National Workshop on the Obstacles and Attitudes Regarding the Inclusion of Persons with Disabilities in the Tunisian Labor Market
Date: July 11- 12, 2023 – Hammamet, Tunisia

Final Report

Background

The Convention on the Rights of Persons with Disabilities (CRPD) serves as a comprehensive guide for Member States to adjust their laws and policies to enhance the participation of Persons with disabilities in various facets of society, including the right to work. The United Nations Economic and Social Commission for Western Asia (ESCWA), in collaboration with the International Labour Organization (ILO), encourages Arab countries to incorporate a module in their Labor Force Surveys, namely the WG/ILO module, dedicated to gathering information on attitudes and barriers that impede the entry and progression of persons with disabilities in the labor market. This data, along with self-expressed views of Persons with disabilities, will enable policymakers to identify gaps and develop effective strategies for promoting disability inclusion.

In the framework of the DA project "*Including persons with disabilities in the labour market in the Arab region*" ESCWA with ILO organized a National Workshop on the Obstacles and Attitudes Regarding the Inclusion of Persons with Disabilities in the Tunisian Labor Market with the aim of measuring the challenges faced by persons with disabilities in accessing equitable employment opportunities and promoting their inclusion in the labor market. The workshop targeted 94 enumerators who will collect data as part of the 2023 Tunisia Labor Force Survey. This workshop was embedded in a three-day training organized by the Tunisia National Office of Statistics.

The workshop was designed to provide participants with insights into

1. attitude-based barriers that hinder persons with disabilities from accessing equitable opportunities for employment and promotion.
2. the role of persons with disabilities in the 2030 Agenda and gaps in data on persons with disabilities
3. the importance of measuring attitudinal barriers through Labor Force Surveys and how to collect these data using the Washington Group/ILO tool.
4. how to work with persons with disabilities during data collection exercises.

Structure and content of the workshop

The workshop was delivered over two days. Half of the participants took part to the first day (July 11) while the second group attended the second day (July 12). This was agreed to with the

national office of statistics to ensure meaningful discussion with participants. A sample agenda is provided an annex to this report.

While the workshop was delivered over two days, the structure and content were the same. Each day had three separate sessions held respectively by the ESCWA, the ILO, and an external expert who focused on communication with persons with disabilities.

Both days started with an introduction provided by the national office of statistics. The introduction serves to emphasize the significance of disability inclusion in the labor market and the key role of enumerators to this end.

After the opening, ESCWA delivered the first session of the day. It centered on disability statistics, offering a comprehensive overview of the disability models that have been embraced over time by the international community. This discussion provided some background to discuss disability data more broadly and the importance of collecting these data to monitor the implementation of the 2030 Agenda, including on targeted strictly related to employment under Goal 8.

The second session of the day was then held by the ILO. It focused on the integration of the WG/ILO module in the Tunisia Labor Force Survey. The ILO expert presented the draft questionnaire that enumerators were going to use to collect data. She discussed the framing of questions while providing an overview of available options that respondents could choose. As such, the session provided an in-depth assessment of the challenges of administering the WG/ILO module while giving enumerators an opportunity to address doubts/questions on the meaning of answer categories.

The discussion of this session also focused on the skip logic that enumerators should follow in the administration of sub-questions. This aspect was deemed extremely important to ensure that the module on disability was effectively delivered. Participants further commented this segment of the presentation in the Q&A at the end of the second session and recommendations were made to the national office of statistics. Recommendations entailed the provision of additional information in the questionnaire to ensure that enumerators were consistently following the skip logic. Importantly, both ESCWA and the ILO highlighted that the framing of the questions in the WG/ILO module did not follow the international standards given that they were adapted to save time during interviews.

After a short break, the last session of the day, delivered by the external expert on Disability Inclusion, Mr. Mario Spiezio. In his intervention, Mr. Spiezio looked at three interrelated topics. The first was about the knowledge and attitude on disability of enumerators, which was deemed an important factor that could affect data quality. The presentation then discussed how to deliver the WG questions while minimizing any bias that the enumerator's behaviour could introduce. The expert concluded the session by presenting accommodation that enumerators could make to ensure effective communication with persons with disabilities in the context of data collection exercises. Throughout the three segments, the session gave participants the opportunity to test

their knowledge and understanding through short exercises and simulation of potential scenario that they may encounter during data collection.

Evaluation

The evaluation data provides valuable insights into the participants' perspectives on the workshop's effectiveness (data table available in the annex). The key takeaways from the data are as follows:

1. High Satisfaction: The majority of participants (87%) expressed agreement or strong agreement that the training met their expectations. This indicates that the workshop successfully addressed the participants' needs and requirements.
2. Practical Application: An overwhelming majority (98%) of the attendees agreed or strongly agreed that they would be able to apply the knowledge learned during the training. This suggests that the content and delivery were relevant and practical, empowering participants to implement disability inclusion measures in their workplaces effectively.
3. Clear Objectives and Organization: Most respondents (91%) agreed or strongly agreed that the training objectives for each topic were identified and followed, and the content was organized and easy to follow. This indicates that the workshop was well-structured and effectively communicated the intended learning outcomes.
4. Pertinent and Useful Presentations: Most participants (92%) found the presentations to be pertinent and useful, implying that the content presented by the UNESCWA delegation was relevant and valuable in understanding the challenges faced by Persons with disabilities in the labor market.
5. Meeting Training Objectives: A significant portion (88%) of the attendees agreed or strongly agreed that the training successfully met the training objectives. This indicates that the workshop effectively addressed the core themes of disability inclusion in the labor market.
6. Adequate Interaction: Many participants (77%) agreed or strongly agreed that adequate time was provided for questions and discussions. This suggests that the workshop fostered an interactive environment, allowing participants to engage with the content and seek clarifications.

Lessons learned

The results from the evaluation form indicate that the majority of the participants (almost 80%) were satisfied or very satisfied with the training provided overall. Qualitative comments pointed to practical aspects that could further improve the quality of future workshops and, in turn, the learning of participants. In fact, most of the comments in the questionnaire were about the language used in the presentations. For future workshops it was suggested that sessions could be held in Arabic.

A quick fix for this aspect, if Arabic trainers were not available, might be represented by the provision of written presentations in Arabic while trainers could discuss the content using another language (i.e. English). This would ensure that participants can rely on the written material and/or the discussion by the trainer. This aspect is related to the delivery modalities of interpretation services, which were provided in-house in Beirut for an in-person event in Tunisia. When possible, local interpreters should be preferred over long-distance interpretation services.

From a substantive standpoint, discussions held during the workshop highlighted the difficulties stemming from the adaptation of the WG/ILO tool, which were made to save time during interviews. Nonetheless, merging questions on all functional difficulties (6 domains) into one and the use of a binary response from the head of the household remains problematic. While it is important to bear in mind that the WG questions in the LFS are not meant to capture the disability rate in the labour force, the abovementioned adaptations made to the questions may impact substantially data quality.

Conclusion

ESCWA's commitment to supporting disability inclusion in the Arab region, in coordination with national counterparts and stakeholders, highlights the dedication to advancing the principles of the CRPD. In this context, the National Workshop on the Obstacles and Attitudes Regarding the Inclusion of Persons with Disabilities in the Tunisian Labor Market was a vital platform for advancing the understanding of disability inclusion in the workforce among enumerators and managers of the national statistical office. By focusing on attitude-based barriers and the importance of Labor Force Surveys for measuring these obstacles, the workshop provided participants with valuable insights and tools to support evidence-based policymaking, as well as hands on approaches to collect these data.

Effective communication during Labor Force Surveys was underscored as crucial, as it directly impacts the survey response rates and ensures accurate representation. The high level of participants' satisfaction, along with the recognition of practical application, clear objectives, and interactive sessions, underscores the workshop's success in empowering attendees with the knowledge and tools to promote disability inclusion in the labour market. The valuable insights gained from the workshop, combined with the data collected through Labor Force Surveys, will significantly contribute to the formulation of evidence-based national policies, and support the implementation of the CRPD's principles in the Arab region.

Annex I: Agenda

The National Workshop on the Obstacles and Attitudes Regarding the Inclusion of Persons with Disabilities in the Tunisian Labor Market

(First Group)

Provisional Agenda   11 July 2023

Morning Session

08:30 – 09:00 Introduction and welcoming participants

09:00 – 09:30 Disability concept, definition and statistics: Overview
09:30 – 10:30 Modules on Barriers and Attitudes
10:30 – 10:50 Break
10:50 – 11:50 Discussion
11:50 – 13:00 Communication etiquette with People with Disabilities
13:00 – 14:00 Discussion

(Second Group)

Provisional Agenda   12 July 2023

Morning Session

08:30 – 09:00 Introduction and welcoming participants

09:00 – 09:30 Disability concept, definition and statistics: Overview
09:30 – 10:30 Modules on barriers and attitudes
10:30 – 10:50 Break
10:50 – 11:50 Discussion
11:50 – 13:00 Communication etiquette with People with Disabilities
13:00 – 14:00 Discussion

قائمة المشاركين في ورشة عمل حول العوائق والمواقف المرتبطة بإدماج الأشخاص ذوي الإعاقة في سوق العمل بتونس

يومي 11 و 12 تموز/ يوليو 2023

أ- المشاركون

		الإسم واللقب	الرقم
حياة خشناوي	18	منصف قعلول	1
سعيدة جلالي	19	كوثر براهم	2
رتيبة براهمي	20	هنيدة التونسي	3
زهرة عمري	21	إيمان مطوسي	4
نجيبة فقيري	22	آمال مشموم	5
نزيهة لزرق	23	آمال بالنصر	6
سميرة الصيد	24	ثريا طرشي	7
مبروك شويخي	25	عواطف الشباح	8
سوسن نومة	26	سناء لسود	9
هندة مرقبي	27	حليمة بوزيد	10
طاهر بوغنيم	28	سنية بن أحمد	11
عصماء مختار	29	هنادي كسيكسي	12
بثيتة البكاي	30	مبروكة الغرياني	13
جميلة دقنيش	31	فاطمة شورى	14
بسمة حفيظ	32	محمد سلطاني	15
اميرة طالب	33	نعيمة الجابلي	16
سامية زاوية	34	عادل الزرقي	17
ابراهيم غريسي	35		
حياة مازي	36		

كريمة فرحات	60	الخامسة الوحيشي	37
أسماء نويقص	61	وفاء بنيحي	38
وصال مستورة	62	فيصل لشخم	39
ريم بوعزة	63	سعاد ميلاد	40
مديحة حميد	64	فوزية شهباني	41
أميرة النهدي	65	نادية بن منصور	42
آمنة عمارة	66	انتظار الخذيري	43
إيمان سعيداني	67	سماح العباسي	44
محمد الشواشي	68	نبيلة بابوري	45
سندس الطرابلسي	69	فاتن الهاشمي	46
اسلام بحري	70	انصاف الهذلي	47
رضا الطرخاني	71	جهان نفاتي	48
الشريف الإدريسي	72	ربح الزيتوني	49
شيماء بنقاسم	73	زينة الضاوي	50
وهيبة كلاعي	74	نادية مرواني	51
نور الدين بن الحاج عبدالله	75	سنية رزيق	52
هزار سحنوني	76	هدى معاوي	53
سامية البريني	77	يمينة المولهي	54
منير عبدة	78	أحلام مبروك	55
هالة المديوني	79	سماح عزازة	56
سلوى بن العربي	80	ميساء الشواشي	57
هية خروبي	81	آمال بامهدي	58
		حنان الفاهم	59

جودة مباركي	82
حسناء رمضاني	83
سعيدة عياشي	84
عواطف همامي	85
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محمد صالح الطرايدي	87
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ب- المدربون

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Annex III: Training Evaluation data

	Strongly Disagree	% of Strongly Disagree	Disagree	% of Disagree	Neutral	% of Neutral	Agree	% of Agree	Strongly Agree	% of Strongly Agree
The training met my expectations.	**0**	0%	0	0%	**12**	13%	**69**	77%	**9**	10%
I will be able to apply the knowledge learned.	**0**	0%	**0**	0%	**2**	2%	**57**	63%	**32**	35%
The training objectives for each topic were identified and followed.	**1**	1%	**2**	2%	**5**	5%	**60**	66%	**23**	25%
The content was organized and easy to follow.	**1**	1%	**5**	6%	**8**	9%	**56**	65%	**16**	19%
The presentations were pertinent and useful.	**1**	1%	**0**	0%	**7**	8%	**50**	56%	**32**	36%
The training met the training objectives.	**1**	1%	**4**	4%	**6**	7%	**62**	68%	**18**	20%
Adequate time was provided for questions and discussion.	**2**	2%	**7**	8%	**12**	13%	**54**	60%	**15**	17%

How do you rate the training overall?				
Excellent	Good	Average	Poor	Very poor
7	63	20	0	0
Percentage				
8%	70%	22%	0%	0%