or correct flaws. This statistical invisibility reinforces the perception that the norm operates more as a symbolic guideline than that as an effective policy, especially in regions with less structure socio-assistance.

The social consequences are palpable. Women without access to formal employment remain economically dependent on aggressors, making it difficult for them to escape violence. Data from DataSenado (2023) reveals that 30% of Brazilian women have suffered domestic violence, with a higher incidence among low-income populations – precisely the target audience of the law. Furthermore, the disarticulation with other public policies (such as Law No. 14,541/2023, which guarantees 24-hour women's police stations) weakens the protection ecosystem, reducing the transformative potential of legislation.

Thus, the reservation of places by SINE and the adoption of institutional measures by companies such as Correios and Marisa demonstrate that the fight against domestic violence demands policies and integrated public co-responsibility between the State, society and private initiative. The insertion of the work of these women is not just a public policy objective, but a instrument for the reconstruction of human dignity and the implementation of the principle of substantive equality

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