

GENERAL GUIDELINES ON HEALTH RISKS DUE TO THE COVID-19 PANDEMIC FOR PEOPLE WITH DISABILITIES



1. Employers and employees, please pay attention to the following:

- There are population groups that are more susceptible to pneumonic SARS when they are infected with the coronavirus such as: people over 60 years old; with chronic illnesses such as diabetes; chronic respiratory diseases, such as asthma; chronic obstructive pulmonary disease; smoking; cardiovascular diseases, hypertension, heart disease; chronic kidney disease; diseases that affect the immune system; and people who use drugs that affect the immunity system such as corticosteroids, chemotherapy, among others. Many people with disabilities have clinical conditions, comorbidities or even family and social situations that include them in these groups with higher risks of contracting the disease, increasing their vulnerability.
- Some people with compromised **intellectual functions** may have difficulty following safety protocols, increasing the risk of infection.
- People with **visual and hearing impairment** may present difficulties in identifying risks of

contamination and adoption of the necessary protocols, especially due to the lack of communication and guidelines.

- Many people with **disabilities** may have difficulties to protect themselves due to comorbidities such as breathing difficulties in people with spinal cord injuries, or even the need to touch objects frequently, such as the push ring or brake of wheelchairs, the orthosis and prostheses, places of support in the environment or the means of locomotion such as walking sticks, crutches and walkers, which can make them more susceptible or exposed to infection by the virus.
- People with **physical, intellectual and visual disabilities** are more vulnerable due to the difficulties of autonomous access on public roads, public transport and public and private restrooms.

2. Health protection measures for disabled workers and apprentices

- Prioritize the performance of work activities remotely at home (teleworking), using computerized equipment and systems for the period in which the official measures of social isolation and other guidelines of health services for the prevention of contagion are in force.

- Prioritize teleworking or removal of activities also for employees who are responsible for people who need supervision for daily activities and don't have the support of caregiver institutions, requesting home care.

3. Health protection measures for disabled workers and apprentices who do not belong to risk groups

- Guarantee access to recommendations and safety protocols against infection, eliminating barriers in written, virtual and interpersonal communication.
- Provide workers with accessible means for the frequent/proper cleaning of wheelchairs, walking sticks, walkers, and other means of locomotion after being outdoors.
- Provide protective equipment and conduct accessible training on how to use it correctly.
- Follow the “General Guidelines for Workers and Employers due to the Covid-19 Pandemic”, developed by the Sub-Secretariat for Labour Inspection (SIT), available at <https://enit.trabalho.gov.br/covid-19-coronavirus>.



Learn more about BEm here:

<https://www.gov.br/trabalho/pt-br/aceso-a-informacao/acoes-e-programas/proteja/estrangeiro/english/flyer-eng.pdf>

4. Employment and income preservation measures

- In order to preserve employment and income, guarantee the continuity of work and business activities and reduce the social impact resulting from the consequences of the state of public calamity and public health emergency, the Federal Government sanctioned Law No. 14.020/20, which provides for payment of the Emergency Employment and Income Preservation Benefit (BEm), in the event of a proportional reduction in working hours and wages and the temporary suspension of the employment contract. **These measures can be adopted for workers and apprentices with disabilities, observing the legal criteria and guidelines of the Labour Inspection Secretariat.**
- The strategies adopted by companies for the maintenance of employment and income of the workers with disabilities should be used in a way that does not aggravate the conditions of these people.



5. Prohibition of unfair dismissal of disabled person

Article 17 of Law No. 14.020/20 prohibits the unfair dismissal of disabled employees as of 07/07/20, while the Covid-19 pandemic lasts. Employees with disabilities dismissed in this period must be reinstated, in accordance with current legislation.



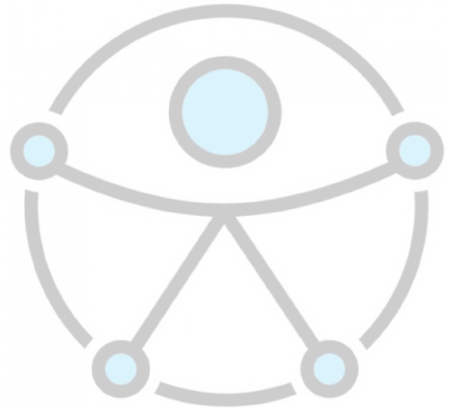
6. Measures to preserve the income of apprentices with disabilities

For apprentice with disabilities work contracts, the same recommendations should be adopted for general learning contracts, noting that many people with disabilities belong to risk groups, deserving special attention and care as provided in the previous items of this recommendation.



7. Income preservation measures for apprentices with disabilities who receive the Continuous Cash Benefit (BPC)

Due to the impossibility of accumulating the Emergency Benefit foreseen in Law No. 14.020/20 with the Continuous Cash Benefit (BPC), emergency measures for the preservation of employment and income can only be adopted for the apprentices with disabilities who receive the BPC through collective labour agreement or convention, which ensures the preservation of the apprentice's income (SEPRT Ordinance No. 10.486 of 4/22/2020, article 4, III, § 2).



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