

Equal pay in Brazil

Context

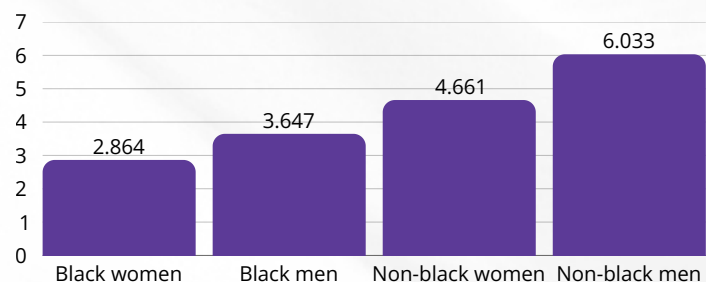
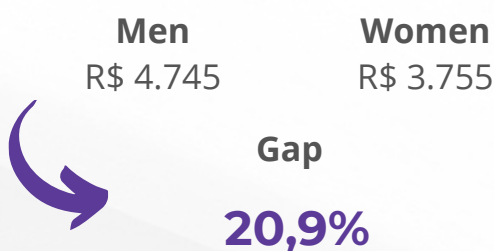
Enacted on July 3, 2023, Brazil's Equal Pay Law (Law No. 14,611/2023) reinforces the principle of equal pay for work of equal value between women and men. It strengthens mechanisms of transparency, oversight, and accountability to reduce gender-based pay disparities.

The law requires companies with 100 or more employees to submit semiannual Wage Transparency and Remuneration Criteria Reports and to publicly disclose the results. These reports include data on salaries and remuneration criteria by gender and race, allowing for greater visibility of pay differences and supporting government monitoring and enforcement.

The reports serve as a key tool for promoting pay equity and guiding corporate and public actions to advance gender equality in the workplace.

Key Findings – 3rd Wage Transparency Report (2025)

The report analyzed data from 53,014 companies with 100 or more employees, based on information from the 2024 RAIS database (covering around 19 million jobs).



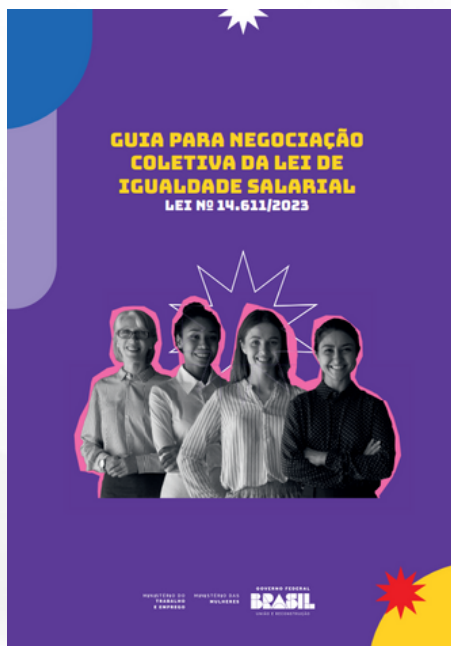
- Women's participation in the labor market has risen steadily—from 38.8 million workers in 2015 to 44.8 million in 2024.
- The number of companies employing 10% or fewer Black women dropped from 21,680 to 20,452, showing slight progress in representation.
- The number of Black women in the workforce increased from 3.25 million to 3.85 million.
- A growing number of companies now report average or median gender pay gaps of 5% or less, suggesting gradual improvement in wage parity.
- In specific occupational categories:
 - Women in management and executive roles earn 73.2% of men's wages.
 - Women in professional or higher-education positions earn 68.5% of men's wages.
 - Women in administrative services earn 79.8% of men's wages.

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Other activities in 2025

Equality at Work Movement:

- The federal government launched the **Equality at Work Movement** to promote gender equality and pay equity in workplaces.
- Actions included awareness campaigns, public events, and partnerships among government agencies, private companies, and civil society.
- The initiative also encouraged organizations to adopt voluntary commitments and internal policies supporting fair pay and diversity.



Collective Bargaining Guide on Equal Pay:

- The Ministry of Labor and the Ministry of Women published a **Collective Bargaining Guide for Equal Pay**, designed to assist employers and unions in negotiating gender equity clauses.
- The guide provides practical recommendations for integrating equal pay measures into collective agreements.
- It also promotes social dialogue and helps institutionalize equality practices across sectors.

Labor Inspections and Enforcement:

- The Ministry of Labor **strengthened inspection** to ensure compliance with Law No. 14,611/2023.
- More than 800 companies across Brazil were inspected for wage disparities.
- Companies found with unjustified pay gaps were required to develop corrective action plans in cooperation with labor unions.
- These inspections aimed to reinforce accountability and promote a culture of compliance with equal pay standards.