

Tackling Inequalities

BRAZILIAN SUSTAINABLE TAXONOMY

SECRETARIAT OF
ECONOMIC POLICY

MINISTRY OF
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Tackling Inequalities

Introduction

A sustainable finance taxonomy consists of a classification system that clearly, objectively and scientifically defines activities, assets, or project categories that contribute to defined climate, environmental and/or socioeconomic objectives, using specific criteria. It is a central instrument for mobilizing and redirecting capital flows towards the investments needed for the transition to a sustainable economy (BRASIL. MF, 2023).

By December 31, 2023, 50 countries or jurisdictions had already developed, adopted or were in the process of developing their taxonomies (MARCHEWITZ *et al.*, 2024). One of the first taxonomies was the Taxonomy of the European Union (EU), launched in June 2020 as one of the enabling policies of the European Green Deal, creating a classification system for sustainable economic activities, in order to channel investments towards projects and activities that contribute substantially to the environmental objectives¹ defined in the Taxonomy (EUROPEAN COMMISSION, 2022). In 2022, the EU Platform on Sustainable Finance (PSF, 2022), an advisory council established by the European Commission, also published a proposal for a social taxonomy, although it has not been regulated.

The Brazilian Sustainable Taxonomy (TSB) is part of the federal government's Ecological Transformation Plan (PTE), an initiative that aims to transform and guide the country's economy towards a more sustainable, regenerative and inclusive model. The PTE is structured around six axes,² with the TSB being part of the Sustainable Finance axis (BRASIL. MF, 2023).

Considering the social inequalities in the country and the need to increase financial flows to tackle these inequalities and other social issues, it is imperative to include social objectives in the TSB's development, in line with the principle of a just transition. The inclusion of socio-economic objectives is innovative and ambitious, given the panorama of national taxonomies worldwide, where social objectives are covered only in the taxonomies of Mexico, Georgia, China and Mongolia (NATIONAL BANK OF GEORGIA, 2022; QING AND WANG, 2020; MEXICO, 2023).

At the same time, developing social taxonomies poses greater complexity than environmental ones. While environmental taxonomies are based on natural sciences and international agreements (such as the Paris Agreement), which facilitates the establishment of quantitative parameters, social taxonomies must be anchored not only in science and internationally agreed standards and principles, but also in each country's contextual aspects, creating challenges of integration and coherence between the two (FGVCS, 2023b; PSF, 2022).

This document addresses objective 9 of the TSB and presents the **Gender and Ethnic-Racial Equity Index**.³

¹ There are six environmental objectives in the EU Taxonomy: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems (European Commission, 2022).

² Sustainable Finance, Technological Densification, Bioeconomy, Energy Transition, Circular Economy, and New Infrastructure (BRASIL. MF, 2023).

³ The TSB Action Plan prioritized objectives 9 and 10 for the TSB's first edition. However, during the development of this chapter and the index, it became clear that each of the aspects of gender, ethnicity/race, region; and territory is highly relevant and complex on its own, and to deal with inequalities relating to all these aspects in a single chapter and index would result in not addressing each's complexity adequately, at the risk of omitting relevant aspects of Brazil's social inequalities. That said, objective 10 of the TSB, "Reduction of regional and territorial inequalities in the country", will be covered in depth in later editions of the TSB.

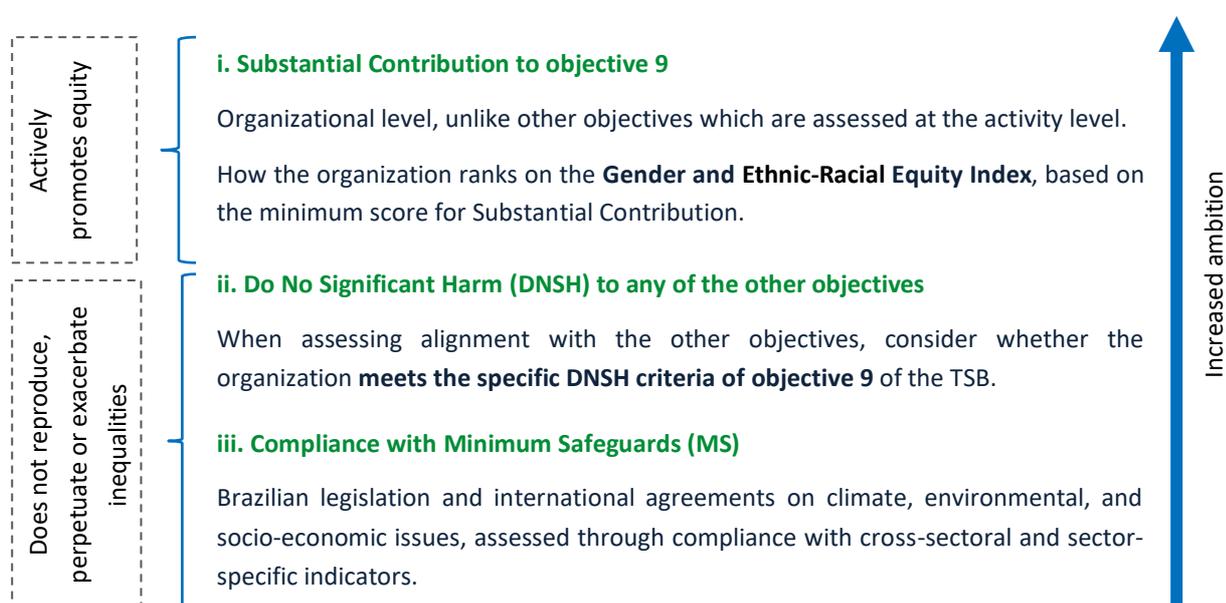
General criteria

According to the Action Plan of the TSB, activities will be assessed based on three general criteria (BRASIL. MF, 2023):

- i. **Contribute Substantially** to one or more of the defined objectives;
- ii. **Do No Significant Harm (DNSH)** to any of the other defined objectives;
- iii. Comply with **Minimum Safeguards**.

Figure 1 describes the main characteristics of each of the three general TSB criteria in the context of objective 9 — Reduction of socio-economic inequalities, considering gender and ethnic-racial aspects.

Figure 1 — Assessment of the three general criteria of the TSB



Source: Own elaboration, adapted from BRASIL. MF, 2023.

An organization contributes substantially to objective 9 when it actively promotes gender and ethnic-racial equity. To be aligned with this objective, organizations must demonstrate a substantial contribution to this objective through the application of the Gender and Ethnic-Racial Equity Index.

For objective 9, DNSH refers to policies and processes that the organization must implement to ensure non-discriminatory practices, avoiding the reproduction, perpetuation, and/or aggravation of gender and ethnic-racial inequalities. Organizations must comply with the DNSH criteria for all objectives, as described in subsection "Do No Significant Harm to objective 9". All organizations seeking alignment with any of the TSB objectives must respond affirmatively to the DNSH criteria for objective 9.

Additionally, organizations seeking alignment with any of the TSB objectives must comply with the **Minimum Safeguards (MS)**, as presented in the chapter "Minimum Safeguards".

Thematic Working Group on Tackling Inequalities

To meet social objective of TSB 9, "Reduction of socio-economic inequalities, considering gender and ethnic-racial aspects", the Gender and Ethnic-Racial Equity Index was developed, to be implemented **transversally across all sectors** included in the TSB.

Responsible for developing the index and its criteria, the Thematic Working Group (WG) on Tackling Inequalities began its work in August 2024. The WG is coordinated by the Ministry of Women and the Ministry of Racial Equality, with the support of the Ministry of Finance, the *Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH*, the United Nations Environment Programme – Finance Initiative (UNEP FI), the Center for Sustainability Studies of the Getulio Vargas Foundation (FGVces) and the Pact for the Promotion of Racial Equality (*Pacto de Promoção da Equidade Racial*).

The WG includes representatives from the Central Bank of Brazil (*Banco Central do Brasil (BCB)*), the Brazilian Development Bank (*Banco Nacional do Desenvolvimento Econômico e Social (BNDES)*), the Securities and Exchange Commission (*Comissão de Valores Mobiliários (CVM)*), the Energy Research Office (EPE), the Ministry of Agrarian Development and Family Farming (*Ministério do Desenvolvimento Agrário e Agricultura Familiar (MDA)*), the Ministry of Human Rights and Citizenship (*Ministério dos Direitos Humanos e da Cidadania (MDHC)*), the Ministry of Development and Social Assistance, Family and Fight against Hunger (*Ministério do Desenvolvimento e Assistência Social, Família e Combate à Fome (MDS)*), the Ministry of Finance, the Ministry of Labor and Employment (*Ministério do Trabalho e Emprego (MTE)*) and the Ministry of Mines and Energy (*Ministério de Minas e Energia (MME)*).

Context of Gender and Ethnic-Racial Inequalities in Brazil

Gender and ethnic-racial inequalities in Brazil are historical (OSORIO, 2021) and manifest themselves in different economic and social indicators, such as access to basic services like sanitation, opportunities in the labor market, education, health, housing, income distribution and poverty levels (IBGE, 2022; 2024a). With regard to gender, the World Economic Forum's (WEF) Gender Equality Index 2024, which compares gender equality in 146 countries, places Brazil in the 70th place, behind several Latin American countries such as Mexico, Chile, Peru and Colombia (WEF, 2024). When considering ethnic-racial aspects, Brazil continues to have high levels of ethnic-racial inequality, with systemic racism affecting the social, economic, civil, political and cultural rights of Black populations (AMNESTY INTERNATIONAL, 2023).

The following section outlines the main international conventions and resolutions and regulations on gender and ethnic-racial aspects adopted by Brazil, as well as an overview of gender and ethnic-racial inequalities in the country.

International commitments on gender and ethnic-racial aspects adopted by Brazil

As a member state of the United Nations (UN), Brazil has adopted several resolutions related to gender and ethnic-racial aspects, including the **Beijing Declaration** and the **Platform for Action of the Fourth World Conference on Women**, held in 1995, which represents a milestone for the promotion of gender equality, identifying twelve areas of action necessary to ensure greater gender equity (UN WOMEN, 2024). In Brazil, various legal instruments and public policies incorporate the principles of this Declaration, such as the **National Plan for Policies for Women** (*Plano Nacional de Políticas para as Mulheres (PNPM)*), published in 2004 and updated in 2013, reaffirming principles such as women's autonomy, effective equality between men and women, respect for diversity, combating all forms of discrimination, and the active participation of women in public policies.

Brazil is also a signatory to the **Inter-American Convention against Racism, Racial Discrimination and Related Forms of Intolerance** (Guatemala Convention), which establishes commitments to eradicate racism in the country. Promulgated by Decree No. 10.932/2022, it encourages affirmative action policies, strengthening the fight against ethnic-racial discrimination in the labor market. Another international commitment is the **Durban Declaration and Programme of Action**, adopted in 2001 during the UN World Conference against Racism, Racial Discrimination, Xenophobia and Intolerance, proposing concrete measures to combat racism, ethnic-racial discrimination, xenophobia and intolerance

(UN, 2009). In Brazil, these principles were incorporated into the **National Policy for the Promotion of Racial Equality** (*Política Nacional de Promoção da Igualdade Racial* (PNPIR)) (Decree No. 4.886/2003), which aims to reduce ethnic-racial inequalities in the country, with an emphasis on the Black population, through the defense of rights, affirmative action and the thematic articulation of ethnic-racial and gender aspects. Also noteworthy is the **Racial Equality Statute** (Law No. 12.288/2010), designed to guarantee equal opportunities for the Black population, the defense of individual, collective and diffuse ethnic rights and the fight against discrimination and other forms of ethnic intolerance.

Regarding Indigenous peoples, Brazil is a signatory to the **UN Declaration on the Rights of Indigenous Peoples** (2007), which establishes minimum standards for the survival, dignity and well-being of Indigenous peoples around the world, serving as a guide for UN member states in formulating policies and regulations aimed at protecting indigenous rights. Incorporated into Brazilian law by Decree No. 10.088/2019, **Convention No. 169** of the **International Labour Organization (ILO)** is one of the main international instruments protecting the rights of Indigenous peoples, complementing the 2007 UN Declaration.

In addition, Brazil is a signatory of several other **international conventions** related to gender and ethnic-racial aspects, integrated into **Brazilian legislation**, such as:

- ILO Convention No. 100 (1951) on equal remuneration for men and women workers for work of equal value, approved by Decree No. 10.088/2019;⁴
- ILO Convention No. 103 (1952), relating to maternity support, approved by Decree No. 10.088/2019.
- ILO Convention No. 111 (1958) on discrimination in employment and occupation, approved by Decree No. 10.088/2019;
- ILO Convention No. 169 (1989) on Indigenous and Tribal Peoples, approved by Decree No. 10.088/2019;
- International Convention on the Elimination of All Forms of Racial Discrimination (1965), promulgated by Decree No. 65.810/1969;
- Convention on the Elimination of All Forms of Discrimination against Women (1979), promulgated by Decree No. 4.377/2002;
- ILO Convention No. 189 (2011) on Decent Work for Domestic Workers, enacted by Decree No. 12.009/2024.

Overview of the 2030 Agenda and the Sustainable Development Goals

Brazil is one of the 193 UN member states that adopted the 2030 Agenda for Sustainable Development in 2015. Reflecting the scale and ambition of the 2030 Agenda, the UN's 17 Sustainable Development Goals (SDGs) aim to tackle the major global social, economic and environmental challenges by 2030.

The two goals that deal explicitly with gender and ethnic-racial inequalities are **SDG 5 — Gender Equality** and **SDG 10 — Reduced Inequalities**, as well as **SDG 18 — Ethnic-Racial Equality**, which the Brazilian government has proposed to create. Other SDGs related to the promotion of gender and ethnic-racial equality are SDG 1 — No Poverty; SDG 2 — Zero Hunger and Sustainable Agriculture⁵; SDG 4 — Quality Education; and SDG 8 — Decent Work and Economic Growth.

SDG 5 seeks to achieve gender equality and the empowerment of all women and girls. Its targets include (UN, 2015): (5.1) eliminate discrimination against women and girls; (5.2) eradicate gender-based violence in the public and private spheres; (5.3) eliminate all harmful practices, such as early marriage and female genital mutilation; (5.4) recognize and value unpaid care and domestic work; (5.5) ensure the full and equal participation of women in all levels of decision-

⁴ Decree No. 10.088/2019 consolidates normative acts issued by the Federal Executive Branch that provide for the promulgation of the ILO Conventions and recommendations ratified by the Federative Republic of Brazil and repeals decrees promulgating ILO Conventions prior to 2019.

⁵ Especially goal 2.3: "By 2030, double the agricultural productivity and incomes of small-scale food producers, particularly women, Indigenous peoples, family farmers, pastoralists and fisherfolk, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-agricultural employment" (UN, 2015).

making, both in the political and economic spheres; (5.6) ensure universal access to sexual and reproductive health; (5.a) carry out reforms to give women equal rights to economic resources; and (5.c) adopt policies and legislation to promote gender equality.

SDG 10 aims to reduce inequalities within and between countries. Its targets include: (10.2) empower and promote the social, economic and political inclusion of all, irrespective of age, gender, disability, race/ethnicity, origin, religion, economic or other status; (10.3) ensure equal opportunities and reduce inequalities of outcomes, including through the elimination of discriminatory laws, policies and practices and the promotion of appropriate legislation, policies and actions in this regard; and (10.4) adopt policies, in particular fiscal, wage and social protection policies, and progressively achieve greater equality (UN, 2015).

Furthermore, in 2023, Brazil proposed the creation of an 18th SDG focused on ethnic-racial equality, which aims to eliminate racism and ethnic-racial discrimination, in all its forms, against Indigenous and Afro-descendant Peoples, including members of traditional communities and urban communities. The proposal includes ten targets (BRASIL. MIR, 2024a; 2024b):

1. Eliminate ethnic-racial discrimination in the workplace;
2. Eliminate all forms of violence against Indigenous and Afro-descendant Peoples;
3. Guarantee access to the justice system;
4. Guarantee representation of Indigenous and Afro-descendant Peoples;
5. Promote reparation, guaranteeing memory, truth and justice;
6. Ensure adequate and sustainable housing;
7. Ensure access to quality health care;
8. Ensure quality education;
9. Guarantee free, prior and informed consultation processes;
10. Eliminate xenophobia and ensure that immigrants are treated with dignity.

In December 2023, Brazil established the National SDG Commission and the Thematic Chamber for SDG 18 to continue discussions on SDG 18 (BRAZIL. MIR, 2023a). In March 2024, the Work Plan was presented to organize the activities of the Thematic Chamber.

Implementation of SDGs 5 and 10 in Brazil

Regarding SDG 5, a study by the Institute for Applied Economic Research (*Instituto de Pesquisa Econômica Aplicada* (IPEA, 2024a)) assessed Brazil's progress toward achieving four of its targets:⁶

- **Target 5.3**⁷ (eliminate harmful practices): There was **progress**, with the percentage of registered marriages in which the female spouse was aged 17 or younger, reduced from 4.7% in 2011 to 1.8% in 2022.
- **Target 5.4**⁸ (recognize and value unpaid domestic work): There was a slight **setback** in the period analyzed, with the proportion of time spent by women on unpaid domestic work and care, increased from 11.4% in 2016 to 11.7% in 2022.
- **Target 5.5**⁹ (participation in decision-making): There was **progress**, with the participation of female parliamentarians in the Chamber of Deputies increased from 9.9% in 2014 to 17.7% in 2022. There was also a small increase in the percentage of women in managerial positions in the public and private sectors, from 38.3% in 2016 to 39.3% in 2022. On the other hand, according to the Gender Gap Report 2024, Brazil is in 74th

⁶ Not all targets could be assessed due to the unavailability of data.

⁷ Eliminate all harmful practices such as early, forced and child marriages and female genital mutilation.

⁸ Recognize and value unpaid care and domestic work, through the provision of public services, infrastructure and social protection policies, as well as the promotion of shared responsibility within the home and family, according to national contexts.

⁹ Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

place in the ranking of countries in terms of Political Empowerment, with a score of 22%, 23.6% less than in 2023, due to the low participation of women in ministerial positions (WEF, 2024).

- **Target 5.b¹⁰** (use of technologies): The proportion of women with a cell phone increased from 78.5% in 2016 to 88% in 2022.

Considering SDG 10, **there was no progress** in meeting **target 10.2¹¹** (promote social inclusion), with a period of setback throughout most of the analyzed period (2016-2022) and improvement only in the last year. For example, the proportion of women living on incomes below half the median household income was 23.7% in 2016, 24.8% in 2021 and 22.8% in 2022; among *Pardo* (mixed-race) individuals, the proportion was 32.3% in 2016, 32.2% in 2021 and 29.6% in 2022 (IPEA, 2024b).

Panorama of gender and ethnic-racial inequalities in Brazil¹²

Poverty and social vulnerability disproportionately affect the Black and *Pardo* (mixed-race)¹³ populations. Considering poverty levels in the country,¹⁴ the proportion of Black and *Pardo* individuals living in poverty in 2022 was 40%, that is, 19 percentage points higher than the proportion of White individuals (21%). Gender differences were less pronounced: the percentage of women living in poverty was 32.3%, compared to 30.9% among men. However, when observing the intersection of gender and ethnic-racial group, Black women accounted for the largest proportion (41.3%) (IBGE, 2024a).

Table 1: Proportion of individuals by per capita household income class (2022)

Gender and ethnic-racial group	Less than US\$ 3.65	Less than US\$ 6.85
Men	12.1%	30.9%
White men	7.3%	20.6%
Black or <i>Pardo</i> men	15.6%	38.6%
Women	12.8%	32.3%
White women	7.5%	21.3%
Black or <i>Pardo</i> women	17.1%	41.3%

Source: IBGE (2024a).

Poverty can also be analyzed using data from the Unified Registry for Social Programs of the Federal Government (*Cadastro Único para Programas Sociais do Governo Federal* (CadÚnico)). In June 2023, Black and *Pardo* women accounted for the largest share of those registered (38.5%), followed by Black and *Pardo* men (30.5%), White women (17%) and White men (12.6%). The data also show that approximately 69% of the almost 230,000 Brazilians experiencing homelessness were Black or *Pardo*, whom 60% were Black and *Pardo* men and 9% were Black and *Pardo* women. Homelessness represents the most extreme form of poverty, subjecting people to environmental hardship, inadequate sanitary conditions, and daily violence (BRASIL. MIR, 2023b).

¹⁰ Increase the use of basic technologies, in particular information and communication technologies, to promote women's empowerment.

¹¹ By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, ethnicity/race, origin, religion, economic or other status.

¹² This section is not intended to offer a detailed and exhaustive diagnosis of the social issues related to gender and ethnic-racial inequalities in Brazil, but to provide a concise context based on official data to justify and explain the importance of the TSB's socio-economic objectives.

¹³ The ethnic-racial categorization in Brazil permits individuals to self-identify as White, Black, *Pardo* (mixed-race), Indigenous, or Asian.

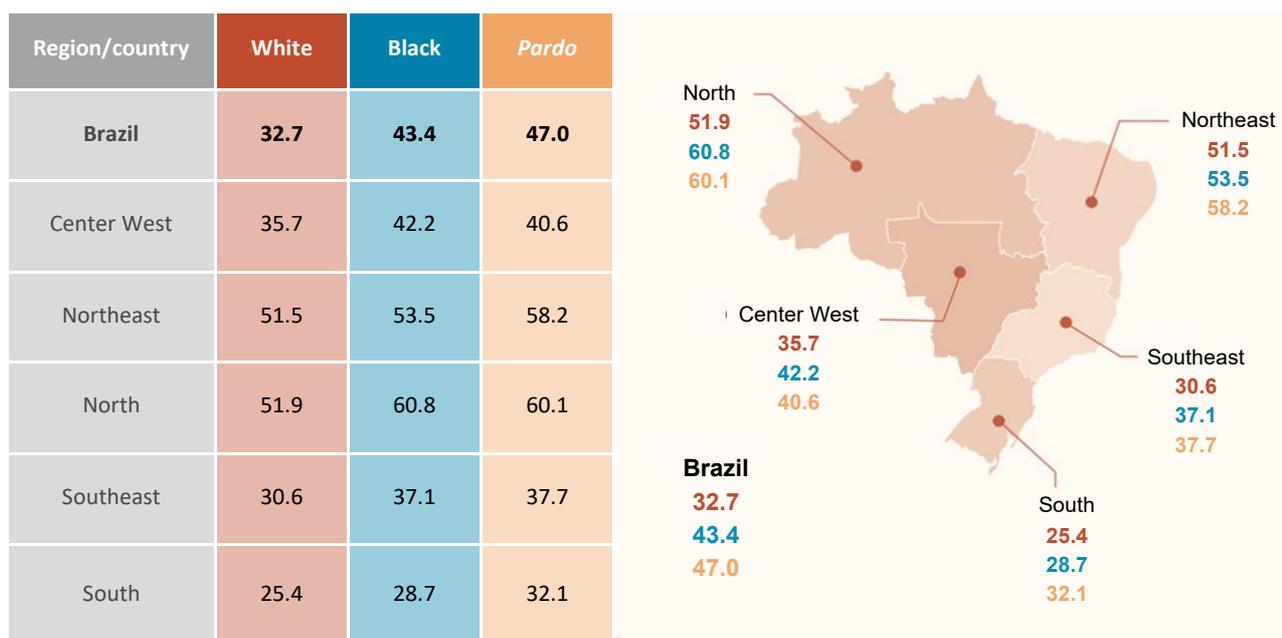
¹⁴ Considering the poverty line for upper-middle-income countries of US\$6.85/day, according to the World Bank.

Participation in the labor market

The conditions of poverty and social vulnerability of minority groups are, among other factors, a reflection of their level of integration into the labor market, where disparities are observed in levels of employment¹⁵ and **unemployment**¹⁶ between men and women and between Black/*Pardo* and White individuals. In 2022, among unemployed men (7.9%), the rate of unemployment for Black and *Pardo* men (9.0%) was higher than the rate for White men (6.3%). In the same year, the proportion of unemployed women (11.8%) was higher than that of men, with the unemployment rate for White women (9.2%) being lower than for Black and *Pardo* women (14%). Hence, Black and *Pardo* women have the least access to the labor market (IBGE, 2024a).

Gender and ethnic-racial inequalities are also evidenced by the level of **informality**¹⁷ among employed individuals — a condition associated with precarious work and/or the absence of social protection, which limits access to basic rights such as the right to retirement payments and the minimum wage. In 2021, the informality rate among Black (43.4%) and *Pardo* (47%) individuals was higher than among White individuals (32.7%). From a regional perspective, the North and Northeast regions showed higher informality rates than the others, especially among Black and *Pardo* individuals, as shown in **Figure 2** (IBGE, 2022).

Figure 2 — People in informal occupations (%)



Source: IBGE (2022).

One of the reasons for the lower participation of women in the labor market is their greater dedication to **care activities and domestic work** compared to men, resulting in a double work shift and overload. In 2022, the average number of hours per week dedicated to caregiving and/or household chores was 11.7 hours for men, while women dedicated 21.3

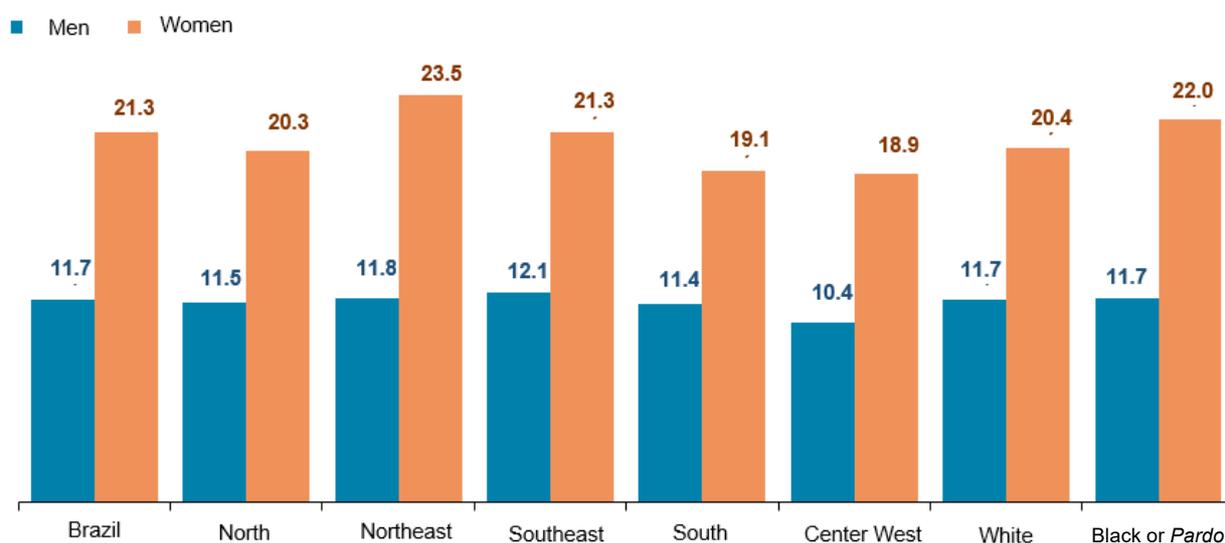
¹⁵ Percentage of people employed in the reference week in relation to people of working age. The employed population is composed of people aged 14 and over who, in the reference week, worked at least one full hour in paid work for money, products, goods or benefits (housing, food, clothing, training, etc.), or in work without direct remuneration to help with the economic activity of a household member or relative living in another household, or those who had paid work from which they were temporarily absent that week due to vacation, leave, absence, strike, etc. (IBGE, 2023b).

¹⁶ Percentage of unemployed people in relation to the labor force. The unemployed population is composed of people aged 14 and over without a job in the reference week who took some effective action to find one job the 30-day reference period and were available to take the job in the reference week. People without work in the reference week who did not take effective action to find work in the 30-day period because they had already secured a job to start after the reference week are also considered to be unemployed (IBGE, 2023b).

¹⁷ Condition comprised of all occupations related to employees and domestic workers without a signed work permit, self-employed workers who do not contribute to social security, employers who do not contribute to social security, and auxiliary family workers (IBGE, 2023b).

hours (**Graph 1**). The differences again aggravate when the ethnic-racial group and region are considered: Black or *Pardo* women worked 1.6 hours more than White women in these activities; and women in the Northeast worked 4.4 hours more than women in the South (IBGE, 2024a).

Graph 1 — Average weekly hours devoted to caregiving and/or household chores, by sex (weekly hours)



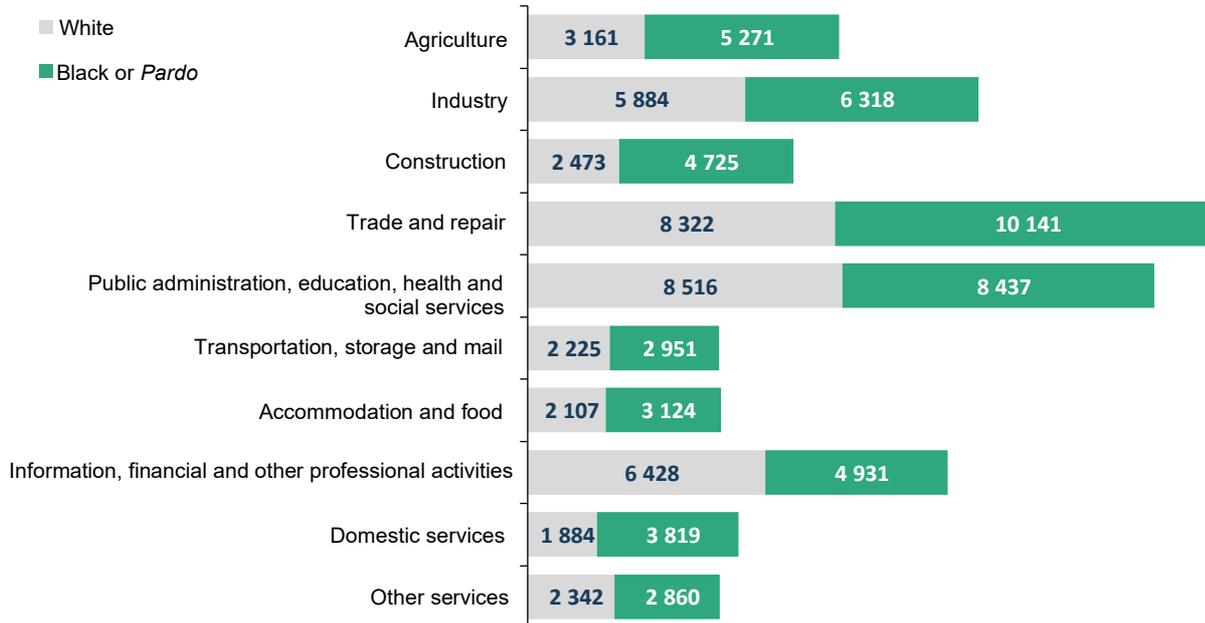
Source: IBGE (2024a).

The dedication to caregiving activities and its impact on women's participation in the labor market is evidenced by the lower proportion of employed women with children of up to six years of age (56.6% in 2022) compared to women without children in the same age group (66.2%). Among Black and *Pardo* women, the level of occupation is even lower than the national average: 51.7% of those with children of up to six years of age and 62.4% of those without children were employed (IBGE, 2024a).

Caring for relatives and household chores are also the main reasons why 2.0 million of the 3.3 million women aged 15 to 29 years who are neither studying nor working (representing a total of 4.7 million young people) are not looking for work (IBGE, 2023b).

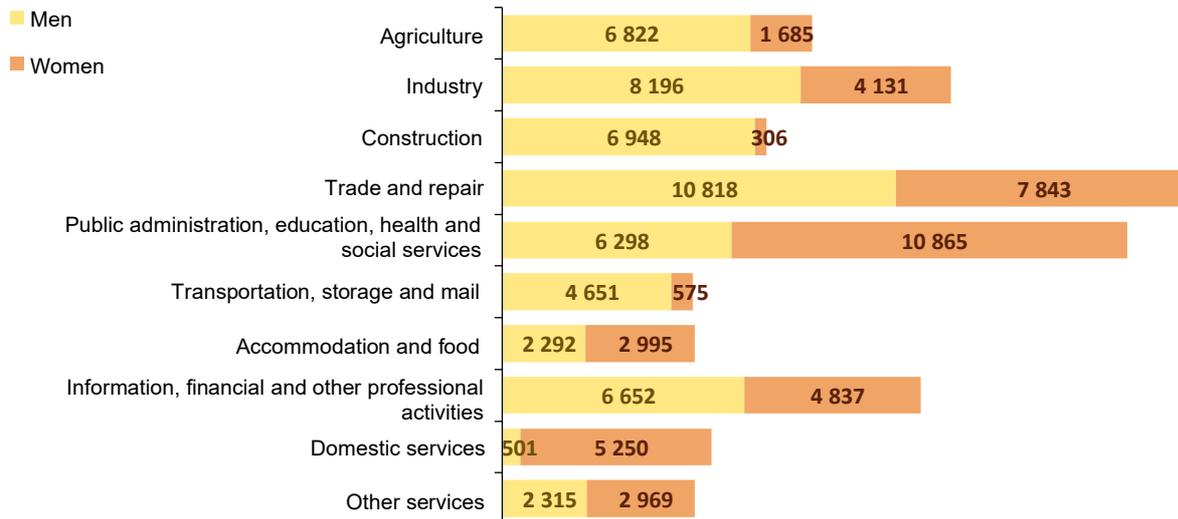
Participation in the labor market by economic activity

Ethnic-racial inequalities are also reflected in the workforce composition across different **economic activities**, with Black and *Pardo* people more represented in Agriculture (62%), Construction (65.1%) and Domestic Services (66.4%), sectors with below-average earnings (IBGE, 2023b). On the other hand, White people are more represented in sectors such as Information, Financial and other professional activities (56.6%), which have above-average earnings (IBGE, 2023b).

Graph 2 — Population employed, by ethnic-racial group, according to activity groups (1,000 people) (2022)

Source: IBGE (2023b).

Analyzing participation by gender, men are in the majority in sectors such as Agriculture, Industry, Construction and Transportation, Storage and Mail, while women are in the majority in sectors such as Public Administration, Education, Health and Social Services and Domestic Services, reflecting the historical gender-based division of labor (IBGE, 2023b).¹⁸

Graph 3 — Population employed, by sex, according to activity groups (1,000 people) (2022)

Source: IBGE (2023b).

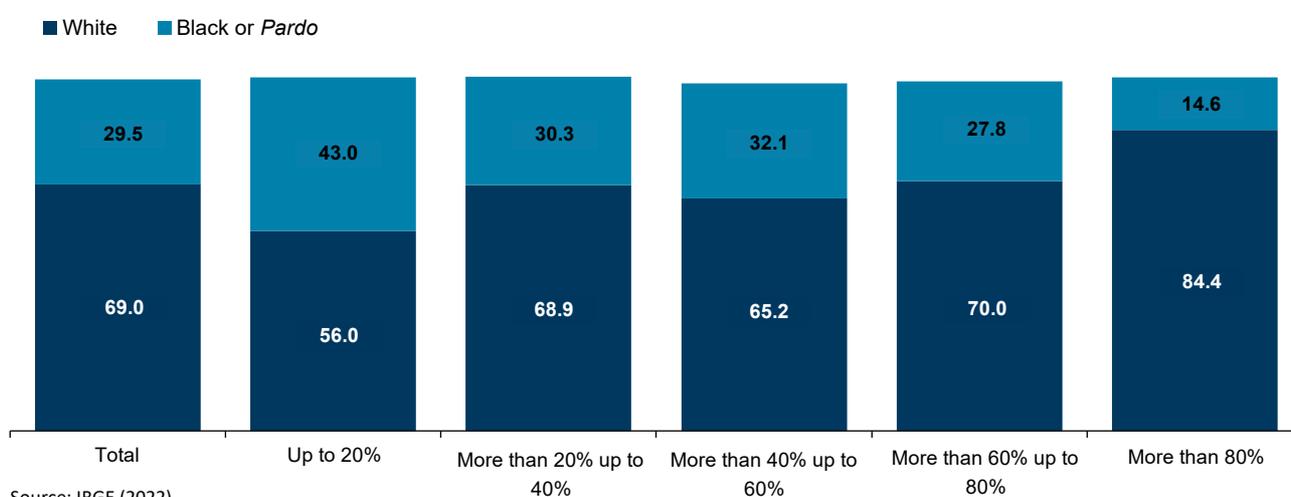
¹⁸ The gender-based division of labor is the form of social division of labor resulting from social relations between the sexes, characterized by the predominant assignment of men to the productive sphere and women to the reproductive sphere, in addition to the appropriation by men of functions with higher added value (Hirata and Kergoat, 2007). This phenomenon can be observed in the available data on men's and women's participation in the labor market, income and time dedicated to unpaid domestic and care work (Biroli and Quintela, 2020).

Participation in management and leadership positions

Equity of access to power structures and **decision-making processes** aims to guarantee a balance of power relations between men and women and people of different ethnic-racial categories. However, there are significant gender and ethnic-racial disparities in participation in management and leadership positions.¹⁹

Regarding ethnic-racial aspects, in 2021, 29.5% of managerial positions were held by Black and *Pardo* individuals, while 69% were held by White individuals (IBGE, 2022). When considering earnings in managerial positions, in the highest income bracket, only 14.6% of individuals in management roles were Black or *Pardo*, whereas the proportion among White individuals reached 84.4% (IBGE, 2022).

Graph 4 — People employed in management positions, by quintiles in ascending order of earnings from main job (%) (2021)



There is also a low participation of Black/*Pardo* populations in leadership positions within the public sector. In 2022, 72% of elected members of parliament were White, while 26% were Black or *Pardo* (AGÊNCIA CÂMARA DE NOTÍCIAS, 2022). In 2021, only 12.8% of judges were Black or *Pardo* (AGÊNCIA SENADO, 2024).

When considering the participation, by gender, in leadership positions in the public and private sectors, women occupied 39.3% of leadership positions in 2022, with a greater female presence in activities linked to care work, such as Education (69.4% of positions held by women) and Human Health and Social Services (70%), once again reflecting the gender-based division of labor. Conversely, women held only 31% of managerial positions in Extractive, Manufacturing, Electricity and Gas Industries (IBGE, 2024a).

¹⁹ Managerial or directorship position: Group of the Brazilian Classification of Occupations (CBO) Domiciliary that includes occupations classified in Group 1: senior members of public authorities, directors of public interest organizations and companies, and managers. The CBO-Domiciliary is an adaptation of the CBO applied by the Ministry of Labor and Employment for household surveys conducted by the Brazilian Institute of Geography and Statistics (*Instituto Brasileiro de Geografia e Estatística* (IBGE)) (IBGE, 2023b).

Table 2: Distribution of people employed in management positions, according to economic activity groups (2022)

Groups of economic activities	Percentage distribution of people in management positions (%)	
	Men	Women
Total	60.7	39.3
Domiciliary Sections in the National Classification of Economic Activities (<i>Classificação Nacional de Atividades Econômicas (CNAE)</i>)		
A - Agriculture, Livestock, Forestry, Fisheries and Aquaculture	84.2	15.8
B - Extractive Industries; C - Manufacturing Industries; D - Electricity and Gas	69.0	31.0
E - Water, Sewage, Waste Management and Decontamination Activities	80.5	19.5
F - Construction	73.6	26.4
G - Trade; Repair of Motor Vehicles and Motorcycles	65.1	34.9
H - Transportation, Storage and Mail	79.0	21.0
J - Information and Communication	70.3	29.7
K - Financial Activities, Insurance and Related Services	51.7	48.3
L - Real Estate Activities	54.7	45.3
M - Professional, Scientific and Technical Activities	46.1	53.9
N - Administrative Activities and Complementary Services	64.5	35.5
O - Public Administration, Defense and Social Security	64.8	35.2
P - Education	30.6	69.4
Q - Human Health and Social Services	30.0	70.0
I – Accommodation and Food; R - Arts, Culture, Sport and Recreation; S - Other Service Activities	62.6	37.4

Source: IBGE (2024a).

The Women Panorama 2023 study (Talenses Group and Insper, 2023), which collected information from 287 Brazilian companies in 2022, also observes sectoral differences, with 50% of female presidents in commerce companies and 7% of female presidents in industry companies. Considering the intersection of ethnic-racial group, among the women presidents, there is a greater representation of White women: 75.5% were White, 14.3% *Pardo*, 4.1% Black and 4.1% Asian.

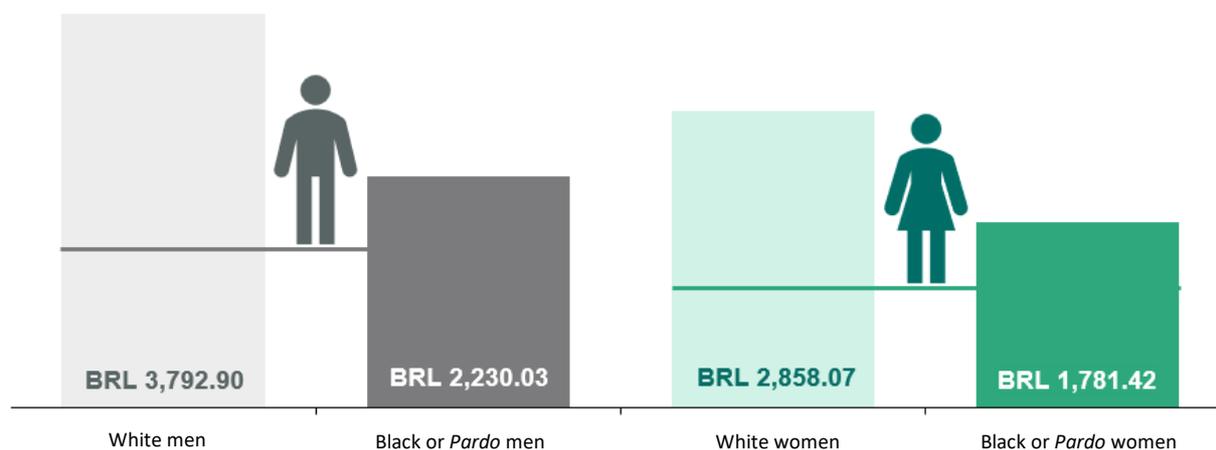
This picture is also reflected in the public sector, where only 17.9% of seats in the legislature were held by women in 2022 and, of the 38 ministerial posts, only nine (24%) were held by women (IBGE, 2024a). Since 1995, Brazil has had legislation providing for electoral quotas, reserving a percentage of candidacies in proportional elections for women. However, it was only with Law No. 12.034/2009 that these quotas became mandatory.

Earnings

Labor market participation characteristics affect the earnings of women and Black/*Pardo* populations, generating income inequalities. When considering the average **real earnings of employed individuals**, disparities are observed by

ethnic-racial group and gender. In 2022, the average earnings of White men were BRL 3,793, of White women, BRL 2,858, of Black and *Pardo* men, BRL 2,230, and of Black and *Pardo* women, BRL 1,781. Hence, in 2022, the employed White population earned, on average, 64.2% more than the Black and *Pardo* population, and men earned, on average, 27% more than women. When analyzing the intersection of ethnic-racial group and gender, White women earned 28% more than Black/*Pardo* men, and White men earned, on average, 113% more than Black/*Pardo* women (IBGE, 2023a).

Graph 5 — Real average earnings from all jobs of employed people, by sex and ethnic-racial group (2012-2022)



Source: IBGE (2023b).

Across occupational groups, variations in earnings between men and women are observed. In 2022, earnings inequality was greatest among **Science Professionals and Intellectuals**, a group in which women received 63.3% of men's earnings. Among **Directors and Managers**, the group with the highest average earnings, women received 73.9% of men's earnings. On the other hand, among members of the **Armed Forces, Police and Military Firefighters**, women's earnings were higher, which may reflect their greater presence in specialized careers, such as physicians (IBGE, 2024). Addressing pay disparities between men and women is the scope of Law 14.611/2023.²⁰

Table 3: Average regular monthly income from all jobs and income ratio, by sex, according to occupational groups in the main job (2022)

Occupational Groups in the Main Job	Men	Women	Ratio (%)
Total	BRL 2,920	BRL 2,303	78.9
Directors and managers	BRL 7,948	BRL 5,870	73.9
Science professionals and intellectuals	BRL 7,268	BRL 4,600	63.3
Technicians and mid-level professionals	BRL 3,837	BRL 2,852	74.3
Administrative support workers	BRL 2,364	BRL 1,956	82.7
Service workers, shop and market vendors	BRL 2,374	BRL 1,552	65.4
Skilled agricultural, forestry, hunting and fishing workers	BRL 2,008	BRL 1,417	70.6

²⁰ The law provides for equal pay and remuneration criteria, under the terms of the regulations, between women and men for work of equal value or in the exercise of the same function.

Table 3: Average regular monthly income from all jobs and income ratio, by sex, according to occupational groups in the main job (2022)

Skilled workers, laborers and craftsmen in construction, the mechanical arts and other trades	BRL 2,120	BRL 1,371	64.7
Plant and machine operators and assemblers	BRL 2,238	BRL 1,636	73.1
Elementary occupations	BRL 1,313	BRL 1,156	88.1
Members of the armed forces, police and military firefighters	BRL 5,976	BRL 6,516	109.0

Source: IBGE (2024a).

Education

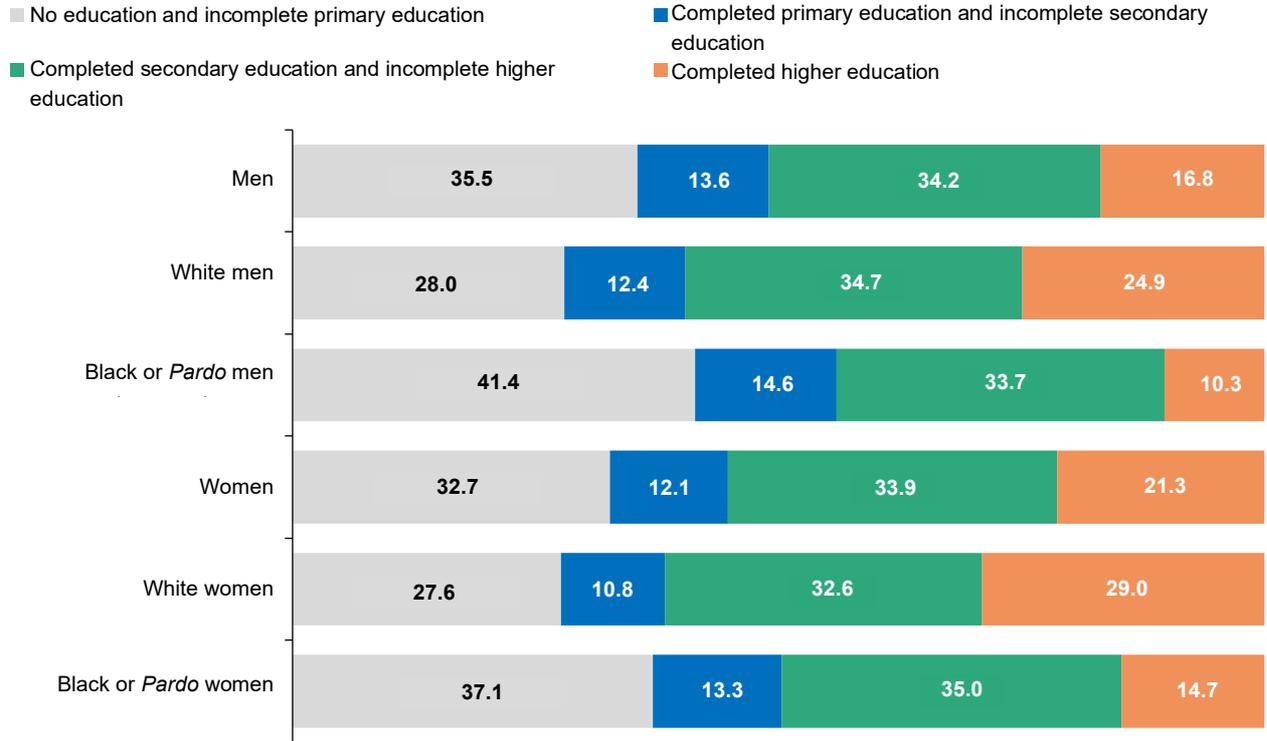
Education is recognized as one of the main ways of accessing different opportunities in democratic societies, influencing earnings, occupational status, and social mobility. In Brazil, access to higher levels of education, more specifically higher education, functions as an important mechanism for reproducing social inequalities across multiple dimensions (IBGE, 2022).

The percentage of women **with no education or incomplete primary education** was 32.7% in 2022, a lower proportion than the average for men (35.5%). Breaking down the data by ethnic-racial group highlights inequalities: the proportion was 41.4% among Black or *Pardo* men, and 28% among White men; among women, the proportion was 37.1% among Black or *Pardo* women, and 27.6% among White women. Therefore, the proportion of White individuals with no education or incomplete primary education in 2022 was at least 9 percentage points lower than that of Black or *Pardo* individuals (IBGE, 2024a).

In 2022, around 71.3% of **young people** aged between 18 and 29 had completed at least 12 years of study, with differences according to ethnic-racial group: 66% among young Black and *Pardo* individuals, and 79.2% among young White individuals.

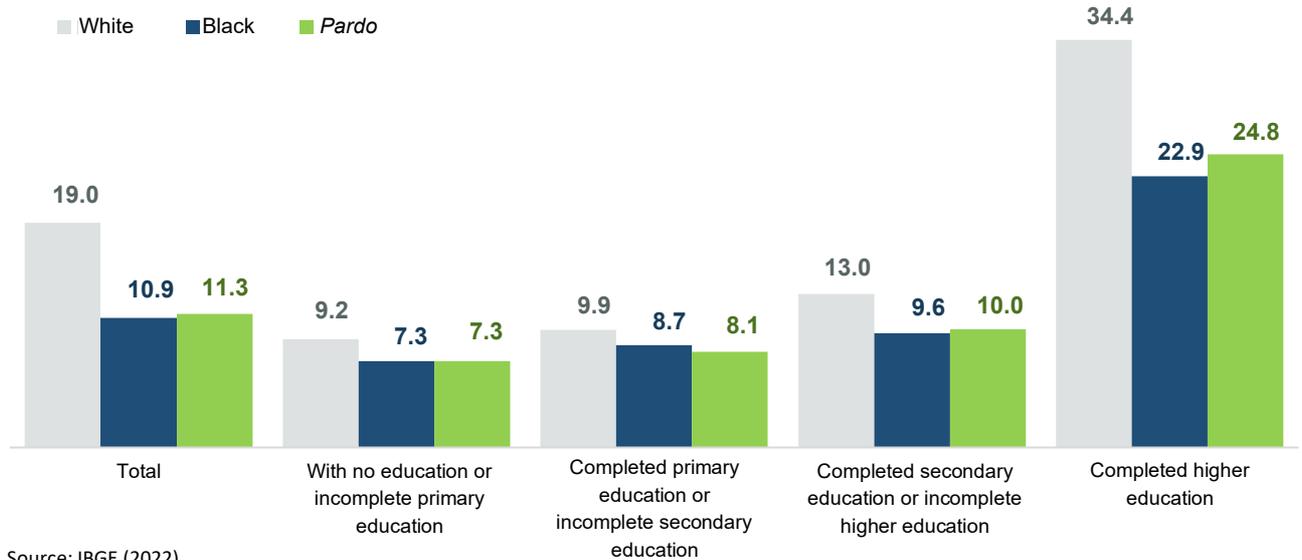
In higher education, the proportion of individuals with completed higher education in 2022 was 21.3% among women and 16.8% among men. Among Black people, the percentage was 12.6% in 2022, an increase of 3.8% compared to 2016, a variation that can be partially attributed to the Quotas Law (Law No. 12.711/2012).²¹ When disaggregating the data by ethnic-racial group, 24.9% of White men and 29% of White women had completed higher education, compared to 10.3% of Black and *Pardo* men and 14.7% of Black women (IBGE, 2023a; 2024a).

²¹ Law No. 12.711/2012 determines that vacancies at federal higher education institutions must be filled by self-declared Black, *Pardo*, Indigenous and Quilombola individuals in proportion to the population of the institution's federal unit.

Graph 6 — Level of education of the population (in %) aged 25 and above according to sex and ethnic-racial group

Source: IBGE (2024a).

Although the increase in schooling leads to an increase in real average earnings among Black and *Pardo* individuals, the differences between Black and Whites remain at all levels of education. As shown in **Graph 7**, in 2021, White people with higher education earned, on average, 50% more than Black people and around 40% more than *Pardo* people (IBGE, 2022).

Graph 7 — Real average regular earnings of employed individuals from the main job (in BRL/hour) (2021)

Source: IBGE (2022).

Living conditions and assets

According to data from the 2019 Continuous National Household Sample Survey (PNAD) of the Brazilian Institute of Geography and Statistics (*Instituto Brasileiro de Geografia e Estatística* (IBGE)), 73.1% of White, 71.8% of *Pardo* and 71.1% of Black individuals lived in their own households. Among them, 20.8% of *Pardo* and 19.7% of Black individuals lived in households without property documentation, compared to 10.1% among White individuals. These figures indicate that Black and *Pardo* populations experience greater tenure insecurity and higher levels of informality in home ownership (IBGE, 2022).

Regarding sanitation conditions, among the population living in their own households, 45.9% of *Pardo* and 36.0% of Black individuals lived in households without access to sewage disposal through a public network or rainwater system, compared to 27.8% among White individuals (IBGE, 2022).

The ownership of durable goods is also more common among the White population. Except for motorcycles, White individuals showed a higher proportion of ownership of all other durable goods in their households — an important indicator, as it affects residents' ability to manage their time and communicate (IBGE, 2022).

Health and food security

Regarding women's health during pregnancy, in 2022, the maternal mortality ratio²² was 57.5 deaths per 100,000 live births, a rate that is in line with the target proposed under SDG 3 of less than 70 deaths per 100,000 live births (IBGE, 2024).

With regard to live birth statistics, there was a 10% decline in the birth rate of the Brazilian population between 2010 and 2022. Different trends are observed across maternal age groups: a drop in birth giving among mothers aged 20 to 29, and an increase in birth giving among mothers aged 30 to 39 and 40 to 49, reflecting a trend toward delayed motherhood, associated with the growing participation of women in the labor market and attainment of higher educational levels (IBGE, 2024).

In terms of **food security**,²³ in 2023, 21.6 million Brazilian households (27.6% of the total) were in a situation of food insecurity, of which 3.2 million households (4.1%) experienced quantitative deprivation of food, affecting not only the adult members of the family, but also their children and adolescents (level of severe food insecurity). Among households facing food insecurity, 59.4% were headed by women and 40.6% by men. By ethnic-racial group, 29% of food-insecure households were headed by White, 15.2% by Black and 54.5% by *Pardo* individuals. Considering only those experiencing severe food insecurity, the share of households headed by *Pardo* individuals rises to 58.1% — more than double the share of those headed by White individuals (23.4%) (IBGE, 2024c; BRASIL. MINISTRY OF HEALTH, 2022).

Violence

The **homicide rate** is a globally used indicator to measure the incidence of physical violence in its most extreme form across countries, regions and population groups. The global homicide rate in 2021 was 5.8 deaths per 100,000

²² Direct and indirect obstetric maternal deaths per 100,000 live births.

²³ Brazilian private households are classified into four levels of food security: food security, mild food insecurity, moderate food insecurity, and severe food insecurity. Conceptually, food security reflects the full access of household residents to food, both in sufficient quantity and adequate quality, a circumstance in which the person interviewed does not even report concern or imminence of suffering any food restrictions in the near future. Households are classified as mildly food insecure when there is a reference to concern about access to food in the future and the food quality in the household has already been compromised and residents or adults in the family have adopted strategies to keep a minimum amount of food available for family members. In households with moderate food insecurity, the residents, especially the adults in the family, had to live with quantitative food restrictions during the reference period. The level of severe food insecurity means that, in addition to the adult members, the children, when present, have also experienced severe deprivation in food consumption, which can reach its most acute expression, starvation (IBGE, 2023c).

inhabitants (9.3 for men and 2.2 for women) (IBGE, 2024d). In Brazil, the homicide rate among *Pardo* individuals was 34.1 deaths per 100,000 inhabitants (2020²⁴), and 21.9 deaths among Black individuals, both significantly higher than for White individuals (11.5 deaths) (IBGE, 2022). The highest homicide rates were observed among *Pardo* men (64.3 deaths) and Black men (41.4 deaths) (IBGE, 2022).

In terms of **physical, psychological or sexual violence**, the proportion of Black and *Pardo* individuals aged 18 or older who had experienced such violence in the twelve months prior to the survey was higher than that of White individuals: 20.6% for Black, 19.3% for *Pardo*, and 16.6% for White (IBGE, 2022).

With regard to **violence against women and girls**, the proportion of women aged 18 or older who experienced psychological, physical or sexual violence in the twelve months prior to the survey, and whose most serious aggression was perpetrated by a current or former intimate partner, was 6.3% among Black or *Pardo* women and 5.7% among White women (IBGE, 2024a).

Regarding **femicide**, the female homicide rate was 3.5 deaths per 100,000 women in 2021. By ethnic-racial group, Black or *Pardo* women had higher femicide rates than White women, both at home — 1.0 for White women and 1.3 for Black and *Pardo* women — and outside it — 1.4 for White women and 3.1 for Black and *Pardo* women (IBGE, 2024a). The *Maria da Penha Law*²⁵ (Law No. 11.340/2006), the National Pact to Combat Violence against Women²⁶ and the Femicide Law²⁷ (Law No. 13.104/2015) represent important milestones in addressing violence against women and femicide in Brazil.

Objective 9 — Reduction of Socio-Economic Inequalities, Considering Ethnic-Racial and Gender Aspects

Considering that organizations operate in society, hold economic power, and play a role in access to formal employment, income generation and socioeconomic development, organizations also have a responsibility to contribute to tackling social inequalities, combating discrimination and promoting gender and ethnic-racial equity in their relations with different stakeholders. Examples of organizational practices that can contribute to non-discrimination and the promotion of gender and ethnic-racial equity are: the implementation of reporting channels and confidential mechanisms for handling and resolving complaints and grievances; recruitment and selection procedures free from discrimination and biases related to gender and ethnic-racial aspects; the adoption of proactive measures to select and hire supplier organizations owned by underrepresented groups,²⁸ capacity building and awareness-raising at all hierarchical levels and among outsourced people to combat discriminatory practices and promote gender and ethnic-racial equity; financing of community development programs in education aimed at employability and entrepreneurship of underrepresented groups; engagement in the local community or through Corporate Social Investment; among other possibilities.

For the definition of the **Substantial Contribution** and **DNSH** criteria for objective 9, fifteen national and international corporate reporting and performance protocols were used as a basis. These protocols include indicators related to non-discrimination and the promotion of gender and ethnic-racial equity, including:

1. Annual Social Information Report (*Relação Anual de Informações Sociais (RAIS)*), from the Ministry of Labor and Employment (*Ministério de Trabalho e Emprego (MTE)*);

²⁴ The available data on homicide rates refer to different periods. While the global data is from 2021, data on Brazil is from 2020.

²⁵ The Maria da Penha Law creates mechanisms to curb domestic and family violence against women.

²⁶ Launched in 2007, it consists of a federative agreement between the federal, state and municipal governments to plan actions aimed at consolidating the National Policy to Combat Violence against Women through the implementation of integrated public policies nationwide.

²⁷ Amends the Penal Code to classify femicide as category of homicide.

²⁸ In this document, it refers to groups of people who are socially or historically excluded, minoritized and/or underrepresented due to gender, ethnic-racial group, age, disabilities, affective-sexual orientation or gender identity, among others (B3, 2023).

2. GRI Standards, from the Global Reporting Initiative;
3. Communication on Progress (CoP) of the United Nations Global Compact;
4. Reference Form for Publicly Traded Companies, issued by the Brazilian Securities Commission (CVM);
5. Ethos Indicators for Sustainable and Responsible Business (*Indicadores Ethos para Negócios Sustentáveis e Responsáveis*), from the Ethos Institute;
6. Thematic Guide: Promoting Racial Equity, from the Ethos Institute and the Center for the Study of Labor Relations and Inequalities (*Centro de Estudos das Relações de Trabalho e Desigualdades (CEERT)*);
7. Gender Gap Analysis Tool, from the Women's Empowerment Principles (WEPs);
8. Racial Equity Environmental, Social and Governance (ESG) Index (*Índice ESG de Equidade Racial - IEER*), from the Pact for the Promotion of Racial Equity (*Pacto de Promoção da Equidade Racial*);
9. Best Companies to Work For, from Great Place to Work (GPTW);
10. B Impact Assessment (BIA), from System B;
11. Pro-Gender and Race Equity Program (*Programa Pró-Equidade de Gênero e Raça*), from the Ministry of Women (*Ministério das Mulheres*);
12. Corporate Sustainability Index (ISE), from B3;
13. IDIVERSA, from B3;
14. Bloomberg Gender Equality Index, from Bloomberg;
15. Gender Equity Index of the Sustainable Taxonomy of Mexico.

In addition, WG members, experts on gender and ethnic-racial aspects, five organizations from different economic sectors that participated in the testing of the index, as well as related regulations, were consulted. Comments received from members of the TSB's governance bodies and during public consultation were also assessed.

The following chapter presents the DNSH criteria related to objective 9 ("Reduction of socio-economic inequalities, considering gender and ethnic-racial aspects") and the Gender and Ethnic-Racial Equity Index.

Do No Significant Harm Criteria for Objective 9

As discussed in the sub-section "General Criteria", organizations seeking alignment with any of the TSB objectives must comply with, that is, respond affirmatively to all the specific *Do No Significant Harm* (DNSH) criteria. For objective 9, specific DNSH criteria refer to the policies and processes that the organization must implement to ensure non-discriminatory practices, preventing the reproduction, perpetuation, and/or aggravation of gender and ethnic-racial inequalities.

Table 4 shows the eight specific DNSH criteria for **publicly traded companies** (except for those defined as smaller companies by Law No. 6.404/1976) and **large organizations**²⁹ in relation to the previous financial year. In the initial voluntary implementation phase, to be considered aligned with any of the TSB objectives, organizations must – as part of complying with the DNSH – respond affirmatively to the DNSH criteria 1, 2, 3 and 4 listed below. In subsequent phases, organizations will have to respond affirmatively to DNSH criteria 5, 6, 7 and 8 in order to be aligned with any of the TSB objectives.

Table 4: DNSH criteria for objective 9 for publicly traded companies and large organizations

Code	Dimension	Level of action	Theme	Specific criteria	Source: (Adapted)	Guidelines
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²⁹ The classification of the size of organizations must be defined for the entire TSB. According to the BNDES, large companies have gross operating revenues of more than BRL 300 million. According to SEBRAE, large companies have 500 or more employees (industry) or 100 or more employees (services and commerce).

Table 4: DNSH criteria for objective 9 for publicly traded companies and large organizations

DNSH.1	Governance	Policy	General	Does the organization have a publicly available policy rejecting all forms of gender and ethnic-racial discrimination in all its practices?	UNGC HR2. L1.1 ETHOS 23.2.1 GPTW MEX 1.2.1 WEP Q.2	The organization must have a formal document, publicly available, expressing directives regarding non-discrimination on the grounds of gender and ethnic-racial aspects in its practices. The document may be a regulation, standard or protocol. The policy may be stand-alone or incorporated into other policies of the organization, for example, in the Code of Conduct or the human rights policy.
DNSH.2	Relations with Workers	Processes	Recruitment and selection	Does the organization have recruitment and selection procedures free from discrimination and bias based on gender and ethnic-racial aspects?	ETHOS 23.2.4 MEX 1.2.1 WEP Q.4	For example, job ads were assessed in terms of language and requirements to provide guidance to recruiters to identify and eliminate biases. In the case of selection via competitive civil service examination, the organization may score on this criterion, since the format prevents unconscious bias.
DNSH.3	Relations with Workers	Processes	Performance evaluation and promotion	Does the organization have promotion procedures free from discrimination and bias regarding gender and ethnic-racial aspects?	ETHOS 23.2.5	
DNSH.4	Relations with Workers/ Relations with Outsourced Workers and Suppliers/ Relations with Customers and Consumers/ Relations with the Community	Processes	Violence, discrimination and harassment	Does the organization have a reporting or grievance channel for issues related to discrimination, bias, harassment and/or gender and ethnic-racial violence, guaranteeing the confidentiality and/or anonymity of the person making the complaint?	GPTW IEER Level 2 PRO-EQUITY 7.1 WEP Q.2 and Q.10	Confidential channels may be internal or managed by an independent third party. The complainant must be guaranteed confidentiality (if identified) or anonymity (if not identified) and protection against retaliation.
				1) in relations with workers		
				2) in relations with outsourced workers and suppliers		
				3) in relations with customers and consumers		
				4) in relations with the community		

Table 4: DNSH criteria for objective 9 for publicly traded companies and large organizations

DNSH.5	Relations with Workers	Processes	Violence, discrimination and harassment	Does the organization have formal procedures for resolving and addressing incidents of discrimination, prejudice, harassment and/or violence based on gender and ethnic-racial group, guaranteeing confidentiality, anonymity and non-retaliation?	CEERT RAC 7.3.4 ETHOS 23.3.2 WEP Q.2 and Q.10	Formal mechanisms and procedures for addressing reported cases may include the establishment of disciplinary measures and sanctions. The organization must ensure confidentiality (when the complainant is identified), anonymity (if the complainant chooses not to be identified), and protection against retaliation.
				1) in relations with workers		
				2) in relations with outsourced workers and suppliers		
				3) in relations with customers and consumers		
				4) in relations with the community		
DNSH.6	Relations with Customers and Consumers	Processes	Advertising and marketing	Does the organization assess its communications, advertising and other publicity materials for compliance with its non-discrimination and gender and ethnic-racial equity policy?	CEERT RAC 10.4.1 WEP Q.15	For example, assessing the presence of negative gender stereotypes.
DNSH.7	Relations with Workers	Processes	Representation	Does the organization publicly disclose the percentage of its workforce disaggregated by gender and ethnic-racial group?	BLOOMBERG; CEERT (table of quantitative indicators); Decree No. 10.854/2021; MTE Ordinance No. 671/2021; ETHOS 23.1 and 23.2; FRE 10.1.a; GRI 405-1.b; IEER Level 1; PRO-EQUITY 1.1; WEP I.10.	The organization publicly discloses the workforce composition for the previous financial year.
DNSH.8	Relations with Workers	Processes	Representation	Does the organization publicly disclose the percentage of employees in supervisory, management, coordination and executive positions, disaggregated by gender and ethnic-racial group?	BLOOMBERG; CEERT (table of quantitative indicators); UNGC L.7; ETHOS Q23.1 and Q23.2; FRE 7.1; GRI 405-1 a and b;	Information should refer to the previous financial year.

Table 4: DNSH criteria for objective 9 for publicly traded companies and large organizations

					IEER Level 1; ISE CHediPDI-d. and CHediPDI-e.; PRO-EQUITY 3.1; SYSTEM B; WEP I.1.	
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Source: Own elaboration, based on the Ethos–CEERT Thematic Guide: Promoting Racial Equity; the UN Global Compact Communication on Progress (CoP); the Gender Equity Index (MEX) of the Sustainable Taxonomy of Mexico; the Best Companies to Work For – Women and the Best Companies to Work For – Ethnic-Racial Issues 2023 (GPTW); the Gender Gap Analysis Tool, from the Women’s Empowerment Principles (WEPs); the Racial Equity Environmental, Social and Governance (ESG) Index (IEER), from the Pact for the Promotion of Racial Equity; the Pro-Gender and Race Equity Program, from the Ministry of Women (Brazil); the GRI Standards, from the Global Reporting Initiative (GRI).

Substantial Contribution to Objective 9: Gender and Ethnic-Racial Equity Index

Organizations seeking alignment with objective 9 of the TSB must demonstrate that they contribute substantially to the objective. An organization makes a *Substantial Contribution* to objective 9 when it actively promotes gender and ethnic-racial equity, assessed and defined based on the application of the **Gender and Ethnic-Racial Equity Index**.

Objective of the index

In order to serve as an instrument to foster change and learning, the Gender and Ethnic-Racial Equity Index aims to assess and classify the contribution of organizations to the promotion of gender and ethnic-racial equity.

The index is applicable at the organizational level, across all activities and sectors included in the TSB. Therefore, the unit of analysis for the Gender and Ethnic-Racial Equity Index is the organization – different from the unit of analysis for assessing the climate change mitigation and adaptation objectives, which is the organization’s economic activities.

Economic sectors and activities eligible for objective 9

Sectors and activities eligible for objective 9 are those eligible for objectives 1 and 2 of the current first edition of the TSB: CNAEs A, B, C, D, E, F and H, as well as Services for Quality of Life and Planning. Only organizations with operations in Brazil are eligible.

In subsequent editions of the TSB, other sectors and economic activities may become eligible for alignment with objective 9, with the exception of those requiring environmental licensing, under the National Environmental Council (*Conselho Nacional do Meio Ambiente* (CONAMA)) Resolution 237/1997. In such cases, organizations must comply with: i) all MS applicable to their sector and activities; ii) the DNSH criteria for all TSB objectives, where applicable; and iii) evidence of Substantial Contribution, demonstrated through the application of the Gender and Ethnic-Racial Equity Index.

Guiding principles of the index

Based on the foundational principles of the TSB, as set out in the **TSB Action Plan** (BRASIL. MF, 2023), the following guiding principles were established for the development and application of the Gender and Ethnic-Racial Equity Index (**Table 5**).

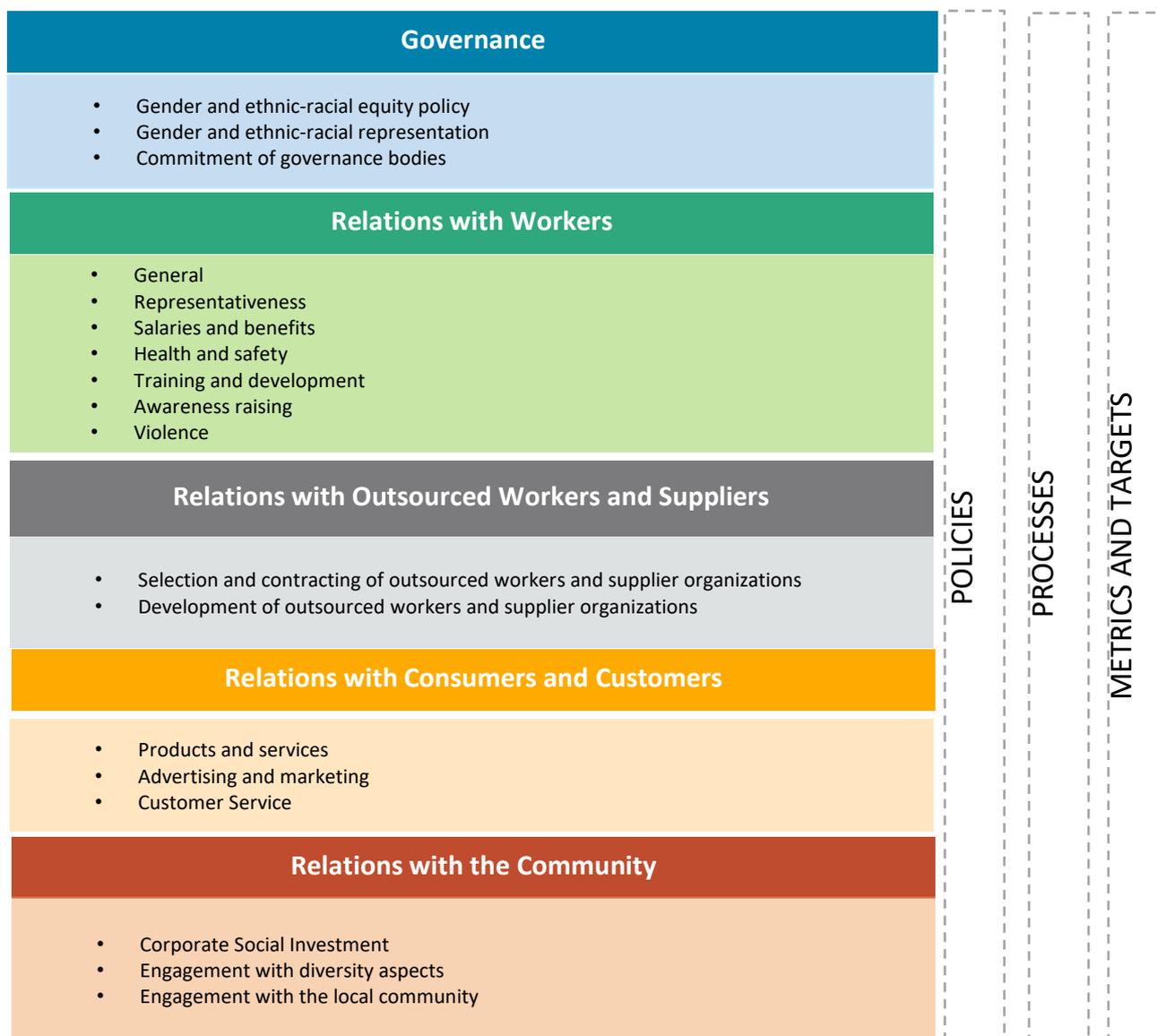
Table 5: Guiding principles of the Gender and Ethnic-Racial Equity Index

Principles	Description
Constitutive basis	Based on social norms expressed in protocols, treaties, conventions and regulations, such as the Universal Declaration of Human Rights and the 2030 Agenda for Sustainable Development.
Technical criteria	Developed using criteria that reflect the principles of non-discrimination and gender and ethnic-racial equity established in international conventions (such as the Universal Declaration of Human Rights, the 2030 Agenda, and the Inter-American Convention Against Racism, Racial Discrimination and Related Forms of Intolerance) and aligned with objective 9 of the TSB.
Impacts of the organization on the different stakeholders	Considers the organization's relationships with its different stakeholders, which are individuals or groups who have interests that are affected or could be affected by the organization's activities (workers, outsourced individuals and suppliers, consumers and customers, and the community).
Coherence with objectives, international commitments and national regulations	Seeks alignment with international commitments and federal legislation, which serves as the basis for defining the MS.
Consistency of the methodology used across sectors	Applies a single, cross-sectoral methodology for use across different sectors.
Proportionality	Differentiates the scope of information, data, and criteria of specific gender and ethnic-racial aspects required, according to the size of the organization.
Applicability	Considers the balance between the organization's efforts in collecting and reporting data and its contributions to addressing gender and ethnic-racial inequalities. The Index will be built upon reporting and performance protocols already adopted by Brazilian organizations and national regulations, and will be implemented in phases.
Evolving tool	Implements the index in stages, ensuring learning and the progressive improvement of organizational practices.
Interoperability	Considers international reporting and performance protocols already used by Brazilian organizations.
Intersectionality	Considers markers of gender, ethnic-racial group and their intersections.

Source: Own elaboration, based on BRASIL. MF (2023); Oliveira *et al.* (2024).

Structure of the index

Figure 3 shows the structure of the Gender and Ethnic-Racial Equity Index, organized into five dimensions and three levels of action implemented by organizations.

Figure 3 — Structure of the Gender and Ethnic-Racial Equity Index

Source: Own elaboration.

In order to assess the organization's impacts on its different stakeholders, the index has the following dimensions: (1) Governance, (2) Relations with Workers, (3) Relations with Outsourced Workers and Suppliers; (4) Relations with Consumers and Customers; and (5) Relations with the Community. The three levels of action are: (i) policies; (ii) processes; and (iii) metrics and targets.

Gender and Ethnic-Racial Equity Index

The index consists of **33 specific criteria** – among them qualitative and quantitative criteria (*metrics*³⁰) that are binary (yes or no response) and have a maximum score ranging from **51 to 54 points**.³¹ The binary nature of the specific criteria is intended to ensure greater objectivity in assessing the organization's performance. In ten selected specific criteria,³²

³⁰ G.3, G.4, T.2, T.3, T.4 and T.5

³¹ The difference in the total score occurs as for two specific criteria (CC.1 and C.6), there is the answer option "not applicable."

³² T.8, T.9, T.10, T.11, T.12, T.13, T.14, T.15, T.16 and TF.1

the organization may receive additional points (i.e., bonus points) of 0.5 points per criterion if the practice referred to in the specific criterion has been the subject of collective bargaining and formalized in collective labor agreements. Totalling up to five bonus points, these will be added to the organization's score without altering the maximum possible score.

The index is structured into **five dimensions**, and the score for each dimension represents the sum of the points of its specific criteria, organized as follows:

1. **Governance:** 14 points;
2. **Relations with Workers:** 24 points, with the possibility of up to 4.5 bonus points;
3. **Relations with Outsourced Workers and Suppliers:** 7 points, with the possibility of 0.5 bonus points;
4. **Relations with Customers and Consumers:** between 2 and 4 points;
5. **Relations with the Community:** between 4 and 5 points.

The scores for dimensions 4 and 5 vary due to two specific criteria that include the response option "not applicable" (CC.1 and C.5). Each specific criterion represents one point, except in some cases where answers are required for each underrepresented group (G.3, G.4, T.4, T.5, TF.2 and CC.1).

For a **publicly traded company or large organization** to be considered as making a substantial contribution to objective 9, it must score, in the initial (voluntary) implementation phase of the TSB, at least **30% of the total score** (rounded up), that is, between 16 and 17 points.³³

In subsequent phases, the definition of the minimum score will be defined based on the review results obtained during the initial phase from responding organizations, with the minimum score being equivalent to the median of the total score of all respondents, plus one to two standard deviations (to be defined), with the minimum score for the subsequent phases necessarily being greater than 30%.

Organizations are required to report on the specific criteria of the index on an annual basis for the previous financial year. As a result, an organization may prove a substantial contribution in one year but not in another, should it fail to meet the minimum score in subsequent reporting periods.

Table 6 presents the index scoring system, including the number of specific criteria, the minimum score required to demonstrate substantial contribution, the maximum score, and the percentage of the total score represented by each dimension.

Dimension	No. of specific criteria	Maximum score	Bonus points	Weight of dimension ³⁴ (%)
1. Governance	6	14		26%
2. Relations with Workers	16	24	4.5	44%
3. Relations with Outsourced Workers and Suppliers	3	7	0.5	13%

³³ The variation in the minimum score for substantial contribution occurs as, for two specific criteria, there is a "not applicable" option.

³⁴ Considering all applicable specific criteria.

Table 6: Gender and Ethnic-Racial Equity Index scoring system for publicly traded companies and large organizations

4. Relations with Consumers and Customers	3	From 2 to 4	7%
5. Relations with the Community	5	From 4 to 5	9%
TOTAL Index	33	From 51 to 54	5
Minimum score for Substantial Contribution		From 16 to 17	30%

Source: Own elaboration.

The relative importance of each dimension is reflected in the number of themes and specific criteria addressed in each dimension.

In the context of objective 9 of the TSB, "underrepresented groups" are defined as groups of individuals socially or historically excluded from the labor market, minoritized and/or underrepresented on the basis of gender and ethnic-racial characteristics, as adapted from the definition of "minoritized groups" used in the B3 Corporate Sustainability Index (B3, 2023).

To identify underrepresented groups in Brazil, statistics data from the IBGE's Synthesis of Social Indicators was analyzed (IBGE, 2023b), which assesses the living conditions of the Brazilian population using data from the Continuous National Household Sample Survey (PNAD Contínua). The IBGE data revealed the underrepresentation of **women, Black and Pardo women, and Black and Pardo men** in the labor market, in positions of power and decision-making, in high-paying economic activities, as well as their limited access to various goods and services, such as education and housing.

The following tables — **Table 7, Table 8, Table 9, Table 10** and **Table 11** — present the specific criteria comprising each dimension, along with their corresponding scores.

1. Governance

This dimension assesses whether the organization has action plans and targets related to the promotion of gender and ethnic-racial equity and their intersections across different hierarchical levels; the representation of gender and ethnic-racial groups in the highest governance body; and the commitment of the top leadership to the topic. The themes of this dimension are:

- **Gender and ethnic-racial equity policy:** analyzes whether the organization has a policy or policies approved by the Board of Directors or senior management, publicly available, that promote gender and ethnic-racial equity, covering the organization's relationships with different stakeholders.
- **Gender and ethnic-racial representation:** analyzes whether the organization has action plans to increase the representation of underrepresented groups in the Executive Board, in governance bodies (such as the Board of Directors, Supervisory Board and Audit Committee),³⁵ in coordination and management positions, and in the workforce. It also assesses the representation within the highest governance body.

³⁵ 1) Executive Board: the body responsible for managing and leading the organization; its responsibility is to carry out, supported by the principles of corporate governance, the strategy approved by the Board of Directors or, in its absence, by another body entrusted with its role and attributions.

- **Commitment of governance bodies:** analyzes whether there is a structure in the organization responsible for implementing and monitoring its non-discrimination and gender and ethnic-racial equity policy. It also analyzes whether it publicly discloses its gender and ethnic-racial equity targets.

Table 7: Specific criteria of the Governance dimension for publicly listed companies and large organizations

Code	Level of action	Theme	Specific criteria	Source: (Adapted)	Weight	Guidelines
G.1	Policy	Gender and ethnic-racial equity policy	Does the organization have a publicly available policy approved by the Board of Directors or senior management that promotes gender and ethnic-racial equity in its relations with stakeholders?	CEERT RAC 3.2.1 UNGC HR2. HR2.1 ISE CHediCDI-a WEP Q.2	1	The organization has a document formally approved by the Board of Directors or senior management, publicly available, that expresses intentions and directives regarding the promotion of gender and ethnic-racial equity in its relations with stakeholders. Applying to the entire organizational structure, the policy provides guidelines for processes, metrics and targets. The document does not need to be titled as a policy, as long as it meets the above characteristics, and can be a regulation, standard or protocol. The policy can be a document that, for example, states the relevance of promoting gender and ethnic-racial equity for the organization, its commitment to improving performance related to gender and ethnic-racial equity, the commitment to manage and monitor its performance, the recognition of international standards, etc. Considering the principle of tripartism, it is recommended that the policy be the subject to collective bargaining and formalized in collective labor agreements. It is suggested that the organization consult underrepresented groups within and/or outside the organization during the design, evaluation and/or approval of the policy.
G.2	Processes	Gender and ethnic-racial representation	The organization has an action plan with specific objectives to increase the representation of underrepresented groups by gender and ethnic-racial group, considering their intersections?	BLOOMBERG; CEERT 7.4.2, 8.4.2; ETHOS 23.3.3, 23.3.4; FRE 7.1; IEER Level 2; ISE CHediPDI-a.; SYSTEM B; MEX 1.2.2; WEP 4.		In line with the principle of tripartism, it is recommended that the action plan be subject to collective bargaining and formalized in collective labor agreements. There is no need to have an action plan for workers and people in management positions above the sectoral and regional average for a particular underrepresented group (e.g., for women), according to

2) Board of Directors: the collegiate body in charge of defining the corporate strategy, monitoring compliance with it by the Executive Board, and liaising between the executive management and the shareholders in defense of the organization's interests.

2.1) Audit Committee: one of the advisory committees to the board of directors, whose purpose is to help it control the quality of the financial statements, internal controls, risk management, compliance, internal auditing and independent auditing.

3) Advisory Board: an optional body, which differs from the Board of Directors in that it is not part of the organization's management and has no decision-making powers.

4) Supervisory Board: represents an independent oversight mechanism of the Board of Directors and the Executive Board for reporting to the shareholders. As it is not a deliberative body, it only gives its opinion, advice and proposes recommendations, which may or may not be accepted by the directors (IBGC, 2023).

Table 7: Specific criteria of the Governance dimension for publicly listed companies and large organizations

						criteria T.2 to T.5, if the organization has already achieved representation levels for this group. However, in order to score in G.2., it must have an action plan for all other underrepresented groups.
			1) in governance bodies		0.25	
			2) on the Executive Board		0.25	
			3) in supervisory, coordination and management positions		0.25	Only supervisors, coordinators and managers who have a team.
			4) in the workforce		0.25	
G.3	Processes	Gender and ethnic-racial representation	Does the organization have, in its highest governance body , a proportion of individuals from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, above the proportion of these groups in the sector in which it operates?	BLOOMBERG; UNGC L.7; Law No. 14.611/2023; FRE 7.1; GRI 405-1 a; IEER Level 1; ISE GCpgcDCA-a., CHediPDI-d. and CHediPDI-e.; SYSTEM B; WEP I.10.		If the organization has a Board of Directors, this should be considered the highest governance body. The parameters for calculating this specific criterion are available in Appendix 2 and will be updated and made available by the TSB.
			1) Women		1	
			2) Black women		1	
			3) <i>Pardo</i> women		1	
			4) Black men		1	
			5) <i>Pardo</i> men		1	
G.4	Processes	Gender and ethnic-racial representation	Does the organization have, in its highest governance body , a proportion of individuals from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, above the proportion of these groups in the federative unit in which it operates?	BLOOMBERG UNGC L.7 Law No. 14.611/2023 FRE 7.1 GRI 405-1 a IEER Level 1 ISE GCpgcDCA-a., CHediPDI-d. and CHediPDI-e. SYSTEM B WEP I.10		If the organization has a Board of Directors, this should be considered the highest governance body. If the organization has establishments in multiple states, the parameter should be the proportion of these groups in Brazil's economically active population. The parameters for calculating this specific criterion are available in Appendix 1 and will be updated and made available by the TSB.
			1) Women		1	
			2) Black women		1	
			3) <i>Pardo</i> women		1	
			4) Black men		1	

Table 7: Specific criteria of the Governance dimension for publicly listed companies and large organizations

			5) <i>Pardo</i> men		1	
G.5	Processes	Commitment of governance bodies	Does the organization have a person in the unit, area or department responsible for implementing and managing the policy and processes of non-discrimination and promotion of gender and ethnic-racial equity?	CEERT 1.2.1; TAX 1.2.4; System B	1	
G.6	Processes	Commitment of governance bodies	Does the organization publicly disclose its targets to increase the representation of underrepresented groups by gender, ethnic-racial group and their intersections?	CEERT 7.4.2, 8.4.2; ETHOS 23.3.3, 23.3.4; FRE 7.1; IEER Level 2; ISE CHediPDI-a.; SYSTEM B; MEX 1.2.2; WEP 4.		
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
Total points in this dimension					14	

Source: Own elaboration, based on the Gender Equity Index (MEX) of the Sustainable Taxonomy of Mexico; the Communication on Progress (CoP), from the United Nations Global Compact (UNGC); the Ethos–CEERT Thematic Guide: Promoting Racial Equity; the Bloomberg Gender Equality Index (Bloomberg); the Gender Gap Analysis Tool, from the Women’s Empowerment Principles (WEPS); the B Impact Assessment (BIA), from System B; the Reference Form (FRE), issued by the Brazilian Securities Commission (CVM); IDIVERSA, from B3; the Corporate Sustainability Index (ISE), from B3; the Ethos Indicators for Sustainable and Responsible Business (Ethos); and the Racial Equity Environmental, Social and Governance (ESG) Index (IEER), from the Pact for the Promotion of Racial Equity.

2. Relations with Workers

This dimension assesses how aspects of gender and ethnic-racial equity are being addressed by the organization in its processes related to representation, wages and benefits, health and safety, training and development, performance evaluation and promotion, awareness-raising, and protection against violence and harassment. The themes of this dimension are:

- **Representation:** assesses whether the organization publicly discloses the composition of its workforce, by hierarchical level, disaggregated by gender, ethnic-racial group and their intersections. It also evaluates whether this composition, disaggregated by hierarchical level and underrepresented group, reflects the average composition of the sector and the federal unit in which the organization operates.
- **Wages and benefits:** assesses whether the organization monitors pay equity across different hierarchical levels and whether it offers benefits that consider the needs of both women and men, such as childcare, extended parental leave and flexible working arrangements.
- **Health and safety:** assesses whether the organization monitors data related to health and safety incidents, disaggregated by gender, ethnic-racial group and their intersections.

- **Training and development:** assesses whether the organization plans and offers training and development programs aimed at balancing the representation of gender, ethnic-racial group and their intersections in executive positions.
- **Awareness-raising:** assesses whether the organization provides training to all hierarchical levels to support the identification, prevention, and elimination of discriminatory practices and prejudices based on gender, ethnic-racial group and their intersections, as well as to promote gender and ethnic-racial equity in its relations with different stakeholders.
- **Violence:** assesses whether the organization offers confidential support to victims of domestic violence, such as legal, psychological and financial support.

Table 8: Specific criteria for the Relations with Workers dimension for publicly listed companies and large organizations

Code	Level of action	Theme	Specific criteria	Source: (Adapted)	Weight	Guidelines
T.1	Processes	General	Does the organization maintain a database with the profile of its workers, by gender and ethnic-racial group, collected through self-declaration, to support and inform action planning?	CEERT RAC 1.3.1 GPTW	1	It is recommended to use the IBGE's ethnic-racial group categories as a basis for classification.
T.2	Metrics and targets	Representation	Does the organization have a proportion of workers from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, above the proportion of these groups in the sector in which it operates?	BLOOMBERG CEERT (chart of quantitative indicators); Decree No. 10.854/2021; MTE Ordinance No. 671/2021; ETHOS 23.1 and 23.2; FRE 10.1.a; GRI 405-1.b; IEER Level 1; PRO-EQUITY 1.1; WEP I.10.		The parameters for calculating this specific criterion are available in Appendix 2 and will be updated and made available by the TSB.
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
T.3	Metrics and targets	Representation	Does the organization have a proportion of workers from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, above the proportion of these groups in the federal unit in which it operates?	BLOOMBERG CEERT (table of quantitative indicators) Decree No. 10.854/2021, MTE Ordinance No. 671/2021 ETHOS 23.1 and 23.2 FRE 10.1.a GRI 405-1.b IEER Level 1		The parameters for calculating this specific criterion are available in Appendix 1 and will be updated and made available by the TSB.

Table 8: Specific criteria for the Relations with Workers dimension for publicly listed companies and large organizations

				PRO-EQUITY 1.1 WEP 1.10		
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
T.4	Metrics and targets	Representation	Does the organization have a proportion of people from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, in supervisory, management, coordination and executive positions above the proportion of these groups in the sector in which it operates?	BLOOMBERG UNGC L.7 Law No. 14,611/2023 FRE 7.1 GRI 405-1 a IEER Level 1 ISE GCpgcDCA-a., CHediPDI-d. and CHediPDI-e. SYSTEM B WEP 1.10		The parameters for calculating this specific criterion are available in Appendix 2 and will be updated and made available by the TSB.
			1) Women		1	
			2) Black women		1	
			3) <i>Pardo</i> women		1	
			4) Black men		1	
			5) <i>Pardo</i> men		1	
T.5	Metrics and targets	Representation	Does the organization have a proportion of individuals from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, in supervisory, management, coordination and executive positions above the proportion of these groups in the federative unit in which it operates?	BLOOMBERG; UNGC L.7; Law No. 14.611/2023; FRE 7.1; GRI 405-1 a; IEER Level 1; ISE GCpgcDCA-a., CHediPDI-d. and CHediPDI-e.; SYSTEM B; WEP 1.10.		The parameters for calculating this specific criterion are available in Appendix 1 and will be updated and made available by the TSB.
			1) Women		1	
			2) Black women		1	
			3) <i>Pardo</i> women		1	
			4) Black men		1	
			5) <i>Pardo</i> men		1	
T.6	Processes	Representation	Does the organization publicly disclose the	BLOOMBERG;		Information relating to the previous financial year.

Table 8: Specific criteria for the Relations with Workers dimension for publicly listed companies and large organizations

			percentage of its workers, with data disaggregated by gender, ethnic-racial group and their intersections?	CEERT (chart of quantitative indicators); Decree No. 10.854/2021; MTE Ordinance No. 671/2021; ETHOS 23.1 and 23.2; FRE 10.1.a; GRI 405-1.b; IEER Level 1; PRO-EQUITY 1.1; WEP I.10.		
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
T.7	Processes	Representation	Does the organization publicly disclose the percentage of its workers in supervisory, managerial, coordinating and executive positions, with data disaggregated by gender, ethnic-racial group and their intersections?	BLOOMBERG; CEERT (chart of quantitative indicators); UNGC L.7; ETHOS Q23.1 and Q23.2; FRE 7.1; GRI 405-1 a and b; IEER Level 1; ISE CHedIPDI-d. and CHedIPDI-e.; PRO-EQUITY 3.1; SYSTEM B; WEP I.1.		Information should refer to the previous financial year.
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
T.8	Processes	Wages and benefits	Does the organization monitor data to improve pay equity, based on a systematic and periodic analysis of gender, ethnic-racial and intersectional disparities in wages, benefits and compensation?	BLOOMBERG CEERT RAC 7.3.3 ETHOS 23.4.4 SYSTEM B MEX 1.1 WEP Q.5	1 (+0.5)	The question aims to assess whether the organization monitors data on pay disparities by gender and ethnic-racial group (which may include using data collected to comply with Law No. 14.611/2023) and subsequently uses this data as a basis for <u>implementing and/or improving</u> pay equity policies and plans.

Table 8: Specific criteria for the Relations with Workers dimension for publicly listed companies and large organizations

						Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.9	Processes	Wages and benefits	Does the organization provide extended maternity leave (for the mother or primary caregiver) (180 days) and extended paternity leave (for the father or secondary caregiver) (for at least 20 days)?	PRO-EQUITY 6.1 and 6.2 Citizen Company Program	1 (+0.5)	Applicable to workers who <u>have had or adopted children</u> . Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.10	Processes	Wages and benefits	Does the organization have a daycare center or offer daycare reimbursement and reimbursement for caregivers of the elderly, people with disabilities, and other care needs, for both men and women?	PRO-EQUITY 6.4	1 (+0.5)	The organization offers workers on-site daycare or daycare reimbursement and reimbursement for caregivers of the elderly, people with disabilities and other care needs. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.11	Metrics and targets	Wages and benefits	Did all the workers who returned from maternity leave remain employed in the organization, at least at the same hierarchical level as before maternity leave, for at least 12 months after their return?	BLOOMBERG ETHOS Q23.19 GRI 401-3 d WEP I.10	1 (+0.5)	100% of female workers who returned from maternity leave <u>in the financial year prior to the financial year analyzed</u> remained employed for at least 12 months after their return, holding a position at the same or higher level than before their leave. Workers who have voluntarily resigned or workers who were dismissed due to the closure of the company's activities in a unit are excluded from the total number of workers. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.12	Processes	Wages and benefits	Does the organization offer the option of flexible working arrangements for men and women at all hierarchical levels, so that workers can better reconcile work with their family responsibilities and have a better quality of life?	BLOOMBERG PRO-EQUITY 6.7 MEX 1.3 WEP Q.9	1 (+0.5)	Examples include flexible working hours, reduced working week and/or teleworking. The organization can score points if it offers one of these flexible working arrangements. The use of this benefit must not jeopardize opportunities for maintaining and advancing in positions and salaries. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this

Table 8: Specific criteria for the Relations with Workers dimension for publicly listed companies and large organizations

						specific criterion allows the addition of a half (0.5) bonus point.
T.13	Processes	Health and safety	Does the organization monitor health and safety incidents (injury rates, occupational diseases, lost days and absenteeism, and total number of work-related deaths), with data disaggregated by gender and ethnic-racial group and their intersections?	ETHOS Q.29 PRO-EQUITY 5.1 WEP Q.11	1 (+0.5)	A suggested monitoring model is to analyze types of health and safety incidents (injury rates, occupational diseases, lost days and absenteeism, and total number of work-related deaths) with data disaggregated by gender and ethnic-racial group, as suggested by the Pro-Equity Program. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.14	Processes	Training and development	Does the organization implement career and leadership development programs aimed at increasing the representation of women and underrepresented ethnic-racial groups and their intersections in executive positions?	CEERT RAC 8.3.2, RAC 9.3.3, RAC 9.4.3 ETHOS 23.4.3 ISE CHediPDI-c. MEX 1.2.5 WEP Q.4	1 (+0.5)	It is recommended that the activities are carried out during working hours. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.15	Processes	Awareness-raising	Does the organization offer annual training to all hierarchical levels to identify, combat and eliminate discriminatory practices and biases related to gender, ethnic-racial group and their intersections, and to promote gender and ethnic-racial equity in the organization's relationships with its different stakeholders?	BLOOMBERG CEERT RAC 8.3.3, RAC 4.1.1, RAC 9.1.2, RAC 4.3.1 UNGC L.4 ETHOS 23.2.3 IEER Level 2 ISE CHediPDI-c. SYSTEM B MEX 1.2.5 WEP Q.2	1 (+0.5)	In training sessions, it is suggested to emphasize the non-retaliatory and confidential nature of the organization's reporting channels and to encourage reporting in cases of discrimination. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
T.16	Processes	Violence, harassment and discrimination	Does the organization offer confidential support to workers who are victims of domestic violence, such as legal, psychological and/or financial support?	WEP Q.10	1 (+0.5)	The organization may score points if it offers at least one type of support (legal, psychological and/or financial) to workers who are victims of domestic violence. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
Total points in this dimension					24 (+4.5)	

Source: Own elaboration, based on the Gender Equity Index (MEX), from the Sustainable Taxonomy of Mexico; the Communication on Progress (CoP), from the United Nations Global Compact (UNGC); the Ethos–CEERT Thematic Guide: Promoting Racial Equity; the Bloomberg Gender Equality Index; the Gender Gap Analysis Tool, from the Women's Empowerment Principles (WEPs); the B Impact Assessment (BIA), from System B; the Reference Form, issued by the Brazilian

Securities Commission (CVM); IDIVERSA, from B3; the Corporate Sustainability Index (ISE), from B3; the Ethos Indicators for Sustainable and Responsible Business (Ethos); and the Racial Equity Environmental, Social and Governance (ESG) Index (IEER), from the Pact for the Promotion of Racial Equity.

3. Relations with Outsourced Workers and Suppliers

This dimension assesses how the organization addresses aspects of gender and ethnic-racial equity in its relations with outsourced workers and supplier organizations. The themes of this dimension are:

- **Selection and contracting of outsourced workers and suppliers:** assesses whether the organization considers gender and ethnic-racial equity policies and practices in the selection of outsourced workers and suppliers, and whether it adopts measures to select and hire outsourced workers from underrepresented groups and supplier organizations owned by individuals from underrepresented groups, considering gender, ethnic-racial group and their intersections.
- **Development of outsourced workers and suppliers:** assesses whether the organization offers continuous capacity-building for outsourced workers and suppliers to promote gender and ethnic-racial equity, considering their intersections.

Table 9: Specific criteria for the Relations with Outsourced and Suppliers dimension for publicly listed companies and large organizations

Code	Level of action	Theme	Specific criteria	Source: (Adapted)	Weight	Guidelines
TF.1	Processes	Selection of outsourced workers and suppliers	Does the organization take into account gender, ethnic-racial, and intersectional equity policies and practices in the selection of outsourced workers and suppliers ?	CEERT RAC 6.5.1 IEER Level 2 ISE CHediPDI-a.	1 (+0.5)	It is recommended that the organization adopts the same practices for outsourced workers and suppliers. Considering the principle of tripartism, the formalization, in collective bargaining instruments, of the practice referred to in this specific criterion allows the addition of a half (0.5) bonus point.
TF.2	Processes	Selection of outsourced workers and suppliers	Does the organization take proactive measures to select and contract outsourced workers from underrepresented groups and supplier organizations owned by underrepresented groups, considering gender, ethnic-racial group and their intersections?	SYSTEM B MEX 3.2.1 WEP Q.13		Examples of measures include participation in trade fairs involving businesses owned by underrepresented groups, providing training to such businesses to enable their participation in procurement processes, and widely publicizing procurement opportunities targeted at businesses owned by underrepresented groups.
			1) Women		1	
			2) Black women		1	
			3) <i>Pardo</i> women		1	
			4) Black men		1	
			5) <i>Pardo</i> men		1	
TF.3	Processes	Development of outsourced workers and suppliers	Does the organization offer regular capacity-building for outsourced workers and suppliers to	WEP Q.14	1	Capacity-building may include trainings, seminars or workshops offered free of charge to outsourced workers and suppliers.

Table 9: Specific criteria for the Relations with Outsourced and Suppliers dimension for publicly listed companies and large organizations

			promote gender and ethnic-racial equity, considering their intersections?			
Total points in this dimension					7 (+0.5)	

Source: Own elaboration, based on the Ethos–CEERT Thematic Guide: Promoting Racial Equity; the Gender Gap Analysis Tool, from the Women’s Empowerment Principles (WEPs); the Racial Equity Environmental, Social and Governance (ESG) Index (IEER), from the Pact for the Promotion of Racial Equity; and the Corporate Sustainability Index (ISE), from B3.

4. Relations with Consumers and Customers

This dimension assesses how the organization addresses aspects of gender and ethnic-racial equity in the development of its products and services, in institutional communication, advertising and marketing processes and in customer service. The themes of this dimension are:

- **Products and services:** assesses whether the organization considers the needs of end-consumers from underrepresented groups by gender, ethnic-racial group and their intersections when (re)positioning or developing new products and/or services.
- **Advertising and marketing:** assesses whether the organization has processes in place to strengthen the capacities of professionals involved in communication, advertising and marketing to guarantee non-discrimination and gender and ethnic-racial equity, for example, by eliminating gender stereotypes from marketing materials.
- **Customer service:** assesses whether the organization strengthens the capacities of the Customer Service (*Serviço de Atendimento ao Consumidor (SAC)*) and Ombudsman teams to identify and monitor complaints related to gender and ethnic-racial discrimination, as well as those of professionals involved in communication, advertising and marketing to ensure non-discrimination and gender and ethnic-racial equity across communication, advertising and other promotional materials.

Table 10: Indicators of the Relations with Consumers and Customers dimension for publicly listed companies and large organizations

Code	Level of action	Theme	Specific criteria	Source: (Adapted)	Weight	Guidelines
CC.1	Processes	Products and services	Does the organization include the needs of consumers/customers from underrepresented groups by gender, ethnic-racial group and their intersections when (re)positioning or developing new products and/or services?	CEERT RAC 2.3.2 and RAC 2.4.2 ETHOS 2.3.2 WEP Q.16	"Not applicable" option	For example, cosmetics companies offering make-up and beauty products specifically designed for Black people.
			1) Women		1	
			2) Black and <i>Pardo</i>		1	
CC.2	Processes	Advertising and marketing	Does the organization strengthen the skills of professionals involved in communication, advertising and marketing on issues related to non-discrimination and the promotion of gender and ethnic-racial equity	ISE	1	Capacity-building may include trainings, seminars or workshops offered free of charge to workers.

Table 10: Indicators of the Relations with Consumers and Customers dimension for publicly listed companies and large organizations

			in communication, advertising and other promotional materials?			
CC.3	Processes	Customer Service	Does the organization strengthen the capacities of its Customer Service and Ombudsman teams to identify and monitor complaints related to gender and ethnic-racial discrimination?	N/A	1	Capacity-building may include trainings, seminars or workshops offered free of charge to workers.
Total points in this dimension					4	

Source: Own elaboration, based on the Ethos Indicators for Sustainable and Responsible Business (Ethos) and the Corporate Sustainability Index (ISE), from B3.

5. Relations with the Community

This dimension assesses how the organization addresses aspects of gender and ethnic-racial equity in its policies and processes involving stakeholders outside its value chain, such as the government and the community, whether through Corporate Social Investment³⁶ initiatives, advocacy actions, or engagement with the local community. The themes of this dimension are:

- **Corporate Social Investment:** assesses whether the organization carries out and/or finances community development programs focused on education and capacity-building to promote employability and entrepreneurship of underrepresented groups, based on gender, ethnic-racial group and their intersections. It also assesses whether the organization monitors the number of beneficiaries of community projects and initiatives, with data disaggregated by gender and ethnic-racial group.
- **Engagement with the topic:** assesses whether the organization participates in advocacy campaigns, platforms, debates and public events that promote non-discrimination and gender and ethnic-racial equity, considering their intersections.
- **Engagement with the local community:** assesses whether the organization ensures equitable participation and representation of gender, ethnic-racial groups and their intersections in community consultations.

Table 11: Specific criteria for the Relations with the Community dimension for publicly listed companies and large organizations

Code	Level of action	Theme	Specific criteria	Source: (Adapted)	Weight	Guidelines
C.1	Processes	Corporate Social Investment	Does the organization carry out and/or fund community development programs for education and capacity-building to enhance employability and entrepreneurship for underrepresented groups by gender, ethnic-racial group and their intersections?	CEERT RAC 9.5.2, RAC 11.4.1, RAC 11.4.2. IEER Level 3 SYSTEM B WEP Q.18	1	Capacity-building may include trainings, seminars or workshops offered free of charge.

³⁶ According to the Group of Institutes, Foundations and Companies (GIFE, [s.d.]), Corporate Social Investment refers to the voluntary allocation of private resources in a planned, monitored and systematic way for social, environmental, scientific and cultural projects in the public interest.

Table 11: Specific criteria for the Relations with the Community dimension for publicly listed companies and large organizations

C.2	Processes	Corporate Social Investment	Does the organization keep track of the number of beneficiaries of community projects and initiatives, with data disaggregated by gender, ethnic-racial group and their intersections?	WEP Q.18	1	
C.3	Processes	Engagement with the topic	Does the organization participate in advocacy campaigns, platforms, debates and public events for non-discrimination and the promotion of gender and ethnic-racial equity and their intersections?	ISE CShCLC-d. WEP Q.18	1	
C.4	Processes	Engagement with the local community	In community consultations, does the organization ensure equal participation and representation of gender and ethnic-racial groups and their intersections?	CEERT RAC 11.3.2 WEP Q.17	1	
C.5	Processes	Engagement with the local community	In project management, does the organization have procedures to assess, manage and monitor impacts on local communities, ensuring non-discrimination, avoiding the reproduction or intensification of gender and ethnic-racial inequalities, and respect for the rights of children, adolescents, women, Black and <i>Pardo</i> individuals, Indigenous Peoples, transgender people, and their intersections?	WEP Q.17	1 There will be a "Not applicable" option	Applicable to projects related to economic activities that require environmental licensing, according to CONAMA Resolution 237/1997.
C.6	Processes	Engagement with the local community	Does the organization offer training on gender and ethnic-racial issues to facilitators responsible for conducting community consultations?	WEP Q.17	1	
Total points in this dimension					5	

Source: Own elaboration, based on the Ethos–CEERT Thematic Guide: Promoting Racial Equity (ETHOS–CEERT); the Gender Gap Analysis Tool, from the Women’s Empowerment Principles (WEPs); the Racial Equity Environmental, Social and Governance (ESG) Index (IEER), from the Pact for the Promotion of Racial Equity; the Corporate Sustainability Index (ISE), from B3; and the Gender Equity Index (MEX), from the Sustainable Taxonomy of Mexico.

Small and medium-sized organizations: specific DNSH and Substantial Contribution criteria

Observing the principle of proportionality, small and medium-sized organizations are required to respond to a reduced set of specific DNSH and Substantial Contribution criteria.

Do No Significant Harm (DNSH) criteria

Small and medium-sized organizations are only required to respond affirmatively to criteria DNSH.2 and DNSH.7.

Table 12: Do No Significant Harm criteria for objective 9 for small and medium-sized organizations

Code	Dimension	Level of action	Theme	Specific criteria	Source: (Adapted)	Guidelines
DNSH.2	Relations with workers	Processes	Recruitment and selection	Does the organization have recruitment and selection procedures free from discrimination and bias based on gender and ethnic-racial group?	ETHOS 23.2.4 MEX 1.2.1 WEP Q.4	For example, vacancy advertisements were examined to eliminate bias by analyzing the language and requirements and providing guidance to recruiters to identify biases. In the case of selection via competitive civil service examination, the organization may score on this criterion, since the format prevents unconscious bias.
DNSH.7	Relations with workers	Processes	Representation	Does the organization publicly disclose the composition of its workforce, disaggregated by gender and ethnic-racial group?	BLOOMBERG; CEERT (table of quantitative indicators); Decree No. 10.854/2021; MTE Ordinance No. 671/2021; ETHOS 23.1 and 23.2; FRE 10.1.a; GRI 405-1.b; IEER Level 1; PRO-EQUITY 1.1; WEP I.10.	The organization publicly discloses the workforce composition for the previous financial year.

Source: Own elaboration.

Substantial Contribution

Small and medium-sized organizations must meet the following specific criteria: T.2, T.3, T.6, T.7 and CC.3. These criteria correspond to a total of **five points**. In order for a small or medium-sized organization to be considered as making a substantial contribution to objective 9, it must achieve, in the initial voluntary phase, at least **30% of the total score** (rounded up), that is, two points.

In subsequent phases, the minimum score will be defined based on the diagnostic results obtained in the initial implementation phase from the responding small and medium-sized organizations, with the minimum score being equivalent to the median of their total score, plus one to two standard deviations (to be defined), with the minimum score for the subsequent phases necessarily being greater than 30%.

Table 13 presents the index scoring system, including the total of specific criteria, the minimum score required to demonstrate a substantial contribution, the maximum score, and the percentage of the total score represented by each dimension.

Table 13: Gender and Ethnic-Racial Equity Index scoring system for small and medium-sized organizations

Dimensions	No. of specific criteria	Maximum score	Score for Substantial Contribution	Weight of dimension ³⁷ (%)
1. Governance	-	-	-	-
2. Relations with Workers	4	4	-	80%
3. Relations with Outsourced Workers and Suppliers	-	-	-	-
4. Relations with Consumers and Customers	1	1	-	20%
5. Relations with the Community	-	-	-	-
TOTAL Index	5	2	5	100%

Source: Own elaboration.

The specific criteria relevant to small and medium-sized organizations listed above are described in **Table 14**, with four linked to the dimension **Relations with Workers** and one linked to the dimension **Relations with Consumers and Customers**.

Table 14: Specific criteria for the Relations with Workers dimension for small and medium-sized organizations

Code	Level of action	Theme	Specific criteria	Source: (Adapted)	Weight	Guidelines
T.2	Metrics and targets	Representation	Does the organization have a proportion of workers from underrepresented groups, disaggregated by gender and ethnic-racial group and their intersections, above the proportion of these groups in the sector in which it operates?	BLOOMBERG CEERT (chart of quantitative indicators); Decree No. 10.854/2021; MTE Ordinance No. 671/2021; ETHOS 23.1 and 23.2; FRE 10.1.a; GRI 405-1.b; IEER Level 1; PRO-EQUITY 1.1; WEP I.10.		The parameters for calculating this specific criterion are available in Appendix 2 and will be updated and made available by the TSB.
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	

³⁷ Considering all applicable specific criteria.

Table 14: Specific criteria for the Relations with Workers dimension for small and medium-sized organizations

T.3	Metrics and targets	Representation	Does the organization have a proportion of workers from underrepresented groups, disaggregated by gender and ethnic-racial group, and their intersections, above the proportion of these groups in the federative unit in which it operates?	BLOOMBERG CEERT (table of quantitative indicators) Decree No. 10.854/2021, MTE Ordinance No. 671/2021 ETHOS 23.1 and 23.2 FRE 10.1.a GRI 405-1.b IEER Level 1 PRO-EQUITY 1.1 WEP I.10		The parameters for calculating this specific criterion are available in Appendix 1 and will be updated and made available by the TSB.
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
T.6	Processes	Representation	Does the organization publicly disclose the percentage of its workers, with data disaggregated by gender, ethnic-racial group and their intersections?	BLOOMBERG; CEERT (chart of quantitative indicators); Decree No. 10.854/2021; MTE Ordinance No. 671/2021; ETHOS 23.1 and 23.2; FRE 10.1.a; GRI 405-1.b; IEER Level 1; PRO-EQUITY 1.1; WEP I.10.		Information should refer to the previous financial year.
			1) Women		0.2	
			2) Black women		0.2	
			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
T.7	Processes	Representation	Does the organization publicly disclose the percentage of its workers in supervisory, managerial, coordinating and executive positions, with data disaggregated by gender, ethnic-racial group, and their intersections?	BLOOMBERG; CEERT (chart of quantitative indicators); UNGC L.7; ETHOS Q23.1 and Q23.2; FRE 7.1; GRI 405-1 a and b; IEER Level 1; ISE CHediPDI-d. and CHediPDI-e.; PRO-EQUITY 3.1; SYSTEM B; WEP I.1.		Information should refer to the previous financial year.
			1) Women		0.2	
			2) Black women		0.2	

Table 14: Specific criteria for the Relations with Workers dimension for small and medium-sized organizations

			3) <i>Pardo</i> women		0.2	
			4) Black men		0.2	
			5) <i>Pardo</i> men		0.2	
CC.3	Processes	Customer Service	Does the organization strengthen the capacities of its Customer Service and Ombudsman teams to identify and monitor complaints related to gender and ethnic-racial discrimination?	N/A	1	Capacity-building may include training sessions, seminars, or workshops offered free of charge to workers.

Source: Own elaboration.

Final Considerations

Considering its objective, some characteristics of the Gender and Ethnic-Racial Equity Index and next steps are highlighted below:

- As it adopts an organizational-level approach, the index does not aim to evaluate or define criteria for assessing an organization's economic activities or projects. Activities with a finalistic impact will be assessed under the TSB's objective 11 "Promotion of quality of life through the guarantee of rights and increased access to basic social services" to be developed in later phases of the TSB construction.
- As the index is applicable transversally across TSB sectors, the specific criteria of the index do not consider sectoral specifics, such as working models, types of activities and customer profiles – except for specific criteria under the theme "Representation" within the "Relations with Workers" dimension. The selection process for the specific criteria sought to accommodate the transversal nature of the index while maintaining a manageable reporting complexity for organizations.
- Considering the broad scope of gender inequalities, in subsequent editions of the TSB, other gender identities, such as trans and non-binary people, will be addressed in the specific criteria for Substantial Contribution, especially once the IBGE releases population data including these groups, enabling the definition of sectoral and regional parameters.
- The index aims to assess the contribution of organizations to reduce income inequalities through the dimensions of gender and ethnic-racial groups. Promoting gender and ethnic-racial equity is considered one of the ways through which organizations can contribute to reduce income inequalities by adopting practices such as contracting suppliers owned by underrepresented groups and channeling Corporate Social Investment towards the education and employability of underrepresented groups.
- The index's minimum score and specific criteria will be reviewed in later editions of the TSB, with the aim of increasing the minimum performance threshold and enhancing the specific criteria.

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Appendix

Appendix 1 — Regional parameters

For specific criteria G.4, T.4 and T.6.

Federative unit	Women	Black men	Black women	<i>Pardo</i> men	<i>Pardo</i> women
Brazil	51.48	5.18	4.99	22.26	23.09
Rondônia	50.17	4.78	3.87	29.4	29.84
Acre	49.96	4.75	3.81	33.04	33.21
Amazonas	50.13	2.84	2.08	34.27	34.53
Roraima	49.68	4.39	3.34	28.67	28.58
Pará	50.1	5.32	4.45	34.76	35.11
Amapá	50.32	6.41	5.4	32.35	32.93
Tocantins	49.9	7.12	6.07	30.8	31.34
Maranhão	50.87	6.53	6.08	32.57	33.82
Piauí	51.07	6.41	5.83	31.56	33.28
Ceará	51.59	3.63	3.14	31.37	33.33
Rio Grande do Norte	51.59	4.85	4.32	24.75	26.14
Paraíba	51.72	4.17	3.8	26.85	28.7

Table 1: Resident population by federative unit and underrepresented group (%)

Pernambuco	52.3	5.1	4.94	26.5	28.77
Alagoas	52.12	5.01	4.54	28.76	31.6
Sergipe	52.14	6.57	6.28	29.24	32.37
Bahia	51.66	11.02	11.36	27.66	29.65
Minas Gerais	51.24	6.02	5.82	23.04	23.72
Espírito Santo	51.22	5.79	5.42	24.4	25.39
Rio de Janeiro	52.8	7.74	8.42	20.14	21.48
São Paulo	51.82	4.05	3.94	16.35	16.61
Paraná	51.27	2.25	1.99	15.06	15
Santa Catarina	50.71	2.17	1.9	9.91	9.32
Rio Grande do Sul	51.71	3.18	3.34	7.42	7.25
Mato Grosso do Sul	50.8	3.48	3.02	23.27	23.65
Mato Grosso	49.67	5.36	4.49	28.05	27.95
Goiás	50.87	4.94	4.25	26.71	27.47
Federal District	52.34	5.51	5.2	23.49	25.16

Source: IBGE (2022).

Appendix 2 — Sector parameters

For specific criteria G.6, T.3 and T.5

Table 2 — Percentage (%) of workers by sector and underrepresented group								
Category	Underrepresented groups	Agriculture, livestock, forestry, fishing and aquaculture	Water, sewage, waste management and decontamination activities	Construction	Electricity and gas	Manufacturing industries	Extractives industries	Transport, storage and mail
Sex	Women	17%	20%	11%	20%	31%	16%	18%
Women	<i>Pardo</i> women	7%	7%	4%	6%	10%	6%	6%
	Black women	1%	2%	1%	1%	2%	1%	1%
Men	<i>Pardo</i> men	34%	33%	41%	28%	24%	36%	31%
	Black men	5%	8%	6%	6%	5%	7%	6%

Source: Annual Social Information Report (RAIS) (2023).