



## 127.380 people led to the labor market by our social programs and projects

### \_Editorial



Rede Cidadã is an institution where work is friendly to motherhood. From the period of pregnancy and even after maternity leave, the organization is comprehensive with the necessary times involving the mother and children relationship.

Respect for mothering is an unfolding of the concept of "Life and Work, a Single Value", which supports the daily life of this professional mother. This is a value that is already recognized internationally by everyone who has experienced motherhood.

At Rede Cidadã, the act of being a mother develops and strengthens care for others, so that we see teenagers and young people as children of the entire society.

The strength of this attention is expressed in the awareness that we all occupy the role of children or parents. Thus, at Rede Cidadã, caring for life begins at home. And we invite all organizations to embrace the same welcome with which mothers are received here.

**Tatiana Carvalho**  
Director of Humanization at Rede Cidadã

### \_The challenge of being a mother in a vulnerable situation

In our more than 60 units spread across nine Brazilian states, thousands of people circulate every day. People who go through our social programs and employees who participate, in a constant exchange of experiences, knowledge and affection.

One of them is Angelica\*, an apprentice at the Diamantina City Council (MG), who saw the challenge of motherhood at a very early age and was welcomed by both our team and her co-workers.



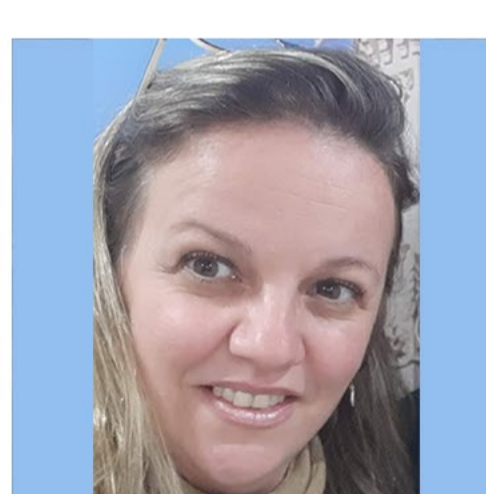
"I found out I was pregnant in December 2023. For me and my family it was a big surprise, but I received a lot of support at home and at work. Rede Cidadã and staff, like Ana Paula, motivated me a lot, talking to me and leaving me very calm. The people in my department also talked to me a lot, gave gifts for my baby, gave me a lot of understanding about how to be a mother", says the young woman, who says she now feels better prepared for the responsibilities she's taking on in anticipation.

\*Fictitious name

Hundreds of kilometers away, in São Paulo, our colleague Isabelle\* works in the Operação Trabalho Program - POT, welcoming mothers who, despite having more experience than Ana Luíza, find themselves in the most diverse situations of social vulnerability, some including living on the streets.

"I went to Rede Cidadã to learn a little more about mothers, to follow a goal I had, which was to do Pedagogy. But seeing other people's problems up close, I ended up going much further: I understood that many people have problems and yet they are there believing in the future, going to the POT, listening to the facilitators, receiving a hug... I joined Rede Cidadã with a purpose, but I ended up conquering new horizons: today I have great respect for others, regardless of what they are like, how they dress, how they talk", says an emotional Isabelle.

Young or adult, mothers who are vulnerable need our support and Rede Cidadã counts on people like you to lend a hand.

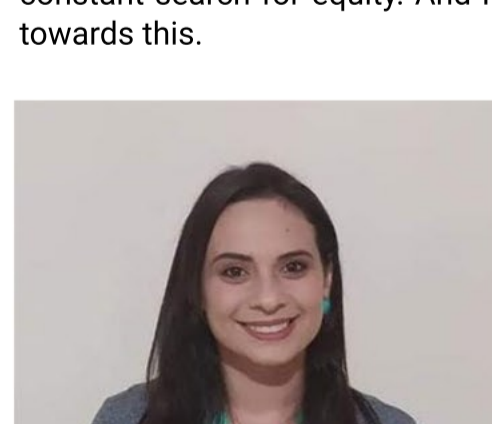


\*Fictitious name

### \_A chance for those who need it

A recent research shows that of the 20.65 million low-income households in Brazil, 81.6% are headed by women. Although they are increasingly positioned at the forefront of families, women are also the ones who face the highest unemployment rate in the country, receive the lowest salaries (20% lower on average than men) and still deal with up to three times more cases of moral and sexual harassment at work, as indicated by the Mindsight consultancy survey.

This situation, however, is not accepted passively and has been faced every day amid a constant search for equity. And Rede Cidadã, together with many partner companies, works towards this.



\*Fictitious name

"I would like to share our experience when faced with the motherhood of an apprentice", says Valéria\*, Senior HR Analyst at one of these companies. "We understand that this is a very delicate time for young people and we realize that, even though technologies and information are available, many subjects are still taboo for the vast majority of young people. From the beginning, when we were communicated, we understood that it would be a moment of acceptance, without judgement. We had several chats with her, without making any sense of finding out how she was doing and if she needed any kind of support. Because the family's accessibility is difficult at the beginning, so we didn't want the company to be a difficult place for them too", explains Valéria.

"What we can say to other companies where something similar occurs is that they try to be a point of support, without judgement, with the intention of helping to guide the mother towards the future responsibilities that await her", he invites.

A mother will do her best at work in order to prove to her children a dignified and promising life. And Rede Cidadã invites its partners to dare to provide the support they all need. Let's go together!

### \_Join this support and opportunities network

If this Connection touched your heart to support thousands of mothers who need help now, you have different alternatives: hire people who have gone through our training, finance a project (or part of it), make donations (monthly or individually), or even do volunteer work.

To do this, contact our team by email [relacionamento@redecidada.org.br](mailto:relacionamento@redecidada.org.br).

Donate, share, encourage others to be part of this movement!

Learn more about Rede Cidadã on our website: : [redecidada.org.br/doacoes/](https://redecidada.org.br/doacoes/).