

iGlobal Law 2024 Annual Alert : Brazil

Legal Change	Effective Date	Action required
<p>New measures to foster equal pay for women and men</p> <p>Law No 14,611 was published on July 4th 2023, introducing new measures aimed at fostering equal pay and remuneration criteria for women and men. The law imposes the obligation - for companies with 100 or more employees - to publish half-yearly reports on wage transparency and remuneration criteria, comprising the minimum information established by the law.</p> <p>It also provides that the Brazilian Federal Government will make available those reports and other prominent statistical information on a public digital platform. Further regulation relating to these rules is expected.</p>	<p>It still requires further regulation from Ministry of Labour.</p>	<p>Although the effectiveness of the law still depends on further regulation from the Ministry of Labour, it is recommended that relevant employers start gathering information to publish the periodic report showing the minimum information required by law.</p>
<p>New system for FGTS payment</p> <p>The Unemployment Guarantee Fund (FGTS) will start to be paid through the eSocial system. The so called “FGTS Digital” will replace the current format of collection through the Federal Savings Bank (<i>Caixa Econômica Federal</i>). Government expects to simplify the accomplishment of labor obligations.</p>	<p>January 1st 2024.</p>	<p>Employers should confirm that the company’s payroll system is adapted to the eSocial system for compliance with obligations related to the FGTS.</p>