

EDITORIAL

The current times confront humanity with challenges that call life on the planet into question. It is not only wars or conflicts of various origins that kill or subdue populations across the globe. Now, forces of nature react to the violence of human action and expose populations, usually the most disadvantaged, to climate catastrophes like the one that struck Rio Grande do Sul. To neutralize them, the United Nations (UN) climate conferences were not enough, nor were the warnings from scientists, who for years have pointed to the need for definitive changes with regard to atmospheric pollution and the destruction of forest biomes.

In what corresponds to this Journal, which is the encouragement of science as a means to achieve solutions in accordance with Law and Justice in labor relations, we persist, thanks to the commitment of many (authors, reviewers, counselors), with this purpose.

In the edition we now offer to readers, whose thematic dossier is **Promoting gender, racial and diversity equality in work relations**, equality, well-being and equal treatment of people in their diversity are the beacon that guides the various articles. These are fundamental objectives of our Republic and are in line with freedom, justice, solidarity and the eradication of poverty, all as required by article 3 of the Federal Constitution.

In all the papers that the writers offer the reader, the background is in fact the equal treatment, without discrimination, to be given by the Legislator and the Judiciary to people who make a living from their work, in order to give consequence to what emerges from the constitutional text.

And on these topics, it is pertinent to discuss the right to a minimum wage for people in prison, to maternity leave, taking into account new family realities, to gender equality in work relations, in housework, which is generally performed by women, or the equal treatment for vulnerable workers and those linked to digital platforms.

Theme related to Law No. 14,611/23, that is, the desired salary equality between men and women, demonstrates, in real life, what prevents women from obtaining larger earnings or access to management, administration and decision-making positions within the business organizations. All of this goes against non-discrimination and gender equality.

The guarantee of decent work for people from the LGBT population refers to art. 1, III and IV, foundations of the Republic and the fundamental social right of its art. 6, all from the Constitution, depending on the writer who deals with this topic. There have been so many attempts to reduce these people's access, not only to the job market, but to life's assets in general, through so-called fake news on digital platforms, that it is essential to argue for their inclusion in the protected and decent job market. Society is one. Discrimination against one person or a group is the complete defeat of collective coexistence.

For people with disabilities (PwD), access and the right to work are constitutive elements of the human existence of inclusion. An article dealing with this topic shows that this is facilitated by the use of digital tools and teleworking.

Another theme that is also covered in this edition is the centrality, even today, of legal subordination in labor law. It's just that art. 7, I, of the Constitution, which provides workers with an employment relationship as a fundamental right, a relationship that is a synonym of subordination. This is a central issue when discussing app drivers and platform companies or the link between law firms and their supposed associated lawyers.

Procedural issues are also discussed in this volume, taking into account the provisions of art. 793-D of the Consolidation of Labor Laws (CLT in Portuguese) (wording of Law 13,467/17). It includes a fine for litigating the witness in bad faith, in addition to a possible limitation on access to justice, since there is often embarrassment, even due to the risk of the penalty, in bringing a witness to the case. It is also important not to lose sight of the limits of the parties' actions, the search for truth and the duty to cooperate provided for in art. 6 of the Civil Procedure Code (CPC).

Therefore, we bring to the legal community this edition of the TRT4 Scientific Magazine, with the commitment to disseminate legal culture, knowledge and science, elements that promote social transformation and the reduction of inequalities, in the way established by the Constitution.

We thank the writers for their trust and also greet the reviewers and the Editorial Board.

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