

Persons with disabilities: Labour market perceptions survey Morocco



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E/ESCWA/CL2.GPID/2023/Policy brief.4

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Introduction

The share of employment opportunities for persons with disabilities is less than that of other people in Arab countries. Despite most Arab countries' efforts to integrate them into the market, a gap remains and the attitudes and opinions of employers are still negative towards persons with disabilities. This cannot be explained by the inability or unwillingness of persons with disabilities to work; however, there are many barriers that prevent them from obtaining employment opportunities. In this context, in 2021, the United Nations Economic and Social Commission for Western Asia (ESCWA) conducted a survey of 82 public and private sector enterprises of various sizes and fields in Morocco to determine their perceptions of the factors that impede the inclusion of persons with disabilities in the labour market. The private sector constituted 85 per cent of the sample, compared with 15 per cent for the public



42 institutions did not have employees with disabilities.

40 institutions had employees with disabilities.



sector. Over half (42) of the institutions included in the sample did not have employees with disabilities. The other half (40 institutions) had employees with disabilities.

The present policy brief provides an overview of employers' perceptions of hiring persons with disabilities in Morocco. It highlights barriers in the attitudes of employers and in work environments that prevent persons with disabilities from participating on an equal basis with others in the labour market.

Employers' perceptions and misconceptions

The survey shows that 76 per cent of participating institutions (and enterprises) believe that employing persons with disabilities requires huge budgets from Governments and institutions, while 62 per cent consider that persons with disabilities are at greater risk than others of accidents in the workplace.

Over 77.5 per cent of respondents perceive difficulties in providing workplace accommodations for employees with disabilities. Moreover, 82.5 per cent believe that there are jobs that are more suitable for people with disabilities, compared with 17.5 per cent who believe the opposite. Two contradictory conclusions can be reached here: either these responses indicate an incentive to direct persons with disabilities towards certain professions and jobs; or they are an attempt to justify institutions' inability to integrate persons with disabilities in the workplace, thus serving as an excuse to evade this societal duty.

The survey results also show a prevalent belief among employers that persons with disabilities lack sufficient capacity for creativity and innovation in technical jobs, such as engineering and information and communication technology, indicating that traditional jobs such as handicrafts are more commensurate with their abilities.

Employment rate by type of disability

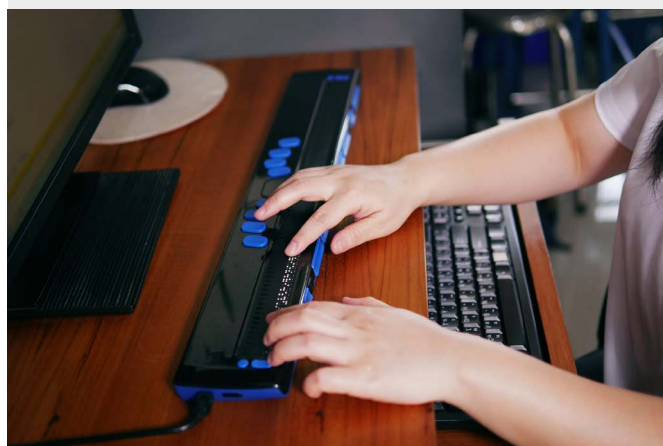
The survey results show that people with visual impairments are more likely to be employed in public and private sector institutions and enterprises that employ persons with disabilities, numbering between 1 and 26 people with visual impairments; followed by persons with physical disabilities, ranging between 1 and 19 individuals. People with hearing



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impairments come in third place, ranging from 1 to 16 individuals. People with intellectual disabilities are the least fortunate, ranging between 1 and 3 individuals. It should be noted that most of the people employed with these various disabilities are men.

Such differences in employment between institutions highlight a lack of clear employment policies for persons with disabilities in most institutions and enterprises in the public and private sectors in Morocco. The survey shows that only about 36 per cent of them have adopted an inclusive employment strategy.

Around 87 per cent of institutions and enterprises indicate that current laws regulating disability issues at the national level do not contribute to enhancing the employability of persons with disabilities, owing to many restrictions related to the implementation of these laws in practice.

About 87 per cent of survey participants said that they were aware of the quota system for employing persons with disabilities in their institutions, but the greatest challenge lies in applying that system.

Gender disparities

Public and private sector institutions and enterprises affirmed that gender was not a criterion that facilitated or restricted the process of hiring persons with disabilities, and that women with disabilities could integrate into the

workplace just like men in the same circumstances. Over 67 per cent of participating organizations that employ persons with disabilities believe that hiring a woman with a disability is not more challenging than hiring a man with a disability, in contrast to the remaining participating institutions.

Reasonable accommodations

The survey results indicate that three out of four institutions that have employees with hearing disabilities have adapted the work environment for their benefit.

Moreover, the results show that only one institution out of five that has employees with visual impairments has adapted the work environment for the benefit of one employee with a visual impairment. As for mental disabilities, the survey shows that three of the participating institutions that have employees with mental disabilities did not undertake any adaptive measures in the workplace.

Furthermore, 80 per cent of participating organizations said that they did not have employees or users responsible for tracking and monitoring workplace adaptation programmes for people with disabilities. The overwhelming majority of organizations (82.5 per cent) stated that they did not have a strategy for adapting the workplace to the needs of persons with disabilities.

Policy recommendations



Legislative field: review the current labour law in view of the rights of persons with disabilities; apply laws related to inclusive employment, particularly the employment of persons with intellectual disabilities; enact legislation related to equal opportunities; and strengthen the implementation of the quota system.



Reasonable accommodations: strengthen commitment to providing reasonable workplace accommodations in the public and private sectors, in accordance with legal and administrative provisions.



Social protection: set up a specific system of social protection and care for persons with disabilities to enable them to benefit from equal services and continuous learning.



Education and research: develop a comprehensive education policy and a vocational training system for persons with disabilities to ensure that they enjoy their right to work and exercise it on an equal basis with others.



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