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Information, gender, and democracy in the Public Prosecutor's Office

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Summary

This study investigates the correlation between information management, gender representation, and the democratic legitimacy of the Brazilian Public Prosecutor's Office. Based on the political theory of Flávia Biroli and the intersectional analyses of Sueli Carneiro, the article discusses how the sexual division of labor and the myth of meritocracy conceal structural barriers in legal careers. Using data from the Gender Scenarios report, focusing on the Public Prosecutor's Office of Paraíba, and the concept of Information Mediation, it examines the institutional response materialized in Resolution No. 259 of 2023 from the National Council of the Public Prosecutor's Office and in Recommendations No. 02 of 2023 and No. 03 of 2025 from the National Inspectorate. It concludes that these norms are not merely affirmative actions, but instruments of democratic *compliance* and administrative modernization, essential for empowering the institution to confront political violence and align its internal structure with constitutional and international human rights commitments.

Keywords: Information management; Gender representation; Public Prosecutor's Office; Democratic legitimacy

Abstract

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Keywords: Information management; Gender representation; Public Prosecutor's Office; democratic legitimacy

1. INTRODUCTION

The Brazilian Public Prosecutor's Office, constitutionally mandated by Article 127 of the Constitution.

Magna's mission is to defend the legal order, the democratic regime, and social and individual interests.

unavailable, a strategic mission that positions it as a pillar of Brazilian democracy, confronts-

faced with a contemporary challenge that calls into question its own institutional structure: the need

to align its internal structure with the plurality of the society it must protect. Legitimacy

The democratic role of the *Public Prosecutor's Office* is not limited to its final objective; it increasingly depends on...

The institution's ability to reflect, in its decision-making bodies, the diversity of its own body.

social.

In this context, internal representation ceases to be a merely critical issue.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

administrative action to be configured as an imperative of democratic legitimacy.

ministerial. The persistence of gender asymmetries in the upper echelons of the career generates a dissonance between the constitutional mission of promoting equality and organizational reality.

internal. This scenario requires technical reflection on the mechanisms that, often in a way

Silently, they hinder women's advancement to positions of power within the institution.

To analyze this phenomenon, this study engages with the political theory of Flávia Biroli, who identifies the sexual division of labor as a determining factor in the precarious inclusion of women.

In the public sphere, the disproportionate allocation of domestic responsibilities deprives resources.

Essential resources, such as time and energy, are used in institutional political disputes, erecting invisible barriers.

known as glass ceilings. From this perspective, concepts such as merit and citizenship need to be

critically examined, since, as Maira Abreu observes, they were historically constructed from

of male experiences, tending to make unequal starting conditions invisible.

The analysis gains complexity with the intersectional perspective of Sueli Carneiro, who

This highlights how the intersection of gender and race deepens institutional barriers. In this sense, the

The discourse of meritocracy, when detached from social and structural preconditions, can end up...

by legitimizing privileges, as Souza and Dias demonstrate. In the environment of legal careers of

In this context, this phenomenon suggests that passing a public service exam is the beginning, not the end, of career advancement.

equity challenges.

The materiality of these barriers was diagnosed by the National Council itself.

The National Council of Public Prosecutors (CNMP) in the report Gender Scenarios (2018). The national data revealed that, although women represented about 40% of the career, historically they only occupied

15% of the terms of the Attorney General of Justice. The local perspective of the Public Prosecutor's Office of Paraíba.

(MPPB) illustrates the capillarity of this national phenomenon: the parity observed at the base of the career.

This does not always translate into equitable access to the positions of Attorney General and...

Inspector General of the Public Prosecutor's Office.

Given this scenario, this article argues that overcoming this representational deficit is a

The need for administrative modernization and institutional efficiency, aligning the Public Prosecutor's Office.

to the Sustainable Development Goals of the United Nations (SDG 5 of

(UN Agenda 2030). The study investigates how the production and dissemination of data functioned.

as acts of Information Mediation, a concept by Almeida Júnior developed by Benedito Ribeiro

and Woida. It is understood that the institutional diagnosis was not merely a statistical survey, but

an intervention that made inequality visible and prompted a normative response.

This response culminated in the issuance of CNMP Resolution No. 259/2023, which established the Policy.

National Incentive for Women's Institutional Participation. The regulation marks a transition.

paradigmatic within the oversight body, establishing concrete management mechanisms, such as the



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

National Repository of Women Jurists and the prohibition of questioning about personal life in contests, aiming to correct biases and promote a culture of equity.

Methodologically, the research adopts a qualitative approach, based on a review. bibliographic and documentary analysis. The article is structured around four axes: (i) the theoretical foundation about gender barriers and the critique of decontextualized meritocracy; (ii) data analysis institutional aspects from the perspective of information mediation; (iii) an examination of the CNMP's normative response (Resolution No. 259/2023); and (iv) the connection with addressing gender-based political violence, concluding with the strategic role of information in the democratic modernization of the Public Prosecutor's Office.

2. DOCTRINAL FOUNDATION: GENDER, RACE AND INFORMATION IN THE PUBLIC SPHERE

For an accurate diagnosis of the institutional challenges facing the Public Prosecutor's Office, it is necessary to resort to a theoretical framework that goes beyond a superficial analysis of the formal rules of Access to positions of power. The absence of women in positions of power is not an accidental phenomenon. Nor is it the result of purely individual choices; it stems from deep social dynamics that They shape opportunities and distribute resources unequally.

2.1. The Limits of Democracy and the Sexual Division of Labor

The quality of democracy in Brazil is frequently debated from the perspective of its robustness. institutions and the guarantee of formal rights. However, a substantive analysis, supported by the work of Political scientist Flávia Biroli reveals that the metric of democratic participation cannot be restricted to eligibility or the exercise of the right to vote. Brazilian democracy remains fundamentally incomplete, characterized by a precarious and unequal inclusion of women in the public sphere of power. This precariousness is not an isolated failure, but the product of a fundamental social structure: the sexual division of labor.

This concept describes the functional and symbolic separation between two spheres: private space. and public space. The private sphere, historically associated with women, encompasses work. Reproductive function, childcare, elder care, and household chores are essential activities for... social reproduction, but characterized as unproductive, devalued, and unpaid. In Conversely, public space is linked to productive work, politics, and the exercise of power; a historically male-dominated domain where economic and symbolic capital accumulates.

This dichotomy imposes concrete material barriers to women's advancement. The assignment The disproportionate burden of domestic work placed on women deprives them of vital resources for political engagement. and professional qualifications: time and energy. While the male career path is socially Designed for full dedication to the public sphere, the female career path is often



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

fragmented by the double shift. This dynamic creates what the specialized literature calls ceilings.

Glass barriers: invisible but structurally resilient barriers that limit women's advancement.

regardless of individual merit.

The materiality of these barriers is accurately summarized by Maira Abreu when analyzing the Birolí's work: the glass walls or ceilings that limit women's participation in politics.

They are made of the energy and time that is stolen from them by the work they perform for those closest to them and for society (BIROLI, 2018, p. 210).

Therefore, to understand the underrepresentation of women in decision-making spaces, including From the perspective of the Public Prosecutor's Office, it is insufficient to analyze only the formal rules for entering the career and for transfer and promotion competitions. It is imperative to recognize how the responsibilities The disproportionate roles assumed by women in the private sphere translate into concrete barriers and symbolic limitations that restrict their ability to act and translate into competitive disadvantages in public sphere.

Furthermore, an analysis focused exclusively on gender proves insufficient to capture The complexity of exclusion in Brazil. As philosopher Sueli Carneiro points out in her work. In his seminal work "*Racism, Sexism and Inequality in Brazil*," racism and sexism are not isolated systems. but structures that intertwine and reinforce each other. The intersectional perspective. This complicates Birolí's argument: if the sexual division of labor imposes a glass ceiling on all women... For Black women, this ceiling is reinforced by racial barriers, making it even more... Thick and difficult to break through. The experience of black women is not simply the sum of discriminations, but a distinct form of oppression that elucidates its even more pronounced absence in the spaces of power.

These structural obstacles, however, are often obscured by discourses that They appeal to seemingly universal concepts, such as merit and citizenship. The supposed neutrality These concepts, which serve to mask underlying inequalities, will be deconstructed below.

2.2. Intersectionality and the Myth of Meritocracy

Understanding institutional barriers requires a deeper analytical approach that goes beyond the isolated category of gender. As philosopher Sueli Carneiro warns, the Brazilian social structure It is marked by the inseparable link between racism and sexism. From this intersectional perspective, the The barriers faced by Black women are not simply the sum of two oppressions, but They constitute a qualified exclusion, making the glass roof even thicker and more resistant.

Citizenship and democracy in Brazil are incomplete due to the limited inclusion of women. and other marginalized groups. To deconstruct the neutrality of citizenship, it is crucial to expose how The ideal of universality has historically been accommodated to the exclusion and marginalization of women and



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

of other marginalized social groups, such as racialized and colonized groups.

However, the visibility of these profound asymmetries is often obscured by a discourse that normalizes exclusion: the ideology of meritocracy. Although it presents itself as a criterion of technical and universal justice, meritocracy, when detached from a critical analysis of starting conditions, it operates as a mechanism for legitimizing privileges.

Based on the studies of Souza and Dias, it is possible to deconstruct the supposed neutrality of this concept. The discourse of merit operates by forgetting the social aspect in the individual, by silencing the external factors that determine whether individuals are destined for success or failure. By ignoring the pre-existing social, emotional, moral, and economic conditions that interfere with performance, such as given the availability of time, network of contacts, and material security, the meritocratic narrative justifies... the position of those who, historically, have the resources to dedicate themselves fully to the dispute. public.

Flávia Biroli's political theory demonstrates that Brazilian democracy remains qualitatively limited by the precarious inclusion of women in positions of power. As observed by Maira Abreu, concepts like citizenship and democracy are not neutral: they have been historically constructed under gender relations that render structural inequalities invisible. This asymmetry is exacerbated by overlapping oppressions, requiring affirmative action policies that integrate gender justice and racial.

The ideological effectiveness of this discourse is so great that, as Souza and Dias demonstrate, it even becomes internalized by the victims of exclusion themselves. In research with Black managers, it was observed that many attribute their success exclusively to personal effort, discrediting the... The existence of racial barriers and opposition to affirmative action. This phenomenon illustrates the complexity of the institutional challenge: equity policies face not only objective barriers, but also... also an organizational culture that transforms structural flaws into perceived failures for individuals.

In this context, meritocracy fulfills a function that Souza and Dias classify as perverse: it transforms the political and professional exclusion of women, a result of a system that... It burdens one with reproductive labor, stemming from a lack of ambition or personal ability.

Therefore, the fallacy of conceptual neutrality fulfills a crucial ideological function: it makes the architecture of invisible inequality. This study reaffirms Flávia Biroli's diagnosis that... Brazilian democracy remains incomplete not due to a lack of merit on the part of women, but because... The social structure, protected by the meritocratic myth, systematically deprives significant portions of the population of the resources necessary for full participation. Overcoming this deficit therefore requires... to denaturalize the dynamics of private space and expose the false neutrality of the discourses that they legitimize male and white hegemony in positions of power.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

Overcoming the limitations of our democracy, therefore, requires a shift in perspective towards...

Beyond the mere guarantee of formal rights, true political equality will only be achieved when...

Care work and domestic responsibilities are recognized as an issue.

central public policy, based on collective responsibility, and when meritocratic ideology is exposed.

as a mechanism that perpetuates gender and racial privileges. Only by confronting these barriers.

By overcoming structural and ideological challenges, it will be possible to build a genuinely inclusive democracy and representative.

2.3. Information Mediation as a Tool of Power

Understanding the role of the Public Prosecutor's Office in promoting equity requires an analysis of... the very nature of the information that the institution produces and consumes. Far from being a neutral artifact. Whether a mere reflection of reality or not, information is a dynamic social construct.

Information is rarely a neutral artifact; it is a constantly evolving social construct. evolution. Based on the concept of Information Mediation by Almeida Júnior, analyzed by Benedito, Ribeiro and Woida, it is understood that information carries clashes, struggles for power, for Domination, through the imposition of concepts and truths. In this process, the act of mediating, whether by producing An institutional census, when drafting a legal document or communicating with society, is not a simple transmission of data. It is an act of intervention that organizes, interprets, and assigns... meaning to social facts.

The Public Prosecutor's Office, therefore, positions itself as a privileged mediator. By holding the With the prerogative to investigate and qualify legal facts, the institution acts as an agent of power. capable of both reinforcing pre-existing social structures and challenging them. Studies such as those of Benedito, Ribeiro, and Woida demonstrate, for example, how information in the digital environment can... to be used as a tool for exclusion, as in the case of online political violence, requiring an institutional counter-mediation that restores the truth and protects rights.

From this theoretical perspective, the decision of the National Council of the Public Prosecutor's Office to produce Data regarding its own internal composition takes on a new dimension. The preparation of the Scenarios report The gender disclosure process was not a bureaucratic procedure, but a deliberate act of information mediation. which transforms a dispersed reality into a defined and known institutional problem.

By transforming the diffuse perception of inequality into concrete statistical data, the The institution shifted the issue of representativeness from the realm of subjectivity to that of evidence. empirical. The data produced thus function as material proof of the structural barriers. described by Biroli and Carneiro, making the problem institutionally visible, measurable, and Consequently, it is subject to political and regulatory intervention.

These theoretical concepts, which present information as power, and democracy as...



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

Incomplete and decontextualized meritocracy as a myth provide the analytical tools

indispensable for decoding the data that will be presented below.

3. INSTITUTIONAL DIAGNOSIS: INFORMATION REVEALING ASYMMETRY

The publication of the Gender Scenarios report by the CNMP in 2018 represented a milestone of institutional maturity. For the first time, theories about structural barriers have been translated into Robust quantitative data, revealing the glaring discrepancy between the overall composition of the career and the occupation of positions of power and decision-making.

By collecting and systematizing data on female participation in leadership positions, the The Brazilian Public Prosecutor's Office has officially acknowledged the existence of a profound asymmetry in their charts. The study unequivocally demonstrates that rising to the top is not a direct reflection of their performance. the proportion of men and women in the database. This act of data production operates as a powerful Information Mediation Tool: Transforms a diffuse and often denied reality. in a concrete, measurable, and politically insurmountable problem, demanding a response.

Institutional standards befitting the institution.

The numbers presented below are not mere statistics; they reflect dynamics. Complex social structures that operate beneath the surface of everyday institutional life. Theoretical frameworks Previously mobilized data allow us to decode the social reality that the data only suggest: a The stagnation of women at the top is not a matter of chance, but rather the tangible evidence of invisible barriers. that shape legal careers. Ignoring these dynamics would be to treat a structural problem as a series of individual coincidences, masking the true barriers that shape careers. of men and women in different ways.

3.1. National Overview: The Pyramid of Inequality

Analysis of the consolidated data reveals a career structure that resembles a Pyramid: with a relatively broad base of female participation, which narrows drastically. Towards the top. The 2018 diagnosis indicated that the overall composition of the Public Prosecutor's Office... The Brazilian population consisted of 40.1% women and 59.9% men. This proportion, although indicating a This imbalance demonstrates a significant female presence at the institution's entrance.

However, this representation is not reflected in senior management. The historical analysis since The 1988 Constitution reveals a scenario of persistent exclusion from top leadership positions. While women represent 40.1% at the base of the career ladder (active members), in senior positions... According to the Attorney General's Office, the number of mandates held by women since 1988 corresponds to only 15%. compared to 85% held by men. In the General Inspectorates, only 22.4% of mandates were held by men.

Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

female, while 77.6% were male. In the Higher Councils, collegiate bodies of

Despite this strategic decision, female participation in the decade analyzed (2008-2017) was only 32.4%.

against a male participation of 67.6%. Already in the Presidency of the National Association of Members

According to the Public Prosecutor's Office (CONAMP), historical data shows 9.1% female participation compared to 90.9% male.

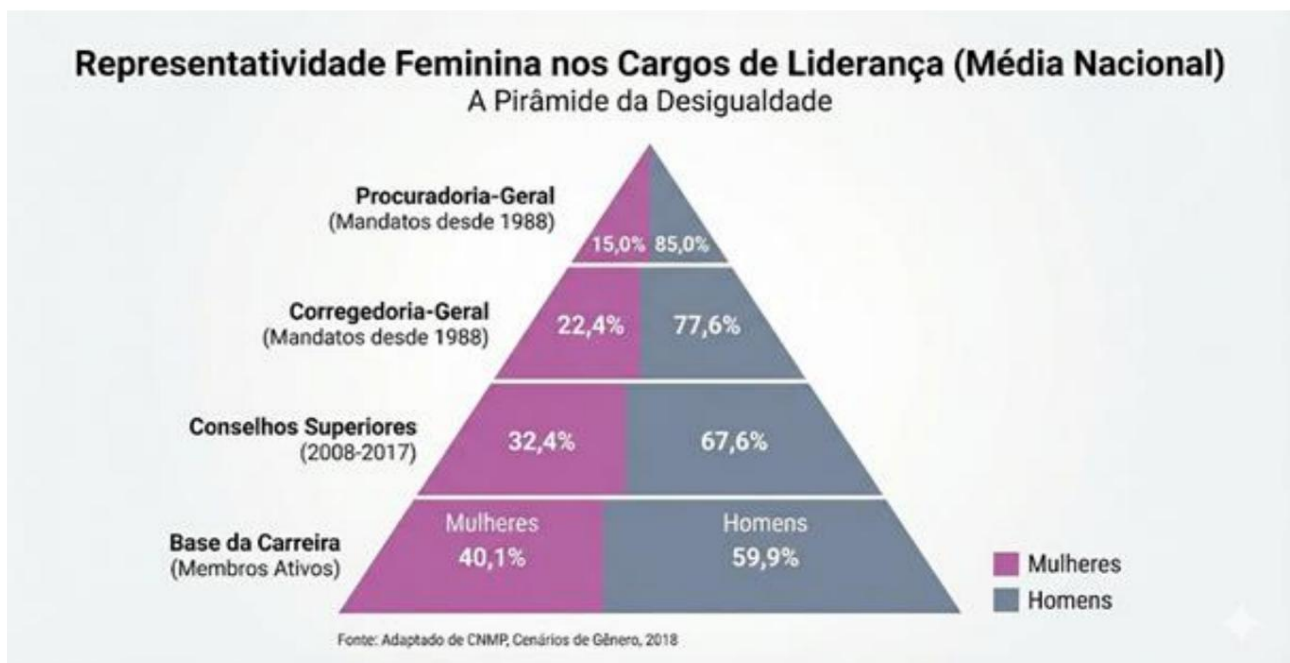
This discrepancy, where 40% of the workforce translates to only 15% of the leadership.

At its maximum, this invalidates the premise that professional advancement in the Public Prosecutor's Office occurs exclusively through...

neutral meritocratic criteria. The data show that, as decision-making power and the

As prestige increases, structural barriers become more effective at filtering participation.

female.



3.2. Specific Focus: The Reality of the Public Prosecutor's Office of Paraíba (MPPB)

The local section of the Public Prosecutor's Office of Paraíba offers a case study that illustrates the

The capillarity and resilience of this phenomenon. During the period covered by the report, the MPPB

It had a composition of 95 women and 120 men, resulting in representativeness.

The female percentage in the career is approximately 44.2%. This rate is higher than the national average of 40.1%,

This could suggest a more equitable scenario.

However, an analysis of top-level positions dispels this illusion. In the historical timeline analyzed, the Women held only 18.8% of the positions of Attorney General, while men held 81.2%.

In the mandates of the Inspector General of the Public Prosecutor's Office in the state, women were represented.

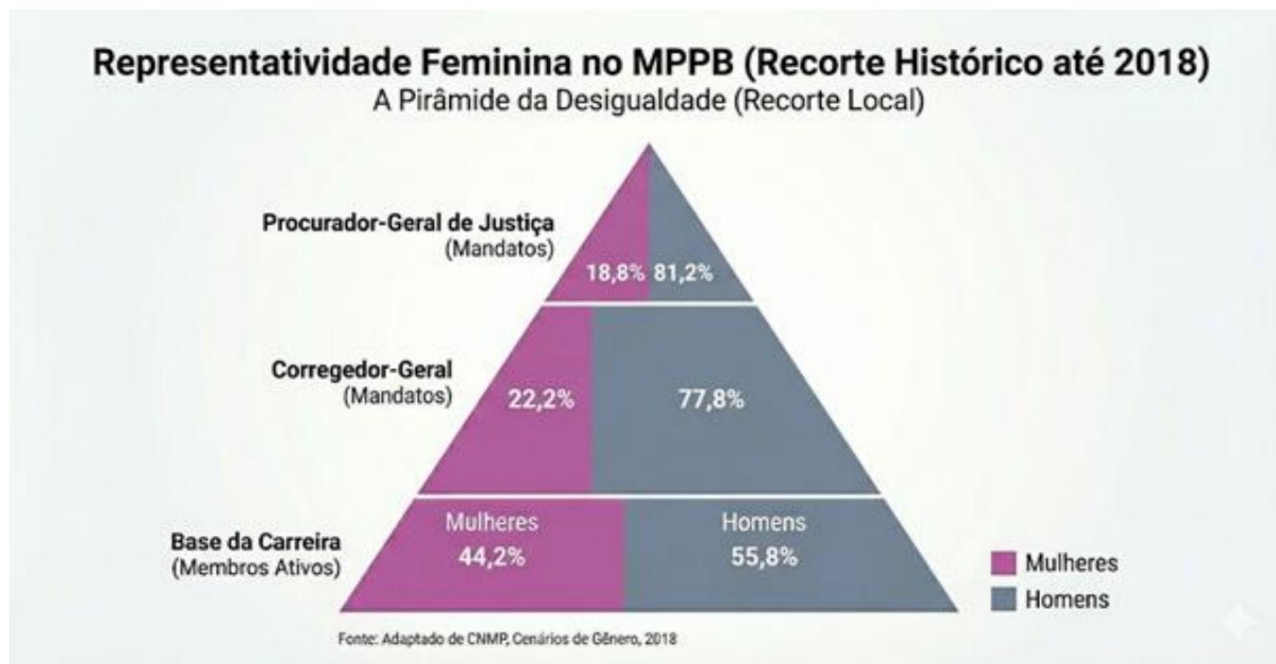
22.2% of women and 77.8% of men, demonstrating that the merit shown upon entry does not translate into

rise to leadership.

The case of Paraíba is emblematic because it demonstrates that a robust parity base is not...

Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

sufficient condition to break the glass ceiling. In the analyzed period (up to 2017), the MPPB presented a proportion of women in the career that is higher than the national average, making the contrast in the positions of The dome is even more evident. Even in units where female enrollment is significant, the filters... Invisible factors at play in the ascent to leadership, such as the availability of time for politics. Institutional structures and male social networks continue to limit women's access to... command, replicating locally the pyramid of inequality observed nationally.



3.3. Interpreting Asymmetry: From Evidence to Awareness

The synthesis of the data, both at the national level and within the scope of the MPPB (Public Prosecutor's Office of Paraíba), provides the Empirical validation for the theses of Flávia Biroli and Souza e Dias. The numbers, mediated by the analysis. Gender studies demonstrate that inequality in positions of power in public institutions, such as the The Public Prosecutor's Office is a structural phenomenon, rooted in institutional practices and cultures that They need to be transformed. The pyramidal structure of the career path confirms that merit, measured by Passing a public service exam guarantees entry, but not promotion.

The disparity cannot be explained by a lack of individual qualifications, but by a system. which consistently blocks women's advancement. With the reality exposed by the numbers, it remains It has been unequivocally demonstrated that individual merit, in isolation, is not sufficient to overcome... structural gender barriers.

If merit were the sole driver of promotion, representation at the top should, over time... The gap, after three decades of constitutional validity, is converging towards the proportion observed at the base. Persistence among the bottom 40% and top 15% is quantitative proof of the existence of pre- Unequal social conditions, which continue to have their effects.

In producing this diagnosis, the CNMP performed a fundamental act of mediation.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

Information: it transformed invisible barriers into concrete institutional facts. Based on this evidence, Omission is no longer a viable political option. The recognition of the asymmetry has created the the imperative need for an institutional normative response, paving the way for the construction of affirmative action policy.

4. THE NORMATIVE RESPONSE: THE CONSTRUCTION OF AFFIRMATIVE ACTION IN CNMP

The production of institutional diagnoses, such as the Gender Scenarios report, fulfills a Its fundamental political role: by making the asymmetry visible and undeniable, it creates the necessary conditions. for intervention. The recognition of inequality ceases to be an abstraction and becomes a reality. A management problem that requires a solution.

In this context, gender equality in the Public Prosecutor's Office transcends the pursuit of justice. for women in the career; it establishes itself as a prerequisite for democratic legitimacy and Institutional efficiency. An institution that reflects the diversity of the society it serves expands its The ability to understand and respond to complex social demands.

The CNMP's response to the diagnosis was not isolated, but systemic. It materialized in a The three-pronged normative framework that encompasses everything from human resource management to procedural action: Resolution No. 259/2023 and the Recommendations of the National Inspectorate No. 02/2023 and No. 03/2025. This set of The norms operate a paradigmatic transition, moving the institution from inertia to affirmative action. strategic.

By aligning its internal structure with the principles of equity that it advocates externally, the The Public Prosecutor's Office not only corrects a historical asymmetry, but also strengthens its role as a essential pillar of the Democratic Rule of Law in Brazil.

4.1. From Information to Action: Resolution No. 259/2023

Resolution No. 259/2023 represents the foundational milestone of the internal reform, establishing the National Policy to Encourage Institutional Participation of Women in the Public Prosecutor's Office. More on Rather than a letter of intent, the standard establishes management mechanisms designed to neutralize the structural barriers identified in the diagnosis.

Their strategy is based on using information and regulating processes to correct biases. The National Repository of Women Jurists, established by Article 4, exists as an important The regulatory framework exists, but its full implementation remains a challenge. By systematizing and to give public visibility to female *expertise*, the repository, once completed, will be a A prime tool for information mediation, combating historical invisibility and dismantling the argument about a lack of specialists. Therefore, the implementation of this tool is crucial.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

to change the institution's information system, proving the existence of qualified personnel for occupying prominent spaces is a barrier that still needs to be overcome.

Additionally, the prohibition of discriminatory questions, as stipulated in Article 2, item VIII, It expressly prohibits, in entrance exams, questions about personal life and motherhood, or marital status. This measure directly attacks the cultural bias stemming from the sexual division of labor, preventing stereotypes about women's availability of time from being used as a criterion. selection process. Finally, the requirement for parity in selection panels and events aims to break the cycle of reproduction. from the masculine image of power, normalizing the female presence in prestigious positions. institutional. Although these measures are being implemented or required in various sectors and units of the Public Prosecutor's Office, the uniformity of its adoption in all Public Prosecutor's Offices of Brazil is still a work in progress and is not yet fully consolidated.

4.2. Finalistic Performance with a Gender Perspective: Recommendations from the National Inspectorate of the CNMP

If Resolution 259/2023 restructures the institution, recommendations No. 02/2023 and 03/2025, Orders issued by the National Inspectorate are directed towards the street, that is, towards the delivery of the service. ministerial activity is the core activity of society. This movement acknowledges the lack of internal diversity. This can create blind spots in law enforcement.

Recommendation No. 02/2023 from the National Inspectorate of the CNMP (National Council of Public Prosecutors) initiated this guideline. indicating that the procedural and extrajudicial actions of the Public Prosecutor's Office should occur with gender perspective. This implies the functional duty to recognize historical inequalities in legal analyses, avoiding the reproduction of stereotypes that revictimize women in the system of justice.

This directive was further developed and operationalized by General Recommendation No. 03, dated March 6, 2025. This regulation details the ministerial action specifically in Addressing violence against women involves establishing highly complex technical guidelines. The norm recognizes the cross-cutting nature of the issue and mandates institutional dialogue, acknowledging that violence... Gender is not a problem exclusive to the criminal field, but extends into Family Law. Work, Health, and Childhood. Comprehensive protection and risk management are required, prioritizing care. In-person and private. Also noteworthy is the strengthening of the Women's Ombudsman Offices, which are... elevated to the status of strategic structures, not only as listening channels, but as centers intelligence agencies that produce qualified data to guide institutional policy.

By issuing these rules, the CNMP signals that acting with a gender perspective is not... activism, but a technical requirement for the efficient fulfillment of the constitutional mission. A modern Public Prosecutor's Office, therefore, is one that uses information to correct its asymmetries.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

internally, and strengthened by this legitimacy, it acts externally to deconstruct the structures of Violence and inequality in Brazilian society.

5. The Public Prosecutor's Office in Combating Political Violence

Internal equity, discussed in previous chapters, is not an end in itself; it qualifies

The Public Prosecutor's Office is tasked with confronting external challenges that threaten the democratic regime. Among other things...

Among these, gender-based political violence stands out, a phenomenon that transcends individual aggression.

to establish itself as a systemic mechanism of exclusion.

5.1. Political Violence as a Mechanism of Exclusion

A precise conceptualization of gender-based political violence is the first strategic step towards its confrontation. In a seminar promoted by the National Inspectorate and the Attorney General's Office.

During the electoral debate in November 2025, at the CNMP headquarters, the phenomenon was defined as an open wound.

in democracy. Its objective is not random, but surgical: to silence and exclude women from spaces of decision, compromising the plurality of political representation.

As highlighted by former Minister of the Superior Electoral Court (TSE), Edilene Lobo, the

Violence against women is always political, as it aims to maintain power hierarchies.

The disparity between demographic and political representation in Brazil proves the effectiveness of this.

Exclusion mechanism: TSE data indicates that, although women constitute 53% of

Of the electorate, they occupy only 17% of elected positions. This underrepresentation is a direct result of a hostile environment that discourages female participation.

In contemporary times, this violence has found fertile ground in the digital environment.

A study by Benedito, Ribeiro, and Woida on Information Mediation analyzes how social networks...

They have become complex spaces of disqualification. Based on the MonitorA report from the Observatory.

In the study of Political Violence, a pattern of misogynistic and sexist offenses directed at [the victim] was identified.

Candidates regardless of their party affiliation. The goal of these attacks is to delegitimize them.

female authority, reinforcing gender stereotypes to undermine her public performance.

Given this scenario, the role of the Public Prosecutor's Office transcends mere criminal prosecution.

The institution must act proactively in information mediation. As outlined by Benedito,

Ribeiro and Woida, this implies a conscious interference to generate interpretative conflicts in

society. The Public Prosecutor's Office has a role that goes beyond simply bringing the aggressor to justice.

Justice. He must use information and his primary role to question and combat the idea that

Hate speech is normal, reinforcing the message that women are also an essential part.

of the political space.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

5.2. The Role of Ombudsman Offices and the Cross-Cutting Nature of Action

To confront this complex violence, the Public Prosecutor's Office needs channels. specialized and with a legal approach that overcomes fragmentation. The Recommendations of National Inspectorate of the CNMP No. 02/2023 and No. 03/2025 provide the normative basis for this. performance, guiding the incorporation of a gender perspective into the core activity.

General Recommendation No. 03, dated March 6, 2025, introduces the key concept. of transversality (Article 1, §1). The norm recognizes that the impacts of gender-based violence do not. They are restricted to the criminal sphere; they spill over into Family Law, Labor Law, Health Law and Childhood. This understanding requires an integrated ministerial approach, overcoming the logic of Separate prosecutors to offer protection that encompasses the victim's entire life.

Within this ecosystem of protection, Women's Ombudsman Offices emerge as central elements. strategic. Strengthened by Recommendation No. 03/2025 (Article 1, II, a), these structures. They play a fundamental dual role: channels for qualified listening and centers for gathering. data for the Institution. The Ombudsman's Offices function as secure and specialized access portals, offering a trustworthy environment for women to present their demands. More than. Upon receiving complaints, the Ombudsman's Offices play an active role in mediating information. and systematize individual accounts, they convert diffuse experiences into structured data that. They reveal systemic patterns of violence.

This generated knowledge is fundamental to guiding the Ministry's strategy. Public. The data provided by the Ombudsman's Offices is essential for the development of public policies. and enable the institution to act preventively. This creates a virtuous cycle: Accurate diagnosis, produced through information, leads to effective protection, through action.

6. CONCLUSION

The analytical trajectory followed in this study reaffirms its central thesis: gender equality. Race is not a peripheral corporate agenda item, but an indispensable prerequisite for... Democratic legitimacy and administrative efficiency of the Brazilian Public Prosecutor's Office. The sub-female representation in positions of power, especially in public institutions, diagnosed. Statistically, this does not reflect an absence of individual merit, but rather the persistence of barriers. structural issues that, for a long time, were made invisible by an institutional culture that understood itself neutral.

The modernization of the *Public Prosecutor's Office*, therefore, necessarily involves the recognition and the Active correction of these distortions. The institutional trajectory analyzed demonstrates a process.



Year V, v.2 2025 | Submission: 12/25/2025 | Accepted: 12/27/2025 | Publication: 12/29/2025

conscious of maturation, articulated in the virtuous cycle of information, norm and action.

The production of information, materialized in the diagnosis of the Gender Scenarios report, was the fundamental step in Information Mediation. By making inequality an undeniable political fact. Well-known and structured, the Public Prosecutor's Office has overcome the denial phase and is now qualified for the... building robust normative responses.

This response materialized in a democratic legal framework for *compliance*, composed of based on three fundamental pillars: CNMP Resolution No. 259/2023, which restructures internal management... to establish the National Policy for Encouraging Women's Institutional Participation; the Recommendation CNMP-CN Resolution No. 02/2023, which establishes the functional duty to act with a gender perspective; and the General Recommendation No. 03/2025, which operationalizes the fight against violence and It strengthens the Women's Ombudsman Offices as centers of intelligence and support.

The integrated implementation of these standards and the strategic use of information modernize the The Public Prosecutor's Office, aligning it with the pluralistic society that it has a constitutional duty to defend. By adopting such measures, the institution not only corrects a historical deficit in its staff, but also It enhances its core purpose, strengthening its authority to combat political violence and To defend the democratic order.

Ultimately, a Public Prosecutor's Office that looks in the mirror and corrects its asymmetries is... A Public Prosecutor's Office that is unequivocally stronger and more representative of society. The search The relentless pursuit of equity thus consolidates itself as a true and non-negotiable imperative of Modernization is an urgent and fundamental commitment to the full realization of Brazilian democracy.

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