



## Thoughtful

### Inclusion of PwDs, a Necessary Approach to Reducing Inequalities.

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## 1. Introduction

Thinking about others and their needs becomes extremely important to achieve a life in society, seeking to include all people regardless of whether they have any type of limitation should be everyone's duty. The Brazilian Inclusion Law (LBI) for People with Disabilities (PwD), also known as the PwD Statute, was established in the country in 2015, following the approval of Law No. 13,146, sanctioned on July 6, 2015 by then President Dilma Rousseff. It constitutes an important regulatory framework with regard to the protection of the rights of PwD in the country (Brasil, 2015).

The inclusion process becomes part of the social commitment of organizations, whether public and/or private, to promote diversity, respect for differences and legally guarantee access to the job market for all individuals, this right is in the federal constitution. Inclusion goes beyond simple hiring and involves creating a welcoming, adapted and accessible environment that provides support and encouragement so that all employees can reach their full potential. (Cortez et al., 2019).



There are several attempts to reduce the distance between people with disabilities, among the advances achieved by the LBI, we can highlight the sanctioning of Law No. 13,409, of December 28, 2016, in the government of President Michel Temer, this law amends the Law nº 12,711/2012, to provide for the reservation of places for PwD in secondary and higher technical courses at federal educational institutions in the country (Brasil, 2016). This enables the expansion of a qualified workforce providing greater inclusion in organizations.

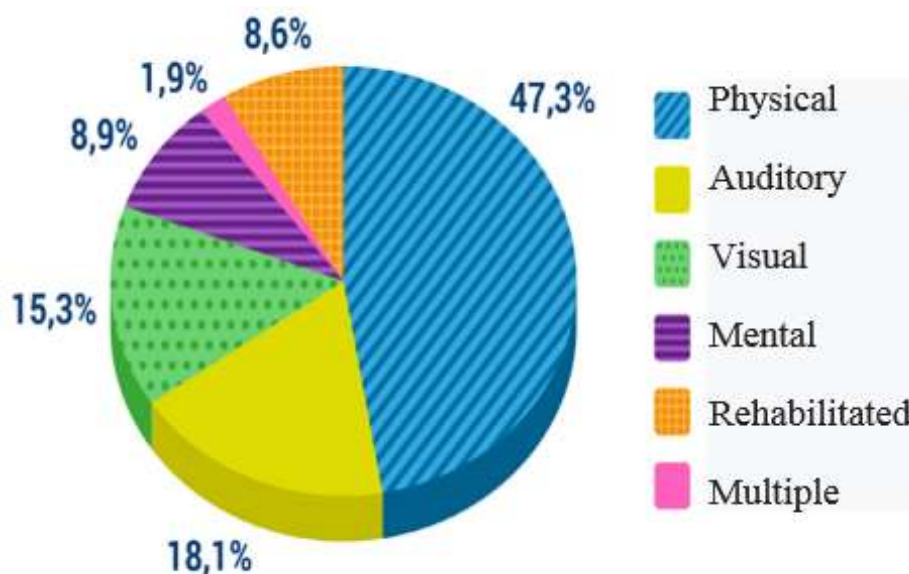
When inclusion is mentioned, it is possible to imagine it as an educational and social movement that seeks to engage all individuals in a conscious and responsible way in the society to which they belong and in which they are accepted and respected (Freire, 2006). In this sense, an active methodology contributes to inclusion and facilitates learning. There are different models and strategies for implementing active approaches, which are alternatives to the teaching process, with different benefits and challenges at different levels of education.

Through these actions, it is observed that numerous innovations and achievements have been acquired in the right of PwD to an inclusive society, however, there are still several barriers, not subject to legal guarantees, that need to be broken, especially with regard to interpersonal relationships and work relationships (Franco, 2016).

In Brazil, according to the IBGE National Health Survey (PNS), in 2019, there were more than 17.3 million people aged two years or older (8.4% of this population) with one of the deficiencies investigated and around 8.5 million (24.8%) elderly people in this condition.

Among the main conditions of PwDs are visual impairment with almost 7 million people, hearing impairment with approximately 2.3 million, physical disability in the lower limbs with 7.8 million and mental disability corresponding to 1.2 % of this group of people. Figure 1 presents some of the deficiencies according to (OIT, 2022).

Figure 1: Distribution of Formal Workers by Type of Disability – Brazil in 2018, based on OIT (2022).



Knowing and respecting the physical, social, educational characteristics and skills or capabilities of this group of workers is the first step for the company to guarantee an inclusive work environment.

In addition to the challenge of raising awareness of the importance of including people with disabilities in the job market, a series of barriers need to be broken, requiring a mapping of the company's accessibility and a survey of the necessary adjustments for access and adequate working conditions for PwD (Neves et al., 2015).

It is up to all of us citizens to encourage, discuss and demand actions so that the so-called “differences and/or deficiencies” are increasingly reduced and that everyone can have the same opportunities regardless of the environment they are in.



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