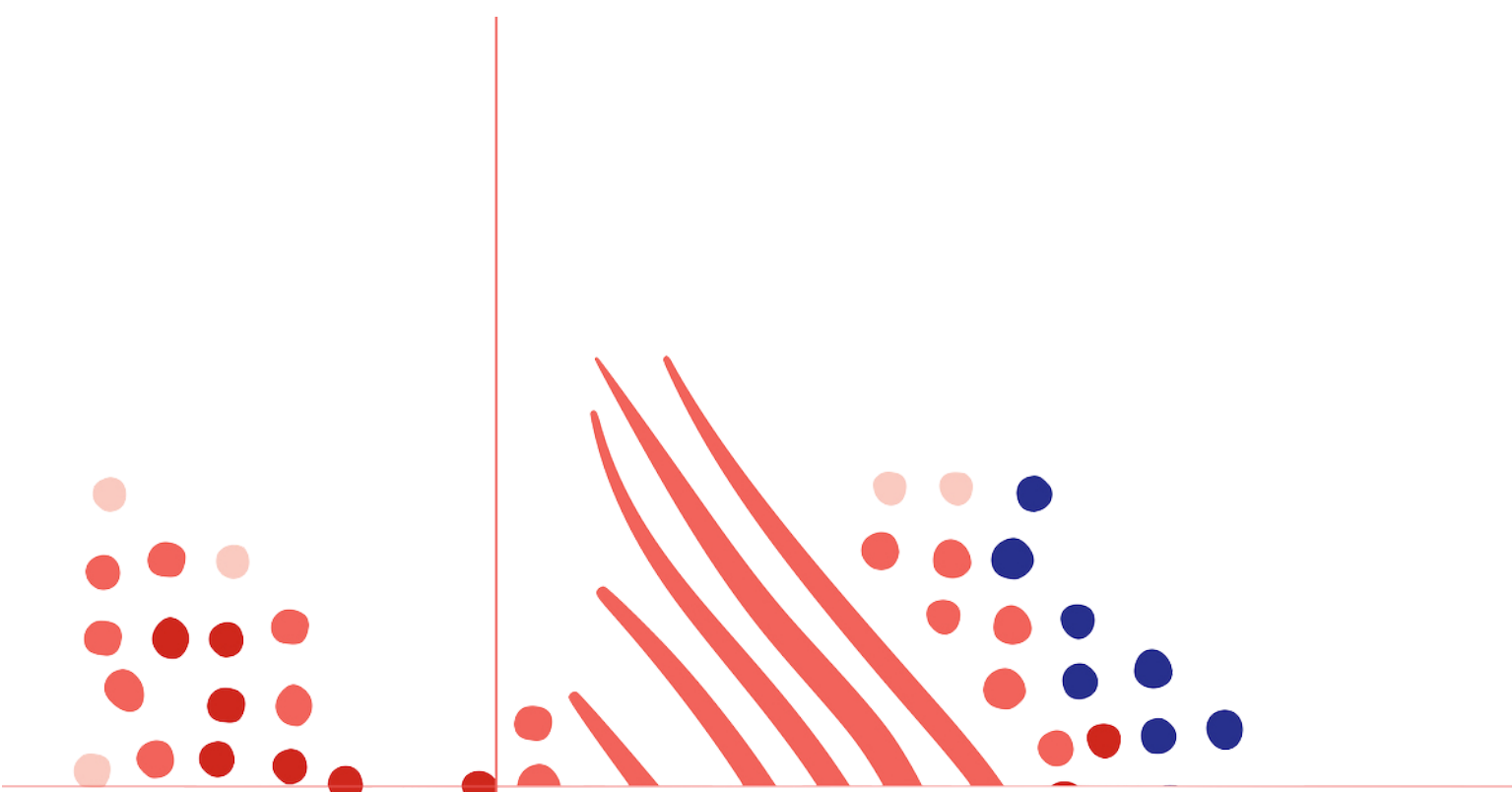


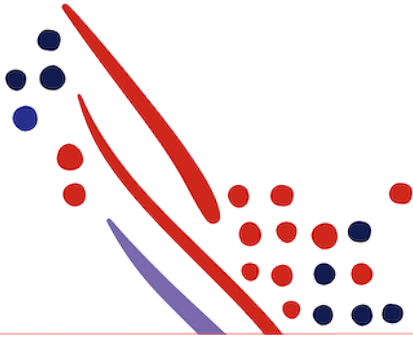


Guide

Workers Management API Guide for ADP eXpert BR

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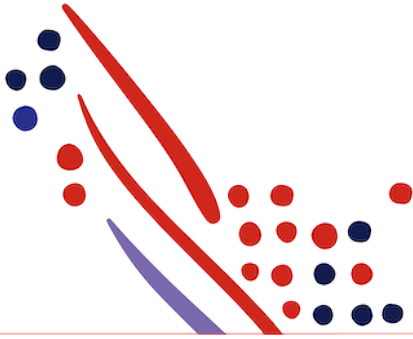


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Please check the appendix F for the details on fields and data validation for these APIs.

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About this API

Summary

The Worker Management API Guide for eXpert Brazil describes how your application can access and manage information about workers in the application. It helps you to determine which use case best meets your business needs.

It also guides you through the implementation of each use case.

A worker is a person who performs duties and responsibilities for an organization. In that capacity, a worker fills one or more positions through a work assignment. For a given work assignment, a worker is related to the organization as an employee or contractor

What's new in this guide

In this section, we will announce any new revisions to the Worker Management Application Programming Interface (API) and this guide.

August, 2021

- First revision of this document

August, 2022

- New version reformulating the guide to the improvements made in fields, filters and headers.

September, 2022

- New version with minor adjustments in the writing and corrections.

October 27, 2022

- New version with the addition of the github examples repository.

October 28, 2022

- New version adding the Personnel Communication Update Use Case

January, 03 2023

- New version adding new fields to the Workers API data dictionary.

January, 07 2023

- New version adding the address change use case.

Required setup steps

There are no required setup steps.

Postman collections

Postman allows you to import a collection of APIs, created by others, so you can try them out. For more information on Postman, see [Making your first API Call Using Postman](#)

Before you begin

ADP provides a comprehensive set of worker APIs to stay in synch with an ADP application and do the following:

- Retrieve a list of workers.
- Retrieve data for a specific worker information.
- Send worker personal e-mail changes
- Send worker personal landlines changes
- Send worker personal mobiles changes
- Send worker personal address changes

This guide describes the data for eXpert Brazil, with the specific fields according to the country specific information and eSocial program.

The amount of data retrieved by your application may vary based on the target ADP system and the ADP system configurations. Additionally, API controls are in place allowing you to filter the requested data based on your needs.

Worker Information Types

Basic Worker Demographic Information

If your application requires basic worker demographic information without the Personally Identifiable Information (PII) and Sensitive Personal Information (SPI) data listed in the following tables, ADP provides APIs you can implement to access that information. Worker demographic information commonly requested includes the following:

- Name
- Address
- Communication Profile
- Hire Date
- Work Status
- Work Assignment Information
 - Job Title
 - Manager / Reports to Information
 - Custom Fields

Full Worker Information

If your application requires PII and SPI data, in addition to the information included in Basic Worker Demographic Information, then ADP provides a separate set of APIs you can leverage.



Important

It is recommended you retrieve the minimum amount of worker information needed to meet your business needs.
When possible, leverage Use Case: Retrieving Basic Worker Demographic Information (worker-demographics)

Personally, Identifiable Information (PII)

Attribute	Structure JSON	Description
birthDate	/workers/person/birthDate	Specifies the birth date of the person. Follows the ISO-8601:2000 format.
governmentIDs	/workers/person/governmentIDs	Provides a list of government identifiers, such as a national identity number or a fiscal identity number (CPF)

Sensitive Personal Information (SPI)

Sensitive Personal Information (SPI)

Attribute	Structure JSON	Description
baseRemuneration	/workers/workAssignments/baseRemuneration	Specifies the base or primary pay, such as salary or wage, associated with a work assignment.
additionalRemunerations	/workers/workAssignments/additionalRemunerations	Provides de description of the additional remunerations the worker receives.

Chapter 2

Use Case: Retrieving Full Worker Information

Before you begin

Full worker information commonly requested includes the following:

- Name
- Address
- Communication Profile
- Birth Date
- Government IDs

- Personal IDs
- Hire Date
- Work Status
- Work Assignment Information, such as:
 - Job Title
 - Pay Information
 - Manager / Reports to Information
 - Custom Fields

API usage

Method	URI	Description	GitHub Sample Response Payload
GET	/hr/v2/workers	Requests the list of all available workers the requester is authorized to view.	Retrieve worker example
GET	/hr/v2/workers/{associate-oid}	Requests a single worker the requester is authorized to view.	Retrieve worker example

Scope of Application

The canonical URI corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription following which a user can access this API and make successful API calls.

The following canonical needs to be added to your application scope to enable this use case:

/hr/workerInformationManagement/workerManagement/workerProfileManagement/worker.read

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData).

Query String Option	Description	Example
\$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/workers?\$top=100
\$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/workers?\$top=100&\$skip=100
\$filter	Filters a collection of resources addressed by a request Uniform Resource Locator (URL). Only items for which the expression	/hr/v2/workers?\$filter=/workers/workerDates/originalHireDate gt '2022-09-16'

Sequence of Interactions

The following are the sequence of interactions to retrieve full worker information for a collection of workers:

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a until an empty workers array is returned.

Data Dictionary

See Appendix A: Data Dictionary on page for data retrieval.



Note

All listed fields are supported for this use case.

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

Return Code	Return Condition
200 OK	Retrieves list of works with details.
200 OK	Retrieves single worker details.
200 OK	Retrieve the work response using \$top and \$skip parameters.
200 OK	Verify the following filter query for list of employees who have a certain worker ID Example <code>/hr/v2/workers?\$filter=/workers/workerDates/originalHireDate gt '2022-09-16'</code>
200 OK (empty list)	When pagination reaches the end of the page

	Example /hr/v2/workers?\$Skip=201&\$Top=100
404 Not found	It would be returned if you call the API for a non-existing AOID for instance Example /hr/v2/workers/<incorrect-aid>
403 Forbidden	When credentials do not have access to resource, e.g. trying access an associate that is not into caller's hierarchy
406 Not acceptable	When the server cannot produce a response matching the list of acceptable values defined in the request resource Example /hr/v2/workers/{aoid} Headers: Accept: image/png

Chapter 3

Use Case: Retrieving Basic Worker Demographic Information

Before You Begin

Full worker information commonly requested includes the following:

- Name
- Address
- Communication Profile
- Hire Date
- Work Status
- Work Assignments Information
 - Job title
 - Manager / Reports to Information
 - Custom Fields

If it is not necessary to exchange sensitive personal data you can implement the Worker Demographics API to access Employee data.

The following data is excluded when you use the Worker Demographic API: Personally Identifiable Information:

- Birth Date
- Government ID number (such as social security number)
- Address Sensitive Personal Information (SPI):
- Payroll Number/code
- Identity Documents

API Usage

Method	URI	Description
GET	/hr/v2/worker-demographics	Requests the list of all available worker demographics that the requester is authorized to view.

GET	/hr/v2/worker-demographics/{associate-oid}	Requests a single worker the requester is authorized to view.
-----	--	---

Scope of Application

The canonical URI corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription following which a user can access this API and make successful API calls.

The following canonical needs to be added to your application scope to enable this use case:

/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic.read

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData).

Query String Option	Description	Example
\$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/worker-demographics?\$top=100
\$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/worker-demographics?\$top=100&\$skip=100
\$filter	Filters a collection of resources addressed by a request Uniform Resource Locator (URL). Only items for which the expression evaluates to true are included in the response.	/hr/v2/worker-demographics?\$filter=workers/workerID/idValue eq '001-0000001'

Sequence of Interactions

The following are the sequence of interactions to retrieve full worker information for a collection of workers:

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a until an empty workers array is returned.

Data Dictionary

See Appendix A: Data Dictionary on page for data retrieval.



Note

All listed fields are supported for this use case.

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

Return Code	Return Condition
200 OK	Retrieves list of works with details.
200 OK	Retrieves single worker-demographics details.
200 OK	Retrieve the work response using \$top and \$skip parameters.
200 OK	Verify the following filter query for list of employees who have a certain worker ID Example <code>/hr/v2/worker-demographics?\$filter=workers/workerID/idValue eq '001-0000001'</code>
200 OK (empty list)	When pagination reaches the end of the page Example <code>/hr/v2/worker-demographics?\$Skip=201&\$Top=100</code>
404 Not found	It would be returned if you call the API for a non-existing AOID for instance Example <code>/hr/v2/workers/<incorrect-aoid></code>
403 Forbidden	When credentials do not have access to resource, e.g. trying access an associate that is not into caller's hierarchy.
406 Not acceptable	When the server cannot produce a response matching the list of acceptable values defined in the request resource Example <code>/hr/v2/workers/{aoid}</code> Headers: Accept: image/png

Chapter 4

Use Case: Updating Worker Personal Communications

Application Scope

The following canonical needs to be added to your application scope to enable this use case:

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.change

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.add

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.remove

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.change

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.add

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.remove

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.change

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.add

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.remove

API Usage

API Tables

The tables in the upcoming sections list the data you can update through APIs belonging to each section of ADP eXpert Brazil.

For eXpert Brazil, there's only one field for each information, which means that if you send a change or add call, if the worker already has an information registered, this information will be updated to the new value sent. The remove APIs are used to clear the information registered, what can be done sending the change API with the information as blank. So you could use only the Change operation to fully maintain the fields, without having to develop the three APIs if it would be best for your system.

The following describes how the tables are set-up:

- **ADP eXpert Brazil Field Name** – Lists the field where you can use the API to perform an insert, update, and/or delete operation using the POST method.
- **Operation** - Lists the operation provided for this URI.
- **Application Scope** – Lists the canonical ID.
- **API and Event Type** – Lists the URI for the request.
- **GitHub Sample Payloads** – Provides the location where the sample request and response payloads are posted.

ADP eXpert Brazil Field Name	Operation	Application Scope	API and Event Type	GitHub Sample Payloads - Request	GitHub Sample Payloads - Response
E-mail Optional	Add	/hr/workerInformati	/events/hr/v1/worker.p	JSON Request Payload	JSON Response Payload

		onManagement/workerManagement/communicationManagement/worker.personalCommunication.email.add	personal-communication.email.add	Example	Example
E-mail Opcional	Change	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.change	/events/hr/v1/worker.personal-communication.email.add	JSON Change Request Payload Example	JSON Change Response Payload Example
E-mail Opcional	Remove	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.remove	/events/hr/v1/worker.personal-communication.email.add	JSON Remove Request Payload Example	JSON Remove Response Payload Example
Telefone Alternativo	Add	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.add	/events/hr/v1/worker.personal-communication.landline.add	JSON Add Request Payload Example	JSON Add Response Payload Example
Telefone Alternativo	Change	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.change	/events/hr/v1/worker.personal-communication.landline.change	JSON Change Request Payload Example	JSON Change Response Payload Example
Telefone Alternativo	Remove	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.remove	/events/hr/v1/worker.personal-communication.landline.remove	JSON Remove Request Payload Example	JSON Remove Response Payload Example
Telefone	Add	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.add	/events/hr/v1/worker.personal-communication.mobile.add	JSON Add Request Payload Example	JSON Add Response Payload Example
Telefone	Change	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.change	/events/hr/v1/worker.personal-communication.mobile.change	JSON Change Request Payload Example	JSON Change Response Payload Example

Telefone	Remove	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.remove	/events/hr/v1/worker.personal-communication.mobile.remove	JSON Remove Request Payload Example	JSON Remove Response Payload Example
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Note

Check the appendixes section for details in the content of each field and validations applied.

Chapter 5

Use Case: Updating Worker Address

Application Scope

The following canonical needs to be added to your application scope to enable this use case:

/hr/workerInformationManagement/workerManagement/addressManagement/worker.legalAddress.add

/hr/workerInformationManagement/workerManagement/addressManagement/worker.legalAddress.change

API Usage

For eXpert Brazil, only one worker address can be registered at each given time, where this address is considered the legal and personal worker address. Because of that, when you send a Address Add call, the system will have the same behaviour as the Address Change API, where the worker's address will be updated to the new value sent. So you could use only the Change operation to fully maintain the fields, without having to develop the Add API if it would be best for your system.

Also, the address is a mandatory information in Brazil and because of that, the eXpert Brazil won't support the Address Remove APIs, as there's no possibility to keep this field as blank. When sending a new address, please keep in mind that due to the eSocial validation, for addresses in Brazil is mandatory that the postal code (CEP) is a valid code as registered in the Postal Service ("Correios") database, which means your system should have the postal codes list up to date to avoid rejections.

Method	URI	Description	GitHub Sample Payload	GitHub Sample Response Payload
POST	/events/hr/v1/worker.legal-address.add	Changes the address of a worker.	Worker Legal Address Add Request Example	Worker Legal Address Add Response Example
POST	/events/hr/v1/worker.legal-address.change	Changes the address of a worker.	Worker Legal Address Change Request Example	Worker Legal Address Change Response Example

Please check the appendix F for the details on fields and data validation for these APIs.

Chapter 6

Appendices

Appendix A: Workers/Worker Demographics GET Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

Workers > associateOID

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/associateOID	ADP SOR identifier	Person's code in eXpert system. To assure unicity, the rule will be: <client's code>-<person's code in the client> Example: 1-000001234 If the worker has more than one contract with the company, this ID will be the same accross contracts.	Código da pessoa no sistema eXpert. Para garantir unicidade, seguirá a regra: <código do cliente>-<código da pessoa> Exemplo: 1-000001234 Se o empregado tiver mais de um contrato (multi-contrato ou readmissão), este campo terá a mesma informação para todos os contratos.

Workers > workerID

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/workerID /workers/workerID/id Value	Worker employee number	Worker's code in eXpert system. To assure unicity, the rule will be: <company code>-<worker code in the client> Example: 001-000005678	Código de empregado no sistema eXpert. Para garantir unicidade, seguirá a regra: <código da empresa>-<matrícula> Exemplo: 001-000005678

		If the worker has more than one contract with the company, this ID will be the different across contracts.	Se o empregado tiver mais de um contrato (multi-contrato ou readmissão), este campo será diferente para cada contrato.
--	--	--	--

Workers > alternateIDs (in this array there will be one element for each alternate ID the worker has)

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/alternateIDs /workers/alternateIDs /idValue	Worker's Alternate ID	Worker's Alternate ID In this section there will be two fields: Global ID Employee ID	IDs alternativos para a pessoa/empregado utilizados no eXpert. Nesta seção teremos os dados de: ID Global Matrícula
/workers/alternateIDs /schemeCode /workers/alternateIDs /schemeCode/shortName	Worker's Alternate ID type	Worker's Alternate ID type	Tipo do ID sendo mostrado.

Workers > person

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/person/governmentIDs /workers/person/governmentIDs/idValue	Government issued document number.	This session will show the workers documents, one array element for each document. Will be reported the following documents: RG, RNE, CPF, CTPS, PIS, Military Reserver Certificate, Driver's licence, RIC, OC, eSocial ID and CNS.	Nesta sessão serão demonstrados os documentos do colaborador. Para cada tipo de documento será reportado um elemento no array de documentos. Serão reportados os dados de RG, RNE, CPF, CTPS, PIS, Certificado de Reservista, Título de Eleitor, CNH, RIC, OC, Matrícula eSocial e CNS
/workers/person/governmentIDs/nameCode/codeValue /workers/person/governmentIDs/nameCode/shortName	Government issued document name and category (when applicable)	Name of the reported document in the element. The code field will be used to inform the other fields for each document, when applicable: Driver's licence: Category, Issuing Body and IssuingState RG: Issuing body and state. Voter's registration: zone, section and voting city. RNE, RIC and OC: issuing body CTPS: serie number and state.	Nome do documento sendo reportado neste item do array. O campo de código será utilizado para as informações complementares dos documentos: Driver's licence: categoria, órgão emissor e UF de emissão. RG: órgão e estado de emissão. Voter's registration: zona, seção e código do município de votação. RNE, RIC and OC: órgão emissor CTPS: série e UF.
/workers/person/gov	Government issued document issue date.	Document issue date if this information is	Data de expedição para documentos que tem

ernmentIDs/statusCode /workers/person/governmentIDs/statusCode/effectiveDate		stored in eXpert.	essa informação no sistema, em branco para as que não tem.
/workers/person/governmentIDs/expirationDate	Government issued document expiration date (when applicable)	Document expiration date if this information is stored in eXpert (only driver's licence and OC).	Data de expedição para documentos que tem essa informação no sistema (CNH e OC), em branco para as que não tem.
/workers/person/legalName /workers/person/legalName/givenName /workers/person/legalName/middleName /workers/person/legalName/familyName1 /workers/person/legalName/formattedName /workers/person/legalName/nickName	The current legal name and nickname of the person in the associated context.	Worker's full name and nickname.	Nome completo do colaborador e apelido (se informado).
/workers/person/birthDate	Date of Birth	Worker's date of birth.	Data de nascimento do colaborador
/workers/person/legalAddresses/buildingNumber /workers/person/legalAddresses/lineOne /workers/person/legalAddresses/lineTwo /workers/person/legalAddresses/lineThree /workers/person/legalAddresses/cityName /workers/person/legalAddresses/countrySubdivisionLevel1/codeValue /workers/person/legalAddresses/countrySubdivisionLevel1/shortName /workers/person/legalAddress/countrySubdivisionLevel1/subdivisionType /workers/person/legalAddresses/countryCode /workers/person/legalAddresses/postalCode /workers/person/legalAddresses/blockName /workers/person/legalAddresses/streetName /workers/person/legalAddress/streetTypeCode /workers/person/legalAddress/streetTypeCode/shortName /workers/person/legalAddress/unit	This is the primary residential address that is used by an organization.	Worker's address with the following rule: LineOne: street type, street name and address complement. LineTwo: Neighbourhood name, city name and state code. LineThree: postal code City Name: city name Country Subdivision: state code and name Country Code: country code in the ISO-3166 table. Postal code: address postal code Block name: neighbourhood name Street Type: street type identification Unit: address complement	Endereço do colaborador, com a seguinte divisão: LineOne: Tipo, Logradouro e Complemento de endereço LineTwo: Bairro, Município e Estado. LineThree: CEP City Name: nome do município Country Subdivision: Estado Country Code: Código do país conforme ISO-3166 Postal Code: CEP Block Name: Bairro Street Name: logradouro Street Type: Tipo de Logradouro Unit: complemento do endereço

/workers/person/communication/landlines/formattedNumber /workers/person/communication/landlines/areaDialing /workers/person/communication/landlines/dialNumber /workers/person/communication/landlines/itemID	Personal communication of an employee - Landline	Worker's alternative telephone number	Número do telefone alternativo do colaborador.
/workers/person/communication/mobiles/formattedNumber /workers/person/communication/mobiles/areaDialing /workers/person/communication/mobiles/dialNumber /workers/person/communication/mobiles/itemID	Personal communication of an employee - Mobiles	Worker's telephone number	Número do telefone do colaborador.
/workers/person/communication/emails/emailUri /workers/person/communication/emails/itemID	Personal communication of an employee - Emails	Worker's alternative/optional e-mail address.	E-mail alternativo (opcional) do colaborador.
/workers/person/communication/faxes /workers/person/communication/faxes/areaDialing /workers/person/communication/faxes/dialNumber /workers/person/communication/faxes/formattedNumber /workers/person/communication/faxes/itemID	Personal communication of an employee - Faxes	Worker's fax number	Número do fax do colaborador.
/workers/person/genderCode/codeValue /workers/person/genderCode/shortValue	The gender of a person, e.g. Male, Female	Worker's gender	Sexo do colaborador
/workers/person/maritalStatusCode/codeValue /workers/person/maritalStatusCode/shortName	Marital Status	Worker's marital status code and name	Código e nome do estado civil do colaborador.
/workers/person/disabilityIndicator	Worker's disability indicator	Indicates if the worker is PCD or not.	Indica se o colaborador é PCD ou não.
/workers/person/disabilityTypeCodes	Worker's disability types	Worker's disability types (code and name). If more than one type is registered, there will be one element in	Tipo de deficiência do colaborador (código e nome). Se mais de um tipo estiver cadastrado, será mostrado um

/workers/person/disabilityTypeCodes/shortName /workers/person/disabilityTypeCodes/longName		the array for each type. The long name would be the description of the disability if informed.	elemento para cada tipo cadastrado. O campo long name será utilizado para demonstrar a descrição da deficiência, se informado.
/workers/person/studentIndicator	Worker's student indicator	Indicates if the worker is student or not.	Indica se o colaborador é estudante ou não.
/workers/person/immigrationDocuments /workers/person/immigrationDocuments/documentID	Worker's immigration document ID if applicable.	Worker's naturalization process number.	Número da portaria de naturalização do colaborador.
/workers/person/immigrationDocuments/typeCode /workers/person/immigrationDocuments/typeCode/codeValue /workers/person/immigrationDocuments/typeCode/shortName	Worker's immigration document type	Worker's immigration document type: P (Permanent) or T (Temporary)	Tipo do visto do colaborador: P (Permanente) ou T (Temporário)
/workers/person/immigrationDocuments/itemID	Worker's foreign worker condition.	Worker's foreign worker condition code and name	Código e nome da condição de estrangeiro do colaborador.
/workers/person/preferredName /workers/person/preferredName/givenName /workers/person/preferredName/middleName /workers/person/preferredName/familyName1 /workers/person/preferredName/formattedName	Worker's preferred name	Worker's social name	Nome social do colaborador.
/workers/person/birthPlace/cityName /workers/person/birthPlace/countrySubdivisionLevel1/codeValue /workers/person/birthPlace/countrySubdivisionLevel1/shortName /workers/person/birthPlace/countrySubdivisionLevel1/subdivisionType /workers/person/birthPlace/countryCode /workers/person/birthPlace/formattedBirthPlace	Place of Birth	Worker's place of birth	Naturalidade do colaborador.
/workers/person/raceCode/codeValue	Race is a classification system used to categorize humans into large and distinct populations or groups by heritable	Worker's race code and name	Raça/cor do colaborador (código e nome)

/workers/person/raceCode/shortName	phenotypic characteristics, geographic ancestry, culture, history, language, physical appearance, ethnicity, and social status		
/workers/person/citizenshipCountryCodes/codeValue /workers/person/citizenshipCountryCodes/shortName	Worker's nationality	Worker's nationality. In case of foreign naturalized workers, there will be two elements in the array.	Nacionalidade do colaborador. No caso de colaboradores estrangeiros naturalizados, serão demonstrados dois elementos, um para o país de nacionalidade e outro para Brasil.
/workers/person/highestEducationLevelCode /workers/person/highestEducationLevelCode/codeValue /workers/person/highestEducationLevelCode/shortName	Worker's highest level of education	Worker's highest level of education code and name	Código e nome do grau de escolaridade do colaborador
/workers/person/customFieldGroup /workers/person/customFieldGroup/stringFields /workers/person/customFieldGroup/stringFields/nameCode /workers/person/customFieldGroup/stringFields/nameCode/shortName /workers/person/customFieldGroup/stringFields/stringValue	Worker's personal informations specific for Brazil	Worker's mother name and father name.	Neste scamos teremos duas informações no formato de array: Nome da Mãe do colaborador Nome do Pai do colaborador

Workers > workerDates

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/workerDates /workers/workerDates/originalHireDate	Worker's original hire date	Worker's original hire date	Data de admissão do colaborador
/workers/workerDates/adjustedServiceDate	Worker's adjusted service date	Worker's adjusted service date	Data para ATS do colaborador
/workers/workerDates/acquisitionDate	Worker's acquisition date	Worker's start date in the current company if transferred from another company.	Data de entrada do colaborador por cessão na empresa.
/workers/workerDates/terminationDate	Worker's termination date	Worker's termination date	Data de desligamento do colaborador

/workers/workerDates/expectedTerminationDate	Worker's expected termination date	Worker's expected termination date if fixed term contract.	Data de término de contrato, se empregado contratado por tempo determinado.
/workers/workerDates/leaveOfAbsenceReturnDate	Worker's leave of absence expected return date	Worker's leave of absence expected return date	Data de retorno do colaborador de afastamento, se colaborador afastado.

Workers > workerStatus

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/workerStatus/statusCode /workers/workerStatus/statusCode/codeValue /workers/workerStatus/statusCode/shortName	Worker's status	Worker's status "Active" for active employees not on leave "On leave" for active employees on leave. "Inactive" for terminated workers.	Estado do colaborador: "Active" para colaboradores ativos não afastados "On leave" para colaboradores ativos afastados "Inactive" para colaboradores desligados.
/workers/workerStatus/effectiveDate	Worker's status effective date	If the employee is terminated, show the termination date. If the employee is on leave, show the leave start date. If the employee is active, show the date of return from the last leave or the hire date, which is newest.	Se empregado está desligado, trazer a data de desligamento. Se empregado está afastado, trazer a data de afastamento. Se o empregado está ativo, trazer a data de retorno do último afastamento ou a data de admissão, o que for mais recente.

Workers > businessCommunication

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/businessCommunication/emails[]/emailUri /workers/businessCommunication/emails[]/itemID	Worker's business e-mail	Worker's e-mail	E-mail do colaborador

Workers > workAssignments

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)
/workers/workAssignments/workAgreementRef /workers/workAssignments/workAgreementRef/workAgreementID	Worker's work agreement ID in the government	Worker's MTB Number	Número do registro no MTB do colaborador
/workers/workAssignments/workAgreementRef/workAgreementType /workers/workAssignments/workAgreementRef/workAgreementType/codeValue /workers/workAssignments/workAgreementRef/workAgreementType/shortName	Indicates if it is the employee's first job	Indicates if it is the employee's first job Posibles values: Y e N	Indicativo de primeiro emprego do colaborador Valores possíveis: Y (First Job) e N (Not first job)
/workers/workAssignments/workAgreementRef/workAgreementOrganizationalUnits/governmentRegistrations /workers/workAssignments/workAgreementRef/workAgreementOrganizationalUnits/governmentRegistrations/registrationID	Worker's Company's government registration ID (first 8 digits of the CNPJ number)	Worker's Company's government registration ID (first 8 digits of the CNPJ number)	CNPJ raiz da empresa do colaborador.
/workers/workAssignments/primaryIndicator	Indicates if it is the worker's primary employee record	Indicates if it is the worker's primary employee record To workers with just one contract, always show Y.	Indica a ficha principal para colaboradores multi-contrato. Para colaboradores com apenas um contrato, será demonstrado sempre Y
/workers/workAssignments/hireReasonCode /workers/workAssignments/hireReasonCode/codeValue /workers/workAssignments/hireReasonCode/shortName	Hire Reason Code	Reason for hiring the temporary worker. Fields applicable only to workers with eSocial category 106, RAIS 50. Options: 1 - Temporary replacement of workforce 2 - Increase of extraordinary services	Motivo da contratação do trabalhador temporário. Campos aplicável somente para colaboradores de categoria eSocial 106, vínculo RAIS 50. Opções: 1 para Necessidade de substituição transitória de pessoal permanente 2 para Demanda complementar de serviços
/workers/workAssignments/hiringJustificationNote /workers/workAssignments/hiringJustificationNote	Hiring Justification Note	Justification for hiring the temporary worker. Fields applicable only to workers with eSocial category 106, RAIS 50.	Justificativa da contratação do trabalhador temporário. Campos aplicável somente para colaboradores de categoria eSocial 106, vínculo RAIS 50.

onNote/shortName /workers/workAssignments/hiringJustificationNote/longName			
/workers/workAssignments/hiringObjectiveCode /workers/workAssignments/hiringObjectiveCode/codeValue /workers/workAssignments/hiringObjectiveCode/shortName	Hiring Objective	Hiring objective of the temporary worker. Fields applicable only to workers with eSocial category 106, RAIS 50. Options: 1 - Location without branch 2 - Market study 3 - Hiring for more than 3 months	Tipo de inclusão da contratação do trabalhador temporário. Campo aplicável somente para colaboradores de categoria eSocial 106, vínculo RAIS 50. Opções: 1 para Locais sem Filiais 2 para Estudo de Mercado 3 para Contratação superior a 3 meses
/workers/workAssignments/replacedWorkerGovernmentID /workers/workAssignments/replacedWorkerGovernmentID/idValue /workers/workAssignments/replacedWorkerGovernmentID/nameCode /workers/workAssignments/replacedWorkerGovernmentID/nameCode/shortName	Replaced Worker GovernmentID	Tax ID of the replaced worker. Fields applicable only to workers with eSocial category 106, RAIS 50.	CPF do trabalhador substituído pelo trabalhador temporário. Campo aplicável somente para colaboradores de categoria eSocial 106, vínculo RAIS 50.
/workers/workAssignments/actualStartDate	Work Assignment Effective Start Date	Start date of the current work assignment. This date will be the most recent between the following start dates: Job Home Organizational Unit Salary Work Schedule Worker Type Hire Date	Data de início do histórico atual do colaborador. Esta data será a mais recente entre as seguintes datas: Início de vigência do histórico atual de: Função Lotação Salário Horário Vínculo Data de admissão
/workers/workAssignments/workerProbationPeriod /workers/workAssignments/workerProbationPeriod/startDate /workers/workAssignments/workerProbationPeriod/endDate	Worker's probation period	Worker's probation period This period starts in the worker hire date and goes until the end of the experience or renovation periods if applicable.	Período de experiência do colaborador. Este período começa na data de admissão e vai até o final do período de experiência ou renovação da experiência, se aplicável.
/workers/workAssignments/workerTypeCode /workers/workAssignments/workerTypeCode/codeValue	Worker's type	Worker's type code and name.	Código e nome do vínculo empregatício do colaborador (Trabalhador CLT, Estagiário, Menor Aprendiz, etc)

/workers/workAssignments/workerTypeCode/shortName			
/workers/workAssignments/assignmentTermCode /workers/workAssignments/assignmentTermCode/codeValue /workers/workAssignments/assignmentTermCode/shortName	Worker assignment term code	Code and name of the type contract term. Possible values: 0 - Indetermined 1 - Fixed term - in days 2 - Fixed term - in occurrence of a fact	Código e nome do tipo de prazo de contrato. Valores possíveis: 0 - Indetermined para contrato indeterminado. 1 - "Fixed term - in days" para contrato determinado por dias. 2 - "Fixed term - in occurrence of a fact" para contrato determinado por ocorrência de um fato.
/workers/workAssignments/workLevelCode /workers/workAssignments/workLevelCode/codeValue /workers/workAssignments/workLevelCode/shortName	Worker's level (e.g. Full Time, Part Time)	Indicates if the worker works full or part time. Possible values: P (Part-Time) or F (Full-Time)	Indica se o colaborador é trabalha em regime de tempo parcial. Valores possíveis: P (Part-Time) ou F (Full-time).
/workers/workAssignments/nationalityContextCode /workers/workAssignments/nationalityContextCode/shortName	Worker's foreign worker condition (e.g. Inpatriate, Expatriate, Domestic)	"Inpatriate" if the worker has a valid temporary displacement certificate. "Expatriate": if the worker has a valid period of work in a foreign country. "Domestic": to other employees.	"Inpatriate": se o empregado tiver um certificado de deslocamento temporário vigente. "Expatriate": se o empregado tiver um período de trabalho no exterior vigente (rendpgext) "Domestic" para os demais casos
/workers/workAssignments/executiveIndicator	Worker's executive indicator.	Indicates if the worker is the highest level of the hierarchy.	Indica se o colaborador está no último nível da hierarquia.
/workers/workAssignments/legalEntityID	Worker's company name	Worker's company name	Nome da empresa do colaborador.
/workers/workAssignments/highlyCompensatedIndicator	Worker's highly compensated indicator.	Indicates if the worker is classified as "hipersuficient".	Indica se o colaborador é hipersuficiente.
/workers/workAssignments/workerGroups /workers/workAssignments/workerGroups/nameCode /workers/workAssignments/workerGroups/nameCode/shortName /workers/workAssignments/workerGroups/groupCode /workers/workAssignments/workerGroups/groupCode/codeValue	Worker's groups	Worker's groups, where there will be one element for each group: Sefip event: worker SEFIP event code and name. Hire Type: code and name of the worker's hire type Hire Indicator: code and name of the worker's hire indicator Type of activity: code and name of the worker's type of activity (Urban or Rural) TLM Type: code and name of the worker's TLM control type. (worker without TLM control, worker doesn't use clock punch control, worker use control punch control, TLM by exception).	Classificações do colaborador, onde será aberto um item para cada grupo: Sefip event: código e nome da ocorrência SEFIP do colaborador (Nunca exposto a agente nocivo, aposentadoria especial de 25 anos, etc) Hire Type: código e nome da opção de tipo de admissão do colaborador (Normal, Transferência do Mesmo Grupo, etc) Hire Indicator: código e nome da opção do indicativo de admissão do colaborador (Normal, Decorrente de Ação Judicial, etc) Type of activity: código e nome do tipo de atividade do colaborador (Urbano ou Rural)

			TLM Type: código e nome do tipo de modo ponto do colaborador (Bate ponto, Não bate ponto, Não utiliza efetividade, Ponto por exceção).
/workers/workAssignments/jobCode /workers/workAssignments/jobCode/codeValue /workers/workAssignments/jobCode/shortName /workers/workAssignments/jobCode/effectiveDate	Worker's job code	Worker's job code, name and start date. The job code is created combining the code of "Função" and "Cargo".	Código, nome e data de início de vigência do cargo/função do colaborador conforme histórico atual. O código será composto do código do cargo e o código da função, separando por traço.
/workers/workAssignments/jobTitle	Worker's job title	Worker's job title	Nome da função atual do colaborador
/workers/workAssignments/jobFamilyCode /workers/workAssignments/jobFamilyCode/codeValue /workers/workAssignments/jobFamilyCode/shortName	Worker's job family	Worker's job family code and name	Código e nome do cargo do colaborador conforme histórico vigente.
/workers/workAssignments/laborUnion /workers/workAssignments/laborUnion/laborUnionCode /workers/workAssignments/laborUnion/laborUnionCode/codeValue /workers/workAssignments/laborUnion/laborUnionCode/shortName	Worker's labor union	Worker's labor union code and name	Código e nome da categoria sindical do colaborador
/workers/workAssignments/bargainingUnit /workers/workAssignments/bargainingUnit/bargainingUnitCode /workers/workAssignments/bargainingUnit/bargainingUnitCode/codeValue /workers/workAssignments/bargainingUnit/bargainingUnitCode/shortName	Worker's bargaining unit	Worker's bargaining unit code and name	Código e nome do sindicato do colaborador.
/workers/workAssignments/workShiftCode /workers/workAssignments/workShiftCode/codeValue	Worker's work shift code	Worker's work shift code	Código da escala/turma do colaborador. O código será composto do código da escala e o código da turma, separando por traço.
/workers/workAssignments/workShiftCode/shortName	Worker's work shift name	Worker's work shift name	Nome da turma do colaborador

/workers/workAssignments/workArrangementCode /workers/workAssignments/workArrangementCode/codeValue /workers/workAssignments/workArrangementCode/shortName	Worker's work Arrangement	Worker's work Arrangement	Código e nome do tipo de regime do colaborador
/workers/workAssignments/standardHours /workers/workAssignments/standardHours/hoursQuantity /workers/workAssignments/standardHours/unitCode /workers/workAssignments/standardHours/unitCode/shortName	Worker's standard monthly hours	Worker's standard monthly hours	Quantidade de horas mensais da escala atual do colaborador conforme histórico
/workers/workAssignments/homeOrganizationalUnits /workers/workAssignments/homeOrganizationalUnits/nameCode /workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue /workers/workAssignments/homeOrganizationalUnits/nameCode/shortName	Worker's home organizational unit	Worker's home organizational unit (result center, following the unit ID rule)	Código e nome do centro de resultado do colaborador, seguindo a regra: D_<Empresa>_<Estabelecimento>_<Centro de Resultado> --> Exemplo: D_001_001_123456789
/workers/workAssignments/assignedOrganizationalUnits /workers/workAssignments/assignedOrganizationalUnits/nameCode /workers/workAssignments/assignedOrganizationalUnits/nameCode/shortName	Worker's assigned organizational unit	If the worker is allocated in a company's client ("tomador"), show the client's code following the unit ID rule. If the worker is simultanealy allocated in more than one company's client, one element will be shown for each one. If the worker isn't allocated, show the home organizational unit.	Se o empregado está alocado em tomador/tomador obra própria, trazer o código/nome do tomador, seguindo a regra para código: Se Tomador: T_<Código do Tomador> --> Exemplo: T_1 Se Tomador Obra Própria: O_<Código do Tomador Obra Própria> --> Exemplo: O_10 Se o empregado estiver alocado em mais de um tomador, será enviado um registro neste bloco para cada tomador vigente. Caso contrário, trazer o código do centro de resultado do colaborador, seguindo a regra: D_<Empresa>_<Estabelecimento>_<Centro de Resultado> --> Exemplo: D_001_001_123456789
/workers/workAssignments/homeWorkLocation /workers/workAssignments/homeWorkLocation/nameCode /workers/workAssignments/homeWorkLocation/nameCode/codeValue	Worker's home work location	Name and code of the worker's branch, following the location ID rule.	Código/nome do estabelecimento atual do colaborador conforme histórico, seguindo a regra abaixo para o código: <tipo de local de trabalho>-<código do elemento> Exemplo: Estabelecimento 1 Empresa 001--> código: ESTAB-001-1

/workers/workAssignments/homeWorkLocation/nameCode/shortName			
/workers/workAssignments/homeWorkLocation/address /workers/workAssignments/homeWorkLocation/address/lineOne /workers/workAssignments/homeWorkLocation/address/lineTwo /workers/workAssignments/homeWorkLocation/address/lineThree /workers/workAssignments/homeWorkLocation/address/cityName /workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1 /workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/codeValue /workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/shortName /workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/subdivisionType /workers/workAssignments/homeWorkLocation/address/countryCode /workers/workAssignments/homeWorkLocation/address/postalCode	Worker's home work location address	Worker's branch address with the following rule: LineOne: street type, street name and address complement. LineTwo: Neighbourhood name, city name and state code. LineThree: postal code City Name: city name Country Subdivision: state code and name Country Code: country code in the ISO-3166 table. Postal code: address postal code Block name: neighbourhood name Street Type: street type identification Unit: address complement	Endereço do estabelecimento do colaborador com a seguinte divisão: LineOne: Tipo, Logradouro e Complemento de endereço LineTwo: Bairro, Município e Estado. LineThree: CEP City Name: nome do município Country Subdivision: Estado Country Code: Código do país Postal Code: CEP Block Name: Bairro Street Name: logradouro Street Type: Tipo de Logradouro Unit: complemento do endereço
/workers/workAssignments/assignedWorkLocations /workers/workAssignments/assignedWorkLocations/nameCode /workers/workAssignments/assignedWorkLocations/nameCode/shortName	Worker's assigned work location	If the worker is allocated in a company's client ("tomador"), show the client's code following the location ID rule. If the worker is simultanelly allocated in more than one company's client, one element will be shown for each one. If the worker isn't allocated, show the home location.	Se o empregado está alocado em tomador/tomador obra própria, trazer o código do tomador, seguindo a regra: Se Tomador/Obra Própria: TOMA-<Código do Tomador> --> Exemplo: TOMA_1 Se o empregado estiver alocado em mais de um tomador, será enviado um registro neste bloco para cada tomador vigente. Caso contrário, trazer o código/nome do estabelecimento do colaborador conforme regra: ESTAB-<código do elemento> Exemplo: Estabelecimento 1 Empresa 001--> código: ESTAB-001-1
/workers/workAssign	Worker's assigned work location address	If the worker is allocated in a company's	Endereço dos tomadores ou

ments/assignedWorkLocations/address/workers/workAssignments/assignedWorkLocations/address/lineOne/workers/workAssignments/assignedWorkLocations/address/lineTwo/workers/workAssignments/assignedWorkLocations/address/lineThree/workers/workAssignments/assignedWorkLocations/address/cityName/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/codeValue/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/shortName/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/subdivisionType/workers/workAssignments/assignedWorkLocations/address/countryCode/workers/workAssignments/assignedWorkLocations/address/postalCode		client ("tomador"), show the client's address. If the worker is simultanely allocated in more than one company's client, one element will be shown for each one. If the worker isn't allocated, show the home location address.	estabelecimento do colaborador (conforme regra do campo acima) com a seguinte divisão: LineOne: Tipo, Logradouro e Complemento de endereço LineTwo: Bairro, Município e Estado. LineThree: CEP City Name: nome do município Country Subdivision: Estado Country Code: Código do país Postal Code: CEP Block Name: Bairro Street Name: logradouro Street Type: Tipo de Logradouro Unit: complemento do endereço
/workers/workAssignments/remunerationBasisCode/workers/workAssignments/remunerationBasisCode/codeValue/workers/workAssignments/remunerationBasisCode/shortName	Worker's remuneration basis	Worker's salary type. H - Hourly M - Monthly C - Commission T - Task	Código e nome do tipo salarial do colaborador H - Hourly: Horista M - Monthly: Mensalista C - Commission: Comissionado T - Task: Tarefeiro
/workers/workAssignments/standardPayPeriodHours/workers/workAssignments/standardPayPeriodHours/hoursQuantity/workers/workAssignments/standardPayPeriodHours/unitCode	Worker's contractual standard monthly hours	Worker's contractual standard monthly hours	Quantidade de horas mensais do colaborador conforme histórico salarial vigente

/workers/workAssignments/standardPayPeriodHours/unitCode/shortName			
/workers/workAssignments/baseRemuneration /workers/workAssignments/baseRemuneration/hourlyRateAmount /workers/workAssignments/baseRemuneration/hourlyRateAmount/amountValue /workers/workAssignments/baseRemuneration/hourlyRateAmount/currencyCode	Worker's base remuneration hourly rate	Worker's with salary type M or C, the value is the result of monthly salary / monthly hours. Worker's with salary type H or T, the value is the hour/task salary.	Para mensalistas e comissionados, será o resultado da fórmula salário contratual / carga horária mensal. Para horistas e tarefeiros, será o valor do salário hora/tarefa.
/workers/workAssignments/baseRemuneration/monthlyRateAmount /workers/workAssignments/baseRemuneration/monthlyRateAmount/amountValue /workers/workAssignments/baseRemuneration/monthlyRateAmount/currencyCode	Worker's base remuneration monthly rate	Worker's with salary type M or C, the value is the monthly salary. Worker's with salary type H or T, the value is the result of hour/task salary multiplied by the monthly hours/tasks.	Para mensalistas e comissionados, será o valor do salário contratual mensal. Para horistas e tarefeiros, será o resultado da fórmula: salário hora/tarefa multiplicado pela carga horária mensal.
/workers/workAssignments/baseRemuneration/recordingBasisCode /workers/workAssignments/baseRemuneration/recordingBasisCode/codeValue /workers/workAssignments/baseRemuneration/recordingBasisCode/shortName	Worker's remuneration recording basis	Worker's salary type. H - Hourly M - Monthly C - Commission T - Task	Código e nome do tipo salarial do colaborador H - Hourly: Horista M - Monthly: Mensalista C - Commission: Comissionado T - Task: Tarefeiro
/workers/workAssignments/baseRemuneration/effectiveDate	Worker's base remuneration effective date	Worker's base remuneration effective date	Data de início de validade do histórico salarial atual do colaborador
/workers/workAssignments/additionalRemunerations /workers/workAssignments/additionalRemunerations/nameCode /workers/workAssignments/additionalRemunerations/nameCode/shortName /workers/workAssignments/additionalRemunerations/nameCode/longName	Worker's additional remuneration description	Worker's additional remuneration description	Descrição da remuneração variável do colaborador.
/workers/workAssign	Worker's direct manager AOID	Worker's direct manager AOID	Código de pessoa do gestor imediato do

ments/reportsTo /workers/workAssign ments/reportsTo/asso ciateOID			colaborador no sistema eXpert. Para garantir unicidade, seguirá a regra: <código do cliente>-<código da pessoa> Exemplo: 1-000001234
/workers/workAssign ments/reportsTo/wor kerID /workers/workAssign ments/reportsTo/wor kerID/idValue	Worker's direct manager Worker ID	Worker's direct manager Worker ID	Código de empregado do gestor imediatamente do colaborador no sistema eXpert. Para garantir unicidade, seguirá a regra: <código da empresa>-<matrícula> Exemplo: 001-000005678 Se o empregado tiver mais de um contrato (multi-contrato ou readmissão), este campo será diferente para cada contrato.
/workers/workAssign ments/reportsTo/repo rtsToWorkerName /workers/workAssign ments/reportsTo/repo rtsToWorkerName/giv enName /workers/workAssign ments/reportsTo/repo rtsToWorkerName/mi ddleName /workers/workAssign ments/reportsTo/repo rtsToWorkerName/fa milyName1 /workers/workAssign ments/reportsTo/repo rtsToWorkerName/for mattedName	Worker's direct manager name	Worker's direct manager name	Nome completo do gestor imediato do colaborador
/workers/workAssign ments/reportsTo/repo rtsToRelationshipCode /workers/workAssign ments/reportsTo/repo rtsToRelationshipCode /itemID	Worker's direct manager type of relationship	Default "Manager"	Fixo "Manager"
/workers/workAssign ments/payScaleCode /workers/workAssign ments/payScaleCode/ codeValue /workers/workAssign ments/payScaleCode/ shortName	Worker's pay scale (if applicable)	Worker's pay scale code and name (if applicable)	Se o colaborador é tabelado, demonstra o código e nome da tabela salarial do colaborador
/workers/workAssign ments/payGradeCode /workers/workAssign ments/payGradeCode /codeValue /workers/workAssign ments/payGradeCode /shortName	Worker's pay grade (if applicable)	Worker's pay grade code and name (if applicable)	Código da faixa e nível salarial do colaborador. Nome da faixa salarial do colaborador

/workers/workAssignments/customFieldGroup /workers/workAssignments/customFieldGroup/indicatorFields /workers/workAssignments/customFieldGroup/indicatorFields/indicatorValue /workers/workAssignments/customFieldGroup/indicatorFields/itemID	Worker's indicator additional fields.	Currently it will have only one field "Disability Quota" that indicates if the disabled worker occupies disability quota or not.	Atualmente teremos apenas um campo neste grupo "Disability quota" que indicará se o colaborador PCD preenche cota ou não.
/workers/workAssignments/customFieldGroup/stringFields /workers/workAssignments/customFieldGroup/stringFields/nameCode /workers/workAssignments/customFieldGroup/stringFields/nameCode/shortName /workers/workAssignments/customFieldGroup/stringFields/stringValue	Worker's string additional fields.	In this group of fields it'll be available the following fields: Union Legal ID: Union's CNPJ number if the worker is filiated to a union different from the standard one. Legal authorization proceeding: Number of the legal proceeding authorizing the worker hire if applicable (minor worker's that aren't apprentices). Hire origination legal proceeding: Number of the legal proceeding that originated the hire, if applicable.	Neste grupo de campos teremos os seguintes campos: Union Legal ID: CNPJ do sindicato ao qual o colaborador está filiado, se diferente do padrão. Legal authorization proceeding: número do alvará judicial que autoriza a contratação, se aplicável (menores que não são admitidos como menor aprendiz por exemplo). Hire origination legal proceeding: número do processo judicial se a admissão foi motivada por decisão judicial.
/workers/customFieldGroup /workers/customFieldGroup/stringFields /workers/customFieldGroup/stringFields/nameCode /workers/customFieldGroup/stringFields/nameCode/shortName /workers/customFieldGroup/stringFields/stringValue /workers/customFieldGroup/stringFields/itemID	Worker's custom informations (fields defined by the client).	Worker's custom fields. In this array there'll be an object for each custom field informed for the worker the client has. The custom fields from the person and employment tables will be considered in this API.	Informações adicionais do cliente. Nesta lista de campos haverá um objeto para cada infadic preenchida no cadastro do colaborador que o cliente possua. Serão consideradas as infadics das tabelas de pessoa física e registro de emprego nesta API.

Appendix B: Workers/Worker Demographics Available Filters:

The following fields are available to use for filtering workers:

- /workers/associateOID
- /workers/workerID/idValue
- /workers/workAssignments/reportsTo/associateOID
- /workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue
- /workers/workerDates/terminationDate
- /workers/workerDates/originalHireDate

These fields can be combined with the company and worker status fields to narrow further the results but cannot be combined between them.

Also to search for specific workers, you could use the following filters

- /workers/person/governmentIDs
 - In this case you must specify the document type and value being searched. The exception is the CTPS number which doesn't allow filtering.
- /workers/alternateIDs
 - In this case you must specify the alternate ID type and value being searched.

Appendix C: Worker Personal Communication E-mail POST Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

Events

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events /events/eventID	Event ID	External system reference ID	ID de Referência da solicitação no sistema externo.	Mandatory, must be an string.
/events/serviceCategoryCode /events/serviceCategoryCode/shortName	Service Category Code	Default "HR" in this API	Fixo HR	Mandatory, must be the value defined for this API
/events/eventNameCode /events/eventNameCode/shortName	Event Short Name	worker.personalCommunication.email.<operation> Example: worker.personalCommunication.email.add	worker.personalCommunication.email.<operation> Exemplo: worker.personalCommunication.email.add	Mandatory, must correspond to the API being called
/events/eventTitle	Event Title	Personal Communication Email <Operation> Example: Personal Communication Email Add	Personal Communication Email <Operation> Exemplo: Personal Communication Email Add	Mandatory, must correspond to the API being called
/events/recordDateTime	Event record/creation date and time	External system record date/time	External system record date/time	Mandatory, must be the date/time when the event

/events/creationDate Time				occurred in the system calling the API.
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Events > Data > Event Context > Worker

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/eventContext/worker/associateOID	Worker's associate OID	Worker's Associate OID Please consult the Appendix A for details of this field's rule.	Associate OID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the associate OID of the employee being updated.
/events/data/eventContext/worker/workerID /events/data/eventContext/worker/workerID/idValue	Worker's worker ID	Worker's Worker ID Please consult the Appendix A for details of this field's rule.	Worker ID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the worker ID of the employee being updated.

Events > Data > Transform > Person > Communication

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/transform/worker/person/communication/email /events/data/transform/worker/person/communication/email/emailUri	New Email	New Worker Personnel E-mail	Novo e-mail do colaborador	Mandatory, must be the new value For the Remove Operation, this field will be desconsidered.

Appendix D: Worker Personnel Communication Landline POST Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

Events

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events /events/eventID	Event ID	External system reference ID	ID de Referência da solicitação no sistema externo.	Mandatory, must be an string.

/events/serviceCategoryCode /events/serviceCategoryCode/shortName	Service Category Code	Default "HR" in this API	Fixo HR	Mandatory, must be the value defined for this API
/events/eventNameCode /events/eventNameCode/shortName	Event Short Name	worker.personalCommunication.landline.<operation> Example: worker.personalCommunication.landline.add	worker.personalCommunication.landline.<operation> Exemplo: worker.personalCommunication.landline.add	Mandatory, must correspond to the API being called
/events/eventTitle	Event Title	Personal Communication Landline <Operation> Example: Personal Communication Landline Add	Personal Communication Landline <Operation> Exemplo: Personal Communication Landline Add	Mandatory, must correspond to the API being called
/events/recordDateTime /events/creationDateTime	Event record/creation date and time	External system record date/time	External system record date/time	Mandatory, must be the date/time when the event occurred in the system calling the API.

Events > Data > Event Context > Worker

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/eventContext/worker/associateOID	Worker's associate OID	Worker's Associate OID Please consult the Appendix A for details of this field's rule.	Associate OID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the associate OID of the employee being updated.
/events/data/eventContext/worker/workerID /events/data/eventContext/worker/workerID/idValue	Worker's worker ID	Worker's Worker ID Please consult the Appendix A for details of this field's rule.	Worker ID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the worker ID of the employee being updated.

Events > Data > Transform > Person > Communication

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/transform/worker/person/communication/landline	New area dialing number	New area dialing number	Novo DDD do telefone fixo do colaborador	Mandatory, must be a valid area dialing code with the format XX or OXX Example: 11 or 011

/events/data/transform/worker/person/communication/landline/areaDialing				For the Remove Operation, this field will be desconsidered.
/events/data/transform/worker/person/communication/landline/dialNumber	New dial number	New dial number	Novo número do telefone fixo do colaborador	Mandatory, must be a number with at least 8 digits. Don't use any separators in the number. For the Remove Operation, this field will be desconsidered.
/events/data/transform/worker/person/communication/landline/formattedNumber	New formatted number	<areaDialing> + <dialNumber> Example: 011 33333333	DDD + Telefone Exemplo 011 33333333	Mandatory, must correspond to the areaDialing and dialNumber sent in the previous fields. Use a single space as separator between the both numbers.

Appendix E: Worker Personal Communication Mobile POST Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

Events

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events /events/eventID	Event ID	External system reference ID	ID de Referência da solicitação no sistema externo.	Mandatory, must be an string.
/events/serviceCategoryCode /events/serviceCategoryCode/shortName	Service Category Code	Default "HR" in this API	Fixo HR	Mandatory, must be the value defined for this API
/events/eventNameCode /events/eventNameCode/shortName	Event Short Name	worker.personalCommunication.mobile.<operation> Example: worker.personalCommunication.mobile.add	worker.personalCommunication.mobile.<operation> Exemplo: worker.personalCommunication.mobile.add	Mandatory, must correspond to the API being called
/events/eventTitle	Event Title	Personal Communication Mobile <Operation> Example: Personal Communication Mobile Add	Personal Communication Mobile <Operation> Exemplo: Personal Communication Mobile Add	Mandatory, must correspond to the API being called
/events/recordDateTime /events/creationDateTime	Event record/creation date and time	External system record date/time	External system record date/time	Mandatory, must be the date/time when the event occurred in the system calling the API.

Events > Data > Event Context > Worker

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/eventContext/worker/associateOID	Worker's associate OID	Worker's Associate OID Please consult the Appendix A for details of this field's rule.	Associate OID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the associate OID of the employee being updated.
/events/data/eventContext/worker/workerID /events/data/eventContext/worker/workerID/idValue	Worker's worker ID	Worker's Worker ID Please consult the Appendix A for details of this field's rule.	Worker ID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the worker ID of the employee being updated.

Events > Data > Transform > Person > Communication

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/transform/worker/person/communication/mobile /events/data/transform/worker/person/communication/mobile/areaDialing	New area dialing number	New area dialing number	Novo DDD do celular do colaborador	Mandatory, must be a valid area dialing code with the format XX or OXX Example: 11 or 011 For the Remove Operation, this field will be desconsidered.
/events/data/transform/worker/person/communication/mobile/dialNumber	New dial number	New dial number	Novo número do celular do colaborador	Mandatory, must be a number with at least 8 digits. Don't use any separators in the number. For the Remove Operation, this field will be desconsidered.
/events/data/transform/worker/person/communication/mobile/formattedNumber	New formatted number	<areaDialing> + <dialNumber> Example: 011 999999999	DDD + Celular Exemplo 011 999999999	Mandatory, must correspond to the areaDialing and dialNumber sent in the previous fields. Use a single space as separator between the both numbers.

Appendix F: Worker Legal Address POST Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

Events

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events /events/eventID	Event ID	External system reference ID	ID de Referência da solicitação no sistema externo.	Mandatory, must be an string.
/events/serviceCategoryCode /events/serviceCategoryCode/shortName	Service Category Code	Default "HR" in this API	Fixo HR	Mandatory, must be the value defined for this API
/events/eventNameCode /events/eventNameCode/shortName	Event Short Name	worker.legal-address. <operation> Example: worker.legal-address.change	worker.legal-address. <operation> Exemplo: worker.legal-address.change	Mandatory, must correspond to the API being called
/events/eventTitle	Event Title	Worker Legal Address <Operation> Example: Worker Legal Address Change	Worker Legal Address <Operation> Exemplo: Worker Legal Address Change	Mandatory, must correspond to the API being called
/events/recordDateTime /events/creationDateTime	Event record/creation date and time	External system record date/time	External system record date/time	Mandatory, must be the date/time when the event occurred in the system calling the API.

Events > Data > Event Context > Worker

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/eventContext/worker/associateOID	Worker's associate OID	Worker's Associate OID Please consult the Appendix A for details of this field's rule.	Associate OID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the associate OID of the employee being updated.
/events/data/eventContext/worker/workerID /events/data/eventContext/worker/workerID/idValue	Worker's worker ID	Worker's Worker ID Please consult the Appendix A for details of this field's rule.	Worker ID do colaborador Por favor consulte o Apendice A para detalhes da regra deste campo.	Mandatory, must be the worker ID of the employee being updated.

Canonical Field	Label	SOR Rule for Regular Workers	SOR Rule for Regular Workers (in local language)	Validations
/events/data/transform/worker/person/legalAddresses/lineOne /events/data/transform/worker/person/legalAddresses/lineTwo /events/data/transform/worker/person/legalAddresses/lineThree	This is the primary residential address that is used by an organization.	Worker's address with the following rule: LineOne: street type, street name and address complement. LineTwo: Neighbourhood name, city name and state code. LineThree: postal code	Endereço do colaborador, com a seguinte divisão: LineOne: Tipo, Logradouro e Complemento de endereço LineTwo: Bairro, Município e Estado. LineThree: CEP	These first fields are optional and informational only, won't be considered in the actual data update process.
/events/data/transform/worker/person/legalAddresses/cityName	City Name	City Name: city name	City Name: nome do município	This field only will be considered for foreign addresses, as for brazilian addresses the city name is derived from the postal code.
/events/data/transform/worker/person/legalAddresses/countrySubdivisionLevel1/codeValue /events/data/transform/worker/person/legalAddresses/countrySubdivisionLevel1/shortName /events/data/transform/worker/person/legalAddress/countrySubdivisionLevel1/subdivisionType	Country Subdivision	Country Subdivision: state code and name	Country Subdivision: Estado	These first fields are optional and informational only, won't be considered in the actual data update process, as this information will be derived from the postal code.
/events/data/transform/worker/person/legalAddresses/countryCode	Country Code	Country Code in the ISO-3166 table.	Código do país conforme ISO-3166	Must be the valid ISO-3166 country code.
/events/data/transform/worker/person/legalAddresses/postalCode	Postal Code	Address postal code	CEP	Must be the valid postal code (only numbers), could be the generic city/block number if there's no specific postal code for the address. For foreign addresses, this would be the postal box number (maximum of 10 characters)
/events/data/transform/worker/person/legalAddresses/blockName	Block Name	Neighbourhood name	Nome do Bairro	If the address is brazilian and the postal code isn't a generic postal code, this

				field won't be considered. For foreign address and cases where the postal code is generic, this must be the block/neighbourhood name.
/ events/data/transform/worker/person/legalAddresses/streetName / events/data/transform/worker/person/legalAddress/streetTypeCode / events/data/transform/worker/person/legalAddress/streetTypeCode/shortName	Street	Street Name: logradouro Street Type: street type identification	Street Name: logradouro Street Type: Tipo de Logradouro	These two fields only will be considered when the address is foreign or the postal code is generic. Otherwise, this will be derived from the postal code. In these cases, the street type must be an option valid per eSocial table 20 and the street name must be informed.
/ events/data/transform/worker/person/legalAddresses/buildingNumber	Building Number	Building Number	Número do endereço	Maximum of 10 characters.
/ events/data/transform/worker/person/legalAddress/unit	Unit	Address complement	Complemento do endereço	Maximum of 30 characters.