

## INCLUSIÓN EN EL MERCADO DE TRABAJO: LA PERCEPCIÓN DE LAS PERSONAS CON DISCAPACIDAD EN EL MUNICIPIO DE CAMPINAS - BRASIL

R. C. Toldrá

*Universidade de São Paulo - USP, São Paulo, São Paulo, Brazil*

**Introduction:** The discussion on the inclusion of people with disability in the labor market is recent in Brazil. The specific legislation matter was created in 1991 and it may be characterized as an affirmative action, since it seeks the implementation of the equality principle. **Objectives:** Reflect about the experiences of the people with disability in the labor market and their placement condition in the various companies in the city of Campinas, Brazil, considering the lack of information and publications on this theme. **Methods:** In order to understand these people's work realities were interviewed ten workers with physical and visual disabilities, employed in companies of different sizes and of various economic sectors. For the data analysis, a qualitative method was used in order to reconstruct with the different accounts a social representation about the phenomenon. **Results:** The social stigma and the lack of awareness about the capabilities of people with disability are the main obstacles for their placement in the labor market. Although according to the Brazilian legislation, quotas of vacancies in the companies are foreseen for this population, this rule is not usually put in effect. The majority of professional activities undertaken by people with disabilities are less valued, lower qualified and low paid. **Conclusion:** A call for a better professional qualification of the people with disability was identified as much as the need for the rise of awareness of entrepreneurs and society in general regarding people's potentialities. The existing legislation is seen as necessary by the interviewees, considering the patrimonialist and excluding tendency resultant from the historic process lived by the people with disabilities in the country. **Contribution to practice:** It is possible to identify the role of Occupational Therapy in making concrete the rights to work, since this is one of the main professional pillars. The practitioner, by acting in different spheres from rehabilitation to the activities with the companies, should seek to value the competences and abilities of the people with disabilities, in order to collaborate in the construction of a positive identity, in the light of their inclusion in different life contexts.