

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Labour law reform		
Promised labour law reform	The new president has promised to amend Brazilian labour law in 2019 with the stated intention of making it more business friendly. No details have yet been released.	Keep abreast of developments in this area.
Outsourcing		
Outsourcing of core activity	<p>In August this year, the Supreme Court held that businesses were free to outsource their core activities to third party providers (previously they could only outsource non-core activities such as support services).</p> <p>No specific legal changes have been proposed yet, although the new Government is likely to address this in 2019.</p>	Further changes are expected, so keep abreast of developments in this area.
Data protection		
Introduction of a new data protection regime, similar to the EU General Data Protection Regulation (“GDPR”).	<p>The General Data Protection Law (Lei Geral de Proteção de Dados – “LGPD”) was published in August and gives companies until February 2020 to ensure their data processing practices are compliant.</p> <p>The LGPD, similar to the GDPR, significantly strengthens Brazil’s data protection regime in favour of individuals. Many employers will need to make substantial changes to their current data processing practices to be compliant.</p> <p>The LGPD states that the Data Protection Authority (“DPA”) will provide guidance to businesses on how to comply before the law comes into effect. The DPA has not, however, been created. This should happen in 2019.</p> <p>Effective date: February, 2020</p>	<p>(1) Become familiar with the new rules and keep abreast of any developments ahead of implementation.</p> <p>(2) Keep track of any DPA LGPD guidance.</p> <p>(3) Review and update existing data processing policies and practices. If in doubt, seek legal advice.</p>