LUMEN ET VIRTUS
ISSN: 2177-2789

THE INCLUSION OF PEOPLE WITH DISABILITIES: ANALYSIS OF THE INCLUSION OF PEOPLE WITH AUTISM SPECTRUM DISORDER (ASD) IN THE LABOR MARKET IN DOM ELISEU-PA

https://doi.org/10.56238/levv16n47-067

Submitted on: 03/20/2025 **Publication date:** 04/20/2025

Roberta Pereira da Silva[1] and Henry Guilherme Ferreira Andrade[2]

ABSTRACT

This study aims to analyze the inclusion of people with Autism Spectrum Disorder in the labor market in the municipality of Dom Eliseu, Pará. I identify the problem related to the barriers that hinder the professional insertion of these individuals, as well as the lack of public policies and effective business practices aimed at promoting inclusion. The main objective of the research is to evaluate the effectiveness of the inclusion of people with Autism Spectrum Disorder in the local work context, in addition to mapping the main difficulties and opportunities faced. For this, I adopt a qualitative methodology, guided by the deductive method, based on a systematic review of the literature, as well as on field research, carried out through interviews and questionnaires applied in local associations and companies in the region. The results obtained indicate that, although there are legal advances in the protection of the rights of people with disabilities, significant challenges persist for the effective inclusion of workers with Autism Spectrum Disorder in Dom Eliseu. I conclude that the implementation of specific public policies and the greater awareness of companies about diversity and inclusion are fundamental for building a more inclusive work environment, which ensures dignity and equal opportunities for these people.

Keywords: Inclusion. Person with Disabilities. Autism Spectrum Disorder. Labor Market. Dom Eliseu-PA.

[1]Student of the Bachelor of Laws course at the Institute of Higher Education of Southern Maranhão – IESMA/Unisulma
E-mail: robertapereira054@gmail.com
[2]Advisor Professor. Master in Sociology (UFMA). Specialist in Civil and Business Law (FDDJ). Professor of the Bachelor's Degree in Law at the Institute of Higher Education of Southern Maranhão – IESMA/Unisulma
Email: henry.andrade@unisulma.edu.br

INTRODUCTION

This article deals with the inclusion of people with disabilities, focusing on the analysis of the insertion of people with Autism Spectrum Disorder (ASD) in the labor market in the municipality of Dom Eliseu, State of Pará. The study seeks to understand how the rights of people with ASD in the workplace are put into practice, considering the Brazilian legal system and the local reality.

The inclusion of people with disabilities, especially those with ASD, has gained increasing relevance in academic, legal and social discussions, especially after the advent of the Brazilian Law for the Inclusion of Persons with Disabilities (Law No. 13,146/2015) and Law No. 12,764/2012, which institutes the National Policy for the Protection of the Rights of Persons with Autism Spectrum Disorder. The issue is legally justified by the need to ensure compliance with the Federal Constitution of 1988, which advocates the dignity of the human person and material equality as the foundations of the Republic. In the social aspect, it is important to analyze the barriers that still exist in the labor insertion of people with ASD in cities in the interior, such as Dom Eliseu-PA, where the offer of opportunities can be even more restricted. The personal choice of the theme arises from the observation of the local reality and the interest in promoting the debate on the effective inclusion of people with disabilities in the labor market of the region (SARLET, 2002.)

The main central categories addressed in this work are: the inclusion of people with disabilities, material equality and the dignity of the human person, as constitutional principles; the specific legislation that regulates the rights of people with ASD; and the relationship between the labor market and inclusive public policies in the municipality of Dom Eliseu-PA.

The guiding problem of the present work is to answer the following question: "What are the challenges and perspectives of the inclusion of people with Autism Spectrum Disorder in the labor market in the municipality of Dom Eliseu-PA?"

The general objective of the research is to analyze the inclusion of people with ASD in the labor market in Dom Eliseu-PA, in light of the current legislation and the social reality of the municipality. The specific objectives are: to understand the concept and characteristics of Autism Spectrum Disorder; examine the legal norms that guarantee the right to work of people with disabilities, especially with ASD; and to investigate how these guarantees have been applied in the municipality of Dom Eliseu-PA. The work is structured in three main chapters: the first addresses the definition and historical context of ASD; the second examines the legal framework for the protection of people with disabilities; and the

third conducts a practical analysis of the inclusion of people with ASD in the local labor market.

The methodology used was bibliographic and documentary research, based on books, scientific articles and current legislation on the subject, in addition to qualitative research, through the observation of the reality of the municipality of Dom Eliseu-PA and the analysis of secondary data on the inclusion of people with ASD in the region.

CONCEPT, HISTORICAL EVOLUTION AND CHARACTERISTICS OF AUTISM SPECTRUM DISORDER (ASD)

DEFINITION OF AUTISM SPECTRUM DISORDER (ASD)

Autism Spectrum Disorder (ASD) is a neurodevelopmental condition characterized by persistent difficulties in social communication and the presence of restricted and repetitive patterns of behavior, interests, or activities. According to the Diagnostic and Statistical Manual of Mental Disorders (DSM-5), ASD is classified as a spectrum, that is, it has a wide range of manifestations and intensities that can impact the behavior, social interaction, and communication of people diagnosed in a different way.

The term "spectrum" reflects this diversity, ranging from milder conditions, such as Asperger's Syndrome, to more severe forms that require significant support in daily life. Early identification and correct diagnosis are essential for appropriate intervention and for the promotion of social and professional inclusion of these individuals.

HISTORICAL EVOLUTION OF THE CONCEPT OF ASD

The understanding of Autism Spectrum Disorder has undergone a significant historical evolution. The first formal record of autism occurred in 1943, when Austrian psychiatrist Leo Kanner described the disorder in children who showed social isolation and repetitive behaviors. Shortly thereafter, in 1944, Hans Asperger identified a similar condition, but with individuals who had preserved cognitive abilities, giving rise to what was conventionally called Asperger's Syndrome.

During the following decades, autism was mistakenly associated with emotional disorders or improper parenting by families, which delayed the correct scientific understanding of the disorder. From the 1980s onwards, with the advancement of research in neuroscience and developmental psychology, ASD began to be recognized as a neurological condition with a genetic and environmental basis, removing the stigmas associated until then.

Nowadays, ASD is widely studied and its understanding is constantly updated, especially with the recognition of neurodiversity, a concept that seeks to value the different forms of brain functioning, moving away from the exclusively pathologizing perspective.

According to Carmem Lúcia Antunes Rocha (2016), the principle of human dignity is an essential foundation of the Democratic Rule of Law, being incompatible with any form of social exclusion, since dignity presupposes the recognition of fundamental rights and guarantees to all individuals, especially the most vulnerable. (ROCHA, 2016)

GENERAL CHARACTERISTICS OF ASD

The characteristics of Autism Spectrum Disorder can vary according to the degree of support needed by each individual. Among the most common signs are: difficulties in verbal and non-verbal communication; impairments in social interaction; rigid and repetitive patterns of behavior; hyper or hyposensitivity to sensory stimuli; and restricted interests in certain themes or activities.

According to Silva and Souza (2019), Autism Spectrum Disorder is characterized by a wide diversity of manifestations, which vary according to the degree of support needed, encompassing difficulties in the areas of communication, social interaction, behavior, and sensory sensitivity. This diversity requires a personalized approach, which allows individuals to develop their skills and achieve autonomy in various social and professional contexts (SILVA; SOUZA, 2019.)

People with ASD may also have cognitive abilities or specific talents, such as a great memory for details or mathematical and artistic skills. However, it is important to highlight that each case must be evaluated individually, since the autistic spectrum encompasses a wide diversity of profiles.

Depending on the intensity of the manifestations, individuals with ASD may have greater or lesser needs for support in their daily lives, including the educational and professional environment. With adequate support, it is possible for these people to develop autonomy and fully integrate into society and the labor market.

THE NORMATIVE EVOLUTION OF THE INCLUSION OF PEOPLE WITH DISABILITIES IN THE LABOR MARKET IN BRAZIL

3.1 THE LEGAL CONSTRUCTION OF INCLUSION IN THE BRAZILIAN LEGAL SYSTEM

The inclusion of people with disabilities, especially those diagnosed with Autism Spectrum Disorder (ASD), has been strengthened over the years with the emergence of norms that guarantee rights and promote the citizenship of these individuals. The process

of legal protection in Brazil began in a more significant way with the Federal Constitution of 1988, which in its article 1, item III, enshrined the dignity of the human person as one of the foundations of the Democratic Rule of Law.

The Magna Carta also provides, in its article 7, item XXXI, the prohibition of any form of discrimination with regard to salary or admission criteria for workers with disabilities. Article 37, item VIII, reinforces the Public Administration's commitment to the reservation of positions for people with disabilities in public tenders. Article 227, on the other hand, establishes that it is the duty of the family, society and the State to ensure the child and adolescent, with absolute priority, the right to life, health, dignity, respect and family and community life.

In this sense, Alexi, (2015) quotes:

> If the discussion on fundamental rights could not have any other support than the constitutional text and the faltering ground of its emergence, one would expect an endless and almost limitless struggle of ideas. If this is not what happens, this is due, to a large extent, to the jurisprudence of the Federal Constitutional Court. Throughout his jurisprudential praxis of more than fifty years, he never ceased to create new determinations within the wide field of possibilities opened by the constitutional text. The current meaning of fundamental rights is mainly due to the case-law of that court. The science of fundamental rights - despite the controversies surrounding the binding effect of the decisions of the Federal Constitutional Court 10 - has become, to a considerable extent, a science of constitutional jurisprudence.

In addition to the Constitution, other complementary legislation consolidated the path of inclusion, such as Law No. 7,853/1989, which provides for support for people with disabilities and establishes criminal sanctions for discriminatory practices.

THE QUOTA LAW AND THE PROMOTION OF INCLUSION IN THE LABOR MARKET

Among the main Brazilian regulations aimed at promoting the inclusion of people with disabilities in the labor market, Law No. 8,213/1991, known as the "Quota Law", stands out. This rule establishes that companies with 100 or more employees must reserve a percentage of their vacancies for people with disabilities or rehabilitated by Social Security, ranging from 2% to 5% depending on the number of employees.

The Quota Law is an important milestone, as it promotes the mandatory inclusion of people with disabilities in work environments, creating mechanisms to combat exclusion and discrimination. However, even though the standard has contributed to significant advances, challenges remain, such as the need for structural and organizational adaptation of companies, the fight against prejudice and the overcoming of attitudinal barriers.

This affirmative policy serves as an instrument for the realization of fundamental rights, by ensuring opportunities and productive inclusion for people with disabilities, including people with ASD.

THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES AND THE BRAZILIAN INCLUSION LAW

Brazil is also a signatory to the Convention on the Rights of Persons with Disabilities, approved in 2006 by the United Nations (UN) and incorporated into the national legal system with the status of constitutional amendment by Legislative Decree No. 186/2008 and Decree No. 6,949/2009 (BARROS, 2012).

The Convention establishes fundamental principles such as respect for dignity, individual autonomy, non-discrimination, full and effective participation in society and equal opportunities. These international guidelines reinforce Brazil's commitment to inclusion and the promotion of citizenship for people with disabilities.

In line with the Convention, Law No. 13,146/2015, known as the Statute of Persons with Disabilities or the Brazilian Inclusion Law (LBI), was enacted, which brings together a set of fundamental rights aimed at promoting inclusion in various areas, such as health, education, culture, leisure and work.

In the labor field, the LBI reinforces the need for accessibility conditions, reasonable accommodations and equal opportunities in the labor market, extending its effects to all people with disabilities, including those with Autism Spectrum Disorder.

FINAL ARGUMENTS ON THE GROUNDS

THE IMPORTANCE OF INCLUSION IN THE LABOR MARKET FOR PEOPLE WITH ASD

The inclusion of people with Autism Spectrum Disorder (ASD) in the labor market is a crucial step towards the realization of human rights and the promotion of a truly inclusive society. In a democratic society, it is essential that everyone, regardless of their conditions, has equal access to opportunities, and work is one of the areas that most contributes to the autonomy and dignity of human beings.

However, the job market still presents considerable challenges for people with ASD, who often face prejudice, stigma, and barriers both in the hiring process and in the work environment. Employment, in addition to being a right, is also a determining factor for the self-esteem, social and psychological well-being, and economic independence of individuals with disabilities.

THE EFFECTIVENESS OF PUBLIC INCLUSION POLICIES

Several legislations in Brazil aim to guarantee the rights of people with disabilities, including those with ASD, highlighting the Brazilian Law for the Inclusion of Persons with Disabilities (Law No. 13,146/2015), the National Policy for the Protection of the Rights of Persons with Autism Spectrum Disorder (Law No. 12,764/2012) and the UN Convention on the Rights of Persons with Disabilities. While these legal frameworks represent significant progress, reality often demonstrates that the effective implementation of these policies is still limited.

In Dom Eliseu-PA, for example, although national legislation ensures the right to inclusion in the labor market, the lack of knowledge about ASD on the part of employers and the absence of adaptive strategies in the workplace can prevent full inclusion from being achieved. Raising awareness among companies and adopting inclusive practices is necessary to ensure that people with ASD are not only hired, but also integrated in a meaningful way.

BARRIERS AND OPPORTUNITIES IN THE LOCAL LABOUR MARKET

The municipality of Dom Eliseu-PA presents a challenging scenario with regard to the inclusion of people with ASD in the labor market. Often, the obstacles go beyond the lack of technical training of individuals with ASD and extend to social and cultural issues, such as prejudice and misinformation about the disorder. In addition, local companies still have a structure that, for the most part, is not prepared to deal with the diversity of needs of these workers.

However, there are also opportunities for this scenario to change. The creation of awareness programs and adaptation of work environments, as well as the promotion of a more inclusive organizational culture, are effective strategies to overcome existing barriers. The inclusion of people with ASD can even add value to companies, providing a more diverse and innovative work environment.

THE ROLE OF EDUCATION AND PROFESSIONAL TRAINING

Another crucial point for the inclusion of people with ASD in the labor market is education and professional training. Technical and academic training must be tailored to meet the needs of these people, and educational institutions must provide an inclusive learning environment. In addition, training programs for companies are also essential to sensitize managers and co-workers, helping to create an organizational culture that values diversity and recognizes the skills of workers with ASD.

CONCLUSIONS AND WAYS FORWARD

It is concluded that, despite legislative advances and inclusion initiatives in various areas of society, there are still numerous challenges to be overcome to ensure the full inclusion of people with ASD in the labor market. The awareness and commitment of all social actors – governments, companies, educational institutions and society in general – are fundamental to building an inclusive work environment.

In the specific context of Dom Eliseu-PA, it is necessary to promote the awareness of employers and the creation of programs aimed at adapting work environments, in order to ensure that people with ASD have the same job opportunities as others. The realization of full inclusion depends on the collaboration between public policies and practical actions in the labor market, creating a virtuous cycle of inclusion and social development.

RESULTS OF THE SURVEY WITH PEOPLE FROM THE ASSOCIATION OF PEOPLE WITH DISABILITIES OF DOM ELISEU-PA

The inclusion of people with disabilities in the labor market is a central theme in discussions about equal rights and opportunities, especially for people with Autism Spectrum Disorder (ASD). ASD is a neurodevelopmental condition that impacts the way individuals relate, communicate, and interact with the world around them. However, people with ASD often face significant barriers in accessing the job market, both due to a lack of adaptation to work environments and limited perception of their abilities and potentials.

In Dom Eliseu-PA, a municipality where opportunities for inclusion are still under development, the employability scenario of people with ASD needs to be understood so that public policies and practices can be promoted that favor their integration into the local labor market. The present research aims to investigate the perceptions of workers and employers about the inclusion of people with ASD in Dom Eliseu, addressing issues such as job opportunities, adaptation of work environments and knowledge about inclusion legislation.

From a closed questionnaire applied to 15 interviewees, we sought to understand the degree of awareness about the needs of this group, as well as the difficulties faced by people with ASD to enter the local labor market. With these data, it is expected to contribute to the debate on the inclusion of people with ASD and offer subsidies for the development of more effective policies that promote a truly inclusive work environment.

Questionnaire on the Inclusion of People with Autism Spectrum Disorder (ASD) in the Labor Market in Dom Eliseu-PA

1) Do you believe that people with Autism Spectrum Disorder (ASD) should have the same job opportunity as people without disabilities?
2) Do you already know any worker with ASD in the job market in Dom Eliseu?
3) Do companies in Dom Eliseu offer training or adaptation to receive workers with ASD?
4) Do you believe that employers are prepared to include people with ASD in their work teams?
5) Do you know of any legislation that guarantees inclusion rights for people with ASD in the labor market?
6) Do you think that local society is sufficiently informed about the needs of people with ASD in the workplace?
7) Do you believe that people with ASD face difficulties in finding work in Dom Eliseu?
8) Do companies in the city offer any kind of support or adaptation for workers with ASD (such as adjustments in the work environment or functions)?
9) Have you heard about inclusion programs for people with disabilities in the labor market in Dom Eliseu?
10) Do you think that the inclusion of people with ASD in the labor market brings benefits to society and companies?

The results obtained from the answers to the questionnaire reflect a reality that, despite realizing the importance of inclusion, still faces significant challenges for the integration of people with ASD to be a common and effective practice in the local labor market.

Employment Opportunity for People with ASD

All respondents (100%) agree that people with ASD should have the same job opportunities as people without disabilities. This data points to a positive and inclusive perception of local society regarding equal opportunities in the labor market.

Knowledge about Workers with ASD in the Labor Market

Only 20% of respondents said they knew workers with ASD in Dom Eliseu, while 80% declared they were unaware of this reality. This result suggests that, despite the

recognition of the importance of inclusion, the presence of people with ASD in the local labor market is still extremely rare.

Training and Adaptation in Companies

None of the interviewees indicated that the companies in Dom Eliseu offer training or adaptation to receive workers with ASD. This data highlights the lack of preparation of companies to effectively integrate people with disabilities, which can represent one of the main barriers to inclusion.

Preparing Employers for Inclusion

Only 20% of respondents believe that employers are prepared to include people with ASD in their work teams. The majority (80%) understand that there are still significant gaps in employers' preparation, reflecting the urgent need for training and awareness about the inclusion of people with ASD in companies.

Knowledge of Inclusion Legislation

The vast majority of respondents (80%) are unaware of the legislation that guarantees the rights of people with ASD in the labor market, while 20% demonstrated some knowledge. This suggests a lack of information about public policies that ensure inclusion in the workplace, which can directly impact the implementation of these standards in local companies.

Society's Awareness of the Needs of People with ASD

Most respondents (87%) believe that Dom Eliseu's society is not sufficiently informed about the adaptation needs for people with ASD in the workplace. This data indicates that awareness on the topic is still a major challenge, not only among employers, but also in the community in general.

Difficulties in accessing the labor market:

All respondents (100%) agree that people with ASD face great difficulties in finding employment in Dom Eliseu. This result reflects the social exclusion and discrimination that people with ASD may face, either due to a lack of adaptations or a lack of knowledge and understanding on the part of employers and society.

Support or Adaptation in Companies

None of the interviewees indicated that Dom Eliseu's companies offer any type of support or adaptation for workers with ASD, such as adjustments in the work environment or in the functions performed. This reinforces the idea that local companies are not yet prepared to provide the appropriate conditions for the inclusion of people with ASD.

Labour Market Inclusion Programmes

Only 13% of respondents said they were aware of inclusion programs for people with disabilities in the labor market in Dom Eliseu. This reveals the lack of concrete initiatives, both by the public and private sectors, that promote the inclusion of people with ASD.

Perception of the Benefits of Inclusion

Despite the challenges, all respondents (100%) believe that the inclusion of people with ASD in the labor market brings significant benefits to both companies and society. This result is crucial, as it demonstrates that, despite the difficulties, there is a consensus on the importance of ensuring the inclusion of these people, recognizing their potential and contributions.

CONCLUSION

This article aimed to analyze the inclusion of people with Autism Spectrum Disorder (ASD) in the labor market, with a specific focus on the reality of Dom Eliseu-PA. Throughout the development, it was possible to understand the social, cultural and structural barriers that hinder the full inclusion of these people in the professional environment, despite the legal guarantees provided by national and international legislation.

The research addressed the importance of effective implementation of public policies aimed at the inclusion of people with disabilities, highlighting the limitations of the legislation with regard to the real adaptation of work environments and the awareness of employers. In addition, the need for training both professionals with ASD and managers and co-workers was discussed, so that there is true inclusion, which goes beyond simple compliance with the laws and reaches a level of effective integration.

Through the analysis of the local reality of Dom Eliseu-PA, it was possible to realize that the lack of preparation of companies, combined with the lack of knowledge about ASD, is one of the main obstacles to the inclusion of this population. However, the study also pointed out that there are significant opportunities to change this scenario, such as the creation of awareness programs, adaptation of work environments, and incentives for hiring people with ASD.

The hypothesis that the full inclusion of people with ASD in the labor market depends not only on public policies, but also on the active collaboration of companies and society as a whole, was confirmed. The awareness and commitment of different social actors are essential to transform reality and ensure that people with ASD have equal access to employment opportunities, respecting their limitations and potential.

In conclusion, it is imperative that there is a joint effort between public authorities, companies and civil society so that the inclusion of people with ASD in the labor market is a concrete reality. Public policies must be complemented by practical actions and a change in mentality, where diversity in the workplace is seen as an asset and not as a challenge. Only in this way will it be possible to build a fairer and more inclusive society for all.

REFERENCES

1. Alexy, R. (2015). Teoria dos direitos fundamentais (2nd ed., V. A. da Silva, Trans.). São Paulo, Brazil: Malheiros.

2. Barbosa, M. O. (2018). Estudantes com Transtorno do Espectro do Autismo (TEA) na escola: Desafios para a ação educativa compartilhada (Doctoral dissertation, Universidade Federal de São Carlos). Repositório UFSCar, São Carlos, Brazil.

3. Barbosa, M. R. P. (2013). Identificação das variações do espectro do autismo (Doctoral dissertation, Universidade de São Paulo). Repositório USP, São Paulo, Brazil.

4. Barros, J. A. M. de. (2012). A interpretação constitucional evolutiva e a cidadania social: Elementos para uma hermenêutica jurisdicional de implementação efetiva dos direitos fundamentais trabalhistas (Doctoral dissertation, Universidade de São Paulo). Repositório USP, São Paulo, Brazil.

5. Brasil. (1988). Constituição da República Federativa do Brasil de 1988. Brasília, DF: Senado Federal. http://www.planalto.gov.br/ccivil_03/constituicao/constituicao.htm

6. Brasil. (1989). Lei nº 7.853, de 24 de outubro de 1989. Dispõe sobre o apoio às pessoas portadoras de deficiência, sua integração social, institui a Coordenadoria Nacional para Integração da Pessoa Portadora de Deficiência – Corde, e dá outras providências. Diário Oficial da União. http://www.planalto.gov.br/ccivil_03/leis/l7853.htm

7. Brasil. (1991). Lei nº 8.213, de 24 de julho de 1991. Dispõe sobre os Planos de Benefícios da Previdência Social e dá outras providências. Diário Oficial da União. http://www.planalto.gov.br/ccivil_03/leis/l8213cons.htm

8. Brasil. (2015). Lei nº 13.146, de 6 de julho de 2015. Institui a Lei Brasileira de Inclusão da Pessoa com Deficiência (Estatuto da Pessoa com Deficiência). Diário Oficial da União. http://www.planalto.gov.br/ccivil_03/_ato2015-2018/2015/lei/l13146.htm

9. Ribeiro, D. M. (2016). Barreiras atitudinais: Obstáculos e desafios à inclusão de estudantes com deficiência no ensino superior (Master's thesis, Universidade Federal de Pernambuco). Repositório UFPE, Recife, Brazil.

10. Ribeiro, M. A., & Carneiro, R. (2009). A inclusão indesejada: As empresas brasileiras face à lei de cotas para pessoas com deficiência no mercado de trabalho. Organizações & Sociedade, 16(50), 545–564. https://doi.org/10.1590/S1984-92302009000300008

11. Rocha, C. L. A. (2016). O princípio da dignidade da pessoa humana e a exclusão social. Revista do Instituto Brasileiro de Direitos Humanos, 2, 49–67. http://revista.ibdh.org.br/index.php/ibdh/article/view/29

12. Roudinesco, E., & Plon, M. (1998). Dicionário de psicanálise (V. Ribeiro, Trans.). Rio de Janeiro, Brazil: Zahar.

13. Sá, K. D. G. de, Gonçalves, L., & Araújo, M. R. (2018). A construção da identidade autista sob a perspectiva da psicologia social. In Anais do I Congresso Internacional de Educação: Diversidade, formação e saberes docentes (pp. 1–10). Montes Claros, Brazil: Proceedings Science. https://proceedings.science/cied/trabalhos/a-construcao-da-identidade-autista-sob-a-perspectiva-da-psicologia-social

14. Sadek, M. T., et al. (Eds.). (2009). Justiça e cidadania no Brasil. Rio de Janeiro, Brazil: Centro Edelstein.

15. Salles, R. B., Passos, A. A., & Lage, J. G. (2019). Direito, vulnerabilidade e pessoa com deficiência. Rio de Janeiro, Brazil: Processo.

16. Santos, B. de S., & Chaui, M. (2014). Direitos humanos, democracia e desenvolvimento. São Paulo, Brazil: Cortez.

17. Sarlet, I. W. (2018). A eficácia dos direitos fundamentais: Uma teoria geral dos direitos fundamentais na perspectiva constitucional (13th ed.). Porto Alegre, Brazil: Livraria do Advogado.

18. Sarmento, D. (2016). Dignidade da pessoa humana: Conteúdo, trajetórias e metodologia (2nd ed.). Belo Horizonte, Brazil: Fórum.

19. Sassaki, R. K. (2002). Terminologia sobre deficiência na era da inclusão. Revista Nacional de Reabilitação, 5(24). [Sem DOI ou URL fornecida]

ATTACHMENT

QUESTIONNAIRE ON THE INCLUSION OF PEOPLE WITH AUTISM SPECTRUM DISORDER (ASD) IN THE LABOR MARKET IN DOM ELISEU-PA

Instructions: Mark with an "X" the option that corresponds to your answer

Do you believe that people with Autism Spectrum Disorder (ASD) should have the same job opportunity as people without disabilities?

Yes 100% No 0%

Do you already know any worker with ASD in the job market in Dom Eliseu?

Yes 20 % No 80%

Do companies in Dom Eliseu offer training or adaptation to receive workers with ASD?

Yes 0 % No 100 %

Do you believe that employers are prepared to include people with ASD in their work teams?

Yes 20 % No 80 %

Do you know of any legislation that guarantees inclusion rights for people with ASD in the labor market?

Yes 20 % No 80 %

Do you think that local society is sufficiently informed about the needs of people with ASD in the workplace?

Yes 13 % No 87 %

Do you believe that people with ASD face difficulties in finding work in Dom Eliseu?

Yes 100 % No 0 %

Do companies in the city offer any kind of support or adaptation for workers with ASD (such as adjustments in the work environment or functions)?

Yes 0 % No 100 %

Have you heard about inclusion programs for people with disabilities in the labor market in Dom Eliseu?

Yes 13 % No 87 %

Do you think that the inclusion of people with ASD in the labor market brings benefits to society and companies?

Yes 100 % No 0 %