DaeLink: Vaga de Emprego para Deficientes

Alex Expedito Silva Santos, Etec Zona Leste, e-mail

Andreza Maria de Souza Rocha, Etec Zona Leste, e-mail

Danilo Santos Soares, Etec Zona Leste, Danilo.soares31@etec.sp.gov.br

Endrigo Gustabo Brandão de Oliveira, Etec Zona Leste, e-mail

Jerfeson Roberto de Lima, Etec Zona Leste, e-mail

**RESUMO.**  Este trabalho aborda a inclusão de pessoas com Deficiência (PCD) no mercado de trabalho por meio de um sistema baseado em plataformas digitais que promovem conectividade. As cotas para PCD frequentemente não são preenchidas devido à falta procura das empresas e ao preconceito. Embora existam ações para estabelecer cotas para PCD, a inclusão enfrenta desafios significativos, resultando em menores taxas de participação no mercado de trabalho comparadas as de pessoas sem deficiência. O objetivo do estudo é desenvolver uma plataforma digital que promove inclusão profissional para facilitar a integração de PCD no mercado de trabalho. A metodologia empregada inclui a análise das necessidades de PCD e empresas. Os resultados indicam a criação de um protótipo de sistema, composto por um site e um aplicativo que pode ser utilizado para empresas preencherem vagas remanescentes dentro de suas instituições. A sua construção é pensada essencialmente para empresas, consistindo em um site e aplicativo que mostram os principais candidatos para vagas remanescentes de determinadas áreas. Portanto demonstra-se que a plataforma tem a capacidade de estabelecer uma melhor eficácia de inclusão de PCD no mercado de trabalho.

**Palavras-chave.** Inclusão; PCD; Mercado de trabalho; Plataformas digitais; Ferramentas

***Abstract.*** This work addresses the inclusion of People with disability (PWD) in the labor market through a system based on digital platforms that promote connectivity. Quotas for PWD are often not filled due to a lack of demand from companies and prejudice. Although there are actions to establish quotas for PWD, inclusion faces significant challenges, resulting in lower participation rates in the labor market compared to people without disabilities he objective of the study is to develop a digital platform that promotes professional inclusion to facilitate the integration of PWD into the job market. The methodology used includes the analysis of the needs of PWD and companies. The results indicate the creation of a prototype system, consisting of a website and an application that can be used by companies to fill remaining vacancies within their institutions. Its construction is essentially designed for companies, consisting of a website and an application that showcase the main candidates for remaining vacancies in certain areas. Therefore, the project can be qualified to enhance the inclusion of PWD in the Labor Market.

**Keywords.**  Inclusion; PWD; Labor Market; Digital platform; Tools.

# 1. introduction

The inclusion of People with disability (PWD) in the labor market through digital connectivity platforms is a topic of great relevance. Despite the emergence of social actions aimed at the inclusion of PWD in society in general, the Quotas for these people are not filled due lack of demand from companies. (G1,2019)

T, people with disabilities aged 14 and over have lower rates of participation in the labor market (23.8%) and formalization (34.3%) than people without disabilities, whose rates are 66.3% and 50.9% (IBGE apud CNN Brazil, 2023).

Prejudice is a significant factor limiting access for PWD in the labor market. Studies indicate that many companies are still not willing to hire people with disabilities, due to lack of knowledge about the capabilities of these professionals. (CNN Brazil, 2024).

The social inclusion through actions professional qualification programs has shown positive result, with the origin of Law No. 8.213, which defines social security benefit, but there´s still a long way to go. (CNN Brazil, 2024)

Therefore, it is essential to explore technological solutions that facilitate integration between companies and PWD, increasing employment opportunities and promoting a more inclusive society.

Thinking in this sense, the question arises as to why the quotas for PWDs in the labor market are not filled, and how can a digital platform based on professional social networks help in the integration of these people into companies? Therefore, the hypothesis formulated is that the use of a digital system can increase the rate of filling quotas for people with disabilities in corporations, by facilitating the recruitment process and breaking down barriers.

To achieve This Goal, research, literature reviews on the inclusion of people in the labor market, along with analyses of existing digital platforms that promote the social and professional inclusion of PWDs, were established.

# 2. Theoretical Foundation

This chapter aims to abstract all the stages of theoretical foundation for the understanding of this article together with the presentation of concepts and technologies. Aiming to demonstrate all the theoretical basis of the DAELink platform.

# 2.1 Challenge of inclusion in the labor market for people with disabilities

According to G1(2023), about 18.6 million Brazilians aged two and over have some type of disability, and inclusion remains a challenge in Brazil due to the lack of accessibility and adequate support. Data from the Brazilian Institute of Geography and Statistics (IBGE,2022) proves that these people face greater difficulties to enter the labor market about (28.3%) disabled and (66.3%) without disabilities.

According to CNN (2022), unemployment among people with disabilities is higher than among those without disabilities and this inequality mainly affects young people. These people also receive lower incomes, about two-thirds of the values of those without disabilities, with a higher incidence of extreme poverty, especially in sectors such as domestic services and agriculture

# 2.1.1 Laws and solutions for business and disabilities

The Brazil establishes that companies with one hundred employees our more are required to fill 2% to 5% with people with disability, known as of law quotas, according to article 1 of law No 8,213, of July 24, 1991:

Article 1 – Social Security, by means of contributions, aims to ensure its beneficiaries indispensable means of maintenance, due to incapacity, involuntary unemployment, advanced age, length of service, family burdens and imprisonment or death of those on whom they depended economically. (BRAZIL,1991)

Although it has been in force for almost thirty years, according to UNICAMP (2020) it is still not fully complied with, there are still challenges for inclusion to happen due to the low specificity of the legislation and qualification.

For G1(2017) technology is increasingly present in everyday life and many companies do not meet this necessity. This is due to the lack of an accessible system, generating a gap in the connection of people with disabilities. Therefore, there is a need to create a system facility this digital integration. A solution of a digital connectivity platform can promote social inclusion and improve these people´s access to the labor market.

# 2.2 DaeLink system for companies to fill their vacancies for people with disabilities

The Project is based on the creation of system for web, mobile application baes on JavaScript languages and with a cloud database, making business users establish connections in a simplified way, and thus fill their vacancies, through a chat recommendation system, and the availability of vacancies. For this to occur, the tools described below were used.

**2.3.4 React and Vite**

React is a library javaScript uused for creating interface in a partitioned manner, which can be combined into componentes. Ranging from websites to mobile applications(REACT).

Designed to simplify and speed up the creation of interfaces, created by Jordan Walke, na engineer at Facebook, in 2011. It has now become the most popular JavaScript library(SILVA, 2021).

Vite comes from the French meaning “Fast”, demonstrated in its proposal to be a tool that allows the creation os front-end projects in na accessible way, being light and pratical, bringing creative concepts to web pages(REACT VITE). For Schmitz and Georgii (2015), React uses the implementation of layers to visualize a web page, using componentes as a basis for its creation. Usung Document Object Model (DOM),ensuring superior performance to other libraries of the genre. And the creation of a page in this language can be seen in the following image (REACT VITE)

**2.3.1 React native**

According to Escudelario and Pinho (2020), React Native is a platform based on React, enabling the cration of hybrid application, running on IOS (apple) amd Adroid, being created by Facebook in 2013. React Native can be defined as na open-source framework that aims to create native applicattions, that is, there is n web layer as na interface, but the native application itself.(LEITÃO, 201, apud GRANDE; TANAKA, 2023).

**2.3.1 Python**

**2.3.1 Marchine learn**

**2.3.1 Database**

**2.3.1 UML**

## 1.1 Exemplo de figuras

As figuras podem ser usadas para ilustrar o artigo sempre que necessário. Deve constar legenda numerada acima e a fonte abaixo, com o tamanho da fonte de 10 pontos, centralizado.

Figura 1 – ENGETEC 2018 Conference



Fonte: ENGETEC (2020)

## 1.2 Exemplo de tabelas

As tabelas devem ter a legenda da tabela numerada acima de cada tabela, com tamanho de fonte de 10 pontos, centralizado. Sem linhas de grade, e com a formatação preferencialmente como no exemplo.

Tabela 1: ENGETEC 2021

|  |  |  |
| --- | --- | --- |
| **Topics** | **Font Size** | **Format** |
| Title | 18 | Times New Roman, centralized |
| Authors and Identification | 11 | Times New Roman, centralized |
| Abstract | 10 | Times New Roman, justified, without indent |
| Keywords | 10 | Times New Roman, italic, justified, without indent |
| Introduction | 12 | Times New Roman, justified, withouy indent |
| Figure and Table | 10 | Times New Roman, centralized |
| Material and Methods | 12 | Times New Roman, justified, without indent |
| Results and Discuss | 12 | Times New Roman, justified, without indent |
| Conclusion | 12 | Times New Roman, justified, without indent |
| References | 11 | Times New Roman, justified |

Fonte : ENGETEC (2021)

# 2. Fundamentação teórica

Os autores devem seguir estritamente as normas descritas nesse template (ENGETEC, 2020). A norma a ser considerada é a NBR ABNT 6023 para citações e referências. O formato do autor-data deve ser usado à citação.

## 2.1 exemplo de equações

Equações devem ser incluídas numeradas continuamente. Autores devem ser referenciados. As equações devem ser centralizadas e definidas em uma linha separada.

(1)

As = velocidade média; S = distância (km ou milhas); T = tempo (horas)

# 3. Materiais e métodos

Os autores devem usar a plataforma EasyChair para submeter trabalhos. Acesse o link: https://easychair.org/conferences/?conf=4\_engetec para cadastrar e iniciar o processo de submissão. Os autores devem seguir os passos para completar o processo.

Para autores que já possuem cadastro na plataforma Easy Chair, ao realizar o login, clique no link 4º ENGETEC/autor.

# 4. resultados e discussão

Todas as citações devem ser listadas na seção Referências segundo a norma ABNT NBR 6023:2018 (10ª edição). Preferencialmente use o gerenciador de referências do Microsoft Word (aba referências do menu principal).

# 5. Conclusão

Evite implicações éticas. Todo o texto, figuras, tabelas e qualquer parte de trabalhos protegidos por direitos autorais têm que obter permissão de uso ou ser corretamente referenciados.

Os melhores artigos da conferência podem ser selecionados para publicar versão revisada em revistas de apoio. Nova configuração de formatação pode ser necessária.

## AGRADECIMENTOS

Aqui você pode usar para agradecer pessoas e instituições que contribuíram para o desenvolvimento seu trabalho.

# Referências

ANTT, A. -. ANTT. **ANTT - Agência Nacional de Transportes Terrestres**, 2018. Disponivel em: <http://www.antt.gov.br/salaImprensa/noticias/arquivos/2018/09/BR163MS\_tem\_novos\_valores\_de\_pedagio.html>. Acesso em: 18 setembro 2018.

SANTOS, S. D. **Congressos cientíicos e revistas**. Anais do I Engetec. São Paulo: Editora da fatec Zona Leste. 2018. p. 150.

SILVA, F. D. **Trabalhos científicos**. 2. ed. São Paulo: Genérica, v. 1, 2018.

SILVA, J. D. Metodologia científica. **Fatec Zona Leste em debate**, São Paulo, 25 janeiro 2107. 1 - 20.