**Technical Note – BRAZIL**

**Contributions to the preparation of a General Comment on Article 27 of the CRPD (the right to work and employment**

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1. **Introduction**

Brazil ratified 16 of the 18 Human Rights Treaties of the United Nations, including the Convention on the Rights of Persons with Disabilities and its Optional Protocol. Both were signed by the Brazilian state on March 30, 2007. Upon approval by the National Congress, through Legislative Decree No. 186 of July 9, 2008, and by the Executive Branch Decree No. 6,949 of August 25, 2009, they correspond to a Constitutional Amendment, according to the rite established by § 3 of Article 5 of the Brazilian Federal Constitution.

In accordance with paragraph 1 of Article 35 of the Convention on the Rights of Persons with Disabilities, Brazil submitted to the Secretary-General of the United Nations, for consideration by the Committee on the Rights of Persons with Disabilities, a report on the fulfillment of its obligations with the Convention. The document was received by the UN on May 27, 2012.

On September 1, 2015, the Committee reviewed the Brazilian report and approved final observations on the document, making the following notes regarding Work and Employment (art.27):

1. “The Committee is concerned at discrimination against persons, especially women, with disabilities in the realm of employment and at continued reliance on sheltered workshops. It is also concerned about the low levels of compliance with the quota system applying to private businesses with 100 or more employees.
2. The Committee recommends that, in consultation with organizations representing persons with disabilities, the State party develop and implement a coordinated strategy to increase employment of persons with disabilities in the open labour market, including specific measures for women with disabilities. It also recommends that it take immediate action to create possibilities for transition from segregated employment to the open labour market.”

It will be clear throughout this document that the concerns expressed in the final observations on Brazil's report were timely and exhaustively observed, guiding the performance of the Brazilian Labor Inspection. Brazilian initiatives will also be set out to contribute to the full inclusion of persons with disabilities in the world of work.

Brazil also hopes to learn from the initiatives of partner countries and the suggestions of the Committee for the preparation of the General Comment on Labor.

1. **Normative content**

To review how Article 27 is applied and interpreted in Brazil, it is important to present a short history of the work performed by the Labor Inspectorate regarding the inclusion of People with Disabilities in the labor market.

Even before signing the CRPD, Brazil already had a powerful inclusive tool in the world of work: the so-called “**Quota Law” – Law 8,213 of 1991, art.93**. As per this norm, the Labor Inspectorate monitors:

* professional learning from the age of 14, with no age limit;
* work in partnership with public and private entities on topics such as the professional rehabilitation services of the National Institute of Social Security -INSS;
* labor intermediation services such as SINE (National Employment System);
* training of apprentices;
* provision of subsidies to union lawyers in actions for the annulment of infringement notices relating to the “Quota Law” and the Public Ministry of Labor in relation to Public Civil Actions;
* participation in forums and councils of rights of persons with disabilities whenever possible (nationally CONADE); and
* organization of events with the most diverse partners, such as employment fairs and weeks dedicated to inclusion.

The inspection of labor in Brazil is carried by the Federal Labour Inspection System, according to the 1988 **Federal Constitution**, ILO Convention 81 principles, and **Decree 4,552/2002**´s specific rules. The LIS is responsible for supervising the implementation of legal provisions, such as international agreements, trade union agreements, collective labour contracts, and other rules regarding the protection of workers. It also comprises the Convention on the Rights of Persons with Disabilities and its Optional Protocol´s provisions on the labour market.

**The 1988 Constitution** states the fundamental principles to promote the inclusion of persons with disabilities in all aspects of life, including work. Its Article 1 lay out the basis of **the** Brazilian State: the dignity of the human person, the social values of labor and free enterprise; Article 3, on its turn, states the fundamental objectives of the Federative Republic of Brazil, such as the construction of a free, just and solidary society; the eradication of poverty and reduction of social and regional inequality; and the promotion of the good for all, without prejudices of origin, race, sex, color, age and any other forms of discrimination.

In its article 5, it ensures that all are equal before the law, without distinction of any nature, ensuring the free exercise of any work, trade or profession, provided that the legal professional qualifications and the social function of property are met.

Art. 7. Guarantees the rights of urban and rural workers, ensuring the impossibility of social retrogression, and the prohibition of any discrimination with regard to salary and admission criteria of the worker with disabilities.

Finally, Article 37, VIII, ensures the access of public positions and jobs by persons with disabilities.

In 1989, entered into force the National **Policy for the Integration of Persons with Disabilities (**Law **7,853/1989)**, which states that the discrimination against persons with disabilities is a crime punishable by law.

In the Federal Public Administration, **Law No. 8,112 of December 11, 1990**, provides for the legal regime of civil servants of the Union, municipalities and public foundations and ensures the right of persons with disabilities to register in a public tender for the provision of office, on an equal basis with other candidates, and allocates them up to 20% of the vacancies.

2 to 5 % of jobs in private bbusinesses with over 100 employees are to be allocated to persons with disabilities. Companies cannot dismiss without motive when that means non-compliance with the minimum number of workers with disabilities that the company must have, until the hiring of a substitute under similar conditions (§ 1 of Article 93 of **Law No. 8,213/91**). A similar condition means that another worker with disabilities or rehabilitated must be hired, not necessarily being a worker with the same disability as the substitute or for the same function or position.

The Labour Secretariat (former Ministry of Labor and Employment) has the competence to establish the monitoring system, as well as to generate data and statistics on the total number of employees and vacancies filled by persons with disabilities and rehabilitated beneficiaries of Social Security, providing them, when requested, to trade unions, representative entities of employees or citizens concerned.

**In 1999, Decree 3,298** established the application of the National Policy for the Integration of Persons with Disabilities. Its article 5 states that:

"It is up to the Ministry of Labor and Employment to establish a system of supervision, evaluation and control of companies, as well as to establish procedures and forms that provide statistics on the number of employees with disabilities and vacancies filled, for the purpose of monitoring the provisions of the caput of this article."

In 2001 the Labour Inspection Secretariat issued **Normative Instruction nº 20 (IN 20),** which establishes specific surveillance procedures to be observed by the Labour Inspectorate regarding persons with disabilities. This is a cornerstone for the application of the “Quota Law”.

In 2004, **Decree 5.296** updates **Decree 3.298/1999** with some achievements regarding accessibility and inclusion in the world of work, such as the application of the “Quota Law” to ostomized people and people with dwarfism. Both Decrees are still in force.

Still, the results are unimpressive, as there was no sanction regulation for non-compliance with **Article 93 of Law 8,213**. In Brazil, when IN 20 was published, there were less than 50,000 people with disabilities employed by the “Quota Law”.

On October 28, 2003**,** **Ordinance 1,199** "approves rules for the imposition of the variable administrative fine provided for in **Article 133 of Law No. 8,213 of July 24, 1991**, for the violation of art. 93 of the same Law, which determines companies to fill positions with persons with disabilities or rehabilitated beneficiaries". Thus, more structured inclusion projects in the states start to become a reality.

In 2006, the Labor Inspection Secretariat attributes the inclusion of persons with disabilities to the condition of strategic objective of the inspection. In 2007, a specific action called "Insertion of Persons with Disabilities in the Labor Market" is included in the Multiannual Plan's Work Protection Network Program - PPA 2008-2011, an action that remains to this day. At the end of 2008, with the legal change of the organization of the Labor Audit Career, a "New Supervisory Methodology" was created, through Projects to be developed and executed by all 27 Regional Labor and Employment Superintendences (SRTE). One of the projects determined as mandatory, by SIT, was the Insertion of persons with disabilities in the Labor Market, a fact that remains today."(<https://sit.trabalho.gov.br/portal/index.php/inclusao-da-pessoa-com-deficiencia?view=default>)

The current **Multi-annual Program 2020-2023** of the Secretariat of Labor consists of 10 national target indicators, one of which is the inclusion of persons with disabilities and rehabilitated people from the INSS in the Labor Market. The stipulated four-year target is 170,800 inclusions.

Below we can follow the growth of the inclusion of people with disabilities where it is clear the importance of the “Quotas Law” and the Labor Inspectorate for the progress achieved in inclusion**.** Since the general report presented to the United Nations in 2012, the inclusion in the labour market of persons with disabilities has grown significantly. The information in the table and other information on inclusion can be found at <https://sit.trabalho.gov.br/radar/>. Data on the Radar SIT website also include persons with disabilities in general and not only in relation to employees in compliance with the “Quota Law” but also in the comparative table below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Cota Art. 93**  | **Compliance %** | **Included pwd** |
| **2000** | **422.162** | 11,4 | **47.980** |
| 2003 | 453.382 | 18,7 | 84.875 |
| **2004** | 495.250 | 20,37 | **100.880** |
| **2011** | 800.080 | 30,98 | **247.864** |
| 2014 | 853.724 | 36,31 | 309.999 |
| 2015 | 804.160 | 40,60 | 326.529 |
| 2016 | 759.995 | 44,79 | 340.374 |
| 2017 | 756.054 | 47,71 | 360.732 |
| **2018** | 768.723 | 50,62 | **389.165** |

An important fact to mention is that 92.34% of persons with disabilities employed in Brazil (RAIS 2018 data) were in companies forced to hire by the “Quota Law”. Meaning that, with no “Quota Law” and no Labour Inspectorate, people with disabilities would not have had the opportunity to prove their potential.

In the end of 1999, 523,431 persons with disabilities were employed, according to data from RAIS 2019 (<http://pdet.mte.gov.br>).

Therefore, the Brazilian Government stands firm in the purpose of not only signing conventions and partnerships, but of making every effort for the effective implementation of regulations aimed at including and improving existing public policies and proposing others.

After the ratification of the CRPD other important legislation was created, such as Law 12,764 (which equates the person with autism spectrum disorder to person with deficiency for all legal purposes), Law 13,146/2015 (“Brazilian Law on Inclusion”) and Law 13,467 (prohibition of any discrimination regarding salary and admission criteria of workers with disabilities in collective agreements or labor conventions).

**a. Legal analysis and links to the general principles of the Convention: the right to work and employment as a fundamental and transversal human right**

The right to work of persons with disabilities on equal opportunities and without any kind of discrimination guaranteed in Brazil by the Federal Constitution - that received the CRPD itself -, is also present in our Brazilian Law of Inclusion and normative instruction n.98 of 2012 that provides for procedures for monitoring the compliance by employers with the rules for inclusion in the work of persons with disabilities and beneficiaries of rehabilitated Social Security.

*Brazilian Inclusion Law*

*Art. 4. Every person with disabilities has the right to equal opportunities with other people and will not suffer any kind of discrimination.*

*§ 1 - Discrimination on grounds of disability is any form of distinction, restriction or exclusion, by action or omission, which has* ***the purpose or*** effect of *harming, preventing or nullifying the recognition* or exercise of the fundamental rights and freedoms of persons with disabilities, including the refusal of ***reasonable adaptations and the provision of assistive technologies.***

*§ 2 - The person with disabilities is not obliged to enjoy benefits arising from affirmative actions.*

*Art. 34. The person with disabilities has the right to a work of their free choice and acceptance, in an accessible and inclusive environment, in equal opportunities with other people.*

*§ 1 - Legal entities of public, private or any kind are obliged to ensure accessible and inclusive working environments.*

*§ 2 - The person with disabilities is entitled, on equal opportunities with other persons, to fair and favorable working conditions, including equal remuneration for work of equal value.*

*§ 3 - Restriction on the work of persons with disabilities and any discrimination due to their condition is not allowed, including in the stages of recruitment, selection, hiring, admission, admission and periodic examinations, permanence in employment, professional ascension, and professional rehabilitation, as well as requirement of full aptitude.*

*§ 4 - The person with disabilities is entitled to participation and access to courses, training, continuing education, career plans, promotions, bonuses, and professional incentives offered by the employer, in equal opportunities with other employees.*

*§ 5 - Workers with disabilities are guaranteed accessibility in training and training courses.*

To ensure the inclusion of people with disabilities in the labor market and build a solid national project that combats discrimination, in addition to the construction of norms and regulations with obedience to the CRPD, national guidelines discussed and implemented by the 26 Brazilian States and the Federal District are defined.

For the Opening Term of the Inclusion Project of the year 2021, the 27 regional coordinators received from the Undersecretariat of Labor Inspection and the National Coordination, among others, the following observations:

***"*** *Coordinator:*

*This is a mandatory activity for which it is suggested the designation of coordinator specialized in the subject, in view of the peculiarities of this type of supervision.*

*Explanation: The Inclusion Project is an important project for the Labor Inspectorate and for the Brazilian society in general. unlike all other inspection projects, it has a finite universe of action (only companies with 100 or more employees) and the inspector makes all the difference between inclusion and exclusion of persons with disabilities in Brazil.*

*Thus, the national coordination suggests that the coordinator, besides being specialized, is exclusive to the project (in case of accumulating activities carried out with related projects such as learning). The articulation appears in the planning guidelines as an essential activity of the coordinator.*

*General objectives:*

 *"Promote the inclusion of persons with disabilities and rehabilitated beneficiaries in the labour market."*

*Specific Objectives:*

 *"Increase the percentage of filling vacancies reserved by Article 93 of Law No. 8,213/91; and*

*Increase the number of accessible work environments."*

*Overview:*

1. *Maintain the basic text and add the view of the regional office:*

*"The diagnosis should be complemented with data on local reality.*

*To view the data for each state, simply access the address* [*https://sit.trabalho.gov.br/radar/*](https://sit.trabalho.gov.br/radar/) *and, in the PcD tab, select the filter from the desired Federation Unit."*

*Bimonthly meetings are held with the 27 regional coordinators to re-adjust work strategies.*

About discrimination in the workplace, including segregation of workers with disabilities, in Brazil the so-called "protected workshops" are no longer an option for inclusion in affirmative action (“Quota Law”).

Normative Instruction 98 of 2012 provides that**:**

**Art.*11****.* *In order to curb discriminatory practices, the FTA should verify whether the right to work of persons with disabilities or rehabilitated persons is being guaranteed, on equal opportunities with other people, with respect to all employment-related issues, observing, among other aspects:*

1. *ensuring access to**the stages of recruitment, selection, hiring and admission, training and professional ascension,* without the occurrence of exclusions of *people based, a priori,* *on disability or on the condition of rehabilitation;*
2. *distribution, by the company, of employees with disabilities or rehabilitated in the various positions, functions, jobs, sectors and establishments, preferably proportionally, having as parameter the real individual potentialities and the skills required for the activity;*
3. *maintenance in employment;*
4. *undifferentiated working hours, except for the exception provided for in § 2 of Article 35 of Decree 3,298 of 1999; V. fair remuneration;*
5. *wide accessibility; And*
6. *health and safety conditions tailored to the needs of employees."*

In 2018, the Labor Inspectorate published a booklet on discrimination and made it public through the following website:

<https://enit.trabalho.gov.br/portal/images/manuais/Discriminacao_no_Trabalho.pdf>

Regarding remuneration, work is still needed to ensure that persons with disabilities are remunerated as other Brazilian workers and that they are hired for better-paid functions and not only for so-called job market access functions, especially in relation to intellectual disability. However, this difference has been falling year by year and it is expressly forbidden in the country to pay less than the minimum wage.

**Average Remuneration in December 2016/2017 - by Type of Disability (RAIS)**



**Relative Real Change\* in Average Remuneration in December 2016/2017 - by Type of Disability (RAIS)**



The Labor Inspectorate, in addition to verifying compliance with the legal quota and other issues related to salary, has great concern with the adaptation of the work environment to the worker.

The rule provided for in Regulatory Standard 17, which deals with Ergonomics, is also observed in relation to persons with disabilities:

*17.1 This Regulatory Standard aims to establish parameters that allow the adaptation of working conditions to the psychophysiological characteristics of workers, in order to provide maximum comfort, safety and efficient performance.*

<https://sit.trabalho.gov.br/portal/images/SST/SST_normas_regulamentadoras/NR-17.pdf>

**Normative Instruction 98** adds:

*Art. 12. When examining health and safety programs, such as the Environmental Risk Prevention Program (PPRA) and the Occupational Health Medical Control Program -PCMSO, the FTA* should verify whether the necessary measures have been taken to ensure safe and healthy working conditions for workers with disabilities and rehabilitation and, in the *same way, verify whether the Internal Commission for Accident Prevention -CIPA, when mandatory, monitors the inclusion of these workers, including documenting this follow-up.*

*Art. 13. It will be up to the AFT to verify whether in the process of inclusion of the disabled or rehabilitated person the company promoted the modifications of the jobs, organization of work and environmental conditions, in accordance with the needs of the* worker, with guarantee from architectural *accessibility to specific adaptations of furniture, machinery and equipment, safety devices,*  *use of assistive technologies, technical aids, communication facilitation, support and specific training, among others,* in order *to eliminate the barriers that may exist.*

*Single paragraph. The FTA should verify the adaptation of working conditions to the psychophysiological characteristics of workers, in order to provide maximum comfort, safety and efficient performance, as established by Regulatory Standard 17 - Ergonomics.*

It is also worth mentioning that Brazil has a clear rule regarding Personal Protective Equipment - PPE in relation to workers with disabilities. On 30 June 2016, Technical Note 150 came into force on the adaptation of PPE to persons with disabilities.

The technical note concludes that the adaptation of PPE is the responsibility of the employer, considering the suggestions of the worker with disabilities. It is up to the manufacturer or importer of the PPE to provide information on the types of materials used and the process of construction of the PPE and also to suggest the best way to modify the PPE to specifically meet each worker with disabilities. Once the PPE has been modified, workers using this equipment should have an active voice in the evaluation process that should be carried out periodically to ensure that these adapted PPE behave similarly to the originals.

The Labor Inspectorate has focused on ensuring the inclusion of women, migrants, and refugees with disabilities in the labour market. It is still a challenge. One of the strategies used is the construction of partnerships.

On December 3, 2020 - international day of persons with disabilities –, the Labour Inspectorate, in partnership with UNHCR, IOM, ILO, and the Special Secretariat for Social Security and Labor, held an event allocated to the inclusion of migrants and refugees with disabilities in the labor market.

About the Joint Project:

*"The pandemic caused by COVID-19 led to the enactment of the state of public calamity in Brazil and several measures needed to be implemented, among them, some related to labor laws, in order to protect the vulnerable population in the workplace, including migrant workers and refugees who chose the country to work.*

Therefore, the Ministry of Economy, through the Undersecretary of Labour Inspection (SIT) of the Special Secretariat for Welfare and Labour (SEPRT), in partnership with the International Labour Organization (ILO), the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR), developed this website with important information for migrants and refugees on the measures taken in employment and employment relations, which are also available in Spanish[,](https://www.gov.br/trabalho/pt-br/acesso-a-informacao/acoes-e-programas/proteja/estrangeiro/espanol) English, French,  [Arabic](https://www.gov.br/trabalho/pt-br/acesso-a-informacao/acoes-e-programas/proteja/estrangeiro/arabe) and Creole."

More information, lives and other materials can be accessed in:

<https://www.gov.br/trabalho/pt-br/acesso-a-informacao/acoes-e-programas/proteja>

 Other partnerships are underway to improve the inclusion of women and minorities who suffer prejudice.

 Brazil has a long history of building tripartite dialogues with the involvement of labor and employers' unions. Sectoral strategic actions with even greater articulation with union representations and other actors involved shall take place this year.

 The document that regulates sectoral actions is almost ready with consultation with the states closed on March 12, 21. Sectoral inclusion projects were presented in the states of São Paulo, Goiás and Tocantins this year.

 In relation to professional learning, the “Project Inclusion of People with Disabilities in the Labor Market” is part of the Division of Supervision of Child Labor and Equal Opportunities, which includes two other Coordinations: Fight against Child Labor and Professional Learning.

 The Inspectorate defends and has legal support to defend the professional learning of persons with disabilities in all learning courses in non-exclusive classes, with the use of assistive technologies and accessibility assurance.

 Article 3 of the Brazilian Inclusion Law brings a small glossary that we follow in relation to professional learning and work:

*Art. 3 º For the purposes of application of this Law, the:*

*I - accessibility: possibility and condition of scope for safe use, with safety and autonomy, of spaces, furniture, urban equipment, buildings, transport, information and communication, including its systems and technologies, as well as other services and facilities open to the public, for public or private use, both in the urban and rural areas, by persons with disabilities or with reduced mobility;*

*II - universal design: design of products, environments, programs and services to be used by all people, without the need for adaptation or specific design, including assistive technology resources;*

*III - assistive technology or technical help: products, equipment, devices, resources, methodologies, strategies, practices and services that aim to promote functionality, related to the activity and participation of persons with disabilities or reduced mobility, aiming at their autonomy, independence, quality of life and social inclusion;*

*IV - barriers: any obstacle, attitude or behavior that limits or impedes the social participation of the person, as well as the enjoyment and exercise of their rights to accessibility, freedom of movement and expression, communication, access to information, understanding, movement safely, among others, classified as:*

*a) urban barriers: those existing in roads and in public and private spaces open to the public or for collective use;*

*b) architectural barriers: those existing in public and private buildings;*

*(c) barriers in transport: those existing in transport systems and means;*

*d) barriers to communications and information: any obstacle, attitude or behavior that hinders or makes it impossible to express or receive messages and information through communication systems and information technology;*

*e) attitudinal barriers: attitudes or behaviors that prevent or impair the social participation of persons with disabilities on equal terms and opportunities with other people;*

*f) technological barriers: those that hinder or impede access to technologies for persons with disabilities;*

*V - communication: form of interaction of citizens covering, among other options, languages, including the Brazilian Sign Language (Libras), the visualization of texts, braille, the signaling or tactile communication system, the enlarged characters, multimedia devices, as well as simple, written and oral language, digitized hearing systems and means of voice and the modes, means and alternative formats of communication, including information and communication technologies;*

*VI - reasonable adaptations: necessary and appropriate adaptations, modifications and adjustments that do not entail a disproportionate and undue burden, when required in each case, in order to ensure that the person with disabilities can enjoy or exercise, on equal terms and opportunities with other persons, all fundamental rights and freedoms;*

*...*

With regard to reasonable adaptation, the Labor Inspectorate has the following understanding:

People with disabilities, in accordance with Article 2 of the Brazilian Inclusion Law (LBI), by definition, have limitations and impediments and are entitled to reasonable accessibility adaptations to access their rights. The affirmative action of the legal reserve of positions for this population must therefore recognize that the target audience of this policy presents, in fact, needs for adaptations.

Thus, a company that seeks only candidates with disabilities adapted to its work environment - thus eliminating all those who would need adaptations in the company to work - does not comply with the true spirit of the “Quota Law” and does not reach its target audience.

This is the overcoming of the paradigm of integration - when it was up to the disabled to adapt to the environment to be accepted - for the paradigm of inclusion, present in the Convention on the Rights of Persons with Disabilities and in the Brazilian Law of Inclusion, in which it is up to society to become accessible for persons with disabilities to access their rights fairly, such as the right to work.

Law 13.146/15, Brazilian Inclusion Law, is crystal clear in its article 34 § 1 when determining that:

*§ 1 - Legal entities of public, private or any kind are obliged to ensure accessible and inclusive working environments.*

The right to accessibility and reasonable adaptation is presented with such vigor in the legislation that its absence is considered an act of discrimination on grounds of disability (art. 4 § 1, of Law 13.146/15, Brazilian Inclusion Law).

It is necessary to mention **Decree 9.405/18,** which provides for the differentiated, simplified and favored treatment of microenterprises and small businesses, provided for in article 122 of **Law No. 13,146 of July 6, 2015** - Brazilian Law for the Inclusion of Persons with Disabilities - Statute of Persons with Disabilities. Such Decree clarifies that there should be no disproportionate or undue burden the financial investment in reasonable adaptation that does not exceed four percent of the gross revenue of the previous accounting year of a small company (ceiling of R$ 192,000 per year).

As almost all companies required to the legal reserve have annual revenues higher than that of small companies, they should not enjoy the special limit of four percent ceiling for the investment in accessibility provided for in Decree 9.405/18. Therefore, a company that claims to have made every possible effort to meet its legal endeavor must prove to be fully accessible, comprising the diversity of workers with the most different disabilities, or at least demonstrate to have made an annual investment of at least four percent of its annual revenue in accessibility.

It is important to emphasize that the Labor Inspectorate works closely with the partners responsible for the professional qualification and rehabilitation of the National Institute of Social Security - since the Brazilian affirmative law (“Quota Law”) includes the INSS rehabilitated -, as well as with partners of the other undersecretariats of the Secretariat of Labor, Special Secretariat of Social Security and Labor and with other Ministries with related objectives such as the Ministry of Women, Family and Human Rights to which the National Secretariat for the Rights of Persons with Disabilities belongs. That Ministry also wrote on the subject the technical note No. 139/2020/CGPDPD/DPTDPD/SNDPD/MMFDH.

More information on the inclusion of persons with disabilities in Brazil can be obtained from the following sites:

Information on the number of persons with disabilities in Brazil between 18 and 64 years and their inclusion in the labor market with details such as productive activity, geographic location and type of disability, among others, with data updated until December 2018:

<https://sit.trabalho.gov.br/radar/>

Data RAIS 2019:

<http://pdet.mte.gov.br/rais>

 Information on compliance with the legal quota by Brazilian companies for the purpose of obtaining a Certificate can be obtained on the site below by inserting the National Registry of Legal Entities - CNPJ. The certificates are based on the information given by the companies themselves to the E-Social system:

<http://cdcit.mte.gov.br/inter/cdcit/pages/pcd/emitir.seam>

 For complaints about slave labor:

<https://ipe.sit.trabalho.gov.br/#!/>

 For the “Protect Work” programme for migrant workers and refugees:

<https://www.gov.br/trabalho/pt-br/acesso-a-informacao/acoes-e-programas/proteja>

 For the booklet on discrimination:

<https://enit.trabalho.gov.br/portal/images/manuais/Discriminacao_no_Trabalho.pdf>

For normative instruction No. 98 of 2012:

<https://sit.trabalho.gov.br/portal/images/SST/SST_legislacao/SST_portarias_2012/Instrucao_Normativa_98_Fiscalizacao_Deficientes.pdf>

For information on the work of the Undersecretariat of Labor:

<https://sit.trabalho.gov.br/portal/>