

CODE PROJECT

Challenges of Persons with Disabilities in Labour Market Insertion



Respondent Profile

38 respondents
from 5 European countries

- Spain 47%
- Italy 21%
- Hungary 13%
- Greece 11%
- France 8%

Diverse European
perspective on
labour market
inclusion

Main Obstacles to Employment

Top barriers identified:

- Limited opportunities in their professional field (33%)
- Employer bias and stigma (33%)
- Inaccessible application processes (19%)
- Lack of accessible job platforms (10%)

Discrimination remains as
significant a barrier as job
availability



Accessibility of Job Advertisements

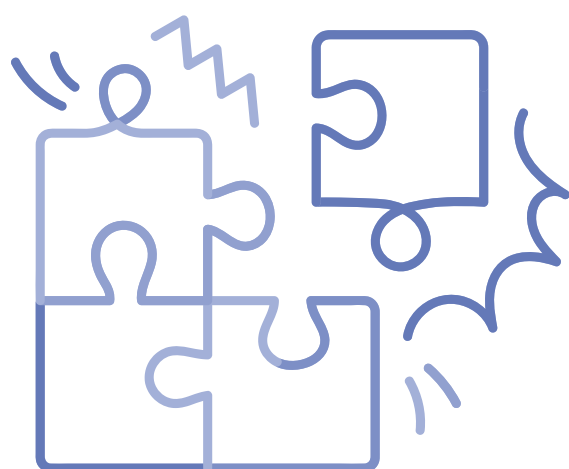
- 61% → Job postings are not accessible
- 34% → Only somewhat accessible
- 5% → Fully accessible

Accessible recruitment
communication remains the
exception rather than the norm

Barriers During Recruitment

Most common challenges:

- inaccessible digital systems
- inaccessible interview locations
- communication barriers
- lack of interpreters
- difficulties for neurodivergent applicants



Discrimination & Bias

50% experienced discrimination
during job search.

Most common forms:

- assumptions about reduced capability
- communication-related discrimination
- bias against neurodivergent people
- prejudice toward invisible disabilities

Many respondents felt judged
on limitations rather than skills.

Workplace Readiness & Support Systems



Workplace Concerns

Main concerns before starting work:

- lack of assistive technologies (29.9%)
- inadequate managerial support (29.9%)
- unclear accommodation policies (17.9%)
- physical accessibility barriers (13.4%)

Support systems matter
as much as physical
accessibility.

Employers' Preparedness

Only 13% believe employers are
adequately trained.

45% → somewhat trained

42% → not adequately trained

Strong need for disability
awareness training.



Impact of Disability on Employer Perceptions

45% believe disability affects how employers
perceive them. Common stereotypes:

- lower productivity
- reduced competence
- communication difficulties
- excessive support needs

Misconceptions often represent a
greater barrier than disability itself.

Most valuable support systems:

Most valuable support systems:

- Disability organisations (36.9%)
- Job coaching & mentoring (26.2%)
- Government programmes (20%)
- Online communities (13.8%)

Specialised support networks play
a crucial role in labour market
inclusion.



Key Recommendations

Based on participants' feedback:

- More accessible recruitment platforms
- Better disability-inclusive job services
- Improved communication support
- Employer awareness training
- Career coaching & mentoring
- Clear accommodation policies
- More accessible vocational training opportunities

Discover the detailed
findings in the Survey Reports
(in English) on our website:
[LINK](#)