

The inclusion of disabled persons in the labor market in Belo Horizonte, Brazil: scenario and perspective

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Abstract *Even after the publication of Law 8213 in 1991, which established quotas for employing disabled persons, their inclusion in the workplace still presents a challenge for Brazilian society. In order to understand the main barriers that hamper this process a qualitative research study was conducted in the municipality of Belo Horizonte. This study included interviews with important actors involved in the process of inclusion; and focus groups including disabled persons and members of their families. The main barriers encountered were: preconceived ideas and discrimination; family relationships; the Continuous Cash Benefit (BPC) program; the low level of qualification among disabled person; lack of access; and the unpreparedness of companies. It was concluded that drafting laws is not sufficient to guarantee inclusion in the labor market and that governments should implement public policies to assist in this process.*

Key words *Disabled persons, Work, Inclusion*

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Introduction

One of the main pillars of the Brazilian National Health Promotion Policy¹ refers to working conditions and relationships. For disabled persons, even though several legislative instruments exist that encourage and support their employability, entering the job market is still a difficult task. A document published by the United Nations in 2012² shows that disabled persons in employment tend to receive lower salaries and perform tasks considered to be inferior, offering few opportunities to develop a career and be promoted.

The lack of opportunities to enter the job market means that disabled persons are unable to earn a minimum living wage. According to the 2010 Census³, there are 46.605.000 disabled persons in Brazil, namely 23.9% of the population. In Minas Gerais there are 4.4 million, of whom 550.997 live in the capital, Belo Horizonte⁴.

Several laws have been introduced for the purpose of promoting inclusion in the labor market, the latest being Law No. 8213/91 which, in article 93, states that "a company with one hundred (100) or more employees is required to allocate between two percent (2%) and five percent (5%) of its job openings to rehabilitated beneficiaries or disabled persons, qualified in the following proportions: I – up to 200 employees, 2%; II – between 201 and 500, 3%; III – between 501 and 1.000, 4%; IV – from 1.001 upwards, 5%" (Law No. 8213/91, Article. 93)⁵.

Although this Law has been enacted, companies still find it difficult to fill the established quotas, and the number of disabled persons who are hired is still very low when compared to the numbers established by legislation⁶. Data from the Ministry of Labor and Employment⁷ show that, in 2010, only 9.687 disabled persons had been contracted within the municipality of Belo Horizonte.

To understand the main barriers that hamper inclusion and, consequently, observance of Law No. 8213/91 by private companies in Belo Horizonte, a qualitative study was conducted to provide alternatives that can help with this process.

Methodology

Qualitative outline research was conducted, based on interviews carried out separately with professionals working with issues involving the inclusion of disabled persons in the labor market, in Belo Horizonte; with representatives of as-

sociations that support disabled persons; human resource sector employees from several companies; and focus groups involving disabled persons and their families. Five different pre-established interview forms were used, one for each group of participants.

The interviews were set up by means of telephone calls and took place at a location indicated by the participants. In the case of the focus groups, the researchers were able to count on the support of the associations. Saturation criterion was used to define the number of interviewees. The absence of new themes and the repetitive content of the interviews were indicative that the principal ideas had already been raised⁸.

A total of thirty interviews were conducted, as well as two focus groups with family members and five with disabled persons (one physical, two visual, one auditory, one mental), each one lasting approximately one hour. The discussion groups were conducted by one moderator and one observer. All participants showed their willingness to take part by signing an Informed Consent Form – ICF, included in the project. In all, seventy people were heard and fourteen companies were contacted, although several decided not to participate in the study.

The focus group discussions and interviews were recorded and then transcribed. A content analysis technique⁹ was used to analyze the research material, which made it possible to create thematic data analysis categories by identifying similar issues. The method used to prepare the thematic categories followed the stages established by Minayo¹⁰: pre-analysis, examination of material and treatment of results. To guarantee anonymity, the interviewees were identified by numbers.

This research study was approved by the Research Ethics Committee – COEP at the Federal University of Minas Gerais.

Results and Discussion

With the data analysis findings, obtained after detailed examination of the interviews and focus groups transcripts, and based on literature on the subject, the following thematic categories were created: attitudinal barriers; education and professional training; the Continuous Cash Benefit program (BPC); role of the family; unpreparedness of companies; and accessibility and adaptation of the working environment.

Attitudinal Barriers

In order for a society to be inclusive, it needs to accept all individuals, respecting their differences, individual characteristics and limitations¹¹. Even so, many societies are not prepared to deal with these differences, which leads to discrimination¹¹. Prejudice and discrimination represent an enormous barrier to inclusion, since they promote stigma and create stereotypes, which makes it difficult for private companies to hire disabled persons¹¹. These differences are seen by some companies as being a factor that complicates their relations with clients.

He had one eye that was all opaque, you know, that cloudy eye that makes one feel bad just looking at it? So I thought about putting him to work in the customer service center. But how could I put someone like that in the customer service center? People would find it hard just to look at him, because it makes you feel bad just looking at him with that cloudy eye and you know how demanding clients can be in some respects. They do not find it that easy to accept diversity (Company 4, 2013)

So, the use of legal rulings, such as Law No. 8213/91, are an attempt to reduce prejudice by means of positive discrimination, compensatory measures that follow the principles of equality as contained in the Federal Constitution of 1988, which aim to combat the inequalities created through historical and cultural disadvantages¹². The aim of these measures is to treat unequally those people who are in a situation of disadvantage, so as to make them less unequal¹².

In this case, the Law benefits disabled persons by making their inclusion in the labor market mandatory, and by penalizing firms that fail to observe this law. However, legislation alone is not capable of promoting inclusion in the workplace in a broader sense, and that is why it is necessary to promote greater awareness among the population about the real limitations and potential of these individuals. This awareness should involve the whole community, since anyone is liable to acquire a disability or is liable to interact such disabled persons.

Tanaka and Manzini¹³ reaffirm that the process to integrate disabled professionals is made more difficult due to the fact that, among other things, most people do not believe that disabled persons have the capacity to perform the work they are given, which represents an attitudinal barrier that makes inclusion even more difficult.

One of the questions that illustrate the prejudices and discrimination involved when hiring

these people is that companies prefer to choose slightly disabled persons.

The job vacancies made available were as follows: slightly disabled persons, namely one individual with a visual impairment who can see, one individual with hearing difficulties who is able to communicate verbally, and one individual with a physical disability who is not in a wheelchair. (Professional 9, 2013)

What I look for most are people with physical defects. Really? People with a problem in one of their feet, in one of their hands, in their shoulder, minor disabilities. Because I can give these people better training. (Company 6, 2013)

Several authors^{3,14-23} say that a choice of the type of deficiency that people have is primarily related to their professional qualifications. The physically disabled are more likely to have better professional qualifications. In addition, adaptations do not have to be made to the work stations of slightly disabled persons, thereby incurring less cost to the company¹⁶⁻¹⁸. These factors greatly limit the range of people who can apply for the job being offered, making it even more difficult for them to be employed and for the company to obey the law.

Education and Professional Training

Professional qualification is considered a barrier to employment, from the point of view of both the company and disabled persons themselves.

They arrive here without any qualifications; they simply don't have the qualifications the company needs (Company 2, 2013)

The question is education. We see many disabled persons leave school, during elementary school or third or fourth grade, due to a series of difficulties, and this makes it difficult for them to find a job, to earn a salary that gives them more than they would receive from government benefits, so it seems the first step is to get a good education (PWD 16, 2013)

The educational background of disabled persons, both as regards elementary education as well as professional training, is a challenge^{15,17-21}. Brazil has made some advances as regards improving education in favor of inclusive education. However, disabled persons and members of their families still have to face many challenges in order to gain quality education.

It can be said that there is a close relationship between inclusive education and an inclusive labor force. Inclusive education, from childhood,

enables disabled persons to co-exist with others. This reduces prejudice and discrimination and encourages inclusion. Inclusive education also encourages disabled persons to learn to deal with others, improving the relationship they have with society in general.

However, there are few educators with the capacity to deal with the particular characteristics of disabled persons, which ends up having an adverse effect on their education and, as a result, their inclusion in the workplace. Some companies, that are aware of this problem, offer a continued education program, there being no requirement for a disabled person to have prior qualifications.

We are flexible about everything. We are prepared to train, to guide, to find a place for those who do not even have basic training (Company 2, 2013).

Furthermore, the lack of professional qualifications is directly related to salary scales²²⁻²⁴. If people have little education, their salary will also be low, which may discourage those receiving Continuous Cash Benefits (BPC) from seeking employment.

It's the domino effect. You have the question of a low level of education or poor quality schooling. So, you have no schooling, no professional experience at all, and can only earn a low salary in comparison with the benefits you will receive in the same amount (PWD 15, 2013).

For this reason, professional training programs directed by professionals able to deal with the limitations that disabled persons might have, are vital to ensure their work is valued.

Continuous Cash Benefit (BPC) Program

Continuous Cash Benefit (BPC) is a welfare benefit provided under the 1988 Constitution and regulated by Law No. 8.742/1993, the Organic Law on Social Welfare²⁵. It provides for the transfer of income as a social right for disabled persons and older people unable to work, and whose families earn a per capita monthly salary of less than a quarter (1/4) of the minimum wage, there being no requirement to provide the maintenance of these people²⁵.

Thus, this benefit includes a series of social protection policies that oblige the State to fulfill its duty to promote the citizenship of the poorest members of Brazilian society^{26,27}. It is important to stress that this benefit is also designed to financially support severely disabled persons who are unable to enter the job market. Thus, this bene-

fit represents a form of security and guarantees basic consumer products, as well as social and financial independence²⁸.

Disabled persons are often offered a salary that is equal to or less than what they are receiving in welfare benefits. Until quite recently, the right to these benefits was cancelled when a person entered the formal labor market. Thus, many beneficiaries preferred to stay at home, with a guaranteed income, rather than taking the risk of entering an uncertain and hostile working environment. When considering all the barriers and forms of discrimination they face, it is understandable that disabled persons see the BPC as the better option.

In their everyday life, disabled persons are used to people looking at them and saying: you can't do this, you have a disability and you won't be able to cope. So this person thinks: I get a minimum salary for staying quietly at home without having to face these sort of problems (Professional 4, 2013).

To question the BPC, on the basis that it is a factor that discourages people to seek insertion in the formal labor market, does not diminish or ignore its importance as a valid social conquest capable of protecting disabled persons and their families from extreme material deprivation. Our aim is to show that this is a factor and to encourage a debate about the best strategies to use to ensure inclusion. This benefit should not be seen in a negative form, either by government agencies, or by companies and civil society. On the contrary, it is essential to ensure these individuals do not have to live on the edge of society or remain socially-vulnerable.

Even when faced with all these challenges, some people prefer to give up their welfare benefits to enter the labor market. They understand that work adds greatly to their lives in a way that the BPC never can, including socialization, self-esteem and a sense of identity.

I believe that work is life itself, this is where I gained an identity, my sense of being, independence, when I began to learn to live with my disability, to come and go learning how to live with others and being able to help others, as well as achieving something worthwhile for myself (PWD 16, 2013).

Some of the disabled persons also said that they had never regretted their decision to forego welfare payments. They see the advantages they can gain by working.

Only stay at home? At work, you have a bit of fun, get to know other people. With welfare benefits, you end up doing nothing; you only stay at home on your own (PWD 13, 2013)

Work opened up new horizons for me, both financial and as regards the people I now spend time with [...] if I was just living on BPC benefits, I would never have been able to give meaning to things, this is what work does for you (21, 2013)

Even those who still do not work said they did not feel comfortable receiving benefits and that they wanted to work. However, this is not the only reason for the difficulties involved in employing disabled persons.

I want to use my ability to work to receive my own salary I want to be recognized for my value as a person. (PWD 10, 2013)

Everybody throws it in your face that you don't work, but still get paid, which is not good (PWD 18, 2103)

It's like, you are useless, not good for anything (PWD 5, 2103)

A sense of belonging and of being useful to society, which is achieved through work was often mentioned, which shows the importance this has to enable people to participate effectively in society and to have their abilities recognized, as has been observed by other authors^{21,27-30}.

I was promoted, just like the others, which means they recognized me as a person (PWD 20, 2013)

It is interesting to note that disabled persons are keen to find work. What they fear most is prejudice, unemployment and loss of income. They seek security, like everyone else. In 2011, the Federal government published an amendment to the legislation, Law No. 12.470, of August 31³¹ which allows a person to get back BPC's in the event of unemployment. Even so, because there is little credibility in governments, as regards guaranteeing the continuity of policies, the lack of agility and bureaucracy that exists in Brazilian government agencies when it comes to ensuring the rights of citizens, means that disabled persons and their families are reluctant to exchange benefits for income derived from work. Benefit payments are often a family's only source of income and the recipient's own family will discourage them from seeking employment.

Some families make it difficult for people to be employed, not letting them enter the job market, not letting them grow, because they are afraid of losing this benefit. (Association 4, 2013)

The role of the family

Having a disabled person within the family often changes the pattern of family life and requires that some of its members assume the

care and responsibilities needed to protect and promote the health and life of this individual²⁹. Many relatives, in spite of their devoted care, are unaware of people's capacity and do not know how to help them develop their potential, and end up treating them as if they are incapable of doing anything for themselves. This overly-protective environment interferes with people's social relationships and affects their behavior in the workplace.

I have seen youngsters arrive here because they know we support inclusion in the workplace, but who have been treated like children until they were in their 20s, so have absolutely no idea what work means. (Association 6, 2013)

Family is the first social environment that any individual has, and it is within this context that children learn to relate to others, to deal with their frustrations, to state their opinions, to fight for their rights, and to recognize their duties, to respect others, among other situations that are inherent in social co-existence²⁹. In this sense, super-protective families do not allow disabled persons to learn to deal with their obligations and the demands of social life, which influences the way they behave when they work for a company.

Finally, it is important to highlight the fact that families are worried about the way disabled persons will be treated in their working environment, which they consider to be hostile. They are also afraid about leaving them open to prejudice, sexual abuse, the abuse of power and moral harassment, among other situations that can be common:

Yes, I was afraid. Afraid of an accident, that he would cut his finger, cut his hand, of sexual abuse, get involved in drugs; this all created a sense of fear among us, a very real sense of fear. (Family member 6, 2103)

It is therefore clear that family involvement is an important element in the inclusion process. When a family fails to encourage their offspring to find work, this adversely affects their inclusion. However, when there is family involvement and belief in this process, this makes inclusion much easier.

Finding work is very important. It is vital in this process in the lives of disabled persons because this will greatly enhance their self-esteem and socialization, which is a basic human need, as well as their sense of commitment and responsibility; you notice the difference when a person fits into the labor market. (Family member 8, 2013)

I saw M (the disabled person) grow a lot when he went out to work, My goodness, M made a huge

leap forward which I never thought possible [...]. He recently said to me: Oh Mum, who would have thought, eh? People used to see me and say: Wow, that boy is really retarded. I'm not retarded at all. Now I have a bank account and lend money to those who used to call me retarded. (Family member 4, 2013)

The lack of preparedness of companies

Many companies describe the lack of commitment shown by disabled persons towards their work, their attendance, punctuality and the activities that need to be performed, as well as demanding differential treatment.

Disabled persons are often unwilling to abide by the norms and rules, they want to work less hours, and they want differential and privileged treatment (Company 8, 2013)

However, it is important to stress that disabled persons sometimes need to work more flexible hours¹¹ due to their physical/medical condition, since they can require rehabilitation treatment, such as physiotherapy, speech therapy or occupational therapy, to ensure they have quality of life and can work more productively. So, it is essential to adopt flexible working hours for the well-being of certain people and this should be part of a company's inclusion program¹¹.

In this case, if a company has not been informed about the clinical conditions of these individuals, it will make it even more difficult for them to hire or to provide long-term work for disabled persons.

Some companies describe a high-turnover caused by demands for insignificant pay rises. This might indicate that, if disabled persons see that there is no real prospect of achieving inclusion, or of building a career and performing a worthwhile job, and then they may decide to think only about the economic gains involved.

Disabled persons will change jobs just for an R\$10 salary increase, the market is booming, everyone is looking for a job, so they will leave just for a bit more pay. There is a pretty high turn-over. (Company 1, 2013)

It was seen that companies are ill-prepared to deal with such individuals and to recognize their needs and potential. The lack of information about the working capacity of these people and their disabilities makes inclusion difficult.

But a deaf person has to stop [working] because he communicates with his hands. The boss doesn't like this because he stops what he is doing. Another thing companies need to realize is that, in

the same way we cannot work for 8 hours a day without talking, a deaf person also needs to communicate (Association 7, 2013)

Most companies don't believe that disabled persons are actually well qualified and this is why the jobs offered are limited to manual/operational work.

[...] some companies offer vacancies to disabled persons and we made a survey of the jobs they offered. Around 70% of these were at an operational level. Companies seem incapable of understanding that a disabled person might have higher education, and yet we now have people on our files who have, for instance, taken post-graduate courses, who have completed their higher education (Association 2, 2013)

Carvalho-Freitas has published several studies^{24,30-34} that show the positive relationship between the views that management has about disabled persons and how successful corporate inclusion programs have been. When management has a vision based on the social model and inclusion, the law is fulfilled in the best and less stressful way possible, and the company will be able to see the adaptations made to the working environment as a natural process, since these need to be accessible to everyone, and not only to disabled persons.

According to this author, actions that foster awareness and adapt the workplace so as to provide conditions of equality are essential to change the working relationship between people with and without disabilities.

Thus, professionals in the human resources sector have an essential role to play in the inclusion process. They are responsible for receiving new employees and giving advice to the others about the question of disabilities, so that a lack of information is not the cause of possible discrimination and opposition as regards the employment of these individuals. Therefore, disability awareness activities are a very important part of this process and should include all corporate employees.

The company should have its own awareness program and this is an initiative that should come from the board of directors. (Professional 10, 2013).

Companies that have well-structured inclusion programs manage to fulfill their quotas. (Professional 2, 2013).

Disabled persons also mention that companies that have an awareness program are able to implement inclusion in a more positive atmosphere.

Yesterday I visited a company that has already been investing in inclusion for three years. There, at first everyone was against the idea, they showed a huge amount of opposition, but the head of the HR sector showed that this could happen if people were made aware of the issues involved. She first began to raise awareness among the employees, bringing in disabled persons to give talks, to explain how this issue should be treated, what they could and could not do, in an effort to break down their opposition, and it worked (PWD 15, 2013)

This happens because these programs promote information and thereby reduce prejudice. It should be stressed that awareness programs also help the other employees, who get to know something about these disabilities, the limitations that these can impose on people and what to do to ensure they can work in the most effective and efficient way.

During the course of interviews, few companies mentioned developing awareness programs with their staff. Those that had done so saw the difference that they make:

We meet with the coordinator, explain our needs, talk a bit about the people with a disability, get together with our team to discuss what we expect from them in this joint venture, and describe some of our personal experiences. Don't you see?! This is what makes all the difference. (Company 3, 2013)

Thus, companies should have a structured program for recruiting, selecting, contracting and capacity training disabled persons. According to the Ethos Institute²⁵, implementing this program might appear difficult, but the efforts made will not be in vain. The professional who is contracted with have clear and well-defined assignments and should receive adequate training for the job he will perform. As a result, he will be as productive as the others.

According to one of the professionals interviewed, companies have begun to see the importance of these awareness programs, which can cost less than the fines that will be imposed if they do not fulfill their quotas:

At first, some companies paid very heavy fines, so they sat down and began to review the problem and that is when their work with management proved essential and when they began to develop a management policy. And it worked so well that they are now succeeding (Professional 6, 2013)

Carvalho-Freitas³³ conducted a research study where he concludes that managers, who co-exist with disabled persons at the workplace, begin to recognize their potential and are able to deal with their differences with greater ease, which facili-

tates inclusion. Thus, it is only by coexisting with disabled persons that it is possible to break down the image that has been created around them that they are incapable and unproductive.

Accessibility and adapting the workplace

In addition to raising awareness among employees, a company should also make adaptations to the workplace.

It's true, people have said that there have been several occasions when they lost an opportunity to enter the job market, or moved to another company because their working environment was not receptive and did not offer them adequate working conditions (Association 2, 2013).

Failure to adapt the workplace will only make it more difficult for someone to develop their abilities. (Professional 5, 2013)

Having a disability restricts the development of certain abilities, which creates disadvantages for those wanting to enter the workplace, since this is generally a highly competitive area, which demands higher levels of education, seeks greater productivity gains and is not well adjusted to the needs of disabled persons. When adaptations are not made, these individuals cannot attain self-sufficiency, independence or show their potential and capacities. Thus, they are unable to work more productively or enjoy the same opportunities as their colleagues^{28,29,32,35-38}

In fact, one of the few companies decided to implement every one of the adaptations required for a working environment. They were surprised to see how this really developed this sector of the labor force. Then, after a while, they decide to do something really unusual, which was to hire more people than the quota demanded. So, they made an investment and are now harvesting the fruits. (Professional 4, 2013)

By guaranteeing full access within a working environment, the employer removed all physical, attitudinal, information, communication or locomotion barriers, which prevented disabled persons from seeking, obtaining and maintaining a job². When these people felt welcomed, and were working in a pleasant and functional environment, they remained in the company. However, many companies are reluctant to implement adaptations, thinking this will be very expensive, which is refuted by the World Report on Disability³⁷, which affirms that many of these adaptations are simple and cost nothing, or very little.

The Ethos Institute²⁷ estimates that extra construction costs, according to accessibility param-

eters, will be less than 5%, and reiterates the idea that these adaptations also benefit other individuals, such as: people who are obese, have heart problems, pregnant women and the elderly. It should also be emphasized that disabled persons are also clients of these companies, so these accessibility adaptations will also benefit consumers.

The study by Simonelli and Camarotto³⁸ suggests that companies should carry out an assessment of the work area and of the adaptations needed to ensure that people can perform their work properly. This will enhance the capacities of disabled persons and the company will thereby show its support for these people in the most effective way, which will, in turn, guarantee that they remain in the job.

The professionals also stress that adaptations should not only be made within a working environment. Disabled persons need to have urban access so that they can reach their place of work. This shows how important it is to ensure that urban areas are more secure and user-friendly for disabled persons and highlights the responsibilities of government agencies in guaranteeing accessibility to public transport and urban highways.

For these people, just leaving home involves the bus they need to catch, the driver who may show little patience with them, so they are blamed if they arrive late as people think they have to arrive on time. So, the conditions offered by the city do not make life easy for them. (Professional 2, 2013)

Therefore, it is clear that accessibility is a decisive factor to ensure a satisfactory process of inclusion. Without the adaptations that guarantee accessibility, these individuals are unable to relate to other workers and do not feel they are accepted and respected within their limitations^{26,27,30,33,35,36}. That being said, it is argued that prejudice is related to a lack of information and a failure to understand differences. Without a proper understanding of the possibilities, capacities and real limitations of these people, they are seen as being incapable because they do not appear to fit into society.

In this context, it is vital that corporate leaders are firmly committed to stamping out any signs of prejudice, by using their influence at all levels of management, overseeing the adaptation procedures and, principally, by showing and demanding respect for these new employees. These are the sort of attitudes that, coming from the upper echelons, express a company's determination to practice full inclusion²⁷.

Final Considerations

There are many steps that can be taken towards ensuring effective inclusion. Initially, a partnership relationship should be established between companies, governments and society. The government's role is to provide information related to disabilities, the potential that these people have, how to make changes in the workplace, as well as implementing inclusive educational policies and urban policies that promote accessibility. With respect to companies, it is hoped that they adapt their systems of organization, procedures and working environments, so that disabled persons can be integrated in a way that is effective, respectful and safe. This relationship between government, companies and society is still not harmonized in a way that facilitates inclusion in the workplace.

One can say that as long as companies are unwilling to change their management systems, contracting disabled persons will continue to be seen as something that is being forcibly imposed, which only hampers the inclusion process. On the other hand, when companies willingly accept inclusion, they will find it is not that difficult and disabled persons will feel welcome and respected.

According to the United Nations Organization², good practices that help this process of inclusion include drafting documents that regulate the creation of "disability-friendly" environments, without barriers, and developing accessibility guidelines for employers.

Awareness campaigns, such as product advertising where disabled persons are the protagonists and which demonstrate their capacities, can be useful in combating prejudice. The media has an important role to play in breaking down myths and stigmas and in creating new concepts, and should be used to promote a wider view of society.

The involvement of families in this process is essential, and this can be done in partnership with the associations that function as a place that is welcoming, secure and a strong point of reference for family members. The process of inclusion in the workplace will be made much easier when governments, companies and associations supporting disabled persons establish a close partner relationship.

The creation of a Support Fund for the Employability of Disabled persons could enhance the inclusion process. This Support Fund would receive sums raised from the fines imposed on

companies that disobey Law No. 8213/91. Once priorities have been analyzed, these sums could be used for activities, such as: capacity-training courses for disabled persons, preparing adequate working environments and campaigns to eliminate prejudice and social discrimination.

Support for lines of research related to inclusion and disabilities is also an important step, since it helps to promote a better understanding

of social relationships and the main paths to follow to guarantee the development of a more inclusive society.

By guaranteeing disabled persons an accessible, welcoming and safe working environment, Brazil will also promote the health of this section of the population, since living and working conditions determine the state of health of individuals and of the population as a whole.

Collaborations

AM Silveira and P Neves-Silva were involved in the article's concept and outline; PG Neves-Silva and Fabiana Prais analyzed and interpreted data and drafted this article; AM Silveira made a critical review of the text. All the authors approved this final version for publication.

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