

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Labour Law</b>		
<b>Major amendments to the Brazilian Consolidated Labour Laws</b>	<p>On November 11, 2017, the Brazilian Consolidated Labour Laws (CLT) were significantly amended; more than 100 changes were made, including changes to vacation entitlements and working time arrangements.</p> <p>Employers will need to be compliant with the changes in 2018.</p>	<p>(1) Ensure you are familiar with the changes and assess how they affect your business. If unsure, seek specialist labour law advice.</p> <p>(2) Review current practices and procedures and amend them to ensure they are compliant.</p>
<b>Immigration</b>		
<b>New rules</b>	<p>Major changes were made to the existing immigration laws on November 21, 2017. The rules regarding the new visa process are currently uncertain, and clarification is to be confirmed.</p>	<p>(1) Understand the changes and review how and if it will impact new and current visa holders.</p> <p>(2) To ensure you are compliant, seek specialist immigration advice.</p> <p>(3) Keep an eye out for clarifications to the visa process.</p>
<b>Compensation</b>		
<b>Linkage to inflation</b>	<p>A recent Supreme Court decision has reignited earlier discussions as to whether labour related compensation should be adjusted according to the Special Extended National Consumer Price Index ("IPCA-E").</p> <p>If adjustments are made to reflect the IPCA-E, employers will be required to pay higher amounts to successful claimant employees, than is currently the case.</p> <p>No specific legal changes have been proposed yet.</p>	<p>No action required at present, but keep abreast of how the legal situation develops.</p>
<b>Employment data</b>		
<b>Electronic Storage of Employee Data</b>	<p>The Brazilian Federal Government is working on the creation of a unified online data cloud system, to which employers will need to submit certain information about their staff and working arrangements. The aim is to give the authorities a complete picture of whether employers are complying with Brazilian laws.</p> <p>Effective date: Unknown but we expect changes to be introduced in early 2018.</p>	<p>No action required at present but keep abreast of how the legal situation develops.</p>