

CODE PROJECT

Challenges of Companies Regarding the Inclusion of Persons with Disabilities



Respondent Profile

40 companies
from 6 European countries:

- France 27%
- Spain 20%
- Greece 18%
- Hungary 18%
- Italy 15%

Most respondents
are SMEs:

51-250 employees: 27%
11-50 employees: 25%
1-10 employees: 22%

Disability Recruitment Today

How often companies recruit
people with disabilities:

53% → Occasionally
32% → Never
15% → Frequently
0% → Always

Inclusive recruitment
is still not embedded
in regular hiring
strategies.



Main Recruitment Challenges

Top barriers identified:

- Limited applicant pool (38.5%)
- Lack of outreach channels (23.1%)
- Internal bias and misconceptions (17.3%)
- Inaccessible job platforms (11.5%)

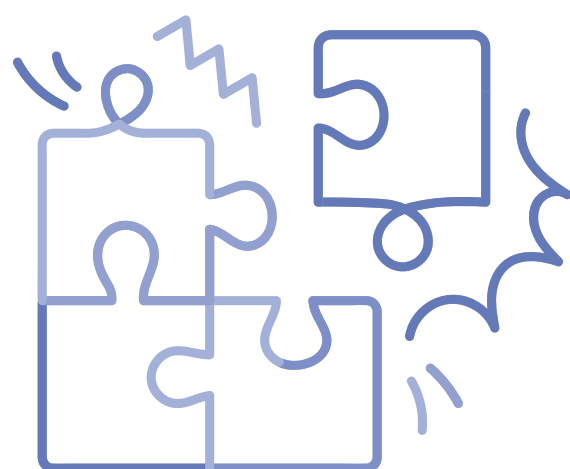
The main issue is reaching qualified
candidates rather than
unwillingness to hire.

Workplace Accessibility

Physical accessibility:

- 32% very accessible
- 50% somewhat accessible
- 10% not accessible

Most workplaces have taken
initial steps, but full accessibility
remains uncommon.



Accommodations & Support

Organisations providing accommodations:

- 47.5% upon request
- 22.5% proactively
- 10% no
- 20% unsure

Support exists, but is
often reactive rather
than proactive.



Building Inclusive Workplaces

Key insights emerging from the participating companies on our survey



Training Gap

Disability awareness training:

- No training: 35%
- Occasional training: 30%
- Regular training: 27%

Most of the companies do not provide specific disability training.



Internal Barriers

Main organisational obstacles:

- Limited budget (52.4%)
- Lack of training (21.4%)
- Resistance to change (4.8%)
- Unclear policies (4.8%)

Financial constraints remain the biggest barrier to inclusion efforts.



Career Development & Retention

Equal access to career opportunities:

- Yes: 45%
- Partially: 25%
- No: 15%
- Not sure: 15%

Retention requires long-term adaptation and career support.

Key retention challenges:

- Health-related absences
- Physically demanding roles
- Limited reassignment options
- Accessibility barriers

Policies & Monitoring

Knowledge of legal obligations:

- 40% confident
- 30% somewhat confident
- 30% not confident

Monitoring inclusion metrics:

- 60% do not track them
- 30% do



Future Priorities

Companies identified four key needs:

1. Funding and financial support
2. Training and awareness programmes
3. Expert guidance and technical assistance
4. Recruitment and partnership networks

Future engagement:

- 40% Yes
- 50% Maybe
- 10% No

90% show interest or potential interest in future training and partnerships.



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