

## REPRODUCTIVE JUSTICE AND THE VULNERABILITY OF BLACK WOMEN IN THE LABOR MARKET



<https://doi.org/10.56238/arev6n4-045>

Submitted on: 11/04/2024

Publication date: 12/04/2024

Joice Graciele Nielsson<sup>1</sup>, Rosane Teresinha Carvalho Porto<sup>2</sup> and Juliana Tozzi Tietbohl<sup>3</sup>.

### ABSTRACT

This article aims to investigate the vulnerability of black women in the context of sexual and reproductive human rights, as well as the impacts of these vulnerabilities in the workplace. The focus of the research is to identify the dimensions and consequences of reproductive (in)justice and how these affect the ability of black women to enter and remain in the labor market. Specific objectives include: examining the challenges faced by Black women in obtaining and maintaining jobs; explore the dimensions and repercussions of reproductive justice in the workplace context; and, finally, to analyze reproductive rights, challenges and perspectives for the recognition of reproductive justice of black women as an essential human right for access to justice, reducing discrimination and social inequality in the workplace. The methodology adopted for this research is exploratory, using a hypothetical deductive approach. In terms of procedures, the study is based on literature review and documentary analysis.

**Keywords:** Black women, World of work, Reproductive justice, Intersectionality.

---

<sup>1</sup> Dr. in Law. Teacher of the Graduate Program in Law at UNIJUI  
E-mail: [joyce.gn@gmail.com](mailto:joyce.gn@gmail.com)

<sup>2</sup> Dr. in Law  
Professor of the Graduate Program in Law at UNIJUI  
E-mail: [rosane.cp@unijui.edu.br](mailto:rosane.cp@unijui.edu.br)

<sup>3</sup> Doctorate student in Law at UNIJUI  
Email: [juliana.tietbohl@sou.unijui.edu.br](mailto:juliana.tietbohl@sou.unijui.edu.br)

## INTRODUCTION

The scenario of the world of work in Brazil reveals deep and persistent inequalities, with black women facing significant barriers that limit their insertion and permanence in the formal labor market. These inequalities are exacerbated by a context of social vulnerability, marked by the historical heritage of racism and gender discrimination. Thus, this article has as its central problem the following question: how does the intersectional imbrication between gender and race, by not allowing the full experience of reproductive justice, influence the workspace of black women in Brazil, resulting in new forms of violations of their human rights?

As a hypothesis, it is considered that the vulnerability of black women in the labor market is a complex phenomenon, influenced by multiple factors ranging from the heritage of a country with slave and racist roots to inadequate public policies that do not address the specificities of these inequalities. The data presented in the *Black Women and Reproductive Justice Dossier* (Criola, 2021) highlight the alarming reality that living in a situation of vulnerability — without access to basic sanitation, food security, health, education, and decent work — is an experience intrinsically linked to structural racism in Brazil.

In this sense, the objective is to analyze how the implications of this vulnerability, especially in the experience of their sexual and reproductive human rights, have repercussions on the insertion and permanence of black women in the formal labor market, arguing that discrimination based on gender and race and reproductive (in)justice interact in a way that significantly restricts opportunities for these women. In this context, it is considered that the full realization or not of reproductive justice represents a relevant aspect to understand inequalities in the world of work, understood as the right to control one's own reproductive decisions within a context of equality and without discrimination.

From this key concept, we analyze the structures of oppression that affect women's reproductive health and the ability to control their reproductive lives, especially in contexts marked by racism, poverty and other forms of social exclusion, in the case of this research, their impacts on the world of work. Regarding the methodology, it is an exploratory, qualitative and quantitative research, developed from the hypothetical deductive methodology, using, as a method of procedures, the bibliographic research on the theme and documentary research, especially in reports that have compiled data on the theme of the research.

From the research, it can be concluded that labor underutilization, precarious work relationships, and income disparity are some of the concrete manifestations of these inequalities, exacerbated by social and economic crises, such as the covid-19 pandemic, which disproportionately affected the black population. It seeks not only to point out the problems faced by black women in the world of work, but also to direct ways to overcome these inequalities, reinforcing the importance of an intersectional approach that considers the factors that influence the experience of black women in Brazil.

## **BLACK WOMEN IN THE WORLD OF WORK**

The world of work has been vastly transformed, driven both by technological innovations and by setbacks in the safeguarding of human, social and political rights, which include worker protection. Further aggravating this situation, a historical legacy of social inequalities and human rights violations places black women on a level of social vulnerability and invisibility, often relegated to jobs in the informal sector. As elucidated in the *Black Women and Reproductive Justice Dossier* (Criola, 2021), social vulnerability, characterized by the lack of access to basic sanitation, food security, health, education, and decent work, cannot be disconnected from racism in countries with a history of slavery and racial discrimination, such as Brazil (Werneck, 2016).

This situation has a direct impact on the difficulty of inserting black women in the formal labor market, a notoriously competitive, discriminatory space marked by social inequalities. Discrimination, based on gender and race, negatively impacts both the access and maintenance of these women in this market, often relegating them to less formal and more precarious positions.

Thus, it is essential to understand the insertion of black women in the formal labor market in order to analyze the intersectionality of gender and race in the construction of social inequalities in Brazil. According to IBGE data from 2018, the black population is the most socially vulnerable in the country, with black women in an even more critical situation, representing 39.8% of extreme poverty and 38.1% of people in poverty. The Covid-19 pandemic has exacerbated the adversities related to work and income for this group, evidencing an increase in unemployment among the black population. The *Special Bulletin of the Inter-Union Department of Statistics and Socioeconomic Studies* (2023) indicates that, between the fourth quarter of 2019 and the second quarter of 2020, there was a significant loss of formal jobs among black men, which totaled 1.4 million. At the same time,

887,000 black women with formal employment, 620,000 without formal employment and 886,000 black domestic workers were dismissed. Among self-employed workers, 1.2 million black men and 887 thousand black women were out of work. Black women had the highest rates of unemployment (18.2%) and underutilization (40.5%) during the pandemic, in addition to having the lowest average income, receiving less than half that of non-black men, a situation that highlights the deep disparities in the labor market (Criola, 2021).

More recently, according to information published by the Center for the Study of Labor Relations and Inequalities (CEERT) in 2023, it was observed that, during 2022, the occupational distribution between white and black individuals presented percentages of 35.4 and 64.1%, respectively. It is possible to note that black women had the highest unemployment rate, reaching 14%, in addition to the highest index in the criterion of time of job search, with 31.7% looking for a job for two years or more. The analysis also revealed that, in the same period: a) the underemployment rate among black women exceeded by 148.6% that observed in white men, evidencing a significant disparity in the fullness of employment; b) the instability of labor relations for black women was 58.4% more pronounced compared to that experienced by white men, indicating greater precariousness in labor relations; c) the presence of white men occupying management or management positions was 164.9% higher than that of black women, reflecting a significant imbalance in leadership opportunities; d) the domestic work sector was mostly composed of women, with a notable predominance of black women, highlighting the racialization and genderization of this segment; e) the role of employer was predominantly assumed by white men, which denotes an unequal distribution of economic power and entrepreneurial opportunities; f) the average usual income of black women was 53.2% lower than that of white men, illustrating a marked income disparity based on gender and race. These findings emphasize the deep structural inequalities present in the labor market, reflecting the intersections of race, gender, and class in the configuration of labor and social relations in the analyzed context (CEERT, 2023).

Still on the subject, an IBGE study on telework in 2022 revealed that racial disparities remain accentuated in certain areas. Although 63.3% of those employed in telework were white, only 7.7% were black and 27.1% brown. This information reveals the inequality in access to higher education and higher-paid occupations in the country, since almost 70% of teleworkers had higher education, concentrating on professions that require high qualification, such as engineering, law, economics, and management (Agência, 2023).

The data discussed point to a worrying reality in the Brazilian context, highlighting the deep abyss of social inequality that is markedly influenced by gender and race issues, disproportionately affecting black women. The intersection of these factors creates significant barriers to the insertion of these women in the formal labor market, as well as relegates them to positions characterized by informality and precariousness, in addition to widening the gap in terms of income compared to their white and male peers (Taveira; Bedin; Porto, 2023).

In addition to these aspects, the situation of indigenous women in Brazil stands out, which is no exception to this reality of inequalities, presenting challenges that further impact access to formal work. These difficulties can be characterized by factors such as cultural marginalization, lack of recognition of traditional skills and knowledge in the labor market, and geographic distance from urban centers, where there are more job opportunities. In addition, racial and gender prejudice adds to ethnic discrimination, preventing or at least considerably hindering the full participation of indigenous women in the economy.

The study by Porto, Bedin, and Taveira (2023) points out that the interaction between race and gender presents a double disadvantage for black women, pointing to a scenario in which racism and sexism operate together to perpetuate exclusion and marginalization. This overlapping of inequalities can be seen in unemployment and underemployment rates, as well as in low representation in leadership positions and in extreme wage disparity.

Such a panorama requires an assessment of how social and economic structures, along with public policies, have failed to minimize inequalities. The inclusion of black women in the labor market is not only about securing jobs, but also about ensuring equal opportunities, fair pay, and decent working conditions. This implies a reflection on affirmative action policies, a review of recruitment and promotion practices, as well as the implementation of legislation aimed at gender and racial equality in the workplace.

Carlos Hasenbalg and Nelson do Valle Silva (2005) propose an analysis of the roots of inequalities in Brazil. The authors argue that these situations arise from a cumulative process of disadvantages, exacerbated by discriminatory mechanisms intrinsic to society. The authors' approach to understanding the complexity of social inequality in the country involves weightings that consider both productive factors — such as work experience and education — and non-productive factors, which include race, gender, and region of residence. The perspective promotes an understanding of the dynamics that perpetuate

socioeconomic disparities. In short, it highlights the need to understand the causes of inequality in Brazil, emphasizing the importance of integrated policies that deal with productive as well as non-productive factors. This perspective is essential for the development of strategies that seek to reduce inequalities and promote a fairer and more inclusive society.

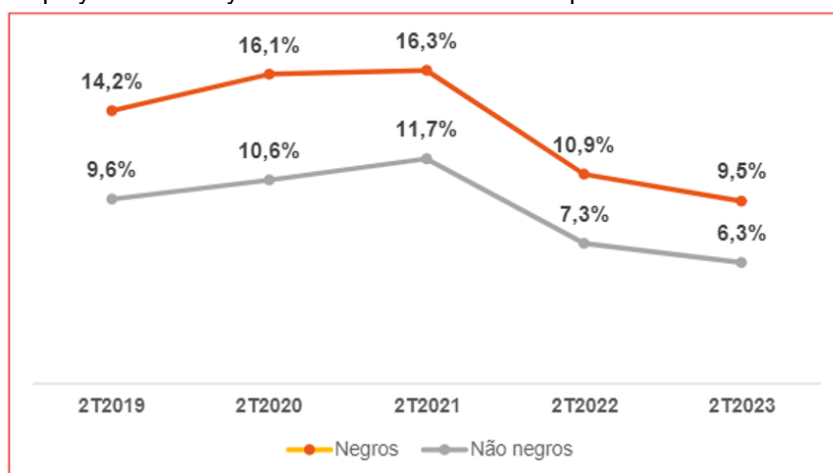
In the context of inequalities, the results of the Continuous National Household Sample Survey (Continuous PNAD), conducted by the Brazilian Institute of Geography and Statistics (IBGE) in 2023, present a detailed overview that allows exploring the interaction between the productive factor of education and non-productive factors such as gender, race, and geographic region. According to data collected by PNAD, referring to the year 2022, it was found that, in Brazil, the illiteracy rate among individuals aged 15 and over stood at 5.6%. Of these, a significant concentration of 55.3% lived in the Northeast region, while 22.1% were in the Southeast region (IBGE, 2023).

Deepening the analysis from a racial perspective, the survey points to a marked disparity: while only 3.4% of white individuals in this age group were illiterate, this percentage increased to 7.4% among black or brown people. This contrast not only highlights the persistent racial inequality in access to basic education in the country, but also highlights how illiteracy is unevenly distributed among different racial groups, reflecting the structures of exclusion and marginalization present in Brazilian society (IBGE, 2023).

The situation of women in the professional sphere demonstrates a precariousness revealed by the occupation of positions of lesser relevance, receiving lower salaries and greater vulnerability to the degradation of working conditions. Data from the Inter-Union Department of Statistics and Socioeconomic Studies (DIEESE) (2023) highlight the urgency of disseminating information related to disparities at work, such as the wage gap between men and women who have the same level of education. Contrary to the narrative that women have lower educational qualifications compared to men, it is observed that, in reality, women tend to achieve higher levels of education, but this does not translate into equal representation in leadership positions or pay equity.

Graph 1, below, represents information on racial discrimination and unemployment rate. In 2023, the period, the unemployment rate among blacks reached 9.5%, which represents a difference of 3.2 percentage points in relation to the unemployment rate of non-blacks.

**Graph 1:** Unemployment rate by race/color in Brazil — 2nd quarter of 2019 to 2nd quarter of 2023



**Source:** DIEESE (2023).

The situation of black women in the Brazilian labor market, for the second quarter of 2023, shows even more serious inequalities (Graph 2). With an unemployment rate of 11.7%, black women face significant challenges related not only to racial barriers, but also to gender. Interestingly, this percentage corresponds to the same level of unemployment recorded for non-blacks in the second quarter of 2021, during one of the most serious moments of the economic crisis triggered by the covid-19 pandemic.

**Graph 2:** Unemployment rate by race/color and sex in Brazil — 2nd quarter of 2023



**Source:** DIEESE (2023).

This scenario reinforces the perception that the labor market still operates arbitrarily in relation to women's rights, penalizing these people mainly because of their gender condition. The discussion on reproductive justice, as articulated in debates promoted by organizations such as the Central Única dos Trabalhadores (CUT), emerges as a



fundamental right that needs to be recognized and integrated into public policies to address the inequalities faced by women, especially black women (Central Única dos Trabalhadores do Distrito Federal, 2023).

The analysis of the condition of women in the labor market presents an alarming situation, characterized by occupation in positions of lesser importance, lower wages and greater vulnerability to labor rights. This scenario is corroborated by research by DIEESE (2023), which points to the need to disseminate information about discrepancies in the workplace, including — but not limited to — the pay gap between men and women who share the same level of education. Contrary to the preconceived notion that women have lower educational qualifications than men, it is observed, in reality, that they often reach higher levels of education, but this does not translate into equal opportunities in spaces of power and decision-making (Central Única dos Trabalhadores do Distrito Federal, 2023).

This panorama highlights a labor market marked by arbitrariness in relation to women's rights, punishing them solely for their gender condition. This reality is even more serious for black women, who are in a position of marked vulnerability, facing obstacles to insertion in the labor market. Social inequalities amplify the difficulties in the formal work environment for these women, pointing to the urgency of addressing reproductive justice and the consequences of the lack of adequate public policies that facilitate black women's access to better job opportunities.

Therefore, it is important to promote debates on inclusion policies and the barriers that restrict the effective participation of black women in the formal labor market. It is essential to recognize reproductive justice as a fundamental right. It is also notable that the lack of adequate policies not only perpetuates preexisting inequalities but also limits opportunities for professional advancement for this group. Raising awareness and taking action to close these differences are relevant when seeking to ensure a more equitable and just work environment for all women.

## **REPRODUCTIVE (IN)JUSTICE AND THE CHALLENGES AND PERSPECTIVES FOR THE REALIZATION OF HUMAN RIGHTS AND ACCESS TO THE WORLD OF WORK**

The conceptualization of reproductive justice has shown considerable expansion, including different fundamental aspects in women's existence, which involve motherhood, autonomy over the decision to mother or not, as well as labor and bodily rights, among others. This breadth justifies the relevance of the discussion on the subject. The



phenomenon of reproductive oppression manifests itself through the domination and exploitation of women, girls, and individuals through control over their bodies, sexuality, labor, and reproductive capacity. The regulation of these bodies emerges, therefore, as a powerful and strategic path for the domination of entire communities. This form of oppression is intertwined with systems of discrimination anchored in criteria of race, ability, social class, gender, sexual orientation, age, and migratory status, outlining a scenario where reproductive justice presents itself as an essential field of struggle for the emancipation and full autonomy of women and other affected individuals.

There are three main conceptual frameworks focused on women's reproductive needs, each addressing different facets of the theme. The first, called reproductive health, seeks to mitigate inequalities in access to health services, emphasizing the importance of providing such services to historically marginalized communities. The second, reproductive rights, focuses on safeguarding women's legal right to access reproductive health. This approach highlights expanding access to contraceptive methods and maintaining the legality of abortion as fundamental pillars. The third framework, reproductive justice, integrates the perspectives of reproductive health and rights, adopting an intersectional analysis to highlight and confront the systemic inequalities — social, political, and economic — that directly impact women's reproductive health and their autonomy over reproductive decisions (Nielsson, 2023).

Consequently, it is on the third framework, reproductive justice, that this study will delve into. Such a choice is justified by the understanding that its multiple dimensions and implications have a direct impact on both the insertion and permanence of black women in the labor market. It is recognized that the intersections of gender, race, and class, which are fundamental to reproductive justice, are determinants of these women's work experiences, shaping their opportunities and challenges in the professional context.

According to Fernanda Lopes (2023), the concept of reproductive justice emerges as a "power in dispute", a social intervention strategy that operates in intersectionality and simultaneously serves as a mechanism to foster social justice, racial and gender equity. It is a domain of activism and a call for systemic transformation in approaches to reproductive trajectories. Additionally, this concept aims to expand the narratives around reproductive rights to include the specific experiences of black women, who face a complexity of oppression and reproductive hierarchies.

The term "power concept" was coined in 1994, during the International Conference on Population and Development in Cairo, Egypt. It underlines reproductive justice as a political arena for a spectrum of ideas, aspirations, and perspectives that encompass issues of social justice and the inseparability of human rights—particularly those of an economic, social, cultural, and environmental nature. This approach seeks to enrich the understanding of reproductive rights by integrating the principles of human rights and social justice, which are essential for the full exercise of female reproductive health (United Nations, 1994).

London (2011) highlights that reproductive justice involves the reallocation of resources and the expansion of rights to those deprived of information and means to achieve reproductive self-determination. She emphasizes that the "reproductive choice" does not manifest itself in isolation, but is inserted in the context of the multiple dimensions of women's lives, being shaped and influenced by factors such as racism, poverty, migratory status, sexual orientation, and disability (Lopes, 2023).

While white women, especially those from the middle and upper classes in Brazil, engaged in the struggle for the legalization of abortion in order to achieve autonomy over their bodies and the right to decide on the time and number of children, black women faced a parallel battle, marked by the struggle for survival in the face of abortions in unsafe conditions. This duality reflects deep socioeconomic and racial inequalities: although abortion is illegal in Brazil, in 2020, the Unified Health System (SUS) registered more than 80,948 curettages as a method of finalizing spontaneous or induced abortions. This statistic points to the persistence of abortions, often performed in precarious conditions, culminating in the death of countless women, mostly black, who do not have the resources for safe procedures (Damasceno, 2022).

In this scenario, although the struggle for the legalization of abortion is legitimate and necessary, considering the demands for emancipation and autonomy of white women, black women also continue to fight for the fundamental right to give birth in dignified conditions. The limitation of access to reproductive rights, resulting from the intersection of racism with other forms of oppression, such as machismo and sexism, implies a forced renunciation of motherhood by these women, in an attempt to spare future generations from the same adversities experienced.

This context points to the urgency of recognizing reproductive rights as inseparable from Human Rights, highlighting the dignity of women in situations of extreme social vulnerability, such as women living on the streets and, particularly, black women. Human

dignity is compromised when women are deprived of access to basic rights, which consequently restricts the full exercise of their reproductive rights.

It was in this panorama, therefore, that the term reproductive justice emerged as a conceptual framework, originating from the 1994 International Conference on Population and Development, the result of the activism of black American women (United Nations, 1994). From this concept, which also involves black Brazilian women, it is possible to perceive the inadequacy of an approach that contemplates exclusively Reproductive Rights or Social Justice, without considering the intersections between race, class and gender. Therefore, reproductive justice is established as an intersectional field, defended and promoted by black women, aiming at the inclusion of the specific experiences and social injustices faced by this group in the discussion on reproductive rights (Damasceno, 2022).

In this sense, women's reproductive (as well as sexual) rights, even though they are most often associated only with women's reproductive health and sexual health issues, and often linked only to motherhood, are associated with the fulfillment of basic survival rights that guarantee women's quality of life. Rights of a social dimension, such as those related to health, education, safety and housing, are intended to provide the conditions and means necessary for the free, healthy and safe practice of reproductive and sexual functions. That is why it is important to enter the debate on reproductive rights, observing the notion of the limits of human dignity for certain people, especially when this dignity is discussed in view of gender, race, and class issues (Damasceno, 2022).

Then, challenges and perspectives for the realization of human rights will be presented, as well as for the access and permanence of black women in the labor market, recognizing the relationship between reproductive justice and economic and social opportunities.

## **REPRODUCTIVE RIGHTS: CHALLENGES AND PERSPECTIVES FOR THE REALIZATION OF HUMAN RIGHTS AND ACCESS TO THE WORLD OF WORK**

The integration of reproductive rights into the international human rights body takes place in a gradual and, so far, incomplete process, marked by incessant struggles for recognition. This evolution can be analyzed in the light of the fundamental characteristics of human rights, emphasizing the union of women's rights, the gender perspective, and especially sexual and reproductive rights, as an integral part of globally accepted rights. As pointed out by Corrêa, Alves and Jannuzzi (2006), the inclusion of these rights has been a slow and fragmented process, highlighting the complexities and challenges faced in promoting gender equality and repressing discrimination.

In this context, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), established as the first international treaty dedicated exclusively to women's rights, represents a significant milestone. CEDAW seeks to promote gender equality and combat discrimination perpetrated by States Parties, setting a crucial precedent in the fight for women's reproductive rights (United Nations, 1979).

The case of *Alyne Pimentel v. Brazil* illustrates in an emblematic way the intersections between gender, race, and class discrimination in the field of reproductive rights, marking the first occasion in which the Global Human Rights System has addressed maternal mortality as a violation of women's right to reproductive health. The lack of adequate medical care, which culminated in the death of Alyne Pimentel, was interpreted as a manifestation of structural and discriminatory violence that disproportionately affects poor and black women in Brazil, according to the United Nations (United Nations, 2011). This analysis was reinforced by the Committee, which recognized the discrimination suffered by Alyne not only because of her gender, but also because of her ethnic-racial affiliation and her socioeconomic condition (Oliveira; Schirmer, 2014).

The decision in this case reveals the endemic violence faced by black and poor women in Brazil, highlighting institutional racism and other forms of violence as central elements that permeate the experience of these women. This understanding points to the need to address women's health from an intersectional perspective, recognizing the influence of racism and various forms of discrimination on the violation of women's human rights, as articulated by Nielsson (2023).

The incorporation of the reproductive justice paradigm represents not the replacement but the expansion of the paradigms of reproductive health and sexual and reproductive rights. This enrichment is based on the idea that the realization of reproductive rights, recognized as human rights and integrated into both international and national treaties and legal frameworks, is essential for their practical realization. In this sense, Emanuelle Goes (2017) highlights that reproductive justice proposes to expand the understanding of reproductive rights by combining them with social justice and human rights, aiming at the full exercise of reproductive health. At the same time, Flavia Piovesan (2018) emphasizes that recognizing reproductive rights as human rights broadens their scope, aligning them with the principles of universality, indivisibility, diversity, and democracy inherent to human rights. The recognition underlines the universality of human

rights, affirmed by the premise that all human beings are holders of these rights, inherent to their human condition.

The creation of the Special Secretariat for Policies for the Promotion of Racial Equality (SEPIR) in 2003 and its subsequent integration into the Ministry of Women, Racial Equality and Human Rights exemplify Brazil's efforts towards equity in health for the black population. The National Policy for the Integral Health of the Black Population, approved in this context, aims to combat institutional racism in the SUS and promote racial equality, as indicated by the Secretariat for Strategic and Participatory Management (Brasil, 2013). This policy represents an advance in recognizing and combating ethnic-racial inequalities in access to health.

However, Black women disproportionately face reproductive rights violations. Birth control policies in the United States and Brazil focused on black women are examples of the perpetuation of racism and discrimination, as discussed by Anjos (2020).

The legacy of Eurocentrism in Brazil, pointed out by the conduct of its policies, economy, religion and culture, has promoted a society idealized as predominantly "white", "Catholic" and aligned with Western values as a criterion for national progress. David, Ferreira, and Alexandrino (2024) highlight that this imposition resulted in the marginalized insertion of black women in the labor market, placing them in positions of subordination. This condition is a reflection of capitalist structures in a country marked by social inequalities, highlighting the lasting impacts of colonialism on the Brazilian social configuration.

Historically, during the slavery period, black women were subjected to forced labor under inhumane conditions, subjected to physical and psychological abuse. They were seen and treated more as objects than as human beings, being deprived of fundamental rights such as voting, access to education and freedom to marry (David; Ferreira; Alexandrino, 2024). This oppressive past still echoes, contributing to the "delay" in the full integration of black women into the workforce. The scarcity of opportunities for black women in the labor market can be seen as a continuation of this history of marginalization.

The process of incorporating black women into the Brazilian labor market has been gradual and full of challenges<sup>4</sup>. In addition to facing gender barriers, these women still need to overcome racial prejudice. Neoliberal economic policies have exacerbated

<sup>4</sup> Sturza, Nielsson, and Bemfica (2023) identify, for example, the persistent difficulty in accessing daycare centers and its impact on the mental health of working women.

socioeconomic disparities, widening the gap between black women and the "ruling class." Despite some progress, Black women remain underrepresented in various spheres and continue to face racial discrimination in the workplace.

## CONCLUSION

The transformations in the world of work have intensified the debate on the social vulnerability of black women with regard to reproductive justice, human sexual and reproductive rights and their repercussions on labor relations. In this context, this article sought to elucidate the dimensions of reproductive justice and how they influence the insertion and permanence of black women in the labor market.

In this article, initially, an analysis of the presence of black women in the formal work environment was carried out, identifying that most occupy positions of service provision, with little representation in spaces of power, direction and management. Subsequently, when conceptually delimiting reproductive justice, it was noted that it is impossible to disassociate it from sexual and reproductive rights, as well as from social inequalities aggravated by structural racism and ethnic-racial gender issues. These are variables that directly impact the work environment and also the realization of human rights. Thus, the challenges for the realization of human rights and access to the labor market were contextualized.

In Brazil, characterized by its great racial and cultural diversity, inequalities are presented in a complex way, reflecting the historical social stratification based on race and gender. The intersectionality between these variables and factors such as education and work experience perpetuate a vicious cycle of disadvantage, in which discrimination and lack of opportunities reinforce each other, restricting access to quality jobs, advanced education, and social advancement.

It is also important to point out the role of education in minimizing these inequalities. The disparity in access to quality education between different racial and social groups is one of the main points of socioeconomic inequality, contributing to the continued exclusion and marginalization of certain populations. Public policies aimed at expanding access to quality education and the implementation of professional training programs are tools to reverse this process of disadvantages.

In addition, affirmative action policies and initiatives to promote racial and gender equality are essential to combat discrimination. Such policies can help to break down



historical barriers that limit the full participation of all social groups in economic and social development.

Racial discrimination, social inequality, precarious labor relations, limited access to effective public health for black women, motherhood, and single mothers are factors that impact permanence and professional development in the labor market. It is possible to see, therefore, that there is still a long way to go for Brazil in promoting a serious debate on the importance of reproductive justice as a means of combating racial and labor discrimination and the social inequality faced by black women in the labor market.

## REFERENCES

1. AGÊNCIA GOV. (2023). Pesquisa inédita do IBGE mostra que 7,4 milhões de pessoas exerciam teletrabalho em 2022. Available at: <https://agenciagov.ebc.com.br/noticias/202310/pesquisa-inedita-do-ibge-mostra-que-7-4-milhoes-de-pessoas-exerciam-teletrabalho-em-2022>. Accessed on: March 5, 2024.
2. Anjos, S. dos. (2020). Justiça reprodutiva: quantas mais terão que ver seus filhos morrerem? Available at: <https://catarinas.info/justica-reprodutiva-quantas-mais-terao-que-ver-seus-filhosmorrerem/>. Accessed on: March 5, 2024.
3. Brasil, Ministério da Saúde, Secretaria de Gestão Estratégica e Participativa, Departamento de Apoio à Gestão Participativa. (2013). Política nacional de saúde integral da população negra: uma política do SUS (2nd ed.). Brasília, DF: Ministério da Saúde. Available at: [https://bvsms.saude.gov.br/bvs/publicacoes/politica\\_nacional\\_saude\\_integral\\_populacao.pdf](https://bvsms.saude.gov.br/bvs/publicacoes/politica_nacional_saude_integral_populacao.pdf). Accessed on: March 5, 2024.
4. Centro de Estudo das Relações de Trabalho e Desigualdades (CEERT). (2023). Radar CEERT: mercado de trabalho. Available at: [https://ceert.org.br/esg?\\_token=2iYOaaBda9Y5WGgMp-srZuHfBXuCdb3qfhHpDHA1S&pais=Brasil&estado=Brasil&a-no=2022&conteudo=3](https://ceert.org.br/esg?_token=2iYOaaBda9Y5WGgMp-srZuHfBXuCdb3qfhHpDHA1S&pais=Brasil&estado=Brasil&a-no=2022&conteudo=3). Accessed on: March 8, 2024.
5. Corrêa, S., Alves, J. E. D., & Jannuzzi, P. de M. (2006). Direitos e saúde sexual e reprodutiva: marco teórico-conceitual e sistema de indicadores. In S. Cavenaghi (Coord.), Indicadores municipais de saúde sexual e reprodutiva. Rio de Janeiro: Abep.
6. Criola. (2021). Dossiê Mulheres Negras e Justiça Reprodutiva. Rio de Janeiro: Criola. Available at: <https://drive.google.com/file/d/1eHGSM3DmKx1m9NbXEqrFBKRQQnZgeoBx/view>. Accessed on: March 8, 2024.
7. Damasceno, B. (2022, November 21). Dignidade Humana e Direitos Reprodutivos: uma questão de Justiça Reprodutiva. Usina de Valores. Available at: <https://usinadevalores.org.br/dignidade-humana-e-direitos-reprodutivos-uma-questao-de-justica-reprodutiva/>. Accessed on: March 8, 2024.
8. David, J. de S., Ferreira, L., & Alexandrino, T. (2024). A mulher negra, o mercado de trabalho e o acesso a direitos. Revista da Defensoria Pública, 15(1), 78-96.
9. Departamento Intersindical de Estatística e Estudos Socioeconômicos (DIEESE). (2023). As dificuldades da população negra no mercado de trabalho. Available at: <https://www.dieese.org.br/boletimespecial/2023/conscienciaNegra2023.html>. Accessed on: March 8, 2024.
10. Goes, E. F. (2017). Justiça Reprodutiva ou Direitos Reprodutivos, o que as mulheres negras querem? Available at: <https://www.analisepoliticaemsaude.org/oaps/documentos/pensamentos/1485790860588f5e8c90d99/>. Accessed on: March 8, 2024.
11. Hasenbalg, C., & Silva, N. do V. (2005). Desigualdades sociais no Brasil: processos de criação e reprodução. Rio de Janeiro: UFRJ.
12. Instituto Brasileiro de Geografia e Estatística (IBGE). (2023). Pesquisa Nacional por Amostra de Domicílios Continua: trimestral. Available at: <https://www.ibge.gov.br/estatisticas/sociais/trabalho/9173-pesquisa-nacional-por-amostra-de-domicilios-continua-trimestral.html>. Accessed on: March 8, 2024.
13. London, S. (2011). Reproductive justice: developing a lawyering model. Berkeley Journal of African-American Law & Policy, 13(1), 71-102.

14. Lopes, F. (2023). Justiça reprodutiva: um caminho para justiça social e equidade racial e de gênero. *Organicom*, 19(40), 216-227. Available at: <https://www.revistas.usp.br/organicom/article/view/205773>. Accessed on: March 2, 2024.
15. Nielsson, J. G. (2020). Corpo Reprodutivo e Biopolítica: a hystera homo sacer. *Revista Direito E Práxis*, 11(2), 880–910. <https://doi.org/10.1590/2179-8966/2019/40921>.
16. Nielsson, J. G. (2023). Direitos Humanos, justiça reprodutiva e mortalidade materna no Brasil 20 anos depois da morte de Alyne Pimentel. In M. Â. Dezordi Wermuth, J. G. Nielsson, & D. R. Cenci (Eds.), *Direitos humanos e democracia: anuário do Programa de Pós-graduação em Direito da Unijuí – 2023* (pp. xxx-xxx). Ijuí: Unijuí.
17. Oliveira, A. A. de, & Schirmer, J. B. (2012). Caso Alyne Pimentel: uma análise à luz da abordagem baseada em direitos humanos. *Revista do Instituto Brasileiro de Direitos Humanos*, 12, 11-22. Available at: <https://revista.ibdh.org.br/index.php/ibdh/article/view/202>. Accessed on: March 8, 2024.
18. Organização das Nações Unidas (ONU). (2011, July 25). Decisão de 25 de julho de 2011. Alyne da Silva Pimentel Teixeira vs. Brazil. Comunicação, n. 17/2008, Cedaw/C/49/D/17/2008. Available at: [http://www.ohchr.org/Documents/HRBodies/CEDAW/Jurisprudence/CEDAW-C-49-D-17-2008\\_en.pdf](http://www.ohchr.org/Documents/HRBodies/CEDAW/Jurisprudence/CEDAW-C-49-D-17-2008_en.pdf). Accessed on: March 5, 2024.
19. Organização das Nações Unidas (ONU). (1979). Convenção sobre a Eliminação de Todas as Formas de Discriminação contra a Mulher. Available at: [https://assets-compromissoeatitude-ipg.sfo2.digitaloceanspaces.com/2012/11/SPM2006\\_CEDAW\\_portugues.pdf](https://assets-compromissoeatitude-ipg.sfo2.digitaloceanspaces.com/2012/11/SPM2006_CEDAW_portugues.pdf). Accessed on: March 8, 2024.
20. Organização das Nações Unidas (ONU). (1994). Conferência Internacional sobre População e Desenvolvimento das Nações Unidas. Cairo. Available at: <https://brazil.unfpa.org/pt-br/publications/relat%C3%B3rio-da-confer%C3%A2ncia-internacional-sobre-popula%C3%A7%C3%A3o-e-desenvolvimento-confer%C3%A2ncia-do>. Accessed on: March 8, 2024.
21. Piovesan, F. (2018). *Direitos Humanos e o Direito Constitucional Internacional* (18th ed.). São Paulo: Saraiva.
22. Porto, R. T. C., Bedin, G. A., & Taveira, É. M. de O. (2023). A proteção dos direitos dos trabalhadores pela Corte Interamericana de Direitos Humanos. *Direito Público*, 20(107). Available at: <https://www.portaldeperiodicos.idp.edu.br/direitopublico/article/view/7251>. Accessed on: March 8, 2024.
23. Sturza, J. M., Nielsson, J. G., & Menfica, M. (2023). A garantia do acesso a creches e pré-escolas pelo Supremo Tribunal Federal como forma de preservação da saúde mental das mulheres cuidadoras. *Revista Direito e Saúde*, 7(8). ISSN 2591-3476. Available at: <https://revistas.ubp.edu.ar/index.php/rdys/issue/view/RDyS8>.
24. Taveira, É. M. de O., Bedin, G. A., & Carvalho Porto, R. T. (2023). A violação dos direitos trabalhistas das mulheres negras no Brasil e o pensamento decolonial: uma análise a partir do caso da fábrica de fogos de Santo Antônio de Jesus. *Revista Direitos, Trabalho e Política Social*, 9(17), 335-368. <https://doi.org/10.56267/rdtps.v9i17.16310>. Available at: <https://periodicoscientificos.ufmt.br/ojs/index.php/rdtps/article/view/16310>. Accessed on: March 8, 2024.
25. Werneck, J. (2016). Racismo institucional e saúde da população negra. *Saúde soc.*, 25(3), 535-549. Available at: <https://www.scielo.br/j/sausoc/a/bJdS7R46GV7PB3wV54qW7vm/?format=pdf&lang=pt>. Accessed on: March 8, 2024.