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1st MUNICIPAL PLAN OF POLICIES FOR IMMIGRANTS



2021 - 2024

Apoio:



Realização:



CITY HALL OF SÃO PAULO

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Municipal Secretariat of Culture (MSC)

Municipal Secretariat of Economic
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Municipal Secretariat of Social
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Municipal Secretariat of Education (MSE)

Municipal Secretariat of Housing (MSHG)

Municipal Secretariat of Health (MSH)

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Coordinating Unit of International Affairs
(CUIA)

International Organization for Migration
(IOM)

United Nations High Commissioner for
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International Labor Organization (ILO)

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Federal Public Defender's Office (FPDO)

São Paulo's state Public Defender's
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Brazilian Ministry of Labor (BML)

This document is the final version of the 1st Municipal Plan of Policies for Immigrants, prepared and diagrammed by the Municipal Secretariat of Human Rights and Citizenship with the technical support provided to the Municipality of São Paulo by the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR). The plan is an instrument for planning, implementation, monitoring and evaluation of the Municipal Policy for São Paulo's Immigrant Population, and it will be in force between the years of 2021 and 2024.

Concomitantly to this document's publication, the plan's administrative process for publishing the matrix of actions in the form of a single annex of a Municipal Decree is undergoing. Any technical adjustments that are deemed necessary in the matrix of actions, due to the Decree's publication, will be validated before the Municipal Council of Immigrants. Thus, this publication does not replace the text to be published in the Official Gazette of the city of São Paulo.

We are grateful for the technical support provided by the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR), the dedicated contribution of the Municipal Secretariats and the active participation of the Municipal Council of Immigrants (MCI).

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LIST OF ABBREVIATIONS

CPIPW: Coordinating Unit of Policies for Immigrants and Promotion of Decent Work
CUIA: Coordinating Unit of International Affairs
FPD: Federal Police Department
FPDO: Federal Public Defender's Office
GCM: Global Compact for Safe, Orderly and Regular Migration
GCR: Global Compact on Refugees
ILO: International Labor Organization
IOM: International Organization for Migration
LGBTI+: Lesbian, Gay, Bisexual, Transgender and Intersex
MGI: Migration Governance Indicators
MIC: Municipal Council of immigrants
MPIP: Municipal Policy for São Paulo's Immigrant Population
MSC: Municipal Secretariat of Culture
MSE: Municipal Secretariat of Education
MSEDL: Municipal Secretariat of Economic Development and Labor
MSG: Secretariat of the Municipal Government
MSH: Municipal Secretariat of Health
MSHG: Municipal Secretariat of Housing
MSHRC: Municipal Secretariat of Human Rights and Citizenship
MSIT: Municipal Secretariat of Innovation and Technology
MSM: Municipal Secretariat of Management
MSMT: Municipal Secretariat of Mobility and Transport
MSNE: Municipal Secretariat of Natural resources and the Environment
MSSAD: Municipal Secretariat of Social Assistance and Development
MSSCH: Municipal Secretariat of Sub-City Halls
MSSL: Municipal Secretariat of Sports and Leisure
MSUD: Municipal Secretariat of Urban Development
MSUS: Municipal Secretariat of Urban Safety
OAS: Organization of American States
SDGs: Sustainable Development Goals
SPDO: State Public Defender's Office
SPTRANS: São Paulo Transportations
SSC: Special Secretariat for Communication
UN: United Nations
UNHCR: United Nations High Commissioner for Refugees

1 - Institutional Notes

SÃO PAULO, A CITY OPEN TO IMMIGRANTS

The city of São Paulo is chosen as a host destination by many immigrants, being recognized nationally and internationally for its open and diverse character. The diversity of the peoples who came here and helped build this metropolis is in our DNA. The very history of this territory is mixed with the peoples who chose this place to live.

Nevertheless, it should be acknowledged that those who migrate may face a number of barriers in their integration process: xenophobia, racism, language, lack of knowledge of existing services and obstacles in obtaining documentation are examples of what can affect the full exercise of their rights.

Effective public policies are needed to address inequalities and promote change. And to create them, we need to know the reality that we want to change. It is essential that government actions dialogue continuously with the demands and dynamics of the population that it seeks to include. It is necessary to understand this population as an active agent in city transformations, in its various spheres. Thus, the creation of social participation spaces is paramount to ensure these socio-statal access points.

To make all this possible, it is necessary to develop dialogue spaces, social participation and transparency, in order to listen and get to know the population demands that one wants to achieve.

The understanding of the immigrant as a subject of rights and their effective participation in Municipal Policies decision-making is one of the pillars of the Municipal Policy for the Immigrant Population, making the city of São Paulo nationally and internationally acknowledged for its local migration governance.

In order to create this culture of comprehensive listening, São Paulo's City Hall, through its municipal Secretariat of Human Rights and Citizenship, created an extraordinary chair for immigrants in the City's Participatory Councils, established and elected the Municipal Council of Immigrants and held two Conferences of Policies to Immigrants (2013 and 2019).

This year we are pleased to publish the 1st Municipal Plan of Policies for Immigrants, within this document, as a result of the crystallization of the 78 final proposals approved at the 2nd Municipal Conference of Policies for Immigrants. The Plan presents guidelines for the development of the Municipal Policy for the Immigrant Population in the four upcoming years (2021-2024), with 80 intersectoral, interseccional and intersecretarial actions.

Here in São Paulo, the belief that immigrants' political participation is fundamental to building a truly universal citizenship is not mere rhetoric. It's reality.

Bruno Covas
Mayor of São Paulo

INSTITUTIONAL NOTE - MUNICIPAL COUNCIL OF IMMIGRANTS

The goals of São Paulo's Municipal Policy for Immigrant Population (hereinafter MPIP) consist of fomenting social participation and joint work with civil society to ensure immigrants' rights and access to public services in the city. The commitment of making social and democratic participation effective entails the creation and institutionalization of tools and mechanisms for social control, through which associations, cooperatives, and institutions of immigrants or destined for their support, as well as community leaders, can discuss, propose, monitor and evaluate the progress of policies focused on this population.

Over the last years, the Municipal Council of Immigrants (hereinafter MCI) has been working and consolidating so that immigrants' demands and agendas are included in the improvement of the MPIP, in the performance of the 32 civil society and public representatives. In 2019, the MCI, along with the Organizing Committee, held the 2nd Municipal Conference, which defined five expected goals, among them: defining priority proposals for municipal implementation and promoting the basis for the creation of a Municipal Plan. Seen as a whole, the social participation in 4 regionalized pre-conferences, 18 free conferences validated, and 3 days of debate and deliberation of the 78 final proposals, worked as a base for the Plan to be realized in 2020.

With the beginning of the plan's definition and basis, the Council took on the great challenge of thinking about the proposals' transformation into feasible actions for the next 4 years, with the technical support from UNHCR and IOM. Therefore, a Working Group (Municipal Plan) was created to lead this process, which took place in a mainly challenging context, characterized by demands arising from the coronavirus pandemic and its circumstances, affecting the development of the plan's elaboration and publication in its entirety. During the debates, the commitment to improve this important tool was demonstrated, and it will address policies for immigrants in a transversal, intersectoral and participative manner.

It is up to us, members and representatives of this participative institutional space, to follow up the implementation, as well as monitor and validate this document's content, and ensure that progress is made to guaranteeing the rights of all immigrants in the coming years.

Municipal Council of Immigrants

UNHCR AND IOM JOINT INSTITUTIONAL NOTE IN SUPPORT OF THE 1st MUNICIPAL PLAN OF POLICIES FOR SÃO PAULO'S IMMIGRANT POPULATION

The role of local governments, especially municipal governments, has been increasingly highlighted in the international debate on migration and refugees. There is a growing consensus among policy-makers, scholars and experts that the challenges of this population's integration are addressed more effectively with the active participation of the government's municipal level, due to its proximity to the city's real issues and its jurisdiction scope in the fields of health, education, social welfare, economic development, among others. Additionally, refugees and migrants' direct participation in the public policies' development and implementation is facilitated at the local level, creating a positive synergy between the government and the concerned population. This diagnosis is present in the two most recent international agreements on the matter: the Global Compact on Refugees, and the Global Compact for Safe, Orderly and Regular Migration, both signed in 2018.

São Paulo's City Hall, through its Municipal Secretariat of Human Rights and Citizenship (MSHRC), is a leader in this area in Brazil, being the first Brazilian municipality to establish a Municipal Policy for the Immigrant Population (Municipal Law n° 16,478/2016). Its experience in developing and implementing public policies in a participative manner is publicized and strengthened by both the United Nations High Commissioner for Refugees (UNHCR) and the International Organization for Migration (IOM), nationally and internationally.

IOM and MSHRC have collaborated on several initiatives to promote a better local migration governance. In 2019, São Paulo was featured in the development of the Local Migration Governance Indicators (MGI) report, being one of three global cities selected for this innovative initiative, alongside Accra and Montreal. IOM also had the opportunity to support the 2nd Municipal Conference on Policies for Immigrants in 2019, as well as develop the *MigraCidades* [*MigrateCities*] project in partnership, which brings together public managers from several Brazilian cities.

UNHCR has funded and developed projects in São Paulo since 1989, by means of partner organizations and the support to local public policies of assistance to groups with specific needs, education, health and socioeconomic inclusion. Acknowledging São Paulo's protagonism, UNHCR has established a Field Office in the city since 2014, and, in 2018, it acknowledged São Paulo internationally as a Solidary City to refugees. UNHCR has also supported the city of São Paulo in various initiatives, including the preparation of Municipal Law N° 16,478/2016, the creation of the Municipal Council of Immigrants (MCI), the realization of the 1st and 2nd Municipal Conferences on Policies for Immigrants, the development of operational protocols for assisting refugees and migrants in public services and the continuous training of public agents.

Within this continuous cooperation, both agencies were called upon to technically support the development of the Municipal Plan of Policies for the Immigrant Population, respecting the participatory process and in close collaboration with the MSHRC and the MCI. Once more we see São Paulo at the forefront of municipal policies for refugees and migrants in Brazil, for which reason the two agencies are very pleased to contribute to this initiative. We will work along with the municipal government and civil society to implement this Plan.

Your sincerely,

Mr. José Egas

Representative of UNHCR *Brazil*

Mr. Stéphane Rostiaux

Head of Mission of IOM Brazil

2 - Introduction

São Paulo's Municipal Policy for Immigrant Population (MPIP), established by Municipal Law N° 16,478/2016 and regulated by Municipal Decree N° 57,533/2016, establishes the principles and guidelines for public administration actions focused on the immigrant population in the municipal context. According to the MPIP definition, immigrant population refers to “every person who transfers from their habitual residence place in another country to Brazil, including labor immigrants, students, refugees, stateless, as well as their families, regardless of their immigration and documental situation” (Article, Sole Paragraph, Municipal Law N° 16,478/2016). This policy has been undergoing consolidation since 2013, when the current Coordination of Policies for Immigrants and Promotion of Decent Work (CPIPDW) was created within São Paulo's Municipal Secretariat of Human Rights and Citizenship (MSHRC), which coordinates the MPIP.

The 1st Municipal Conference on Policies for Immigrants was also held in 2013, which established the dialogue between the government and civil society that would characterize the municipal governance over the years. Since then, social participation has been the core goal and guideline of local public governance in the policy's development, including the holding of municipal conferences as a fundamental milestone for ensuring the immigrant population's participation in the elaboration and continuous review of the migration public policy in São Paulo. In this sense, the Municipal Council of Immigrants (MCI) was also instituted in 2017, and the 2nd Municipal Conference of Policies for São Paulo's Immigrants was held in 2019, complying with the provisions established in the MPIP. The 2nd Conference's participative process, which resulted in a document containing 78 priority proposals for municipal governance, today provides the basis for the present 1st Municipal Plan of Policies for São Paulo's immigrants (hereinafter, “Plan”).

The Plan was prepared with the technical support requested by the MSHRC to UNHCR and IOM. The Plan's contents were discussed and assessed by the teams of both agencies, the MSHRC, the other Municipal Secretariats of São Paulo, and the members of the MIC between February and June 2020.

The Plan was developed based on the 2nd Municipal Conference's final document, within the MPIP's milestones and other relevant national and international regulations, as explained in the methodological sections below. **The 1st Plan establishes 80 programmatic actions within 8 Axes, and it will be valid for 4 years, from 2021 to 2024**, aligned with the municipal political cycle. Its monitoring, a responsibility of the MCI, should be continuous and transparent, using the targets, indicators and baselines defined in the Plan. After the first two years of operation, the Plan provides for the performance of accountability and partial review before the society on the implementation of its Actions, in order to ensure transparency and allow possible corrections or adjustments necessary for achieving its goals. At the end of its term in 2024, the Plan also provides for the execution of a final evaluation before the society, which should guide the creation of the 2nd Plan of Policy for Immigrants. The terms, dates and format of these monitoring and review

participatory stages are defined below in the present document and may be adjusted and detailed by the Municipal Executive Branch, in consultation with the Municipal Council of Immigrants, over the four years of its term.

Finally, as made clear in the MPIP, and in accordance with the current São Paulo's Municipality ongoing management practices, the Plan is a responsibility of the municipal management. However, it is expected to be implemented and monitored in collaboration with other social agents, including non-governmental organizations, the immigrant population in all its diversity, other federative entities, the Legislative and Judicial branches, international organizations and agencies, and the private sector. The engagement of society as a whole and the skills and perspectives of various social sectors is a fundamental milestone for good migration governance and, ultimately, for the realization of the immigrant population's rights.

3 – Background of the Municipal Policy for São Paulo’s Immigrant Population

The city of São Paulo is historically recognized for having been built by immigrants from several countries throughout its formation process, a phenomenon that is still present and influences its urbanization and organization process. São Paulo is considered an open city and it is esteemed for its diversity, due to this flow of people from different regions of the world. Therefore, public policies that recognize the immigrant population specificities are necessary.

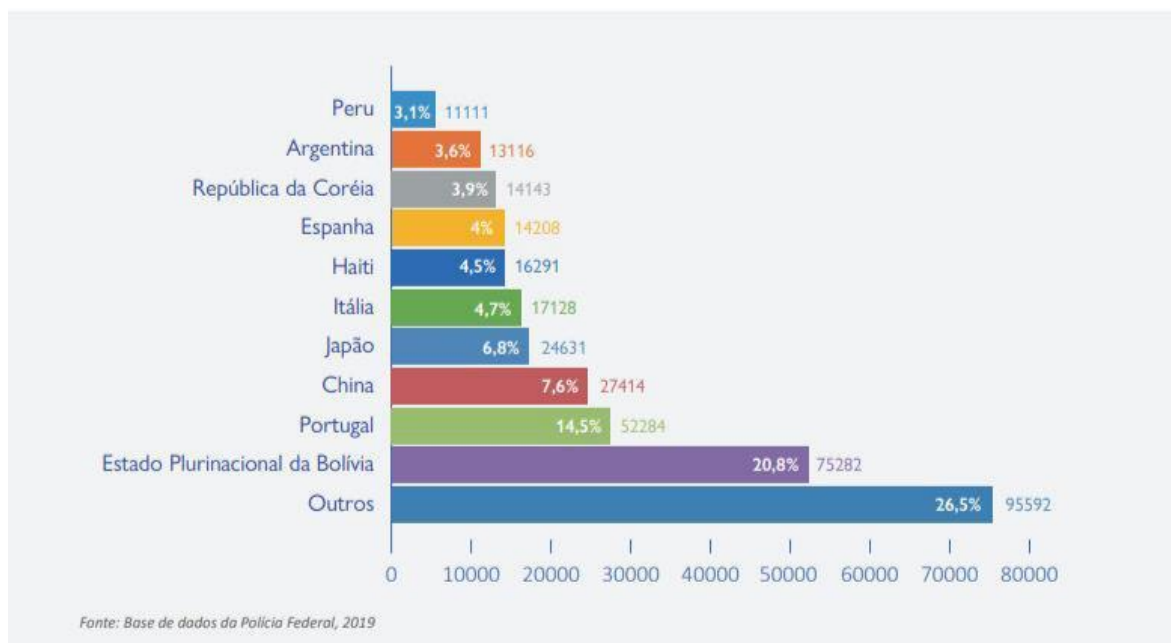
The population growth in the city and, consequently, the immigrant population growth linked to a fast-tracked urbanization, has accredited the importance of the cities’ role in migration governance. Although migration policy is part of the federal government’s jurisdiction, the municipal public authority is one of the main institutional agents for the promotion of immigrants’ public policies, with local action matching the level of challenges posed by this population’s specificities. The creation of the MPIP in the capital of São Paulo’s state is, then, a milestone for the city, as it demonstrates commitment to the immigrant population. It is also highlighted for promoting respect for diversity, the fight against xenophobia and civil rights violations, and the social participation of this population in the public policy. Thus, the city of São Paulo has become a national and international reference in the matter.

In 2013, the Coordination of Policies for Migrants¹ was created, currently named Coordination of Policies for Immigrants and Promotion of Decent Work (CPIPDW). Its goal is to mainstream the migration agenda in public management, as well as develop policies for the city’s immigrant population in a cross-sectoral and participative manner. On July 8th, 2016, Municipal Law N°. 16,478 was enacted in the city of São Paulo, establishing the MPIP. This Law establishes that the MPIP must be implemented in a transversal manner in public policies and services, thus ensuring the immigrant population’s access to social rights and public services. In the same year, the Municipal Law was regulated by means of Decree 57,533, of December 15th, 2016, ascribing the necessary competences to the Municipal Secretariats for the implementation of policies focused on the immigrant population.

The last survey carried out in 2019 by Brazilian Federal Police considers that the city of São Paulo has a population of more than 360 thousand immigrants of different nationalities. It is possible to notice the presence of migrations that took place more pronouncedly in the twentieth century (from countries such as Portugal, Italy, Spain and Japan), as well as more recent flows (such as China, Bolivia, Haiti and Angola). Currently, São Paulo receives immigrants from more than 200 nationalities.

¹Created by Article 242 of Municipal law 15,764, of May 27th, 2013.

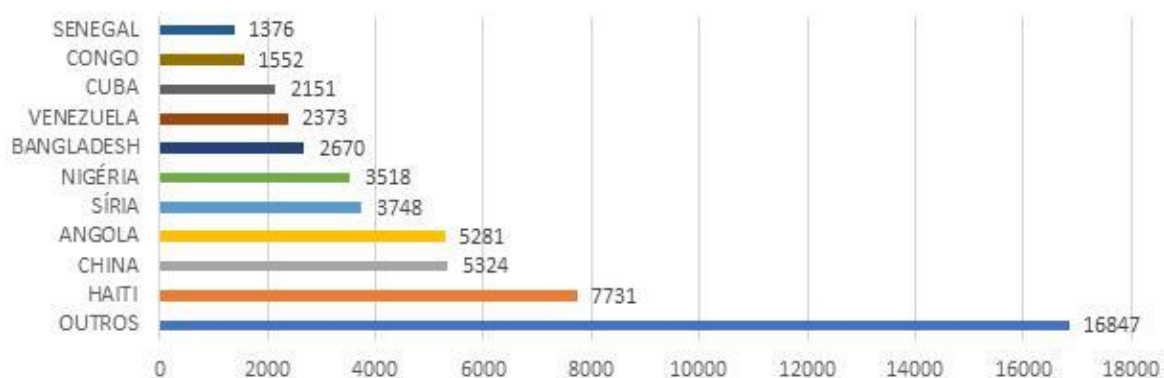
Picture 1: Number of immigrants registered in São Paulo per country of origin, June 2019



Source: IOM. 2019 profile of the city of São Paulo: Local Migration Governance Indicators (MGIs). Geneva, 2019.

As for the specific cutout refugees, São Paulo also has prominence in the national scenario as this population's destination city. Between 1993 and May 2020, 52,571 people from more than 100 different nationalities requested asylum before the Federal Police in the state of São Paulo, mostly in the capital.

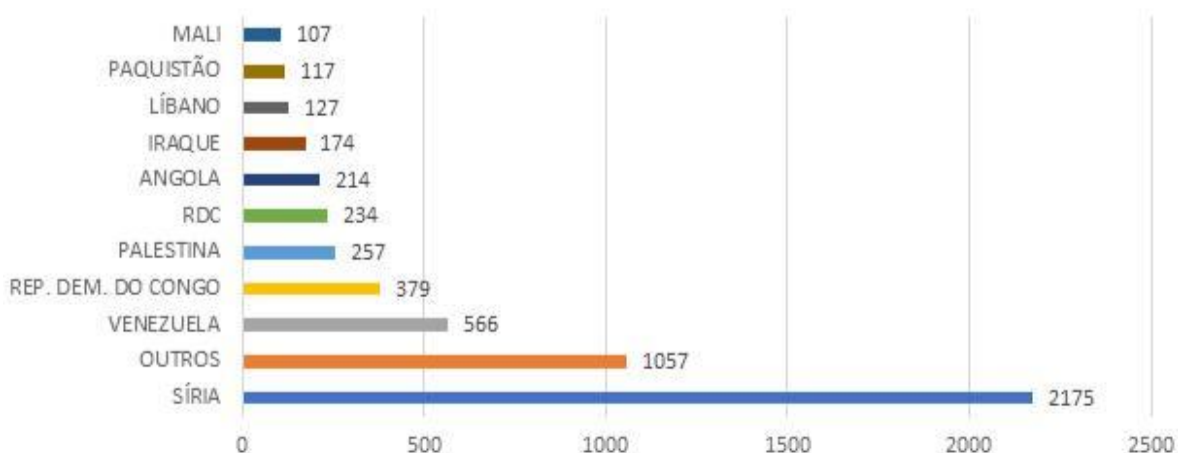
Picture 2: Accrued number of asylum requests made in the state of São Paulo (1993 - 2020)



Source: BRAZILIAN MINISTRY OF JUSTICE. CONARE. "Solicitações de reconhecimento da condição de refugiado ativas e inativas até 31 de maio de 2020" [Active and inactive requests of recognition of asylum until May 31st, 2020], available at: <https://www.justica.gov.br/seus-direitos/refugio/refugio-em-numeros>, accessed on May 31st, 2020

Regarding people already recognized as refugees and registered in the city of São Paulo, data from the National Committee for Refugees (CONARE) of May 2020 indicate 5,407 people from more than 80 nationalities:

Picture 3: Accrued number of recognized refugees with requests made in the city of São Paulo (1993 - 2020)



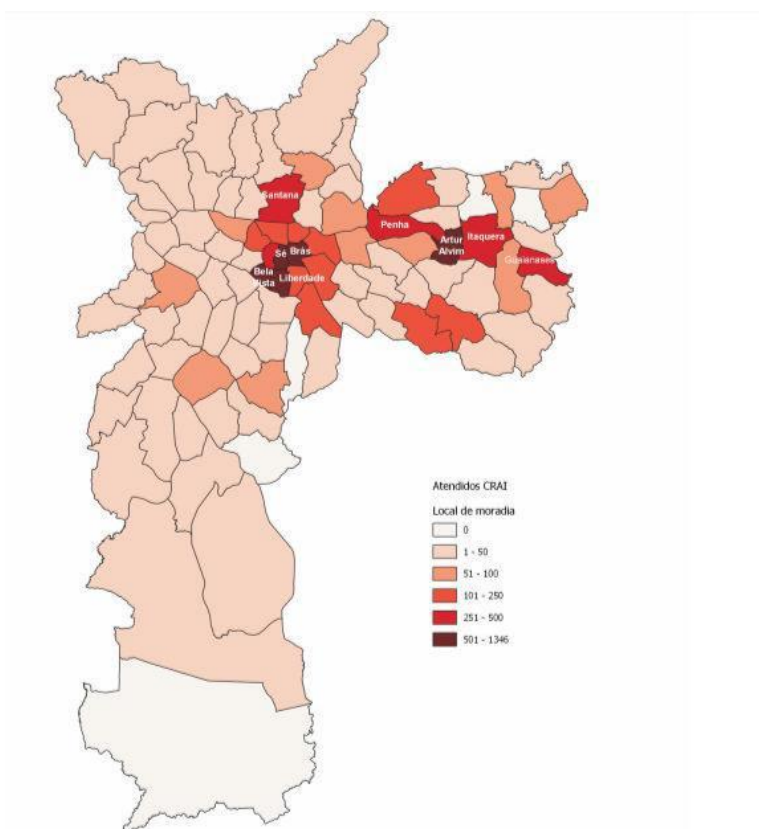
Source: BRAZILIAN MINISTRY OF JUSTICE. CONARE. “Tabela com decisões sobre pedidos de reconhecimento da condição de refugiado – ACNUR” [Table with decisions on requests for recognition of asylum situation] and Conare (1998 to May 2020), available at: <https://www.justica.gov.br/seus-direitos/refugio/refugio-em-numeros>, accessed on May 31st, 2020

One of the main actions of the Municipal Secretariat of Human Rights and Citizenship (MSHRC) was the creation of the Reference Center for Immigrants (CRAI) in November 2014, a public service in which specialized and multilingual support for immigrants is offered.

Through the assistance provided by CRAI to the immigrant population in terms of documentation regularization, access to information and to public services, it is possible to collect data that make the diagnostics of this population’s situation in São Paulo feasible, including whether they are in refugee situation and if they have regular documentation or not, for instance.

The collection and analysis of this information are important for understanding this population’s demands, in order to create public policies and actions based on evidence. From the CRAI data base, it is also possible to identify regions with significant presence of immigrants in the city of São Paulo, as shown in the following map:

Picture 4: Immigrants assisted by CRAI (2014-2019), per housing district



Source: Municipal Secretariat of Human Rights and Citizenship, 2019

Since its inception, the MPIP is a policy to be implemented in a transversal, intersectoral and intersecretary manner, a proposal deemed as pioneer in the country. Therefore, the CPIPDW is responsible for the permanent dialogue with other Municipal Secretariats in order to mainstream the agenda in all municipal bodies and promote equal access to public health services, education, leisure, work, housing and social assistance in the city.

In this sense, one of the priority actions is the permanent training of municipal public servants to improve the service to the immigrant population. This action takes place, for example, through the course *Somos Tod@s Migrantes* [We are all Migrants], carried out jointly by the CPIPDW and São Paulo's Municipal School of Public Management (EMASP).

Furthermore, MPIP made the creation of policies to meet the specific needs of the immigrant population possible. At this point, it is worth highlighting the project "*Portas Abertas: Português para Imigrantes*" [Open Doors: Portuguese for Immigrants], instituted by the Cross-secretariat Ordinance MSHRC/MSE n° 002/2017, which promotes the linguistic fostering of immigrants by offering Brazilian Portuguese language courses in a capillary way in the city's territory, in partnership with the Municipal Education Network linked to the Municipal Secretariat of Education.

Another important axis of MPIP is the promotion of social participation of the immigrant population, deemed as a fundamental exercise for local integration. To this end, the Municipal Council of immigrants (MCI) was created in 2017, an advisory body composed by 32 councilors, being 16 incumbents and 16 deputies. Its goal is participating in the formulation, implementation, monitoring and evaluation of the MPIP. MCI's composition is equal between representatives of the public authority and civil society: 8 municipal secretariats are provided for in the Decree, and 8 members of civil society are elected within three categories: (I) immigrants' groups, associations and organizations; (II) groups, associations and organizations supporting immigrants and (III) immigrant individuals. The MCI also has 8 observer members: UNHCR, IOM, International Labor Organization (ILO), Coordinating Unit of International Affairs (CUIA), São Paulo's City Hall, State of São Paulo Public Defender's Office (SPDO), Federal Public Defenders' office (FPDO) and the Ministry of Labor (ML).

In 2019, the MSHRC, the MIC and the Conference Organizing Committee (COM) held the 2nd Municipal Conference of Policies for Immigrants: *Somos tod@s Cidadãos* [We are all citizens] under the objective to promote the immigrant population's social participation through a comprehensive, cross-sector and cross-institutional debate on the MPIP. The Conference was preceded by 4 Pre-Conferences in each region of the city of São Paulo, in addition to 18 free conferences organized by cooperatives, groups, associations and organizations independently, and within the guidelines proposed by the COM. Eight thematic axes were established in the MIC in order to organize the way the debates would be held during the conference. Among other goals, the 2nd Conference proposed the basis for the creation of a Municipal Plan. As it shall be explained in Chapter 5 of this document, the same eight guiding axes of the 2nd Conference were used in the thematic organization of the present 1st Municipal Plan of Policies for Immigrants.

The present plan was also inspired by other municipal policy plans of São Paulo, as well as national management plans and model-plans used in cities in other countries.

Technical support from IOM and UNHCR contributed to the plan's development and thorough review. It should also be noted that the MIC participated during all stages of the Plan's drafting and review process. Finally, the document included the review and contribution of the Municipal Secretariats that should be engaged in the joint implementation of the actions, as detailed in topic 5.6 below.

Thus, the Municipal Plan of Policies for Immigrants is a milestone in the creation of a local migration governance, as well as it strategically strengthens the MPIP's implementation. It allows for the creation of public policies, from a perspective of listening and dialoguing with the immigrant population, and in line with the commitment of respecting diversity, the assurance of immigrants' rights, and with a dignified migration process and a universal citizenship.

4 - Legal and policy framework

São Paulo's 1st Municipal Plan of Policies for Immigrants is the outcome of a continuous collaborative process that began with the 1st Municipal Conference of Policies for Immigrants in 2013, and it culminated in the prioritization of 78 proposals in the 2nd edition of the Conference, held in December 2019. In the meantime, the MPIP's implementation was approved and began.

As explained in the previous section, these processes were created in a participative manner, including a comprehensive dialogue with hundreds of immigrant people of dozens of different nationalities, as well as public managers, organized civil society, international organizations, justice system bodies, as well as members of the Legislative branch and private sector representatives. The MPIP, its law and regulating decree, and the 2nd Conference's final document make up this plan's guiding core in this context.

Nevertheless, these documents, their principles and guidelines dialogue and are aligned with several norms, international treaties and national legislation on migrants, refugees and human rights. Moreover, the international community has increasingly acknowledged through pacts, agendas and treaties, the fundamental role of cities in migration governance, as well as the relevance of the migration and refugee themes for strategic planning and municipal management. Such normative and guiding milestones strengthen the Municipal Policy and Plan. They also place them amongst the most current practices and global guidelines on the human mobility. In this section, a synthesis of the main normative and guiding milestones is presented, from the global to the municipal level.

4.1 - 2030 Agenda and the Sustainable Development Goals

The "2030 Agenda" was adopted by the United Nations General Assembly (Resolution 70/1) in 2015, and it consists of 17 Sustainable Development Goals (SDGs). These 17 SDGs range from environmental sustainability to the promotion of peace and justice, covering poverty eradication, decent work, and economic development. All SDGs are guided by the ethical imperative that "leave no one behind", stated in Agenda's 4th Paragraph. In effect, this principle guides countries to work towards the SDGs, to ensure that the populations most affected by extreme poverty, inequality, discrimination, violence, and displacement, can fulfill their rights and make use of development progresses. The "2030 Agenda" states that immigrant, refugee and stateless populations are among those who, through public policies, rules and programmatic actions, should be the ones to be "reached first" and, consequently, have the opportunity to achieve their maximum potential.

Each SDG has its own targets, a total of 169, which must be met by the year 2030. Thus, the "2030 Agenda" is an action plan that should guide the international community and its members to achieve these jointly established goals.

The SDGs are interdependent and cross-section goals, but some of them deal specifically with issues related to human mobility and, therefore, dialogue directly with the MPIP and the 2nd Conference's proposals. The SDGs main goals and targets are listed below. These will be the object of direct contribution by the city of São Paulo, through the implementation of the 1st Municipal Plan of Policies for Immigrants:

- Goal 4.: Ensure inclusive, equitable and quality education, and promote lifelong learning opportunities for all.
- Goal 5.: Achieve gender equality and empower all women and girls.
- Target 8.7.: Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labor, including the recruitment and use of child soldiers, and by 2025 end child labor in all its forms.
- Target 8.8.: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular migrant women, and people in precarious jobs.
- Goal 10.2: empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic or other status.
- Target 10.7.: Facilitate the orderly, safe, regular and responsible migration and mobility of people, including through the implementation of well-managed and planned migration policies.
- Goal 11: Make Cities and human settlements inclusive, safe, resilient and sustainable.
- Target 16B: Promote and enforce non-discriminatory laws and policies for sustainable development.
- Goal 17.: Strengthen means of implementation and revitalize the global Partnership for Sustainable Development.
- Target 17.18 significantly increase the availability of high-quality, current and reliable data disaggregated by income, gender, age, race, ethnicity, migration status, disability, geographic location and other relevant characteristics in national contexts.

The main reference to migration in the 2030 Agenda concerns Target 10.7 of the SDGs, which speaks of "planned and well-managed migration policies". To support governments in the implementation of actions and verification of their progress to this end, the Migration Governance Indicators (MIGs) have been developed, a tool to foster dialogue on migration and identify well-developed areas and areas

with potential for future development in countries. MIGs are based on the Migration Governance Framework (MiGOF), which sets out the essential elements of “good migration governance”. If they are respected and enforced, these would ensure a safe and orderly human migration that benefits migrants and societies.

In 2019, considering the relevant role of cities in migration policies and seeking to offer a more comprehensive picture of the migration governance scenario, the MGI was adapted to the local level. The São Paulo municipality was selected, alongside Accra (Ghana) and Montreal (Canada), to participate in the pilot round of the local Migration Governance Indicators. The selection demonstrated a global recognition of the city's pioneering in terms of management and policy Innovation for immigrants, as well as its commitment to SDG Target 10.7. The exercise was carried out through a partnership between the city of São Paulo, IOM and the Intelligence Unit of The Economist.

4.2 - International Treaties, Agreements and Compacts

The **United Nations Convention relating to the Status of Refugees**² was formally adopted on July 28th, 1951 to sort out the situation of refugees' forced exodus into Europe after the Second World War. This global treaty defines the recognition of people as refugees and clarifies the rights and duties between these people and the countries that host them. The Convention consolidates previous international legal instruments and establishes minimum standards for approaching these populations, however not imposing limits for States to develop such approach. Whereas previous international legal instruments applied only to certain groups, the definition of the term “refugee” in Article 1 of the convention was created to include a large number of people. However, the convention only covered events that occurred before January 1st, 1951. With the advent of new situations generating conflict and persecution, the need for measures that included new refugee flows under the protection of the Convention's provisions was raised. Thus, a **Protocol Relating to the Status of Refugees**³ was prepared and submitted to the United Nations General Assembly in 1966. The protocol entered into force on October 4th, 1967 and, with its ratification, countries were obliged to apply the provisions of the 1951 Convention to all refugees falling within the definition of the charter, but with no date or geographical limits. Both instruments were signed and ratified by the Brazilian State, thus becoming binding to all spheres of Public Power, including municipal power.

² BRAZIL, Decree nº 50,215, of January 28th, 1961. Brasília, Federal District. Available at: http://www.planalto.gov.br/ccivil_03/decreto/1950-1969/D50215.htm .

³ BRAZIL, Decree nº 70,946, of August 7th, 1972. Brasília, Federal District. Available at: http://www.planalto.gov.br/ccivil_03/decreto/1970-1979/D70946.htm#:~:text=protocol%20about%20o%20STATE%20of%20REFUGEES,-O%20states%20parts&text=considering%20that%20A%20Conven%C3%A7%C3%A3o%20about,1%C2%BA%20de%20january%20of%201951.

The **Cartagena Declaration**⁴ is a non-binding regional instrument, approved by a group of government experts from various States, such as Belize, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama and Venezuela. This approval was one of the outcomes of the *Symposium on International Refugee Protection in Central America, Mexico and Panama*, held in Cartagena das Índias, Colombia, in November 1984. The importance of the Cartagena Declaration as a regional protection tool has been reiterated by the United Nations (UN) and the Organization of American States (OAS). This regional instrument is based on the generous practice of recognition of refugee status in the Americas, and it reiterates important International Refugee Law rules and principles. The Cartagena Declaration establishes a series of recommendations for humanitarian treatment and durable solutions for people in need of international protection. It is internationally known for its recommendation of expanding the definition of refugee applicable to the region, which is provided for in the national legislation of fourteen countries, including Brazil.

In December 2014, ministers from governments across Latin America and the Caribbean met to reiterate the international cooperation and regional solidarity as effective humanitarian responses for refugees, displaced and stateless people in the region. Held in Brasília, the meeting concluded the celebration process of the 30th anniversary of the Cartagena Declaration for Refugees – more widely known as Cartagena+30⁵. The commitments made by the participating countries, including Brazil, were summarized in the **Brazilian Declaration and Action Plan**⁶. The documents acknowledge new realities in Latin America and the Caribbean, which force people to flee their countries in search of protection. In response to these needs, countries have designed new strategies to strengthen opportunities for local integration, resettlement, voluntary repatriation, and labor mobility. Among these strategies, the Brazilian Action Plan explicitly stresses “the fundamental role of local authorities at the municipal level” to promote the local integration of refugee populations.

On September 19th, 2016, the United Nations General Assembly also adopted a set of commitments to improve the protection of refugees and migrants. These commitments are known as **The New York Declaration on Refugees and Migrants**⁷. The New York Declaration is based on the acknowledgement that the world is facing an unprecedented level of human mobility, mostly positive, enriching and voluntary.

4 CARTAGENA DECLARATION: CONCLUSIONS AND RECOMMENDATIONS. Cartagena, Colombia, 1984. Available at: https://www.acnur.org/fileadmin/Documentos/portugues/BD_Legal/Instrumentos_Internacionais/Declaracao_de_Cartagena.pdf https://www.acnur.org/fileadmin/Documentos/portugues/BD_Legal/Instrumentos_Internacionais/Declaracao_de_Cartagena.pdf

⁵ UN AGENCY FOR REFUGEES (UNHCR). Memory of the thirtieth anniversary of the Cartagena Declaration on Refugees / 1984-2014. Quito, Ecuador, 2015. Available at: https://www.acnur.org/portugues/wp-content/uploads/2018/02/Mem%C3%B3rias-do-Trig%C3%A9simo-Anivers%C3%A1rio-da-Declar%C3%A7%C3%A3o-de-Cartagena-sobre-refugiados_ACNUR2015.pdf.

6 BRAZIL DECLARATION: A Framework for Regional Cooperation and Solidarity to Strengthen the International Protection of Refugees, Displaced Persons and Stateless in Latin America and the Caribbean. Brasília, DF, 3 December 2014. Available at: <https://www.acnur.org/fileadmin/Documentos/BDL/2014/9866.pdf>.

7 UNITED NATIONS (UN). Global Compact on refugees (GCR) of 17 December 2018, New York. Available at: https://www.unhcr.org/gcr/GCR_English.pdf.

However, the document recognizes that the number of people moving to escape armed conflicts, poverty, food insecurity, persecution, terrorism or human rights violations and abuses, as well as the adverse effects of climate change and natural disasters, is at a historically high level. A large part of this contingent of refugees and migrants is moving in circumstances that put their lives at risk and aggravate vulnerability situations.

By adopting the Declaration, all 193 UN member countries expressed deep solidarity towards people in forced displacement. They have also reiterated their obligations to fully respect the human rights of refugees and migrants, regardless of their migration status, and pledged tangible support to countries affected by large cross-border movements. States also agreed that protecting and supporting refugees and migrants are shared international responsibilities that must be sustained in the most egalitarian and predictable manner. The New York Declaration gave rise to two agreements: one on refugees, the **Global Compact on Refugees**, and the other on migrants, the **Global Compact for Safe, Orderly and Regular Migration**. During the elaboration process of both Covenants, comprehensive consultations were held with governments and other stakeholders around the world, including the participation of the **city of São Paulo**.

In the *Consultation of Latin America and the Caribbean as a Regional Contribution for the Global Compact on Refugees*, held by UNHCR in February 2018, São Paulo, at the time represented by MSHRC, was the only city to participate in the event and share the municipal management perspective on the matter. On this occasion, the role of cities in facing and eventually overcoming challenges was highlighted, stemming from the São Paulo experience. This round of global and regional consultations resulted in the adoption of the **Global Compact on Refugees**⁸ ("GCR"), a non-binding instrument deemed as an unique opportunity to strengthen the international, regional and local response to large refugee movements and protracted refugee situations. Its four main objectives are: (I) Ease the pressures on host countries; (II) Enhance refugee self-reliance; (III) Expand access to third-country solutions; and (IV) Support conditions in countries of origin for return in safety and dignity.

The Global Compact on Refugees includes the Comprehensive Refugee Response Framework (hereinafter, CRRF), as agreed by Member States in the New York Declaration, as well as a CRRF-based action plan that sets out measures to ensure that States and other stakeholders share responsibilities and cooperate more effectively in responding to large-scale refugee movements and protracted refugee situations. The action plan provides a plan to support host countries and communities to ensure that refugees have better access, for instance, to health, education and livelihoods, and that they be integrated into host communities from the start.

⁸ UNITED NATIONS (UN). Resolution of the UN General Assembly. Report of the United Nations High Commissioner for Refugees. Part II: Global Compact on Refugees A/RES/73/12. New York, December 17, 2018. Available at: https://www.unhcr.org/gcr/GCR_English.pdf .

The instrument covers a wide range of stakeholders, such as local and national authorities; international and regional organizations and financial institutions; civil society partners (including religious, academic, private sector and press); and refugees themselves.

In this sense, the Global Compact on Refugees inaugurates what has been called the "whole of society approach" to work with refugee populations. The concept guides that, in addition to central governments' action, multiple public and private actors, at different levels, must act in a coordinated way to ensure rights and durable solutions for refugees. The cities engagement became prominent in this approach, given that the GCR acknowledged that local authorities are usually the first to respond to large refugee flows through the provision of services and municipal public frameworks. The strengthening of local infrastructure, as well as the sharing of good municipal practices, were mentioned as important commitments to be achieved by countries in the GCR implementation.

The **Global Compact for Safe, Orderly and Regular Migration** (hereinafter, "GCM"), adopted on December 19th, 2018, also as an outcome of the New York Declaration on Refugees and Migrants, is, in turn, the first intergovernmental negotiated agreement, prepared under the auspices of the United Nations, covering all dimensions of international migration in a holistic and comprehensive manner. It is a non-binding document, which respects States' sovereign right and demonstrates commitment to international cooperation on human mobility. The GCM is structured in a way consistent with target 10.7 of the 2030 Agenda for Sustainable Development, in which member-States commit to cooperate internationally for facilitating safe, orderly and regular migration, by means of 23 comprehensive and interrelated goals, along with the SDGs. The Compact was designed to support international cooperation in the governance of international migration; to provide a comprehensive range of options for States, from which they can select policy options to address some of the most pressing international migration issues; and to give States space and flexibility to proceed with the implementation based on their own realities and capacity.

The GCM acknowledged the cities' role in migration governance, seeking to engage municipalities since the preparation phase; highlighting the need for concentrated efforts at all levels, including the municipal level, for effective implementation of the Compact; and including progress monitoring at the local, national, regional and global levels within its monitoring and review mechanism. The São Paulo municipality participated in the Intergovernmental Conference that led to the signing of the Global Compact for Migration in Marrakesh, Morocco, in 2018. On the occasion, the Mayors' Declaration "Cities Working Together for Migrants and Refugees", prepared days earlier at the 5th Mayors Forum on Human Mobility, Migration and Development, also in Marrakesh. To this end, most of the 23 goals include actions relevant to the municipal context and to São Paulo's MPIP, considering the limits of this government sphere in migration governance. At this point, we highlight seven of them, which have the closest relationship with several of the 2nd Conference's proposals

and with the MPIP goals in general:

- Goal 1: Collect and use accurate and separate data as a basis for evidence-based policies.
- Goal 3: Provide accurate and timely information at all migration stages.
- Goal 6: Make ethical and fair recruitment possible and guarantee conditions that ensure decent work.
- Goal 7: Tackle and reduce migration vulnerabilities.
- Goal 5: Increase the availability and flexibility of migration regularization pathways.
- Goal 15: Provide migrants with access to basic services.
- Goal 16: Empower migrants and societies to achieve full inclusion and social cohesion.
- Goal 17: Eliminate all forms of discrimination and promote evidence-based public speeches to influence perceptions on migration.

4.3 - Brazil: Refuge Law and Migration Law

Brazilian Refuge Law

Brazilian Law n° 9,474, of July 22th, 1997⁹, consists a pillar of the Brazilian refugee protection regime, and it is considered a regional example for adopting an expanded definition for refugee status determination, in line with that provided for in the Cartagena Declaration. In addition to the classic definition established in the 1951 Convention, Brazilian law also recognizes as refugees all persons seeking protection due to situations of serious and widespread violation of human rights.

The Brazilian Law n° 9,474/1997 ensures protection to asylum seekers and refugees against involuntary return to the country of origin, as well as provides for the non-penalization of irregular entry into Brazil. The Law also allows full access to documentation; the exercise of economic, social, cultural and some political rights; protection against discrimination and violence; free legal assistance and access to justice; and family reunification, amongst others. This includes the right to access formal employment and all health, social assistance, education, work, and social security public services. Law No. 9.474/1997 also provides for the right to free transit through the

⁹ Brazil Law n. 9.474, of 22 of July of 1997. It defines mechanisms for the implementation of the 1951 Refugee Statute, and determines other measures. Brasilia, DF. Available at: http://www.planalto.gov.br/ccivil_03/LEIS/L9474.htm .

Brazilian territory and flexibility in the requirement of presentation of country of origin's documentation.

The responsibility for the protection and integration of refugees rests, under the framework of Law No. 9,474/1997, primarily within the Brazilian state, including the Executive, Legislative and Judicial branches in the federal, state and municipal levels.

Migration Law

Brazilian Migration Law (Law N° 13,445/2017), sanctioned on May 24th, 2017, is the main normative framework for the migration matter in the country. It works as a guiding basis for any policy or plan that aims to be established in the national territory in the migration area. Although recent, its approval was the outcome of a long process of creating a law that would replace the Foreigner Statute (Brazilian Law N° 6,815/1980), adapting Brazilian migration legislation to the 1988 Federal Constitution and to international legal framework on the matter, as well as incorporating innovations established in ordinances and decrees in recent decades. São Paulo's MPIP was approved in 2016, a period in which debates and negotiations for the National Migration Law's creation were already ongoing, aligned in its principles and guidelines.

The Migration Law is characterized by the migration approach stemming from a rights perspective. Universality, indivisibility and interdependence of human rights and the repudiation of any form of discrimination are among its principles and guidelines, ensuring equal treatment and opportunity to migrants and their families. This includes equal and free access of migrants to social services, programs and benefits, public goods, education, comprehensive public legal assistance, work, housing, banking services and social security, in accordance with Article 5 of the 1988 Federal Constitution. Within the Law, the primacy of human rights stands out in regard to migrants' documentation status by establishing a series of rights and assurances to migrants regardless of the migration situation, and by establishing the non-criminalization of migration as a principle. Another important assurance established in the new Law is the right to reunion and association, as well as the principle of social dialogue in the formulation, implementation and evaluation of migration policies and promotion of migrants' citizen participation.

Finally, it should be stressed that the Migration Law also provides for the special protection of stateless people, aligning Brazilian legislation to the Convention Relating to the Status of Stateless Persons¹⁰ and other international human rights treaties on the matter. The law states that the resident stateless person shall have the same rights as migrants according to the law, in addition to defining the procedures for the recognition of stateless status and for facilitated naturalization.

¹⁰ Brazil Decree n. 4.246, of 22 of May of 2002. Brazil DF. Available at: http://www.planalto.gov.br/ccivil_03/decreto/2002/D4246.htm.

5 - Methodological and Conceptual Notes

The Plan's matrix consists of (I) Axes, (II) Strategic Goals, (III) Actions, (IV) Indicators (including Baseline), (V) Target, (VI) Responsible Actors, (VII) Legal references of the Municipal Policy for Immigrants and the 2nd Conference on Policy for Immigrants. The aforementioned structure was inspired by other municipal policy management plans of São Paulo¹¹, national management plans¹² and model management plans used in cities in other countries¹³.

This chapter will present the methodological guidelines adopted in the creation of each of the matrix's sections of the Municipal Plan of Policies for Immigrants in São Paulo.

5.1 Axes

The MPIP establishes that it “shall be implemented with permanent dialogue between the government and civil society, particularly through hearings, public consultations and conferences”. To this end, the 2nd Municipal Conference on Policies for Immigrants, held in November 2019, is a key milestone in ensuring the social participation of São Paulo's immigrant population. Among other goals, it was up to the 2nd Conference to “Propose the basis for the creation of a Municipal Plan”¹⁴, for which reason the deliberations carried out within its scope constitute the democratic basis for the elaboration of the 1st Municipal Plan.

Therefore, the 8 thematic Axes indicated in the Municipal Plan adopt the structure established by the Municipal Council of Policies for Immigrants as a parameter for the execution of the 2nd Municipal Conference of Policies for Immigrants:

- **Axis 1:** Social Participation and Immigrant Protagonism in Local Migration Governance;
- **Axis 2:** Access to Social Assistance and Housing;
- **Axis 3:** Valuing and Fostering of Cultural Diversity;
- **Axis 4:** Protection of human rights and combat of xenophobia, racism, religious intolerance and other forms of discrimination;
- **Axis 5:** Women and LGBTI+ population: access to rights and services;
- **Axis 6:** Promotion of decent work, employment and income generation, and professional training;

¹¹Such as the Master Plan of 2014 and the Municipal Health Plan of São Paulo 2018-2021.

¹² Mainly the Third National Human Rights Programme (PNDH-3) of 2009.

¹³ The main reference used was the Municipal Plan for the Integration of Immigrants from Lisbon 2018-2020.

¹⁴ As described in the Internal Rules of the 2nd Municipal Conference of Policies for Immigrants of São Paulo, 2019.

- **Axis 7:** Access to comprehensive integral education, Brazilian Portuguese Language Teaching for immigrants and respect for interculturality;
- **Axis 8:** Access to integral health, leisure and sports;

The 2nd Conference also had 4 cross-section axes related to care improvement for the immigrant population; the definition of specialized care flows; specific attention to historically vulnerable population groups (e.g. women, LGBTI+); and access to justice (according to its Internal Regiment). It was considered that the abovementioned cross-section axes were contemplated in the content of the actions included under each Thematic Axis.

5.2 Strategic Goals

Each Thematic Axis is oriented by one or more guiding Strategic Goals of the respective programmatic Actions. These Goals reflect the perspective intended by municipal public management in the Plan's implementation, and they were prepared from the MPIP's provisions and its Regulating Decree. In cases where the aforementioned norms did not contain goals, guidelines or principles directly related to the axes or the 2nd Conference's proposals, we sought to derive the Strategic Goal from the designation of the axis itself or from related proposals.

5.3 Actions

The Actions contained in each of the matrix's thematic axis have a practical-operational character focused on the achievement of the respective Strategic Goals. These actions were developed from the 78 final proposals approved at the 2nd Conference, seeking to respect, as much as possible, the original wording of the proposals, in compliance with the participatory process guiding the Plan. In some cases, the configuration of proposals into Actions required textual changes, made according to the following criteria:

- Dismemberment: Proposals whose contents contained more than one action and could not be grouped into other actions within the Plan, were dismembered, either in more than one action, or as a single action containing different indicators and targets.
- Grouping: Proposals included in the same Axis that had very similar contents, or directly complementary ones, were grouped into a single action, with no harm to the proposals' original operational content.
- Adaptation: Proposals whose wording presented grammatical inadequacies (e.g. word spelling, punctuation or excessively long sentences that make them difficult to understand) were adapted, with no harm to the proposals' original content, in order to grant a greater precision to the intended Action. Regarding words gender, expressions with no gender flexion were prioritized and, whenever necessary, the gender flexions "a(s)/o(s)/e(s)" [Brazilian Portuguese gender flexions] were used. The reference to the lesbian, gay, bisexual, transvestite,

transsexual and intersexual population was standardized using the expression LGBTI+. It also covers other sexual orientations, gender identities and expressions with the usage of the symbol (+), following the same orientation established by the 2nd Conference. Similarly, as regards the term 'immigrant', the original reference in the proposals followed the MPIP.

- Partial or total suppression: In general, no proposals have been suppressed. However, suppressions were exceptionally suggested, evidenced in the matrix to allow the analysis of the SMDH and the MIC, when proposals were deemed legally unenforceable due to the responsibilities' division among municipality, state and federal levels, or as a result of factual circumstances superseding the 2nd Conference, which rendered the intended measure objectless.

Accordingly, the Plan resulted in 80 Actions, a number resulting from the final disaggregation and systematization carried out from the 2nd Conference's proposals and through a wide collaborative process involving the MCI, the municipal secretariats and UN agencies' technical support. Other decisions on proposals' grouping and separation were decided jointly by the MSHRC and MIC.

5.4 Indicators and Baselines

The measurement of each intended action's outcomes is an essential exercise to support the monitoring of public policy's evolution by municipal management and other monitoring bodies. To this end, performance Indicators were suggested for each Action, based on the Local Migration Governance Indicators (local MGIs), as well as indicators used in public management model plans, and performance and impact indicators used by UNHCR and IOM in their projects' management. In a complementary way, the establishment of baselines corresponding to each indicator was suggested, to be defined from figures or scenarios determined at the plan's preparation stage for future comparison to the intended target-values or target-scenarios.

It was also sought to relate two indicators for each action at most. Whenever possible, the adoption of a single indicator per action was recommended, in order to confer greater accuracy and clarity to the monitoring, as well as facilitating the exercise of social control on the plan's implementation. In cases where the Action (derived from one or more 2nd Conference's proposals) could not be properly contemplated in up to two indicators, the action was dismembered or more indicators were included.

As for the Indicator types recommended for each action, the following criteria were adopted:

- Absolute indicators: adopted for Actions whose results can be quantifiable in absolute figures, not proportional, in numerical figures

(e.g. number — hereinafter indicated by “#” — of available spaces, # of new services made available, # of trained or hired people; # of meetings held).

- Percentage indicators: adopted for Actions that focus on an already existing and known universe, and whose efficiency analysis requires proportional or sampling quantification (e.g. % of specific vacancies for immigrants in municipal reception centers; % of public servants/immigrants working in the public network).
- Framework-Indicators (Yes/No): adopted for Actions of dichotomous character (e.g. existence or lack of existence of a given service; establishment of care flows).

5.5 Targets

Given that IOM and UNHCR’s consultancy services had a technical nature, and thus they did not pervade political deliberations on budgetary or other issues affecting the Targets’ stipulation, decisions on each actions’ Target were made in dialogue with the MSHRC, and in consultation with the MCI and the other involved Municipal Secretariats. Exceptionally, the technical consultancy recommended figures for targets in two circumstances: (i) Targets considered to be implicit in the original proposals (e.g. Create 1 cultural center; hold 12 monthly meetings in 1 year); and (ii) 80% or 100% standard targets for the percentage Indicators, according to good practices adopted by both UN agencies, or a 25% expansion rate compared to the year immediately precedent if the target’s goal is measuring proportional growth over the entire time period.

In some cases, due to the lack of consolidated data or the hardship in compiling such information within the defined timeframe, it was not possible to define baselines and targets. In those cases, the following standards were adopted: (i) "No", indicating that the indicator has no precedents; (ii) "To be defined", indicating that the baseline will be calculated at the time of action’s implementation; and (iii) “Unknown”, when the data does not exist.

It should be noted that some Targets have a self-evident periodicity (e.g.: production of 1 report per year), as decided in debates between the technical consultancy, the MCI and municipal management. When such periodicity is not explicit, it is understood that the indicated figure (whether absolute or in percentage) must be reached by the end of the Plan’s term, i.e. within 4 years.

5.6 Responsible Parties and Partners for the Plan’s Implementation

To preserve the transversal and intersecretarial character during the joint MPIP’s implementation, the directly involved Municipal Secretariats were indicated as “Responsible” in each Action in their respective areas, according to the MPIP’s terms. Thus, the Secretariats involved in the Plan are the following: Municipal Secretariat of Subprefectures, Municipal Secretariat of Management, Municipal Secretariat of

Economic Development and Labor, Municipal Secretariat of Social Assistance and Development, Municipal Secretariat of Education, Municipal Secretariat of Housing, Municipal Secretariat of Health, Municipal Secretariat of Culture, Coordinating Unit of International Affairs, Municipal Secretariat of Innovation and Technology, Municipal Secretariat of Mobility and Transportation, and the Municipal Secretary of Sports and Leisure.

It has been decided that external partners should not be included in the matrix, such as civil society, international organizations, ministries, or secretariats belonging to other governmental spheres and their bodies. This decision happened due to the prior need of consulting these actors before their inclusion in the Plan, which will be instituted by means of a decree, which would risk the normalization of non-previously agreed obligations. It has been assessed that the deadline for the Plan's completion would not provide enough time for the above-mentioned agreement. To this end, it has been decided that a non-exhaustive list of these potential external partners would be included as Annex I, as well as one of the civil society organizations that are members of the MCI during the Plan's preparation period.

5.7 References of the MPIP and the 2nd Conference

For each of the Plan's actions, the respective legal basis under the MPIP, its regulating law and decree, as well as the 2nd Conference's original proposals, were indicated in the column entitled "References of the MPIP / 2nd Conference",

5.8 Participatory Process of the Plan's Preparation

As an instrument for planning, implementing, and monitoring the Executive branch's actions, the Plan's elaboration process should establish a close relationship with its participatory and democratic character. The Municipal Plan's methodological design was based on transparency and social participation principles, which are reflected in the broad participatory process developed between the years of 2019 and 2020, and split up into five main stages:

- I. Debate and approval of the 78 final proposals at the 2nd Municipal Conference on Policies for Immigrants, as previously mentioned¹⁵.
- II. Systematization of the matrix with actions, indicators, baselines, and targets, with UNHCR and IOM's technical support. This stage was the key organization and adaptation phase of the Conference's 78 final proposals in the form of operational actions.
- III. Continuous review by the CPIPW / MSHRC for actions' monitoring and strategic improvement and delimitation of municipal attributions.

¹⁵Access the final report of the 2nd Conference on Municipal Policy for Immigrants: https://www.prefeitura.sp.gov.br/cidade/secretarias/direitos_humanos/imigrantes_e_trabalho_decente/conferencia_imigrantes/index.php?p=280479.

- IV. MCI's review and approval, within the framework of the specific Working Group (Plan's WG) and of the Council's ordinary and extraordinary meetings. This process included the definition of the principles, guidelines and goals necessary for developing the Plan. MCI's involvement was transversal in all phases, given that the body has the role of monitoring the Plan's implementation and outcomes over the 4 year-term (2021-2024), and it included the validation of changes that allowed to reach its final version throughout the entire process,.
- V. Review by Municipal Secretariats that will be involved in the actions' implementation.

Stages (II) to (V), described above, were carried out between February and July 2020, and they included more than 30 (thirty) meetings for debate, review and approval of the methodologies and contents that gave rise to the matrix presented below. As for the document's creation and debate with civil society and Council members, a total of 9 meetings were held: on April 30th and May 14th 2020 within the framework of the Plan's WG's; and on February 18th, April 17th, May 19th, May 27th, June 16th, July 28th and August 6th 2020 within the framework of the MCI's ordinary and extraordinary meetings.

It should be noted that the conditions resulting from the COVID-19 pandemic were a great challenge, as they made face-to-face meetings, destined for debating the Plan with different actors involved in its creation, impossible. However, the necessary adjustments were made jointly with the MCI to successfully cope with this contingency.

6 – 1st Municipal Plan of Policies for Immigrants (2021-2024):

AXIS I: Social Participation and Immigrant Protagonism in Local Migration Governance

Strategic goal: Promote social participation and the development of coordinated actions with civil society, aiming at the effective participation and protagonism of immigrants and of social movements in the public decision-making and referral of demands.

Nº	Action	Indicator (with baseline)	Target	Responsible Actors	References of the MPIP / Conference
1	Acknowledge, make visible and ensure effective participation of immigrants and social movements, organizations, associations and collectives in decision-making, promoting the articulation between the public power and civil society through periodic dialogues, public hearings, feedbacks and meetings with the immigrant population on public equipment distributed throughout the city of São Paulo, including peripheral regions.	# of annual meetings in different sub-city halls Baseline: 0 # of participants per meeting Baseline: 60 participants	05 meetings per year 108 participants per meeting	MCI MSHRC	Law 16,478/2016 Proposals 1 and 7 of the 2 nd Conference
2	Expand and improve the publicization on services provided by the municipality to ensure dissemination and timely access to information, including for those living in peripheral regions.	# of districts attended by CRAI itinerant service Baseline: to be defined MSHRC's website updated monthly: Yes / No Baseline: No	15 1Districts attended per semester Yes	MSHRC	Law 16.478/2016: Article 1, Item 1 Proposal 2 of 2 nd Conference
3	Strengthen communication channels between social movements, the immigrant population and the Coordination of Policies for Immigrants and Promotion of Decent Work (CPIPW), through the Municipal Council of Immigrants (MCI), by means of the publicization of social participation bodies,	% of reports, documents and minutes from CPIPW and MCI publicized Baseline: 100%	100% of documents publicized	MCI MSHRC	Law 16.478/2016: Art. 1st item IV; Art. 3 items V, VIII and IX; Article 5

	activities and services provided, including the electoral process of the MCI, among others.				Proposals 5 and 6 of the 2nd Conference
4	Promote the participation and representation of immigrants on councils, committees and collegiate bodies under the responsibility of the municipality, recognizing these people as subjects of rights and working under a gender, interculturality and intersectionality perspective, in a decentralized way.	% of participatory and social representation bodies open to immigrants' participation Baseline: to be defined	50% of social participation social bodies of the municipality open to immigrant's participation and representation	MSHRC	Law 16, 478/2016: Article 1 1st Item IV; Art. 3 Items VIII and IX Proposal 8 of the 2 nd Conference
5	Facilitate the immigrant population's participation on gatherings, meetings, seminars, conferences, and all forms of political mobilization promoted by the municipality on migration issues and alike, offering transportation tickets, food and child friendly spaces destined for the children of the participants.	% of MCI members in need of funding to participate supported per year Baseline: 0 % of events with the facilitated participation, per year Baseline: 0	100% of members of the MCI in need of funding supported 80% of events with participation facilitated per year	IMC MSHRC	Law 16.478/2016: Article 1 Item IV; Article 3 Items VIII and IX Proposal 9 of the 2 nd Conference
6	Through the responsible bodies, foment the holding of the State Conference on migration, as well as the resuming of the implementation of the National Conference on Migration and Refuge (COMIGRA) through the action of the Municipal Council of Immigrants (MCI), as well as advocating for immigrants' right to vote at the municipal, state and federal levels.	# inter-institutional dialogue actions at state level for immigrants' social participation Baseline: 0 Biannual mapping on immigrant populations' political participation in Brazil (Yes / No) Baseline: No # of immigrants	02 annual actions Yes 50% of expansion	MCI MSHRC	Law 16.478/2016: Article 1 Item IV; Article 3 Items VIII and IX Proposal 10 of 2 nd Conference

		Supported on naturalization requests Baseline: to be defined			
7	Ensure the possibility of immigrant participation in competitions for access to public positions and jobs, under the terms of Municipal Law 13,404 / 2002, whether in Direct or Indirect Administration, as well as foment the hiring of these by partner entities, particularly in the following areas: education, health, social assistance, culture, labor and economic development.	# of immigrants hired in the direct public administration Baseline: to be defined Publication of legal framework providing for immigrants' hiring in direct and indirect public administration (Yes/No) Baseline: No	# of immigrants hired in direct public administration tripled Yes	SMG MSHRC	Law 16,478/2016: Articles 1, 2 and 3 Proposals 4, 29, 54, 60 and 74 of 2 nd Conference
8	Appoint and train cultural mediators in public services with greater immigrants' influx, with the competency for promoting the immigrant population's access to services offered, articulate communication between professionals and users, and promote the implementation of the interculturality principle, prioritizing the following areas: education, health, social assistance, culture, labor and economic development.	# of mediators hired and trained Baseline: 0	32 mediators hired	MSHRC	Law 16,478/2016: Article 4 Item IV Decree n° 57.533 / 2016: Article 10 Sole Paragraph Proposals 4, 29, 54, 60 and 74 of 2 nd Conference
9	Carry out periodical training and awareness building for technical teams of facilities that work with the immigrant population, child protective counselors and partner entities' staff on rights, culturally sensitive assistance and specificities of the immigrant population, considering its diversity and gender, age and disability dimensions, among others.	# of people trained per year Baseline: 300 per year	400 people trained per year	MSHRC	Law 16,478/2016: Article 4 Item I Decree n° 57.533 / 2016: Article 10 Proposals 17, 19 and 35 of 2 nd Conference

AXIS II: Access to social assistance and housing

Strategic goal: Promoting the rights of the immigrant population to social assistance, ensuring access to minimum social standards, and providing hosting services to immigrants in social vulnerability situation.

Nº	Action	Indicator (with baseline)	Target	Responsible Actors	References of MPIP/ Conference
10	Provide material with information on available public services in various areas (health, transportation, education, culture, leisure, labor, housing, legal assistance, among others) in each territory, translated into several languages, and publicize it widely in strategic locations for the immigrant population and through the printed media and digital portals, among others.	# of copies of the material distributed annually Baseline: 5,000 copies in 2016 and 14,000 in 2017.	7,000 copies distributed per year	MSSAD MSHRC MSE MSH MSSCHS	Law 16,478/2016: Article 3, Item 5 Proposal 11 of 2 nd Conference
11	Carry out survey, analysis and georeferencing of data on the immigrant population's access to the municipal socio-assistance network and benefits, including information on immigrants living on the streets.	# of produced reports Baseline: 0	02 reports every 4 years	MSSAD SSC MSHRC	Decree 57,533 /2016: Article 8 Proposal 12 of 2 nd Conference
12	Expand the decentralized service of the Reference and Service Center for Immigrants (CRAI), including the usage of mobile unit(s) or fixed unit(s), by identifying priority territories.	# of itinerant assistance carried out by mobile CRAI Baseline: 377 services carried out in the 4 first months of this service # of mobile unit(s) made available Baseline: 01 mobile unit	25% of expansion per year 02 mobile units made available	MSHRC	Law 16,478 /2016: Article 6 Decree 57,533/2016: Article 9 Proposal 19 of 2 nd Conference

13	Increase the number of vacancies in reception services for the immigrant population, according to observed demand.	# of vacancies available in Immigrants' Reception Centers Baseline: 572 vacancies made available	827 vacancies made available	MSSAD	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Articles 11 and 12 Proposals 17 and 19 of the 2 nd Conference
14	Implement a Special 24-hour Reception Center for Families intended for the immigrant population, according to observed demand, ensuring emergency assistance.	Special reception center for families intended for immigrant population created (Yes / No) Baseline: No	Yes	MSSAD	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Articles 11 and 12 Proposals 17 and 19 of the 2 nd Conference
15	Ensure care for separated and/or unaccompanied immigrant children and adolescents.	Protocol for improving care for separated and/or unaccompanied immigrant children (Yes/No) Baseline: No	Yes	MSSAD	Law 16,478/2016: Proposals 17 and 19 of the 2 nd Conference
16	Equip recreational spaces of the Special Reception Centers' for women and families assisting immigrants with materials contemplating interculturality and diversity.	% Special RCs for women and families supporting immigrants equipped with materials contemplating interculturality and diversity Baseline: 0	100% of Special RCs for women and families supporting immigrants equipped with materials contemplating interculturality and diversity	MSSAD	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Articles 11 and 12 Proposals 17 and 18 of the 2 nd Conference
17	Foment the participation of immigrants assisted in debates on the services' bylaws and the formulation of the respective food menus.	MSSAD's protocol targeted at RCs on how to foment the participation of immigrants in discussions on the services' bylaws and the formulation of the respective food menus (Yes / No) Baseline: No	Yes	MSSAD	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Articles 11 and 12 Proposals 17 and 18 of the 2 nd Conference

18	Ensure that the immigrant population is expressly covered in operational protocols and respective instruments of the whole social assistance network, including those concerning children and adolescents, women, LGBTI+ population, elderly, persons with disabilities and convalescent people.	% of new protocols and instruments that expressly cover the immigrant population Baseline: to be defined	100% of protocols and instruments	MSSAD	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Articles 11 and 12 Proposals 17 and 18 of the 2 nd Conference
19	Provide continued psychological care to the immigrant population in vulnerable situations with flexible schedules in social assistance services.	# of signed partnerships to provide continuous psychological care for immigrants in social assistance services. Baseline: 0	04 signed partnerships	MSSAD MSH	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Articles 11 and 12 Proposal 18 of the 2 nd Conference
20	Create Special Reception Center for Immigrants typology in the municipal social assistance network.	Special Reception Center for Immigrants Typology created (Yes/No) Baseline: No	Yes	MSSAD	Law 16,478/2016: Article 7, Item 1 Decree 57,533 / 2016: Article 11 Proposal 17 of the 2 nd Conference
21	Promote public transportation subsidy policies for immigrants' in socially vulnerable situation hosted in facilities of the social assistance network.	Subsidy policy created (Yes / No) Baseline: No	Yes	MSHRC MSMT	Decree 57,533 / 2016: Article 7, Item 1 Proposal 16 of 2 nd Conference

22	Foment immigrants' participation, through targeted publicization, at the biannual Municipal Social Assistance Conferences, including its preparation stages.	# of participating immigrants at the biannual Municipal Social Assistance Conferences, including its preparation stages Baseline: to be defined	Doubled Baseline	MSSAD	Law 16,478/2016: Article 7, Item 1; Article 3, Item 8 Decree 57,533 / 2016: Article 12 Proposal 20 of the 2 nd Conference
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Strategic Goal: Promotion of immigrants' access to housing programs, facilitating their right to adequate housing, whether it is temporary, short-term, medium-term or permanent.

Nº	Action	Indicator (with baseline)	Target	Responsible Actors	References of the MPIP/ Conference
23	Produce the survey, mapping and analysis of data on immigrants' access to housing, including disaggregated data by nationality and gender.	# of reports produced per semester Baseline: 0	01 report produced per semester with information on families assisted disaggregated by nationality and gender	MSH MSHRC	Law 16,478/2016: Article 7, Item 6 Decree 57,533 / 2016: Article 22 Proposal 12 of the 2 nd Conference
24	Promote spaces for periodic dialogue and access to information on housing rights for immigrants living in urban occupations, in a cross-sector articulation with municipal secretariats and civil society.	% of urban occupations with immigrant residents covered with dialogue spaces promoted by the Municipality. Baseline: to be defined	80% of urban occupations with immigrant residents	MSH MSHRC	Law 16,478/2016: Article 7, Item 6 Decree 57,533 / 2016: Article 22 Proposal 12 of the 2 nd Conference

25	Ensure immigrants ' access to housing programs, acquisition and / or social rental, with special attention to women victims of violence, considering the diverse family formations and the population's features, as well as the specific legislation in force (Decree 57,533/16).	% of requesting immigrant population requesting included in housing programs per year. Baseline: to be defined	60% of immigrant population assisted per year	MSH	Law 16,478/2016: Article 7, Item 6 Decree 57,533 / 2016: Article 22 Proposals 13 and 15 of the 2 nd Conference
26	Support and articulate discussion spaces along with the MSHRC and the Municipal Council of Immigrants on immigrant population's access to the real estate market, through dialogue spaces, informational and awareness-raising materials focused on the real estate sector for flexibilization of documents and facilitation of immigrants' inclusion.	Informational and awareness-raising materials for the real-estate sector made available (Yes/No) Baseline: No # of dialogue spaces with the real-estate sector for awareness-raising on immigrants held per year Baseline: 0	Yes 01 dialogue space carried out per year	MSH MSHRC	Law 16,478/2016 Proposal 12 of the 2 nd Conference
27	Articulate the dialogue with the State and Federal Public Defender's Office, with the goal of ensuring access to information and guidance for immigrants on real-estate rental and purchase rights and duties.	Partnership established with the State's Public Defender's Office (Yes / No) Baseline: No Partnership established with the Federal Public Defender's Office (Yes / No) Baseline: No	Yes Yes	MSHRC MSH	Law 16,478/2016: Article 7, Item 6 Decree 57,533 / 2016: Article 22 Proposal 14 of the 2 nd Conference
28	Foment immigrants' participation at the Municipal Housing Conference, including its preparation stages, by means of targeted publicization.	# of immigrants participating at the Municipal Housing Conferences, including its preparation stages Baseline: unknown	Minimum of 60 immigrants participating	MSH MSHRC	Law 16,478/2016: Article 7, Item 6; Article 3, Item 8 Decree 57,533 / 2016: Article 22 Proposal 20 of the 2 nd Conference

AXIS III: Valuing and Fostering of Cultural Diversity

Strategic goal: Promotion of the right to culture, to cultural citizenship, to a culture valuing diversity and to interculturality.

Nº	Action	Indicator (with baseline)	Target	Responsible Actors	References of the MPIP/Conference
29	Allocate a specific stage for immigrants in the city's central region – <i>Palco Imigrante</i> [Immigrant stage] - in the program of the <i>Virada Cultural</i> [Cultural Turn event], ensuring visibility and participation of artists of different nationalities, including diverse artistic languages and with immigrant curatorship.	# specific stages at the <i>Virada Cultural</i> per year Baseline: 0	01 stage and/or permanent structure in <i>Virada Cultural</i> every year	MSC	Law 16,478/2016: Article 1, Item 2; Article 7, Item 5 Proposal 21 of the 2 nd Conference
30	Promote and support immigrants' fairs, through their regularization in large, safe and comfortable spaces, registration of fair workers and their activities, de-bureaucratization for participation in events promoted by the municipality, and publicization of fairs.	# of new regularized fairs Baseline: 04	08 regularized fairs	CREATE MSC MSEDL MSHRC MSSCH	Law 16,478/2016: Article 1, Item 2; Article 7, Item 5 Decree 57,533/2016 : Article 17, 2 nd paragraph ; Article 21, Item 1 Proposal 22 of the 2 nd Conference
31	Map, in a participatory manner, cultural spaces / existing groups of immigrants and their demands, including immigrants' festive dates, making the mapping process accessible, translating it into many languages and ensuring its widespread publicization.	# of mappings carried out, translated and publicized every two years Baseline: 0	01 mapping of spaces / groups / festivities carried out and translated every two years	CREATE MSC MSEDL MSHRC MSSCH	Law 16,478/2016: Article 1, Item 2; Article 7, Item 5 Decree 57,533/2016: Article 17, 2 nd paragraph; Article 21, Items 1 and 9 Proposals 23 and 28 of the 2 nd Conference

32	Allocate resources and materials to previously mapped spaces, groups, and cultural festivities of the immigrant population.	# of supported spaces / groups / festivities Baseline: 0	02 supported spaces / groups / festivities	CREATE MSC MSHRC	Law 16,478/2016: Article 1, Item 2; Article 7, Item 5 Decree 57,533/2016: Article 17, 2 nd Paragraph; Article 21, Items 1 and 9 Proposals 23 and 28 of the 2 nd Conference
33	Create and maintain a reference cultural center on immigration memory, observing, in particular, new migration flows, which (1) promotes the performance of various artistic and cultural aspects of different origins; (2) is a space open for testing and carrying out events; (3) has artistic creation labs and projection rooms; (4) institutes a multidisciplinary migration studies center that produces content and research in the cultural area; (5) is granted and supported by the government, conceived and managed by immigrants independently.	# of centers created Baseline: 0	01 center created	MSC MSHRC	Law 16,478/2016: Article 1, Item 2; Article 7, Item 5 Proposal 26 of the 2 nd Conference
34	Create and organize safe and permanent cultural spaces within the existent public facilities, curated by immigrants, as well as expand access to these places, where immigrants' cultural manifestations, essays, workshops, lectures, concerts, street art and artistic residencies can be developed, focused on the general public.	# of public facilities with public spaces for immigrants Baseline: 0 # of cultural actions curated by immigrants carried out Baseline: 0	16 public facilities with cultural spaces for immigrants 48 actions curated by immigrants carried out	MSSAD MSC MSHRC MSE MSSCH	Law 16,478/2016: Article 1, Item 2; Article 7, Item 5 Proposal 27 of the 2 nd Conference

35	Structuring a municipal policy of valorization of immigrants' cultural and artistic contribution, specially focused on new migration flows, by means of: tender processes, public notices and projects' translation and adaptation, in different languages, to this population's specificities, (self-declaration of residence, acceptance of projects in other languages, de-bureaucratization of procedures such as the requirement of National Register of Legal Entity (CNPJ), among others); inclusion of affirmative actions for immigrants in tender processes, public notices and projects.	<p>% of cultural tender processes translated and accessible to immigrants Baseline: 0</p> <p>% of tender processes focused on immigrants translated and made accessible Baseline: 0</p> <p>Guidance document for MSC's tender processes prepared and publicized (Yes / No) Baseline: No</p>	<p>80% of tender processes translated and made accessible</p> <p>100% of tender processes focused on immigrants translated and made accessible</p> <p>Yes</p>	CREATE MSC MSHRC	<p>Law 16,478/2016: Article 1, Item 2; Article 7, Item 5</p> <p>Decree 57,533/2016: Article 21</p> <p>Proposals 24 and 25 of the 2nd Conference</p>
36	Strengthen participation in the municipal policy for valorization of immigrants' artistic and cultural contribution, by means of: participation of a MCI representative in the projects' evaluation; inclusion of immigrants in the cultural public tender processes' preparation, evaluation and selection committees; creation of channels that promote guidance and training for immigrants interested in participating in tender processes.	<p>MCI representative included in tender processes' committees. (Yes / No) Baseline: No</p> <p>Immigrants included in public tender processes' committees. (Yes / No) Baseline: No</p> <p>Guidance and training channels created (Yes / No) Baseline: No</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	MSC MSHRC	<p>Law 16,478/2016: Article 1, Item 2; Article 7, Item 5</p> <p>Decree 57,533/2016: Article 21</p> <p>Proposals 24 and 25 of the 2nd Conference</p>
37	Hire immigrant teachers to work in the Reference and Assistance Center to Immigrants (CRAI) to train immigrants interested in working in the cultural area, including cultural agent courses aimed at remuneration.	# hired immigrant teachers Baseline: 0	02 immigrant teachers hired	MSHRC	<p>Law 16,478/2016: Article 1, Item 2; Article 7, Item 5</p> <p>Decree 57,533/2016: Article 21</p> <p>Proposal 29 of the 2nd Conference</p>

AXIS IV: Protection of human rights and combat of xenophobia, racism, religious intolerance, and other forms of discrimination

Strategic Goal: Combat xenophobia, racism, prejudice and any forms of discrimination

Nº	Action	Indicator (with baseline)	Target	Responsible Actors	References of MPIP/ Conference
38	Create awareness-raising programs on immigrants' rights and combating xenophobia, racism, religious intolerance and other forms of discrimination, considering gender, age, diversity and language, as well as programs facilitating access to documentation, work, public services, seeking effective acknowledgement of immigrants' documentation validity before public and private entities.	# of campaigns developed per year Baseline: 02 # of materials produced per year Baseline: 06	02 campaigns developed per year 06 materials produced per year	MCI MSHRC MSE MSH	Law 16,478/2016: Article 2, Item 4 Proposal 32 of the 2 nd Conference
39	Support interdisciplinary studies, in partnership with immigrant communities and universities, on the themes of xenophobia, racism, religious intolerance, and other forms of discrimination, in order to establish a basis for the preparation of cross-section policies and raising awareness in society through wide publicization.	# of studies supported on the theme Baseline: to be defined	04 studies supported	MCI CREATE MSHRC	Law 16,478/2016: Article 2, Item 4 Proposal 38 of the 2 nd Conference
40	Improve existing reporting channels for cases of xenophobia, racism, religious intolerance and other forms of discrimination (SP's Emergency Portal 156 and Human Rights Ombudsman), through the training of attendants and improvement of their performance, making them more accessible to immigrants through the expansion of the available service in	% of attendants trained Baseline: to be defined # of attendance languages made available in reporting channels Baseline: 0	80% of attendants trained Assistance made available in at least 03 languages in addition to Portuguese	MSHRC MSIT	Law 16,478/2016: Article 4, Item 4 Proposals 33 and 34 of the 2 nd Conference

	different languages and ensuring the referral, monitoring and effective responses for the received complaints.	# of reports on complaints received published per year Baseline: 0	01 report published per year		
41	Create a reporting channel for xenophobia, racism, religious intolerance, and other forms of discrimination in a direct and explicit manner through the MSHRC, which will receive complaints and carry out the active monitoring and follow-up.	Protocol for receiving, referring and monitoring complaints by the MSHRC created (Yes / No) Baseline: No	Yes	MCI MSHRC	Law 16,478/2016: Article 4, Item 4 Proposals 33 and 34 of the 2 nd Conference
42	Systematize along with the competent institutions and disclose data relating to human rights violations collected in the available reporting channels, especially in violent death situations, disclosing them widely in different languages.	# of reports issued per year Baseline: 0 Annual disclosure of report information in at least 3 languages in addition to Portuguese (Yes / No) Baseline: No	01 report issued per year Yes	MSHRC MSH MCI	Decree 57,533/2016: Article 8 Proposal 34 of the 2 nd Conference
43	Expand immigrants' access to justice, with special attention to gender and race, through the establishment and / or strengthening of partnerships between the public power and civil society, through the development of actions that ensure greater fairness in the judicial process, such as the facilitation of family contact and the access to special reception centers.	# of partnerships and initiatives implemented by São Paulo's City Hall for the expansion of immigrants' access to justice Baseline: 02 # of immigrants assisted in initiatives promoting access to justice Baseline: 373 (Assistance carried out by FPDO-CRAI partnership in 2019)	04 partnerships and initiatives 25% expansion per year	MSSAD MSEDL MSHRC	Law 16,478/2016: Article 2; Article 3, Item 5 Decree 57,533/2016: Article 11 ; Article 20, Item 1; Article 13; Article 16 Proposal 47 of the 2 nd Conference

AXIS V: Women and LGBTI+ population: access to rights and services

Strategic Goal: Affirmation of equal rights to women and the LGBTI+ immigrant population with the native population through full access to education, health, work and income generation, and to protection networks for women and LGBTI+ immigrants.

N°	Action	Indicator (with baseline)	Goal	Responsible Actors	References of MPIP / conference
44	Create, implement, monitor and evaluate specialized flow for multilingual assistance and monitoring of immigrant women in violent situations as to their access to protective social assistance and health services, respecting the linguistic and migration specificities, and involving, among other facilities and services, the CRAI, the Women's Reference Center, (WRC), the Women's Citizenship Center (WCC), Specialized Police Stations and Reception Centers (CAs).	Specialized flow for multilingual assistance and monitoring implemented (Yes / No) Baseline: No Annual publication of data on the assistance provided in social assistance and protection services to immigrant women victims of violence. (Yes / No) Baseline: No	Yes Yes	MSSAD MSHRC MSH	Law 16,478/2016: Article 4; Article 6 Decree 57,533/2016: Article 11, Item 2; Article 13 Proposal 39 of the 2 nd Conference
45	Create, implement, monitor and evaluate specialized flow for multilingual assistance and monitoring of LGBTI + immigrants in the access to social assistance services involving, among others, the CRAI, the LGBTI+ Citizenship Center (LGBTI+CC) and the Diversity Reference Centre (DRC).	Specialized flow of multilingual assistance and monitoring implemented (Yes / No) Baseline: No Annual publication of data on the assistance provided in social assistance, health and human rights services to LGBTI+ immigrants (Yes / No) Baseline: No	Yes Yes	MSSAD MSHRC MSH	Law 16,478/2016: Article 4; Article 6 Decree 57,533/2016: Article 11, Item 2 Proposal 40 of the 2 nd Conference

46	<p>Expand information and awareness-raising multilingual campaigns in public facilities and spaces frequented by immigrant communities, including the provision of materials and the participation of collectives and civil society organizations that work with the theme, focused on: (1) informing immigrant women and LGBTI+ population on (a) the access to the public policy for immigrants and to sexual, reproductive and mental health public policies; (b) sexual and reproductive rights; (c) documentation regularization and the right to asylum based on sexual orientation and gender identity persecution; (d) right to homoaffective marriage and civil union; (e) legal protection against xenophobia, LGBTphobia and violence against women, including information on reporting channels and protection services; (2) awareness-raising with immigrant men and boys for the prevention of gender violence against women and LGBTI+ population, as well as on the father's liability within the family.</p>	<p># of multilingual information and awareness-raising campaigns carried out annually.</p> <p>Baseline: to be defined</p>	<p>04 multilingual campaigns per year</p>	<p>MSHRC</p>	<p>Law 16,478/2016: Article 2; Article 3, Item 5</p> <p>Decree 57,533/2016: Article 14, Items 4 and 5; Article 20, Item 1; Article 13, Items 1 and 2</p> <p>Proposals 42 and 43 of the 2nd Conference</p>
47	<p>Train public servers and technical teams of the social assistance and health network, to promote humanized and non-cis/heteronormative care for immigrant women and LGBTI, ensuring respect for cultural and religious diversity, and for traditional self-care health practices.</p>	<p># of staff members of the social assistance and health network's trained in humanized, non-cis/heteronormative and culturally sensitive care for immigrant women and tLGBTI+.</p> <p>Baseline: 0</p>	<p>100 professionals of the social assistance and health network trained per year</p>	<p>MSSAD MSHRC MSH</p>	<p>Law 16,478/2016: Article 2; Article 3, Item 5</p> <p>Decree 57,533/2016: Article 14, Items 4 and 5; Article 20, Item 1; Article 13, Items 1 and 2</p> <p>Proposals 42, 43 and 44 of the 2nd Conference</p>

48	Expand actions and projects of work, employment and income generation focusing on immigrant women and LGBTI + population, including, among others, the establishment of partnerships with companies for recruitment of these populations, the advocacy for the expansion of the availability of specific credit lines and the publicization and expansion of the <i>Programa Transciudadania</i> [Transcitizenship program] for the immigrant population.	% of immigrants registered in projects focused on work, employment and income generation for women and LGBTI+ persons. Baseline: unknown	3% of total available vacancies occupied by immigrants	MSEDL MSHRC	Law 16,478/2016: Article 2; Article 3, Item 5 Decree 57,533/2016: Article 14, Items 4 and 5; Article 20, Item 1; Article 13, Items 1 and 2 Proposal 45 of the 2 nd Conference
49	Create and implement social programs and specific protocols to support pregnant immigrants and/or in the context of single parenthood, including the expansion of the provision of specialized reception centers for this audience.	Programmes and specific assistance protocols for pregnant immigrants and / or in single-parenthood context created. (Yes / No) Baseline: No	Yes	MSSAD MSHRC MSH	Law 16,478/2016: Article 2; Article 3, Item 5 Decree 57,533/2016: Article 14, Items 4 and 5; Article 20, Item 1; Article 13, Items 1 and 2 Proposal 46 of the 2 nd Conference
50	Foster the hiring of immigrant women and LGBTI+ in municipal public services.	# of immigrant women and LGBTI + people hired in municipal management and public services Baseline: to be defined # of actions for the promotion of hiring immigrant women and LGBTI people + in public services. Baseline: to be defined	# of immigrant women and LGBTI + people tripled. # of actions for promoting the hiring of immigrant women and LGBTI + people doubled per year	MSSAD MSEDL MSHRC MSE SMG MSH	Law 16,478/2016: Articles 1, 2 and 3. Decree 59,252/ 2020 Proposal 3 of the 2 nd Conference

AXIS VI: Promotion of decent work, employment and income generation, and professional training

Strategic goal: Strengthen immigrants' rights to decent work by means of equal treatment and opportunities in comparison to other workers, of the inclusion of the immigrant population in the formal job market and entrepreneurship fostering.

N°	Action	Indicator (with baseline)	Target	Responsible Actors	References of the MPIP/ Conference
51	Create a commission for advocating and monitoring the revalidation of University, technical and high school diplomas, which shall discuss the costs and strategies for simplifying such processes, produce informational material on the theme and foster the expansion of opportunities and publicization of revalidation assistance services.	Commission created, including map of participating actors, action plan and schedule of regular meetings. (Yes / No) Baseline: No	Yes	MSEDL MSHRC SME	Law 16,478/2016: Article 7; Item 3 Decree 57,533/2016: Article 14, Items 3 and 4; Article 28, Item 1 Proposal 49 of the 2 nd Conference
52	Promote an increase in the number of free vacancies in varied professional training courses, and on schedules adapted to the immigrants' needs, especially immigrant women, including the expansion and publicization of partnerships with the "S" system and other institutions, by means of agreements and subsidies.	# of immigrants who finished professional training courses, including gender breakdown. Baseline: to be defined	25% of expansion per year, including a 50% minimum of woman.	MSEDL MSHRC MSE	Law 16,478/2016: Article 7; Item 3 Decree 57,533/2016: Article 16, Item 2 Proposal 50 of the 2 nd Conference

53	<p>Foment the acknowledgement of immigrants' working experiences in the countries of origin for hiring purposes by Brazilian companies, including during the intermediation of job offers by worker support agencies, among other advocacy fronts.</p>	<p># of hiring taskforces/fairs implemented. Baseline: 1</p> <p># of immigrant people referred by municipal public services Baseline: 549</p> <p># of immigrant people hired after municipal public services' referral Baseline: 37</p> <p>Annual training of CATes staff for qualified assistance to the immigrant population, including how to consider previous experiences from the countries of origin (Yes / No) Baseline: No</p>	<p>01 hiring taskforce/fair held per year</p> <p>2.000 immigrants referred per year</p> <p>200 immigrants hired per year</p> <p>Yes</p>	<p>MSEDL MSHRC MSE</p>	<p>Law 16,478/2016: Article 7; Item 3</p> <p>Decree 57,533/2016: Article 14, Item 3 and IV; Article 18, Item 1.</p> <p>Proposal 51 of the 2nd Conference</p>
54	<p>Promote and ensure incentive actions for immigrant entrepreneurs, including, among others: (a) promotion of access to microcredit and credit for entrepreneurs/immigrants, ensuring the acceptance of migration documents by municipality and partners' initiatives; (b) expansion and improving of attendance services and face-to-face guidance on procedures' formalization for small, medium-sized and large companies, including multilingual attendance of small, medium-sized and large companies, including multilingual service; (c) adequacy of tender processes and programs focused on entrepreneurship at specifics of the immigrant population, including provision of multilingual information</p>	<p>% of beneficiaries of City Hall's microcredit and credit beneficiaries that are immigrant Baseline: to be defined</p> <p># of immigrant people assisted for entrepreneurship guiding services. Baseline: to be defined</p> <p>Preparation of multilingual material for the immigrant population with the public notices and programmes focused on entrepreneurship. (Yes / No)</p>	<p>3% of beneficiaries assisted are immigrants</p> <p>2.000 immigrants assisted per year</p> <p>Yes</p>	<p>MSEDL MSHRC</p>	<p>Law 16,478/2016: Article 7; Item 3</p> <p>Decree 57,533/2016: Article 17</p> <p>Proposal 52 and 53 of the 2nd Conference</p>

	on the digital platforms of São Paulo's City Hall.	Baseline: no			
55	Promote awareness-raising campaigns on labor exploitation and discrimination against immigrants in the workplace, observing gender issues, focused on the public power, private initiatives, civil society and immigrant population, in official channels and in strategic points of great flow of people. This includes territorialized lectures at different times, as well as public facilities and the distribution of informational materials that divulge reporting channels.	# of territorialized campaigns carried out. Baseline: 549	01 campaign carried out per year	MSEDL MSHRC	Law 16,478/2016: Article 7; Item 3 Decree 57,533/2016: Article 14, Items 3 and 4, Article 18, Item 1 Proposals 55 and 56 of the 2 nd Conference
56	Improve existing reporting channels and continuous legal advice for labor law violation cases.	# of immigrant people assisted on labor law guidance. Baseline: to be defined Complaints and continuous legal advice attendance services on labor law violations offered to immigrants, including cases by means of partnerships. (Yes / No) Baseline: no	25% of expansion per year Yes	MSEDL MSHRC	Law 16,478/2016: Article 7; Item 3 Decree 57,533/2016: Article 14, Items 3 and 4, Article 18, Item 1 Proposals 55 and 56 of the 2 nd Conference
57	Foresee MCI's representative and deputy at COMTRAE.	MCI's representative and deputy have taken office in COMTRAE. (Yes / No) Baseline: no	Yes	MSEDL MSHRC	Law 16,478/2016: Article 7; Item 3 Decree 57,533/2016: Article 14, Items 3 and 4, Article 18, Item 1 Proposals 55 and 56 of the 2 nd Conference

58	Expanding street vendors and entrepreneur immigrants' access to public spaces, through the permanent dialogue with trader associations and cooperatives, from affordable offers for trading sites to the participation in gastronomic, artisanal and other types of fairs held by São Paulo's municipality.	<p>% immigrants enrolled in accreditations for street vendors, gastronomic fairs and other support programmes for gastronomy entrepreneurs Baseline: to be defined</p> <p># of dialogue spaces with the trade associations and cooperatives with participation of immigrants Baseline: to be defined</p> <p># of immigrants registered in support programmes for craftMSEn and manual workers. Baseline: 59</p>	<p>3% of total enrolled people are immigrants</p> <p>02 dialogue spaces per year.</p> <p>25% of expansion per year</p>	MSEDL MSHRC MSSCH	<p>Law 16,478/2016: Article 7; Item 3</p> <p>Decree 57,533/2016: Article 14, Items 3 and 4, Article 18, Item 1</p> <p>Proposals 57 and 58 of the 2nd Conference</p>
59	Promoting access of the immigrant population to the regularization policy for street vendor. This includes orientation services and assistance in regularization processes for using spaces for trade, as well as raising supervisors' awareness on the migration theme.	<p># of immigrant people regularized for street trade Baseline: to be defined</p> <p># of supervisors who undergone awareness-raising on the migration theme. Baseline: 0</p>	<p>1.350 of immigrants regularized</p> <p>100 supervisors undergone awareness-raising per year</p>	MSEDL MSHRC MSSCH	<p>Law 16,478/2016: Article 7; Item 3</p> <p>Decree 57,533/2016: Article 17</p> <p>Proposals 57 and 58 of the 2nd Conference</p>

AXIS VII: Access to comprehensive integral education, Brazilian Portuguese Language Teaching for immigrants and respect for interculturality

Strategic Goal: Assurance of the right to education to all children, adolescents, young people and adult immigrants through access, permanence and completion in the municipal public-school network

No.	Action	Indicator (with baseline)	Target	Responsible Bodies	References of MPIP / Conference
60	Expanding and institutionalizing continuous training for working professionals at all levels and positions of the municipal public-school network on education methods, didactics and pedagogies related to the migration and immigrants' rights themes; encouraging their participation through city hall's certifications and / or through universities, inclusion of scores for career progression plan and offering face-to-face and remote teaching modalities.	<p>% of teachers of the municipal public-school network trained for assisting the immigrant population Baseline: to be defined</p> <p># of biannual trainings, by the DRE, for professionals of the municipal public-school network on attending immigrants Baseline: to be defined</p> <p># DRE annually trained Baseline: to be defined</p>	<p>50% of teachers trained</p> <p>01 training course per year, by the DRE</p> <p>13 DRE trained annually</p>	MSHRC MSE	<p>Law 16,478/2016: Article 7; Item 4</p> <p>Decree 57,533/2016: Articles 19 and 20</p> <p>Proposal 59 and 2nd Conference</p>
61	Foster initiatives focusing on students' awareness-raising on respect for diversity.	<p>% of students reached with initiatives on respect diversity.</p> <p>Baseline: 1.039.196 students enrolled in June 2020).</p>	100% of students reached	MSHRC MSE	<p>Law 16,478/2016: Article 7; Item 4</p> <p>Decree 57,533/2016: Article 20, Item 1 and 2</p> <p>Proposal 59 of the 2nd Conference</p>
62	Systematize and publicize information, in different languages, on São Paulo's public-school system, including updated data	Information on São Paulo's public-school system have been	Yes	MSHRC MSE	Law 16,478/2016: Article 3; Item 4; Article 7, Item 4

	and references on school equivalence, Brazilian schools' entrance methods, mapping and georeferencing of municipal schools	systematized and made public in 7 or more languages. (Yes / No) Baseline: no			Decree 57,533/2016: Articles 19 and 20 Proposal 61 of the 2 nd Conference
63	Expand the articulation between the municipal and state education secretariats for the mapping of educational institutions public active in elementary, technical and college education schools, in the municipality of São Paulo, which have immigrant students, and promote the of sharing good practices, including, among other topics, those related to Brazilian Portuguese courses for immigrant populations, public servers' training, and other educational mediation activities.	# of annual mappings carried out on municipal and state schools, of elementary, technical or college level education, which have immigrant students Baseline: 0 Flow established for periodic sharing of best practices. (Yes / No) Baseline: no	01 mapping carried out per year Yes	MSHRC MSE	Law 16,478/2016: Article 7; Item 4 Decree 57,533/2016: Articles 19 and 20 Proposal 62 of the 2 nd Conference
64	Make EJA and CIEJA, among other courses, available on weekends, in the public schools of the municipal network, to promote the inclusion of the immigrant population.	EJA and CIEJA, among other courses, provided on weekends (Yes / No) Baseline: no	Yes	MSHRC MSE	Law 16,478/2016: Article 7; Item 4 Decree 57,533/2016: Articles 19 and 20 Proposal 63 of the 2 nd Conference
65	Strengthening communication channels between public and private educational institutions for awareness-raising and adoption of affirmative actions that expand immigrants' facilitated entrance, permanence and completion at the many levels of the educational system, including technical and college education, specially focused on immigrant populations in	# of immigrants enrolled in the municipal public-school system Baseline: 7.287 Study carried out on students' permanence in the many levels of the education system (Yes / No)	80% expansion Yes	MSHRC MSE	Law 16,478/2016: Article 7; Item 4 Decree 57,533/2016: Articles 19 and 20

	vulnerable situations.	Baseline: no			Proposal 64 of the 2 nd Conference
66	Strengthening the municipal policy of immigrant students' reception by means of: (1) providing monitoring of Brazilian Portuguese learnings for immigrants in elementary schools' night shift (2) providing language classes to promote cultural socialization; (3) promotion of cultural mediation activities and native language appreciation; (4) hiring itinerant teachers of Brazilian Portuguese as a Host Language (PHL) to work in schools with high rates of immigrant students; (5) assuring dialogue spaces in municipal public schools for the promotion and integration of immigrant students; and (6) provide social assistance and psychological support, as well as reporting channels for denouncing violence cases, to immigrant students.	Hosting program for immigrant students in the school environment has been created. (Yes / No) Baseline: no % of municipal teaching units municipal, with immigrant students, which have hosting projects in the school environment Baseline: to be defined	Yes 100% of municipal teaching units have immigrant students	MSHRC MSE	Law 16,478/2016: Article 7; Item 4 Decree 57,533/2016: Articles 19 and 20 Proposal 65 of the 2 nd Conference
67	Enhance the " <i>Programa Portas Abertas</i> " [Open Doors program] through: (1) provision of Brazilian Portuguese classes in reception centers for immigrants and other places; (2) provision of the program's methodology and technical support for external actors' usage; (3) teachers' continuous training on Brazilian Portuguese as a Host Language (PHL), fostering the hiring of immigrant teachers and proposing partnerships with universities; (4) teaching advanced Brazilian Portuguese and Portuguese for specific purposes, such as scholars and professionals, among others;	Open Doors Program is offered on weekends. (Yes / No) Baseline: no Reception centers for immigrants with Brazilian Portuguese classes available (Yes / No) Baseline: no Methodology of the Open Doors Program publicized on São Paulo's City Hall website. (Yes/no) baseline: no	Yes Yes Yes 25% expansion per year Yes 25% expansion per year Yes	MSHRC MSE	Law 16,478/2016: Article 7; Item 4 Decree 57,533/2016: Articles 19 and 20 Proposals 66 and 67 of the 2 nd Conference

	<p>complementary material for students; (6) legal institutionalization linked to transportation subsidy programs, professional course Certification and training courses for paid internship (7) expansion of teaching places stemming from the mapping of immigrants' demands; (8) flexible working hours, especially at night and on weekends, including the observation of specific audiences' demands, such as: immigrant mothers and their time flexibility needs, for example, or supporting their daughters and sons, and access to information on their rights; (9) expansion of course' divulgence; (10) improving the course's technical quality; (11) Providing the modality of remote teaching, issuing certificates through partnerships with public universities.</p>	<p># of teachers trained in Brazilian Portuguese as a Host Language (BHL) Baseline: 48 teachers trained in 2019.</p> <p>Advanced Brazilian Portuguese courses, and Portuguese for academic and professional purposes, made available (Yes / No) Baseline: no</p> <p># of students attended by the Program. Baseline: 871 students attended in 2019</p> <p>Open Doors Program institutionalized by law, including transport aid, professional certification and schemes for paid internships. (Yes / No) Baseline: no</p> <p>Course offered in Remote teaching modality (Yes / No) Baseline: no</p>	<p>Yes</p>		
68	<p>Prepare a guidance document for promoting the inclusion of specialized entities in immigrants' attendance in the management of early Childhood Education Centers (CEC).</p>	<p>Guidance document has been prepared and publicized. (Yes / No) Baseline: No</p>	<p>Yes</p>	<p>MSHRC MSE</p>	<p>Law 16,478/2016: Article 7; Item 4</p> <p>Decree 57,533/2016: Articles 19 and 20</p> <p>Proposal 68 of the 2nd Conference</p>

69	Promote the expansion of access to kindergartens and / or the creation of public network for community childcare for immigrants, ensuring humanized and multilingual service.	<p># of immigrant children registered in kindergartens and / or public childcare services. Baseline: 1587 immigrant children enrolled in June 2020</p> <p>% of professionals working in kindergartens and / or public childcare services trained on migration and immigrant childhood issues Baseline: to be defined</p> <p>Provision of multilingual attendance in kindergartens and public childcare services that care for immigrant children (Yes / No) Baseline: No</p>	<p>80% expansion after 4 years</p> <p>50% of the professionals trained</p> <p>Yes</p>	MSHRC MSE	<p>Law 16,478/2016: Articles 4 and 6</p> <p>Decree 57,533/2016: Article 11, Item 2</p> <p>Proposal 41 of the 2nd Conference</p>
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AXIS VIII: Access to integral health, leisure activities and sports

Strategic Goal: promotion of culturally appropriate access to health for the entire immigrant population, regardless of their immigration and documentary status.

N°	Action	Indicator (with baseline)	Target	Responsible Bodies	References of the MPIP / Conference
70	Consolidate and expand preventive and health promotion through campaigns, ongoing programmes and communication channels focused on immigrants and implemented in articulation with civil society, including information on the services and the universality of the <i>Sistema Único de Saúde</i> [Brazilian Unified Health System] (SUS).	# of campaigns and programs implemented for immigrants' information on public health services. Baseline: to be defined Direct and accessible communication channels destined to immigrants have been implemented. (Yes / No) Baseline: No	# of campaigns and programs doubled Yes	MSHRC MSH	Law 16,478/2016: Article 3, Item 5; Article 7, Item 2 Decree 57,533/2016: Article 14, Items 1 and 3 Proposals 69 and 70 of the 2 nd Conference
71	Implement and consolidate, within the framework of the Secretariat of Municipal Health (MSH), working groups on "health of the immigrant population". These include managers, health professionals and immigrants' participation, and their goal is promoting training, awareness-raising and de-bureaucratization process in the access to public health services.	Working groups on the Health of the Immigrant Population are operational (Yes / No) Baseline: No # of meetings held annually for the promotion of the immigrant's population health. Baseline: 0	Yes 04 meeting carried out per year	MSHRC MSH	Law 16,478/2016: Article 3, Item 5; Article 7, Item 2 Decree 57,533/2016: Article 14 Proposal 72 of the 2 nd Conference

72	Promoting the participation of immigrants in the Municipal Council of Health, as well as in the Management Councils of the Basic Health Units (BHU).	<p>Published policy framework providing for the participation of immigrants as members, deputies, voters, and observers in the Municipal Council of Health. (Yes / No) Baseline: No</p> <p>Informational Material has been made available to the immigrant population and translated into different languages, regarding their participation in the Municipal Council of Health, as well as in the Management Councils of the BHU. (Yes / No) Baseline: No</p>	<p>Yes</p> <p>Yes</p>	MSHRC MSH	<p>Law 16,478/2016: Article 3, Item 5; Article 7, Item 2</p> <p>Decree 57,533/2016: Article 3 and Article 14</p> <p>Proposal 72 of the 2nd Conference</p>
73	Maintain and consolidate Family Health as a priority strategy of basic attention in territories inhabited by immigrants, including the establishment of specialized attendance and referral flows within the public health services framework.	<p>% of territories with high concentration rates of immigrant populations attended by the ESF. Baseline: to be defined</p> <p>Standard Operational Protocols specialized in service and referral of immigrant patients implemented. (Yes / No) Baseline: no</p>	<p>80% of territories attended Yes</p>	MSHRC MSH	<p>Law 16,478/2016: Article 7, Item 2</p> <p>Decree 57,533/2016: Article 14</p> <p>Proposal 73 of the 2nd Conference</p>
74	Promote the permanent training of health teams operating in all attention levels to ensure an attendance culturally sensitive to immigrants' specificities, especially in regard to gender issues, sexual orientation and mental health.	<p>% of professionals working in the public health facilities, services, and political health frameworks in the city trained on the specificities in assisting the immigrant population Baseline: to be defined</p>	<p>50% of health professionals trained</p>	MSHRC MSH	<p>Law 16,478/2016: Article 7, Item 2</p> <p>Decree 57,533/2016: Article 14</p> <p>Proposal 75 of the 2nd Conference</p>

75	Promote external actions for specialized itinerant assistance at alternative times, in neighborhoods with a high concentration rate of immigrants.	% of BHUs with external actions carried out in neighborhoods with high concentration rates of immigrants Baseline: to be defined	100% of BHUs	MSHRC MSH	Law 16,478/2016: Article 7, Item 2 Decree 57,533/2016: Article 14 Proposal 75 of the 2 nd Conference
76	Improve management of municipal health policy through the incorporation of the immigration theme into public information systems, in both municipal and sub municipal scales, as well as periodic publication of data and the publicization of municipal and state public funds aimed at health research and actions.	% of municipal public systems on health information, managed by MSH, which include specific cuttings related to the immigrant population. Baseline: 0 Information material for disclosure of municipal funds destined for health research and actions. (Yes/no) Baseline: no. Report on immigrants' access to the municipal health network has been made public by São Paulo's City Hall (Yes/no) Baseline: no.	80% of municipal public health systems of information Yes Yes	MSHRC MSH	Law 16,478/2016: Article 7, Item 2 Decree 57,533/2016: Article 14 Proposal 76 of the 2 nd Conference
77	Promote education and permanent sensitization to public servers and other relevant actors about childbirth humanized and prenatal care taking into account the diversity of immigrant women's cultures and customs.	% of public servers and other relevant actors trained and/or sensitized Baseline: to be defined	50% of relevant public servers are trained	MSHRC MSH	Law 16,478/2016: Article 7, Item 2 Decree 57,533/2016: Article 14, Item 4 Proposal 77 of the 2 nd Conference

78	Promote and publicize courses for immigrant doulas on weekends, for the expansion of access to pre-natal care and humanized childbirth, culturally sensitive for immigrant pregnant women.	Doula training courses provided with vacancies reserved for immigrants (yes/no). Baseline: no	Yes	MSHRC MSH	Law 16,478/2016: Article 7, Item 2 Decree 57,533/2016: Article 14, Item 4 Proposal 77 of the 2 nd Conference
79	Institute multilingual app and dialog remote channel between the immigrant and specialized interpreter for ensuring a standardized intercultural approach in physical and mental health care services.	Channel established for the remote dialogue between immigrants and interpreters specialized in support to physical and mental health services. (Yes / No) Baseline: no	Yes	MSHRC MSIT MSH	Law 16,478/2016: Article 3, Item 5; Article 7, Item 2 Decree 57,533/2016: Article 14, Items 1 and 3 Proposal 78 of the 2 nd Conference

Strategic Goal: Inclusion of the immigrant population in sports, leisure activities and recreation programs and actions, and ensuing access to municipal sports facilities.

80	Promote and ensure access to free, safe spaces, which are proper for leisure activities, festivities, and sports by immigrant communities, including the mapping of the territorial occupation of the spaces and public sports and leisure facilities by these communities.	Program for the inclusion of immigrant population in sports, leisure, and recreation activities has been created (Yes / No) Baseline: no	Yes	MSSL MSHRC	Law 16,478/2016: Article 7, Item 7; Decree 57,533/2016: Article 23 Proposal 71 of the 2 nd Conference
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7- Monitoring and Evaluation

The implementation of the Municipal Plan of Policy for Immigrants of São Paulo will be coordinated by the CPIPW/MSHRC over its 4 (four) years term. However, its governance model presumes the collaboration and involvement of all entities that intervene or have responsibility in ensuring immigrants' access to rights in São Paulo. This approximation and involvement model of all social sectors in the Plan's implementation and monitoring seeks to expand participation and improve efforts towards an enhancement of the immigrant population's protection and integration in the city.

Hence, the continuous monitoring of the Plan's implementation will be carried out by the MCI and, in a complementary way, by the governmental bodies, institutions, groups and individuals with legal attribution and/or interest in the matter, such as those linked to the Justice system, the Legislative branch, other instances of the Executive branch and civil society.

Regarding the MCI, the said consulting and participation body, which brings together the municipality's interests and policies on issues related to immigration, will be the main instance of monitoring and evaluation of the plan's implementation. To this end, a specific Working Group may be established, as decided in the MCI's plenary.

Monitoring should be guided by the Plan's matrix, which, as described in Chapter 5 of the present document, is subdivided into (I) Axes, (II) Strategic Goals, (III) Actions, (IV) Indicators (including baseline), (V) Target, (VI) Responsible Actors, and (VII) Legal References of the MPIP and the 2nd Municipal Conference on Policies for Immigrants. Thus, for each of the Plan's action there are corresponding indicators (absolute, percentage or frameworks), targets and government bodies responsible for its implementation, in order to make the operationalization of results possible to be measured and enforceable in a specific way.

The targets indicated for each action refer to the total period of 4 (four) years, and therefore it should be considered throughout the monitoring and evaluation processes.

The monitoring frequency will be defined by the MCI, which is expected to agree on a very precise schedule, considering the variety of tools that can assist this process, such as: (I) the holding of MCI's internal periodic meetings for a presentation of the Plan's implementation updates; and (II) the preparation and publication of executive reports, with both quantitative and qualitative features, on the actions carried out by the public authorities; (III) the holding of public hearings for monitoring. The following is a suggested schedule for the duration of the Plan's term.

	Jul/21	Dec/21	Jul/22	Dec/22	Jul/23	Dec/23	Jul/24	Dec/24
Internal meeting of the WG / MCI								
Publication of implementation report								
Presentation of results in public hearing								

After the first two years of the term, the Plan foresees the carrying out of accountability and partial review in a public hearing, with society, on the implementation of its Actions, as shown on the schedule above. This will be done to ensure transparency and allow for possible corrections or adjustments necessary to achieve the Plan's goals. Any revisions or updates to the Plan's contents over the four years of its term may only be carried out by means of a participatory process that includes presentation, justification, and deliberation of the MCI. Finally, it should be noted that the implementation of each action foreseen in the Municipal Plan of Policies for Immigrants of São Paulo implies the mobilization of institutions and partner entities in the implementation and allocation of the necessary resources.

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Annex I - Suggested or Potential Partners

As described in Section 5.6, institutions, and organizations external to the Municipal Executive branch were not included as direct responsible bodies for the implementation of the programmatic actions foreseen in the Municipal Plan. However, due to its relevance to the theme and legal competences, it was decided to include in this Annex I institutions considered as especially relevant for the implementation and monitoring of the Plan, many of them indicated during the 2nd Municipal Conference and in discussions with the MSHRC and the MCI. It was also adopted the criterion that all the institutions that make up the MCI in the Plan's elaboration period (2019 - 2020) constitute "natural" partners to its implementation, including those that followed the process as observers.

Therefore, the list presented below is not exhaustive, nor are the institutions listed here bound to support this Plan's implementation. This Annex is a living document, and other institutions may be aggregated or withdrawn according to the expression of interest and deliberation of the MSHRC and the MCI.

Civil society organizations

África do Coração

Associação Senegalesa de São Paulo (Asensp)

Bibli-ASPA Centro de Cultura e Pesquisa

Cáritas Arquidiocesana de São Paulo

Centro de Apoio e Pastoral do Migrante (CAMI)

Centro de Direitos Humanos e Cidadania do Imigrante (CDHIC)

Missão Paz

Presença da América Latina (PAL)

International Organizations

United Nations High Commissioner for Refugees (UNHCR)

International Labor Organization (ILO)

International Organization for Migration (IOM)

Institutions linked to the Legislative and Judicial branches

City Hall of São Paulo (CMSP)

Federal Public Defender's Office (FPDO)

São Paulo's State Public Defender's Office (SPDO)

Ministry of Labor (ML)

State and Federal Executive branch

Apoio:



OIM
ONU MIGRAÇÃO



UNHCR
ACNUR
Agência da ONU para Refugiados

Realização:



CMI
CONSELHO MUNICIPAL DE
IMIGRANTES
DE SÃO PAULO



CIDADE DE
SÃO PAULO
DIREITOS HUMANOS
E CIDADANIA