



## 135.687 people placed in the labor market

### \_Editorial



As I open up about the inclusion of people with disabilities in the labor market, I feel a deep conviction that we are talking about something much bigger than just a social justice issue. It's an issue that touches the core of our humanity and our capacity to embrace true diversity. When we choose to welcome and value people with disabilities, we are not just fulfilling a moral or legal obligation, but we are enriching our workplace with a vibrant array of unique perspectives and skills. The resilience, creativity and experience that these people bring can lead us to innovative and challenging solutions, moving us away from conformity and into bolder, more effective thinking.

Inclusion goes beyond simply offering employment opportunities: it has the power to transform organizational culture. When we see a company that truly values and integrates people with disabilities, we feel an increase in the morale and commitment of all employees. This appreciation not only improves the internal environment, creating a more positive and engaged space, but it also reinforces the company's reputation as a pillar of ethics and responsibility. Aligned with values of equality and respect, the company becomes a shining example of the positive impact that inclusion can have.

Investing in the inclusion of people with disabilities is, in fact, investing in building a more just and equitable society. By creating an accessible and welcoming workplace, we promote the dignity and autonomy of these individuals and challenge prejudices and stigmas. True inclusion, I believe, is not a final destination, but an ongoing journey that leads us to genuine progress and real equity, both in the professional and social worlds. Let's move forward together on this journey, exploring inclusive paths and creating an environment where everyone can thrive. Have you promoted inclusion today?

A warm hug,  
**Edina Duarte**

**Methodological Supervisor at Rede Cidadã, responsible for adapting materials. She holds a bachelor's degree in Administration and also works as an instructor, interpreter and translator of Brazilian Sign Language (Libras), with proficiency certified by ProLibras and CAS. She's currently studying for a postgraduate degree in Inclusive Education.**

### \_Apprentice at work and in life

**If it's not easy for someone without a disability to get their first job, imagine what it's like for a person with a disability! That's why we make a point of telling happy stories (and we have many of them here). Meet Carlinhos, who, through the Rede Cidadã Social Learning Program and an opportunity at a partner company, achieved professional development.**

"My name is Carlos\*, but I'm better known as Carlinhos\*. I'm from the city of Fortaleza, I'm 21 years old and I'm totally visually impaired. My disability is from birth, I have glaucoma. And I'm a blind soccer player. I play for the Associação D' Eficiência Superando Limites (ADESUL) and I'm also an athlete for the Brazilian Under-23 team.

I worked at FortBrasil company, through the Rede Cidadã's Apprenticeship Program. It's a program that, in addition to integrating us into the labor market, also teaches us many life lessons, right? We have contact with psychologists, with people who are different from us, with a lot of diversity. It was very good for me! So I can only be grateful.

And there's also the financial issue, right? Because with the money I was receiving, I was able to do a lot of things, I was able to invest in myself, I bought equipment to train. Today I'm a professional athlete. FortBrasil, together with Rede Cidadã, ended up providing this for me.

I'm very grateful to the people at FortBrasil and Rede Cidadã, I have great affection for everyone."

**Carlos\* was an apprentice at Rede Cidadã at FortBrazil from 2023 to 2024, in Fortaleza (CE)**

\*Fictitious name



### \_Inclusion in companies

**If you think that hiring people with disabilities is only good for those who are hired, read the following testimonials and find out how companies also benefit from inclusion. Diversity enriches any environment!**



"Working with people with disabilities as apprentices has been an enriching experience for our team. Every day, we see how valuable this exchange of experiences and knowledge is, both for the development of these young people and for the evolution of our institution. These young people have demonstrated resilience, creativity, and commitment and this has shown us how important it is to continue investing in inclusion and diversity. By promoting this inclusive environment, we have seen the positive impact both on the organizational culture and on the individual growth of each employee."

**John Silva\***  
**Human Development Coordinator at the Youth Innovation Institute, in the city of Fortaleza (CE), Brazil**

\*Fictitious name

"Rede Cidadã's project has been wonderful here at Felício Rocho Hospital, especially in terms of the development of our apprentices. Understanding each person's story, understanding what their skills are and placing them in different sectors was also a very interesting way to see their development, what each person is learning and to observe the exchanges with the managers. The managers make many comments about the apprentices and I have received several compliments about each one's performance, about how easy it is for them to give their best, to learn. When they are not doing so well, we respect their space, so that we can have an empathetic environment and develop their skills as well.

For us, the integration of the apprentices with mental suffering has been very positive, and I hope that it is for them too, but I believe so, based on the feedback I have received here. And it's very gratifying to see the improvement of each one and to see their development as well."

**Larissa Almeida\***  
**HR Analyst at Hospital Felício Rocho, in the city of Belo Horizonte (MG), Brazil**

\*Fictitious name



### \_Join this network of mutual growth and development

What people with disabilities want is a chance to show that they can work and be productive. We invite you to be someone who offers this opportunity by supporting Rede Cidadã's programs and projects that open the doors to the labor market for people with disabilities.

You can do this in several ways: hiring people who have completed our training, financing a project (or part of it), making donations (monthly or one-off) or becoming a volunteer.

To do so, contact our team by email at e-mail [relacionamento@redecidada.org.br](mailto:relacionamento@redecidada.org.br).

**Donate, share, encourage others to be part of this movement!**

If you live in Brazil :  
Pix: [querodoar@redecidada.org.br](mailto:querodoar@redecidada.org.br)  
Monthly donations: [redecidada.apoiar.co](http://redecidada.apoiar.co)

If you live outside Brazil (or know someone who does):  
[www.globalgiving.org/projects/technologytransforminglives](http://www.globalgiving.org/projects/technologytransforminglives)

Learn more about the Rede Cidadã on our website:  
[www.redecidada.org.br/doacoes](http://www.redecidada.org.br/doacoes)