

Brazil's Salary Transparency Law: Mandatory Biannual Pay-Gap Reporting

Gender Equality · Good practice · Brazil

Quality score: 74/100

Evidence strength: Strong

Summary

Law 14.611/2023 requires Brazilian employers with 100+ staff to publish biannual salary-transparency reports. The March 2024 first cycle covered 49,587 establishments and 17.7 million workers, revealing a 19.4% average gender pay gap (32% for Black women).

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-08-30

[Ministério do Trabalho e Emprego \(MTE\)](#) — accessed 2026-08-30

[Relatório de Transparência Salarial \(MTE\)](#) — accessed 2026-08-30

[Littler: New Brazil Pay Transparency Report Due](#) — accessed 2026-08-30

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