

Capability comparison: ADP® WorkForce Suite and UKG

WORKFORCE MANAGEMENT COMPLEXITY: BRAZIL



ADP is committed to helping clients better meet compliance requirements and improve labor conditions. That is why ADP WorkForce Suite is built to standardize complex processes like time capture and support regulations such as Ordinance 671 and REP - A and REP - P. ADP WorkForce Suite's fully configurable rules engine can help your organization comply with labor laws and agreements in Brazil. It's hard to manage thousands of variations of local ordinances and regulations. Let ADP WorkForce Suite help manage the high complexity of your workforce.

Rated the leading enterprise workforce management solution for functionality, the following is information to assist in your evaluation and show why ADP WorkForce Suite delivers more value than UKG.

Rule	ADP WorkForce Suite	UKG Pro WFM
Brazil Ordinance No. 671 REP-P Brazil's Ordinance 671 requires organizations to comply with strict timekeeping regulations, including REP-P requirements. REP-P compliance is a culmination of: ▪ Vendor INPI software registration ▪ Vendor-issued compliance attestation (Atestado + Termo) ▪ Technical and audit requirements (e.g., reporting, traceability, secure time capture)	ADP Workforce Suite delivers REP-P-aligned capabilities within its enterprise workforce management platform, including INPI-registered software designed to support compliant time capture and reporting. WHY IT MATTERS: Organizations can meet Brazil's REP-P requirements within their global workforce management environment without introducing additional system complexity or manual workarounds.	Documentation shows that REP-P compliance is delivered through features and extensions that require enablement and services support, rather than being delivered as a fully integrated capability within the core platform. RESULT: Organizations must actively enable, configure and manage the components required to operationalize REP-P compliance in their UKG Pro WFM environment.
Local Brazilian overtime, breaks, premiums and vacation Brazil legislation has specific requirements for employee pay, leave and breaks, including daily and weekly overtime, night premiums, reductions and flexible working arrangements, among other labor regulations.	ADP WorkForce Suite's configurable rules engine and Brazil-specific templates can help automate complex labor requirements, including overtime, premiums, breaks and leave policies, directly within the platform. It supports country-specific rules, union agreements and policy variations to minimize the need for custom development or external systems. WHY IT MATTERS: Organizations can manage and automate complex Brazilian labor requirements within a single system, reducing reliance on manual processes and simplifying ongoing compliance.	UKG Pro WFM supports Brazilian labor requirements through configurable settings and predefined rule structures. However, highly complex or localized requirements may require additional configuration, services support or manual workflows to address specific labor-rule scenarios. RESULT: Organizations may need to rely on additional configuration and manual oversight to manage more complex Brazilian labor requirements, increasing administrative effort and potentially limiting the ability to fully automate complex compliance processes and workflows.
Future compliance changes Compliance isn't static and Brazil isn't the only country adapting to shifting labor regulations. Organizations need to be future-ready and flexible to adjust to these changes, minimizing compliance risk.	ADP WorkForce Suite's configurable rules engine enables organizations to manage and automate highly complex labor requirements directly within the platform. Country-specific templates are regularly reviewed and updated to help organizations stay aligned with supported regulatory changes, while configurable rules enable organizations to adapt as labor requirements evolve. WHY IT MATTERS: Organizations can automate compliance processes, reduce manual effort, reduce risk of errors and respond more efficiently to regulatory changes.	UKG Pro Workforce Management supports updates to labor rules through configurable system settings and predefined rule structures. However, when regulatory changes introduce highly complex, localized or exception-heavy requirements, organizations may require additional configuration, services support, or manual workflows to implement and maintain those changes. RESULT: Organizations may need to rely on manual intervention and multi-step processes to manage compliance, increasing administrative burden and potentially limiting the ability to fully automate complex compliance processes and workflows.



Global scale. Deep Brazil expertise.

"As a global solution, we can handle all the complex scenarios, but we also have the local touch. We can take care of the business and the employee needs."

— **Solution consultant in Brazil**, WorkForce Software, an ADP company

Let us prove how ADP WorkForce Suite can meet your complex needs better than UKG

Staying compliant and keeping up with complex labor laws is table stakes. But with ADP WorkForce Suite, your organization can lead the way with a rules engine that can configure and help automate compliance rules in any country, so your organization can stay on top of the latest labor regulations.

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