

Project of the Year 2026 Submission

PEOPLE | DATA | COMPLIANCE | A MORE EFFICIENT PUBLIC SECTOR

DIGITAL
GOVERNANCE
FOR A STRONGER
TOMORROW

Statewide eSocial Digital Governance Layer for 1.1 Million Public-Sector Workers

A statewide compliance, data-governance, and workforce intelligence transformation for the Government of São Paulo, Brazil.

PEOPLE
INTEGRITY
EFFICIENCY
OPPORTUNITY



1.1M

people covered

PUBLIC-SECTOR WORKERS



2,500

legal entities

ACROSS THE STATE



47

public bodies

INTEGRATED



40+

source systems

HARMONIZED



116.2M

XML records

PROCESSED

TRANSFORMING PUBLIC HR DATA INTO
TRUST, INSIGHT AND IMPACT



Single Source of Truth

Unified, standardized and trusted data for 1.1 million public-sector workers across all public bodies.



On-premise deployment in PRODESP

Built and operated in the state data center, ensuring security, sovereignty and high availability.



Continuous reconciliation with federal acceptance

Automated validation, transmission and receipt evidence with the federal eSocial platform.



AI, analytics and hyperautomation

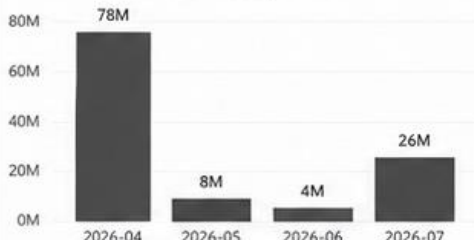
Advanced analytics, risk detection and automated controls to drive compliance, efficiency and better decision-making.

Executive Overview

Date	Public Body	Status
All	All	All

802,169	38,077	14,9%
Workers in eSocial	Terminations	Severance rate

Files Extracted per Month

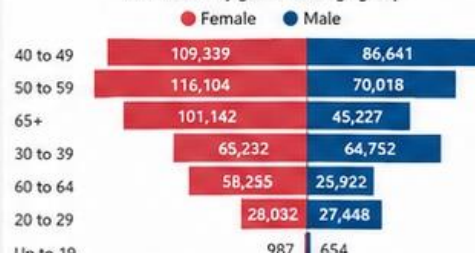


Employee Profile

Date	Gender	Public Body
All	All	All

800,041	122,549	50
Total workers	Persons with disabilities	Average age

Distribution by gender and age group

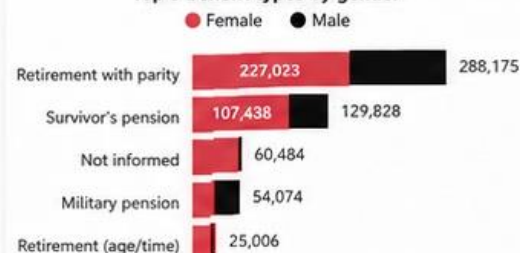


Benefits and Pensions

Date	Benefit Type	Status
All	All	All

631,585	673,994	1,781
Total beneficiaries	Active benefits	Benefits closed

Top 5 benefit types by gender



Operational Intelligence Landscape

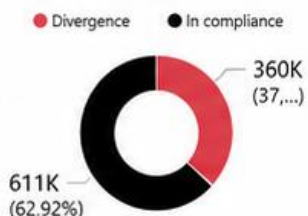
Sanitized evidence views across workforce, benefits, safety, health, and compliance.

PEOPLE | SAFETY | HEALTH
COMPLIANCE | ANALYTICS | IMPACT

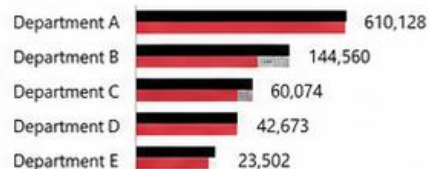
Workforce records



Employment regime distribution



Top 5 departments with divergences



Workforce records

Active records, terminations and data quality.

Occupational risk S-2240



Compliance rate by department (sample)



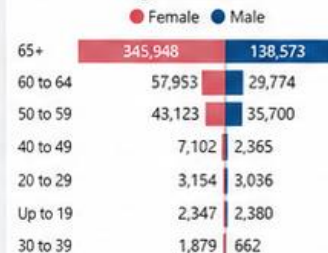
Occupational risk S-2240

Exposure, mandatory data and compliance by department.

Benefits & pensions



Age distribution



Benefit categories



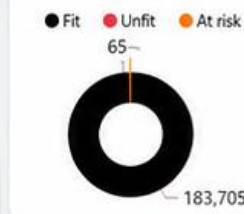
Benefits & pensions

Population, categories and demographic distribution.

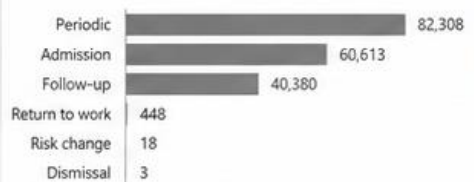
Medical exams S-2220



Exam result



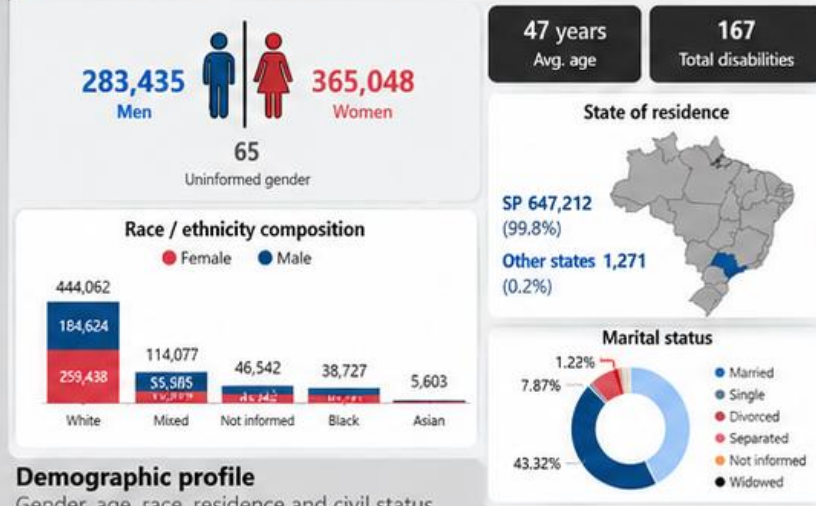
Volume by exam type



Medical exams S-2220

Required exams, results and non-compliance.

Demographic profile



Demographic profile

Gender, age, race, residence and civil status.

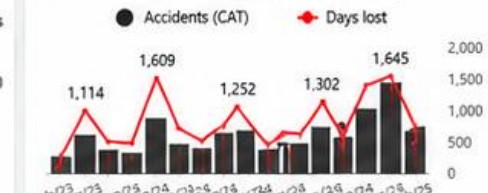
Work accidents S-2210



Accident type distribution



Accidents and days lost (monthly)



Work accidents S-2210

Accidents, absences, fatalities and monthly trend.

From data to safer, healthier and more resilient organizations.

Continuous monitoring
Always-on visibility across all domains.

Cross-domain analytics
Integrated insights from people, health, safety, benefits and compliance.

Auditable remediation
Track, prioritize and resolve non-compliance at scale.

Screens sanitized;
numbers retained from
source evidence where shown.

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From Fragmented Reporting to a Single Source of Truth

Architecture and governance model for statewide regulatory data integrity.

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OPPORTUNITY



1.1M

people covered

PUBLIC-SECTOR WORKERS



2,500

legal entities

ACROSS THE STATE



47

public bodies

INTEGRATED



40+

source systems

HARMONIZED



116,184,353

XML records

PROCESSED



3,661

ZIP archives

PROCESSED

1

Source systems

40+ systems and legacy data

- Payroll / HR
- Benefits and pensions
- Occupational safety and health
- Administrative records
- Other internal systems
- Legacy databases and files

2

Data ingestion

Multiple and controlled channels

- ETL pipelines (scheduled)
- APIs (secure)
- Controlled files (SFTP)
- Database replication
- Incremental and full loads

3

Processing and quality

Rules, validation and standardization

- Business rules and federal layout
- Data quality checks and reconciliation
- Data normalization and enrichment
- Exception handling and quarantine
- Audit trail and traceability

4

Single source of truth

Authoritative and reliable data



Authoritative database
(Single Source of Truth)



Mirror base
(for audit and reprocessing)



Data ledger
(versioning and history)

5

Federal transmission

eSocial environment

- Generation of official XML files
- Transmission via official protocol (web services)
- Receipt and processing evidence
- Monitoring of return files and status
- Automatic error handling and reprocessing

6

Insights and action

Monitoring, analytics and remediation

- Executive dashboards and operational analytics
- Alerts and notifications
- Mass rectification workflows
- Management by exception
- Reports for governance and compliance



AI/ML

Anomaly detection, predictive analytics and intelligent automation.



Advanced analytics

Actionable insights for better decision-making.



Hyperautomation

Automated controls and mass processing.



Security and compliance

Data protection, access control and full traceability.

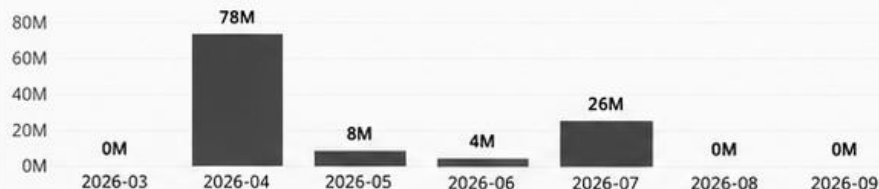


On-premise in PRODESP

Secure, sovereign infrastructure with high availability.

XML processing volume (sanitized evidence)

XML records extracted per month



Public-body overview (sanitized evidence)

45

Public bodies

1.1M

People covered

116.2M

XML records

31,736:1

XMLs per body

Top 5 public bodies by XML volume

PB-001	19,871,445
PB-002	18,213,579
PB-003	17,424,802
PB-004	12,034,451
PB-005	7,219,100

Public bodies by size (people covered)

More than 100,000	12
10,001 to 100,000	18
1,001 to 10,000	11
Up to 1,000	6



Traceable federal acceptance

Proof of transmission and processing for all records.



Mass rectification and reprocessing

Automated workflows to correct and resend data.



Auditable mirror base

Complete history, versioning and traceability.



Operational governance at scale

More efficiency, transparency and control.

Sanitized evidence excerpts included.

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Workforce and Benefits Intelligence

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Turning public-sector records into people, retirement, and benefits insight.

1. Workforce records

Complete and reliable worker records, ensuring data quality and compliance.



802,169

Worker records
in eSocial



38,077

Total terminations



4.5%

Average
termination rate



119,565

Cessions



14.9%

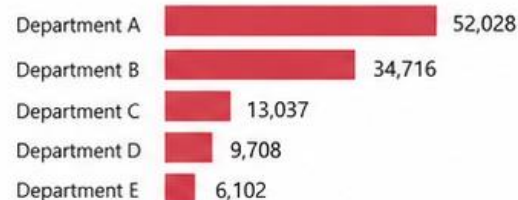
Ceded

Divergences between pension regime and labor regime

● Divergence ● Compliance



Top 5 departments with divergences



2. Demographic profile

A diverse and talented workforce across the state.



800,041

Total workers



122,549

Persons with
disabilities



50

Average age



320,662

Men



479,088

Women



291

Unspecified

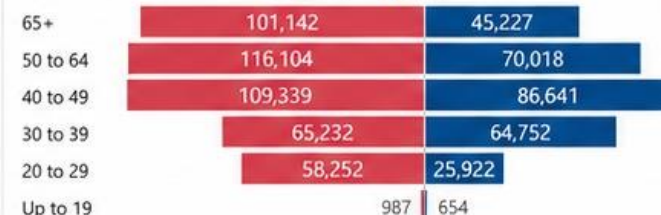
State of residence

State X
798,477
(99.8%)
Other states 1,569
(0.2%)



Age and gender distribution

● Female ● Male



3. Benefits and pensions

Comprehensive view of benefits, pensions, and beneficiary profiles.



631,585

Total lives



673,994

Active benefits



1,781

Benefits closed

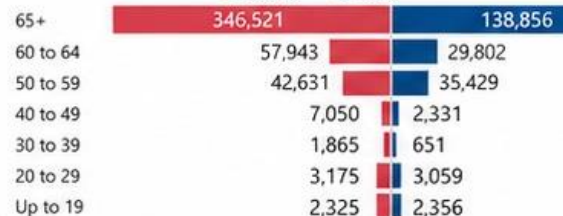


18

Average duration
(years)

Age distribution of beneficiaries

● Female ● Male



Main benefit categories



4. Compulsory-retirement risk

Identifying and monitoring workers approaching mandatory retirement.



58,638

Workers analyzed



21,525

Age 72-74
(attention)



5,485

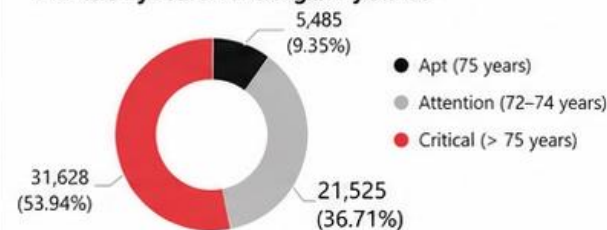
Apt at 75



31,628

Critical cases
(> 75)

Workers by retirement-eligibility status



Active monitoring of retirement-eligibility compliance

Continuous analysis of workers approaching the mandatory retirement age enables proactive action, reduces administrative risk, and supports workforce planning.



Supports special retirement monitoring



Improves rights protection and workforce planning



Enables proactive policy decisions

Compliance and Risk Intelligence

CONTINUOUS MONITORING, NON-COMPLIANCE DETECTION, AND AUDITABLE REMEDIATION.

DATA
COMPLIANCE
SAFETY
TRUST

PEOPLE
INTEGRITY
EFFICIENCY
OPPORTUNITY

Occupational risk S-2240

Work environment exposure, mandatory data and compliance by department.



957,968

Workers with
active records



401,095

With mandatory
data obligation



219,029

Missing data
53.9%



182,066

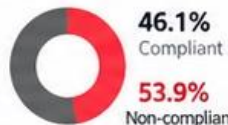
Required
submissions



2,971

Optional
submissions

Compliance rate



Department compliance (sample)

Department A

96.5%



OK: 418 Pend: 15

Department B

68.3%



OK: 6,327 Pend: 2,940

Department C

51.3%



OK: 169,374 Pend: 160,885

Department D

24.1%



OK: 5,495 Pend: 17,290

Department E

0.0%



OK: 2 Pend: 8,293

Medical exams S-2220

Required exams, omissions and compliance by exam type.



400,237

Workers requiring
exams



216,467

Missing exams
54.1%



183,770

Compliant
records



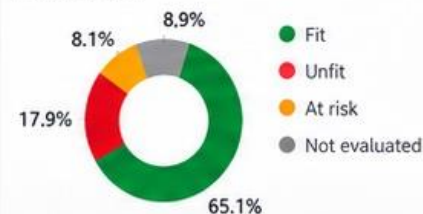
1,580

Optional
submissions

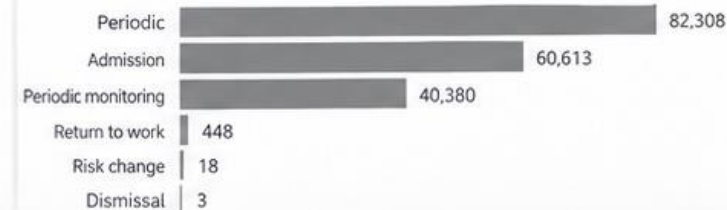
Compliance rate



Exam results



Volume by exam type



Work accidents S-2210

Accident records, absenteeism and severity trend.



2,400

Accident events



1,829

With absence



28,887

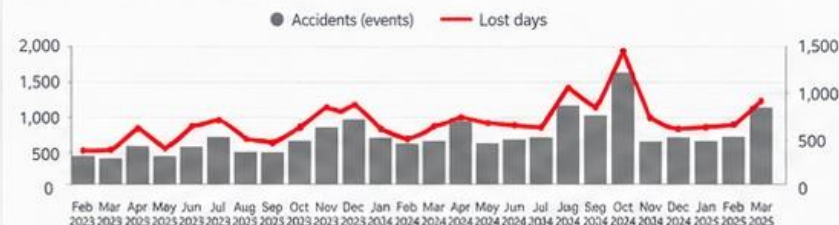
Lost days



7

Occupational
fatalities

Accidents and absenteeism trend



Absenteeism and severity under continuous monitoring.

Identification of critical events, trends and risk patterns to support preventive actions and reduce occupational impacts.

Payroll codes / rubrics

Payroll code analysis and tax/social security inconsistencies.



328,401

Payroll codes
analyzed



213,981

FGTS
inconsistencies
65.2%



220,109

INSS
inconsistencies
67.0%



250,338

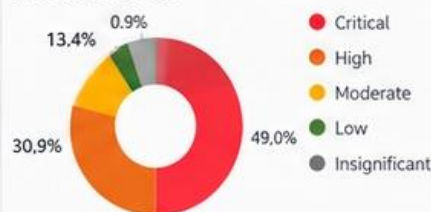
IRRF
inconsistencies
76.2%



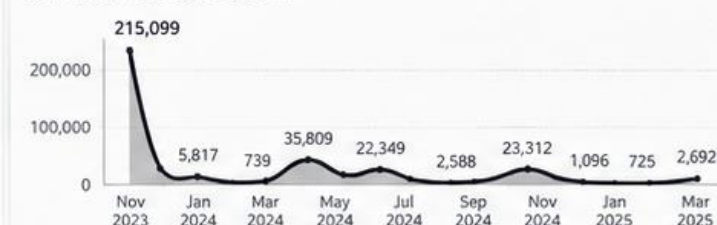
200,544

CPRP
inconsistencies
61.1%

Risk distribution



Transmission volume trend



Always-on alerts

Early detection of non-compliance and critical risks.



Mass corrective actions

Agile and scalable remediation workflows.



Cross-domain compliance visibility

Integrated view across workforce, health, safety and payroll.



Reduced fiscal and labor exposure

More security, efficiency and institutional trust.

Sanitized compliance views.

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Results, Validation, and Global Relevance

Why this public-sector transformation matters beyond one state.

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OPPORTUNITY

Key Results



>1 million

inconsistencies remediated

Data quality rules, automated validations and active reconciliation corrected over 1 million issues.



~4 million

events transmitted

Payroll, contributions and working-life events securely transmitted to the federal environment.



Acceptance improved from ~72% to >98%

Through data quality, automated controls and continuous monitoring.



~15% weekly reduction in the R\$2.2B fiscal divergence during September 2026

Identified through cross-checking, validation and data intelligence.



Additional indicators

Monthly CND impacts are actively monitored, and special-retirement observance is an automated indicator in the platform.

Award Scope Outcome



By the award cut-off, all required eSocial reporting from **November 2021 through the current reporting month** is to be **remediated, transmitted, and accepted** by the federal environment, with protocol- and receipt-level evidence.

This ensures a complete, auditable and compliant historical record for the entire required period.

Processing Evidence (Sanitized)



3,661
ZIP archives

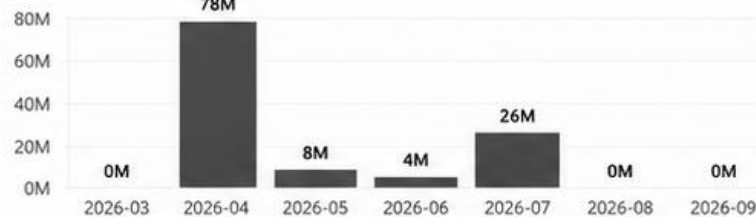


116,184,353
XML records



45
organizational units in the current dashboard snapshot

XML Records Extracted by Month (Sanitized)



Agency Overview (Sanitized)



45
organizational units



126,315
total XMLs (in current snapshot)

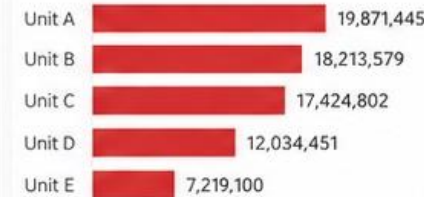


94.7%
average acceptance rate

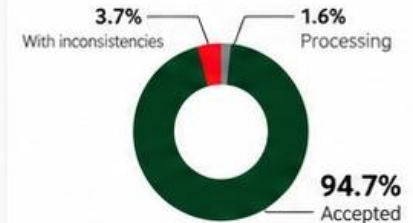


3.7%
records with inconsistencies

Top 5 Organizational Units by Processed Records



Records by Status



Why it matters globally



Replicable for large governments

A scalable model for complex public-sector environments.



Combines compliance, data governance, and operational intelligence

Integrated approach for sustainable transformation.



Reduces hidden fiscal and labor risk

Identifies and mitigates financial, legal and reputational exposure.



Creates an auditable Single Source of Truth

Trusted, evidence-based data for better decisions.



A blueprint for digital regulatory infrastructure in the public sector.

Sanitized dashboard visuals for award submission.

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