

Inclusion of People with Disabilities in the labor market: the Brazilian context approximations on the global

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Riassunto: *L'importanza del lavoro per le persone con disabilità senza dubbio autorizza azioni affermative che sono proposte per il loro inserimento sul mercato di lavoro. Quest'articolo si propone di analizzare l'inclusione delle persone disabili sul mercato di lavoro brasiliano. Parte dalla legge delle quote e la confronta con esperienze internazionali, discute i loro limiti strutturali e le possibilità sociali considerando il contesto storico politico e giuridico.*

Abstract: *The importance of work for people with disabilities undeniably legitimates the affirmative actions that have been formed for their inclusion in the labor market. Thus, this article aims to analyze the inclusion of people with disabilities in the labor market from the Brazilian Quota Law, considering the historical, political and legal context, comparing it to the international context, discussing their structural limitations and social possibilities.*

Keywords: *people with disabilities, labor market, legislation.*

Introduction

The importance of work for people with disabilities undeniably legitimates affirmative actions that have been formed to include these people in the labor market. In addition to remuneration and social engagement, work represents the autonomy, the recovery of citizenship and self-esteem of this group of citizens cut off from society for so many years.

The debate over the right of people with disabilities has extrapolated the scope of education and taking on new challenges and proportions in other spheres of the Brazilian society in the last decade. Although legislation on inclusion of people with disabilities exists since 1991 – Law No. 8213 of July 24, 1991, known as the Quota Law – only about ten years the debate

has reached national importance in the social movements and on inspection by the competent authorities.

The passing of this period is related to a disconnection between the country's public policy and a pressing need to meet international economic agreements attuned to the global social agenda. During this period the said Act did not go beyond the fulfillment of a political agreement. Furthermore, the debate on inclusion in Brazil recently entered more effectively in school curriculum, with little progress in the thematic of labor.

The Quota Act was a milestone in the fight for the right of people with disabilities when it determined that private companies had to reserve a percentage of their positions for these citizens. However, implementation and enforcement of public policy have faced many obstacles, especially for companies that have challenged the law on the grounds of the difficulties to meet such legislation, based on the allegation of lack of education and skills of this population.

In this sense, the article aims to analyze the inclusion of people with disabilities in the labor market from the Quota Law considering the historical political and legal context, comparing it to the international context, to finally discuss their structural limitations and social possibilities.

The International Context

At the international level can be verified some policies of inclusion of people with disabilities in the labor market ranging from reserving positions to incentives and tax exemptions. These policies are revealed in both the public and private sectors according to data published by the Ministry of Labor and Employment (Brasil, 2009).

Many European countries use the system of reserving positions for people with disabilities, but according to Gonçalves (2006), none has succeeded solely on the basis of quotas:

The countries that have tried this path failed and had to seek alternatives, such as Germany, France, Italy. Others, like England, abandoned the quota system. There are even those who never tried and outright rejected it as Australia and the U.S. A path found by France and Germany was what was called quota contribution, or hiring through third parties. Companies that, for whatever reason, fail to hire the minimum stipulated

quota of people with disabilities are required to collect a percentage of what they would spend with that hiring for special funds, or else hire through subcontractors (Gonçalves, 2006, 25) (translated by the author).

The international overview regarding the policy of inclusion of people with disabilities in the labor market has quite diverse characteristics in its constitution, both as regards the percentage applied and the prediction of regulatory requirements and concession of incentives.

This scenario is considerably affected after the 2008 economic crisis which affects mainly the European Union and the United States. In the Europe 2020 documents it is clear that the concern is no longer the subject of people with disabilities, which marked the 80s and 90s, and becomes unemployment and lack of skills to a work with new characteristics (Alessandrini, 2012).

In light of this crisis the reference documents on European socio-economic policy mention the fight against unemployment and poverty, and inclusion of young people in the labor market¹. Although these documents do not deny the importance of including people with disabilities, there are no concrete goals set at this point of time.

Macroeconomic phenomena such as the deregulation of labor, the concentration of capital, the deterritorialization of the economy deeply impacted the configuration of person-job relation and the power relations already settled in mid-twentieth century (*Ibidem*).

It can be observed, ergo, that the issue of inclusion of people with disabilities is not part of the goals although in the past it figured with some prominence in the social policies and demands.

Given this scenario, according to Alessandrini (2012) the priority of European countries focuses on restoring fiscal policies tending to maintain growth-friendly policies and on rapidly reducing unemployment, with reforms to generate quantitatively and qualitatively better employment.

The laws in the International Context

Analyzing the scenario of the legislation applied in different countries we perceived significant differences that respect and characterize their cultural conceptions and policies.

Initially the significative variable refers to the difference of responsibility attributed sometimes to the government others to the private sector in

different countries. Countries such as Argentina, Ireland and Uruguay predict a percentage of positions in government, assigning to it responsibility to the inclusion in the labor market. Honduras and Italy define their rules for quotas and hiring of people with disabilities evenly, giving the same responsibilities to public and private companies. In Portugal the defined percentages in the public service are greater than those required of private companies.

Regarding hiring quotas in private companies, Germany provides a hiring quota of people with disabilities in companies with more than 16 employees which may be substituted, alternatively, for contribution to a fund for vocational training. This alternative is also observed in Austria where the percentage is applied to companies over 25 employees. With similar alternatives in France, where employers who fail to meet this percentage can contribute to a public fund provided that they justify not filling the percentage.

In Spain, the law ensures reserve of positions in companies with more than 50 employees while the legislation ensures tax incentives by reducing employers' quotas and social security for companies. In case of noncompliance of the quotes, based on 39/2006 law about the Personal Autonomy Promotion and Attention to people in situation of dependence, the companies are penalized through fines in cash according to severity and case of recurrence. This legislation approaches several aspects of society, including the working one, and seeks to contribute with development of people autonomy from the subsidy in the use of resources of assistive technology and courses of vocational training as a counterpart of the state to people employment in situation of dependence (Casanova, 2011).

Other countries also encourage private companies that promote the inclusion of people with disabilities through tax exemption and other benefits. Argentina, Colombia and Panama are examples of governments that grant some benefit to hiring on private companies. In Uruguay private companies who want to obtain concessions from public goods or services should hire people with disabilities. In Peru benefits are granted to people with disabilities and also for businesses that hire them, the benefits relate to obtaining credit, financing and deduction of gross income of a percentage of what is paid to people with disabilities.

Another important fact is observed in collective negotiations that encompass each sector specifically. Among the countries that apply such procedures are Belgium where rates are negotiated between unions and

employers' representatives from each branch of the economy and the Netherlands where collective negotiations consider the line of business and company size.

Other countries have some specificity, like in China, where the percentage of reservation of positions obey local regulations, or the United States, where specific issues on organization and the physical characteristics of people with disabilities are considered, or the UK, where it is up to the Judiciary to set quotas when provoked, only if it is found a lack of balance between the percentage of employees with disabilities and where the company is located.

Austria, Italy and Japan offer as an alternative to hiring people with disabilities to contribute funds for vocational training and public funds.

Pastore (2000) adds to the hall of countries like Malaysia, Philippines, Angola, Tanzania, Egypt and Turkey, that in the 1980s adopted the quota models as well as the ones that set the model of quota contribution like: Czech Republic, Republic of Slovakia, Hungary, Poland, Romania, Morocco, Tunisia, Thailand and Vietnam.

The issue of quotas is still quite controversial and many countries stayed out of this system.

In these countries it is argued that the mere existence of quotas is indicative that people with disabilities are unable to compete in the labor market. This fact constitutes a perverse form of discrimination which, ultimately, would force employees to hire for mercy or to avoid punishment (Pastore, 2000, 174) (translated by the author).

These data lead to a diverse scenario in which some countries expand the alternative of quotas allowing companies to contribute to funds that are reversed to people with disabilities. Moreover, countries like Germany and France also encourage through bonuses and tax deductions the hiring of disabled people (Mendonça, 2010; Pastore, 2000).

Analysis of the historical process of the Brazilian legislation and policy for people with disabilities

The first reference to the right to work comes in the Universal Declaration of Human Rights² that in 1948 states that every person, without any kind

of distinction, has – or should have – the ability to enjoy the rights and freedoms established by the same by providing protection to any form of discrimination.

In its Article XXIII, are guaranteed the right to work, to free choice of employment and to equal pay for different people for equal work. The remuneration, from the point of view of the Universal Declaration of Human Rights, should ensure an existence with dignity.

Within the scope of disabilities the international political framework happens in December 1975 when the United Nations adopted the Declaration on the Rights of Disabled Persons³ and in December 1982, the World Programme of Action Concerning Disabled Persons (Pastore, 2000).

Thereafter begins an international awareness on the rights of people with disabilities and new historical landmarks arise in the process of inclusion, the Salamanca Declaration⁴, a document signed in 1994, is the result of a global trend that consolidates this process and which origin has been attributed to the human rights movements and mental hospital deinstitutionalization, which emerged in the 60s and 70s. Although this declaration focuses on the educational process it becomes reference as a model to be followed in all fields that deal with the right of persons with disabilities.

The number of international declarations defines a boundary from which consolidates the guarantee of citizenship and equality of people with disabilities in society. To Alessandrini (2012) in western labor history there are key movements that gave origin to the current work imaginary that aroused after the Renaissance. For the author, the humanist vision of labor is associated with dignity and conscience in a positive perspective of work.

In the Brazilian context, our supreme law, the Federal Constitution, promulgated on 1988⁵, has among its main objectives, article three, section III and IV, «eradicate poverty and marginalization and reduce social and regional inequalities» and «promote the welfare of everyone, without prejudice of origin, race, sex, color, age and any other forms of discrimination» (Brasil, 2004), respectively. In the perspective of labor it has in Title II, section XIII, the «free exercise of any work, trade or profession, observing the professional qualifications established by law» (*Ibidem*).

Regarding Social Rights, the Brazilian Constitution guarantees to the worker the exercise of their right to work through the «prohibition of discrimination in respect of salary and hiring criteria of workers with disabilities [...]» – art. 7. XXXI (*Ibidem*).

In 1989, Law No. 7.853⁶ instituted the National Coordinator for the Integration of People with Disabilities (CORDE), and dealt on the support of people with disabilities, their social integration, among others. In 2009, CORDE became the National Undersecretariat for the Promotion of the Rights of Persons with Disabilities, linked to the Special Secretariat for Human Rights (SEDH), whose main new assignment to implement and enforce the Convention on the Rights of Persons with Disability⁷.

In 1991, Brazil promulgated the Convention No. 159 of the International Labour Organization (ILO), Vocational Rehabilitation and Employment of Disabled Persons, through Decree No. 129 of May 22, 1991. The rehabilitation policy under this Decree is based on the principle of equality of opportunity between workers with disability and workers in general, the aim being to ensure «special positive measures in order to achieve effective equality of opportunity and treatment for workers with disabilities and other workers» (Brasil, 2004).

The ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention delegates, in its article seven, to the competent authorities measures that provide guidance, vocational training, placement and employment for people with disabilities to maintain, progress or get a job, despite the necessary adjustments.

This international movement echoes in Brazil and is concretized in public policies aimed at ensuring the right to work of persons with disabilities. The first action relates to public administration, law 8112 of December 11, 1990 which provides, in its second article, to people with disabilities not only the right to enroll in civil servant exams, when their attributions are compatible with their disability, but also ensures the reservation of up to twenty percent of the positions offered in the exam for these people. Later, in 1991, by Law No. 8213 of July 24, comes into force a legislation popularly known as “Quota Law”. This pension law has in its Article 93 a milestone in the history of the workers with disabilities. The reservation of positions that reached private companies opened a new perspective for these subjects, until then cut off from this social process. According to Article 93 of this Law:

A company with a hundred or more employees is required to fill two percent to five percent of their positions with rehabilitated beneficiaries or people with disabilities that are able to work. In the following proportion:

I – up to 200 employees	2%
II – from 201 to 500	3%
III – from 501 to 1.000	4%
IV – from 1.001 onwards	5%

(Brasil, 2004, 58)

Thus, the promulgation and regulation of these national laws, Brazil enters the world stage with an avant-garde legislation to guarantee the rights of persons with disabilities. According to a publication of the Ministry of Labor and Employment – MTE (Brasil, 2009), the law understands the importance of companies taking their obligations to respect the social value of labor and free enterprise for the purpose of implementing the full citizenship of workers – with or without disabilities.

As the propellant to the necessary adjustments to inclusion in society, Decree 5296 of 2004, when it regulated laws No. 10048 of 2000 and No. 10098 of the same year, established general standards and criteria for the promotion of accessibility for people with disabilities. These measures aimed to promote accessibility in all areas so that social inclusion is no longer a utopia and can become reality, from the removal of barriers of all sorts that make it difficult or even impossible to people with disabilities the full exercise of citizenship.

Still, despite the Convention of the International Labour Organisation (ILO), Brazil also ratified the Inter-American Convention on the Elimination of All Forms of Discrimination Against Persons with Disabilities, also known as the Convention of Guatemala⁸. The latter, ratified under Decree 3956 of 2001, also addresses the guarantee of adequate employment and the possibility of integration or reintegration of people with disabilities in society. Thus, to confirm such conventions Brazil has undertaken to formulate and implement policies for vocational rehabilitation and employment for people with disabilities⁹.

According to Oliveira, Goulart Junior and Fernandes (2009), although policies of inclusion of people with disabilities in the labor market have driven the opening of the market for these individuals, there are still difficulties to society as a whole, for it is in it that changes are really effective.

The Brazil case: a comparative analysis with the international overview

If at first the Brazilian public policy summed up only in driving society to act on behalf of minority groups blatantly excluded, the pressure of these groups showed the encouragement of tougher public policies that anticipate the later repair of damages (Brasil, 2009).

Hence what we have today are policies recognized by their degree of seriousness, and legal documents in tune with the country's development and supervised by relevant organizations. These documents are in a process of maturation in the society in an ongoing effort to correct any gaps or distortions.

In this sense, it is revealed as an important reflection of the directive of the Brazilian Quota Law in face of the country context. The small flexibility of the Brazilian law as opposed to the alternatives adopted by other countries is a key point of analysis of this context.

In times of great competition between companies, beyond the reserve of positions, international legislation reveals that the adoption of other measures can encourage and increase the number of people with disabilities employed by private companies. The lack of alternatives that allow financial contribution to public funds, for example, limits the financial contribution of companies to the supervisory actions or to Conduct Adjustment Agreements. In the latter case, the allocation of money, it is generally agreed in advance and does not allow continued programs or actions of vocational training given to its discontinuity.

Another important fact about Brazil in this scenario is the participation of the public sector in the hiring quotas. While the mandatory compliance of quotas in countries like Argentina and Ireland falls on the public sector in Brazil it was only established a reservation of positions on civil servants exams, what does not necessarily concretize later in the percentage of total civil servants admitted. There are cases where such positions are not filled, or even the candidates with disabilities do not achieve the desired performance in the classification.

When we compare this with countries like Portugal and Italy, where the public sector takes on a greater social responsibility taking over higher percentages of the imposed quotas, we see the position of the Brazilian government. While a legislator removed from the reality that imposes not filling available positions in civil servants exams do not result in any sanction

to public bodies, because if for some companies to claim the difficulty of filling the stipulated quota percentage does exempt the burden of fines.

This difficulty in hiring alleged by some sectors of the economy, such as companies with large risks in their activities, specific tasks that require physical dexterity, among others, is not shared by the public sector which might help boost education and other measures, since feeling the difficulty of hiring, this sector might commit more in the schooling process of persons with disabilities.

The United States maintains a characteristic of combating discrimination but do not adopt compulsory quotas, a model that is based on preventing prejudice and not on its subsequent correction. Mendonça (2010) also claims that this model has not proven satisfactory when it comes to job opportunities for people with disabilities, and it seems to be a possibility of little efficacy in relation to the Brazilian legal procedures and characteristics.

France establishes beyond the quotas and the contribution fund other particularities in their law. By classifying the disabilities in “mild, moderate and severe” establishes additional scores to meet the quota. The same occurs in relation to the age of the person hired (Mendonça, 2010). These variables are shown as necessary and flexible alternatives when faced to the difficulties reported by the organizations.

An additional care that is perceived in the French and Dutch legislation concerns the nature of the activity that the company performs. On the first, companies whose employees drive vehicles are not subject to the fulfillment of the quota (Mendonça, 2010) and the second the quota not only varies according to the size of the company but also in relation to their line of business (Brasil, 2009; Pastore, 2000).

French law also differs from the Brazilian because it accepts an outsourced quota system limiting the percentage of people hired by the company in this way – it cannot exceed 50% of the company quota (Pastore, 2000). In Brazil the outsourced labor force does not participate on fulfilling the quota of companies, disregarding a common mode of production in our economy. According with Alessandrini (2012) the pluralization of modes of production are a key element in today’s work scenario, which modify the hierarchical relationships and mechanisms of access to employment, such as outsourcing and, therefore, cannot be disregarded in the setting of our legal structures.

It also stands out in the international comparative field the analysis per-

formed by Oliveira, Goulart Junior and Fernandes (2009), about three documents: The American with Disabilities Act (ADA) of the United States, the European Action Plan, from the European Union and the Brazilian Decree No. 3298 that consider issues relating to individuals with disabilities in the labor market.

Although these publications present the influence of the reality of the historical moment in which they were produced – 1990, 1999 and 2003 respectively – they have in common a recurring concern about the «need to ensure equal opportunities for people with disabilities and, in addition, access to all social levels independently» (Oliveira, Goulart Junior, Fernandes, 2009, 224).

Such comparative panorama can be summarized in Schedule 1 (Pereira, 2011), where the adopted policies of some countries are highlighted referring to policies for people with disadvantage in public and private organizations.

What we see in this research, as reported by Oliveira, Goulart Junior and Fernandes (2009), is again the importance and the lack of policies thought in a comprehensive manner, there is, that affect labor relations as a whole and to influence the society structural changes, without which they add, «the legal guidelines have only structural effects» (Oliveira, Goulart Junior, Fernandes, 2009, 230).

Given all the above, we are left with some warnings. For Zola, «the effectiveness of employment policies aimed at people with disabilities depends on an change of attitude in society as a whole». The reflection of Barnes (as cited in Oliveira, Goulart Junior, Fernandes, 2009, 221), perhaps the most excites and unsettles: «[...] structural changes in labor relations are necessary, without which the applicability of measures in the area has an ineffective and palliative effect».

Therefore, this should be the main question of our public policies for inclusion of people with disabilities, despite the undoubtedly positive role of including people with disabilities in organizations, how much such overly focused policies on compliance with numbers and quotas have indeed contributed to the necessary social changes? How such laws have been constituted as a factor of change and encouraged the education of persons with disabilities? Without such questioning the inclusion process is still divided between the legal obligation and the real meaning that it carries.

Schedule 1: International Panorama about Disabled Protection Legislation

Country	Quote	What is foreseen	Incentives
Germany	6%	Quote of 6% of disabled in companies with more than 16 employees.	Business contribution for vocational training fund for people with disability.
Argentina	4%	Foresees quote for civil servants hiring.	Incentives for private companies to hire people with disability.
Austria	4%	4% vacancy reservation for companies with more than 25 employees.	As an alternative to the hiring of people with disability, the law admits the contribution for vocational training fund.
Belgium	Yes	There is no percentage of vacancies foreseen by law for private enterprise. The indexes are negotiated among the syndicates and employers representatives of each economy sphere.	
China	1,5 a 2%	The vacancy reserve percentage varies according to municipal regulation.	
Colombia	No		National tributes and importation taxes exemption benefits for companies which have at least 10% of workers with disability.
El Salvador	Yes	The law considers that companies with more than 25 employees must hire a person with disability.	
Spain	2%	The Law guarantees the reserve of 2% of vacancies in companies with more than 50 employees.	The legislation guarantees tax incentives with the reduction of 50% of employer quotes for social security.
The United States	No	There are no quotes, legally determined. Such measures are taken from judicial decisions. The Americans with Disabilities Act (ADA) has been managing the work of people with disability through physical and organizational characteristics detailing which must be adopted by the companies.	
France	6%	Reserves 6% with work stations in companies with more than 20 employers.	Employees can, if justified, contribute for a public fund, as long as they do not fulfill the quotes.
Holland	3 a 7%	The percentage of vacancy reserve is firm through collective negotiation according to the actuation area and size of the company.	

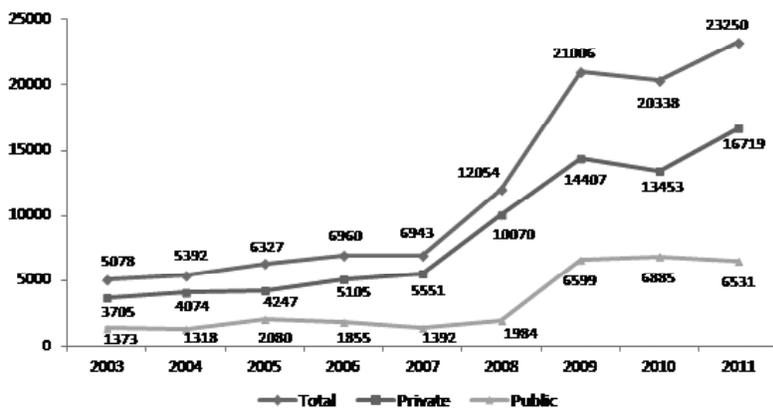
Honduras	One to four people	The law determines quotes in public and private companies: one person in a company with 20 to 40 employees; two people in a company with 50 to 74 employees; three in companies with 75 to 99 employees and four people in companies with more than 100 employees.	
Ireland	3%	Quote applied only to public area.	
Italy	7%	Public and private companies must hire 7% of people with disability.	Employers can, if justified, and as long as they do not fulfill the quotes, contribute to a public fund.
Japan	1,8%	The percentage is applied in companies with more than 56 employees.	There is a fund maintained by contributions from companies which do not fulfill the quote in favor of those companies which do.
Nicaragua	Yes	The law determines the hiring of one person with disability to each 50 employed worker.	
Panama	2%	The Law determines a minimum of 2% of disabled people in companies with more than 50 employees. The government is also obliged to hire people with disability.	Executive Decree establishes incentive in favor of employers who hire people with disability.
Peru	No		Benefits are conceded not only for people with disability but also for the companies which hire them. The benefits are referred to credit obtaining, financing and gross income reduction from a percentage of which is paid to people with disability.
Portugal	2 to 5%	The quotes are destined considering a proportion of 2% for private enterprise and 5% for public administration.	
United Kingdom	Yes	The Judiciary can establish quotes as long as it is provoked and it is determined a lack of correspondence between the percentage of employees with disability and the local where the company is located.	
Uruguay	4%	In the public sphere 4% of vacancies are destined to people with disability.	Private companies must hire people with disability for the obtaining of concessions of goods or public services. It is not established any percentage for that.
Venezuela	Yes	The Venezuelan quote is determined in one person to each 50 employees.	

Source: Pereira, 2011

Final considerations to start a debate: Brazil's place in the labor world

Brazil has been devoted to design a major public policy with regard to restoring dignity and citizenship of people with disabilities. Numerous groups have been meeting at different levels to address inclusion in education, culture, work. However, results are not expected to be uniform in a country of continental dimensions with regional and cultural differences, whose social structures still require much improvement. More than a political change, a cultural change is searched which allows to lead our society towards the inclusive paradigm in which the diverse is not different and the normal is not patterned. In this sense, the structural changes which happen in society in other segments, like the educational, bring repercussions to the working area, one the National Politics of Special Education on the Inclusive Education Perspective brought a new political mark in Brazilian education, which was propagated in the educational process structure and organization. Such politics result in a significant increase of the access indicators of people with disability from basic education (Brasil, 2008). According to Education Census – MEC/INEP – in the university education there was an increase of enrollments from 5,078 people with disability enrolled in university courses in 2003 to 23,250 in 2011, that is to say an increase of 358% (Figure 1).

Figure 1. Access of people with disability in University Education



Source: INEP/MEC

However, this change in Brazilian Educational Panorama is not verified in the access to working opportunities. In our opinion, the construction of a new paradigm requires a process about the public policies which also guaranties the resources investment, for the continued formation of those who will act directly or indirectly in the process (as public managers and of private entities, professors of professional formation and people with disability), and also changes in the procedures related to the hiring, permanence and human development.

Besides a set of federal governmental measures it is important that society articulates itself with regional measures, of the states and of private enterprise which reflect in changes in the present scenario.

In this sense, we are in tune with countries that employ quotas and defined an intended space for people with disabilities in the labor market with numerous laws and decrees that address all areas of inclusion. Similarly, there is a constant attention in the quest for equality, against discrimination and prejudice through social programs and campaigns.

However, Brazil is still far in the matter of effectively meeting this diversity, of having its legislation reaching all areas and spaces. Either by its size, regional differences, either by lack of information or lack of flexibility in some sectors the risk that this lack of flexibility of Brazilian law is that this quota will become a problem, and therefore also the person with disability.

Considering the importance of work to autonomy and self-esteem of people with disabilities, it is perceived many lacks referred to accessibility of Brazilian society, especially in productive areas. The search for inclusion is a continuous process for all spaces, for instance, the educational, the social, the leisure or the working ones.

The necessary regional changes which could allow a talking about a cultural change towards a working inclusion paradigm are moving forward very slowly. In the majority of productive organizations, apparently, the accessibility is consisted in a nonexistent practice or in an inverted one, that is to say, it is perceived an insistence in adapting people with disabilities to the work stations and almost never the opposite (Pereira, Passerino, 2012).

An example is the study developed by Pereira and Passerino (2012) in a big organization, with more than 50 employees, in the South of Brazil which verified the scarcity in the level if adaptations for the inclusion of people with disability despite the uncountable technological possibilities. In this case, although the questions which, according to the organization,

make it difficult the fulfillment of the established quotes by Law related to the reserve of vacancies for private companies are understandable, the collected data reveal the need of architectonic, technologic and of communication adaptations to make the inclusion a reality in the company. Such lack is co-related to people with disability profile hired by the organization, because the nonexistence of technologic adaptations interferes directly in the kind of disability which the organization considers itself prepared to hire without the assistive technology resource. As an example it can be mentioned the nonexistence of screen reading programs or any other kind of assistive technology which could make it bigger the number of employees with visual disability in this organization. Such technologic adaptations, within easy reach and easy installation and being most of them of low cost or even for free, could enlarge the possibilities of inclusion in the researched company. This absence reveals, on the one hand, a technologic distance as a development resource and mainly an organizational non change considering the company organization in a patterned way without diversity of productive mechanisms.

Thus, through the pointed needs of assistive technologic adaptations verified in the presented example, we point out the importance and the consequence of these lacks in the process of inclusion of people with disability in the job market and the non explored possibilities related to the individuals potentialities, beyond the established political marks.

Brazil still lacks enlightenment and education, so that productive organizations can be more open and modern, adapting existing structures of work. Moreover, we still need the public sector to do its part, facing challenges more like those of private organizations, taking on the same extent, responsibility for productive inclusion of people with disabilities.

Finally, it seems to stand out in this discussion the importance of education in this process. The training funds as an alternative to the quota implemented by some countries could be used as an example for the financing of education and training of people with disabilities. Urges the inclusion of them in the labor market, but much greater is the urgency to include them with dignity and equality of conditions.

Only then, we will lose the fear of diversity, which, according to Alessandrini (2012) arises from the comparison with the other-different and has expanded in the contemporary world with the subjective perception. This widening of opportunity, according to the author is not a simple process and it comes naturally, but they need affirmative actions that value

this diversity allowing the expansion of the contexts of interaction, work and as an opportunity for growth of civil society and the business world.

Thus, we do not expect of the Brazilian society the end of diversity, but their understanding through equal opportunities. Only this way, Brazil could think of actually occupying his place in the world of work, matching major states, through a truly inclusive reality whether in the educational, cultural, or labor field, subject of this study.

Notes

¹ Available at http://ec.europa.eu/europe2020/index_pt.htm.

² The Universal Declaration of Human Rights is one of the basic documents of the United Nations was signed in 1948. In it are listed the rights that all human beings possess. Available at http://www.onu-brasil.org.br/documentos_direitoshumanos.php.

³ In relation to the various terms used to describe people with disabilities are respected and maintained the terms used by the authors.

⁴ Available at <http://unesdoc.unesco.org/images/0013/001393/139394por.pdf>.

⁵ Available at http://www.planalto.gov.br/ccivil_03/constituicao/constitui%C3%A7ao.html.

⁶ Available at <http://portal.mec.gov.br/seesp/arquivos/pdf/lei7853.pdf>.

⁷ The Convention on the Rights of Persons with Disabilities and its Optional Protocol were ratified by the National Congress on 09/07/2008 by Legislative Decree No. 186/2008 and all of its articles are immediately applicable. The document is available at: <http://www.adiron.com.br/site/uploads/File/ConvComentada.pdf>

⁸ Available at <http://portal.mec.gov.br/seesp/arquivos/pdf/guatemala.pdf>.

⁹ In addition to the laws and decrees already mentioned, there are several other regulations, orders and instructions that are concerned with securing rights with regard to health, the abolition of taxes, to transportation, employment, income and education of persons with disabilities both at the federal and also in state and municipal levels, which are not objects of study in this work.

Author's Presentation

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