

**K2 – Strategic Partnerships  
„Beyond Inclusion: Employability for persons with disabilities”  
Project number: 2020-1-RO01-KA204-080215**

**Research study on employability-disability nexus for the  
development of learning material for SMEs and  
persons with disabilities for social inclusion and benefits for  
SMEs**

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### Quantitative study detailed results – SME's

**TABLE 1-1 EMPLOYABILITY OF THE PERSONS WITH DISABILITIES IN THE COMPANY**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>19</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
Hearing impairments	1	5.3	2	9.1	4	13.3	2	13.3
Visual impairments	3	15.8	2	9.1	2	6.7	3	20.0
Mobility impairments	2	10.5	4	18.2	7	23.3	1	6.7
Other types of disabilities	6	31.6	1	4.5	6	20.0	1	6.7
No employees with disabilities	9	47.4	17	77.3	19	63.3	12	80.0

Base: total sample

Q6. Do you / did you employ persons with disabilities in the company? (Multiple answer)

**TABLE 1- 2 APPROACHES USED IN HIRING PERSONS WITH DISABILITIES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>10</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>3</b>	<b>100</b>
Recruitment through specialized recruitment and selection agencies	-	-	-	-	-	-	-	-
Through the Employment Office (State Institution)	3	30.0	1	20.0	2	18.2	2	66.7
Through direct recruitment/recommendations	6	60.0	3	60.0	11	100.0	-	-
Through participation in job fairs	-	-	-	-	-	-	-	-
By using online recruitment and selection platforms	2	20.0	-	-	1	9.1	1	33.3
With the help of organizations/bodies that support the rights of people with disabilities	-	-	2	40.0	1	9.1	1	33.3
Another option	-	-	1	20.0	-	-	1	33.3

Base: the respondents who have / had employees with disabilities in the company (answer "Hearing impairments", "Visual impairments", "Mobility impairments" and/or "Other type of disabilities" at Q6 question)

Q8. What approach did you use in hiring persons with disabilities? (Multiple answer)

**TABLE 1- 3 THE EFFECTIVENESS OF THE LEGISLATION IN THIS COUNTRY SUPPORTING THE INTEGRATION OF PEOPLE WITH DISABILITIES INTO THE LABOUR MARKET**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>19</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
Not at all	8	42.1	7	31.8	4	13.3	-	-
Very slightly	3	15.8	5	22.7	6	20.0	1	6.7
Slightly	6	31.6	7	31.8	10	33.3	9	60.0
Greatly	1	5.3	1	4.5	1	3.3	2	13.3
Very greatly	-	-	-	-	-	-	-	-
<i>I don't know/couldn't say</i>	1	5.3	2	9.1	9	30.0	3	20.0

Base: total sample

Q20. Do you consider the legislation in this country supporting the integration of people with disabilities into the labour market to be effective? (Single answer)

**TABLE 1- 4 SHORTCOMINGS IN THE LEGISLATION FOR THE INTEGRATION OF PEOPLE WITH DISABILITIES INTO THE LABOUR MARKET**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>19</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
Yes	9	47.4	13	59.1	10	33.3	3	20.0
No	10	52.6	-	-	1	3.3	-	-
<i>I don't know/couldn't say</i>	-	-	9	40.9	19	63.3	12	80.0

Base: total sample

Q21. According to your knowledge, are there any shortcomings in the legislation for the integration of people with disabilities into the labour market? (Single answer)

**TABLE 1- 5 SATISFACTION LEVEL TOWARD THE PERFORMANCE OF THE PERSONS WITH DISABILITIES IN THE WORKPLACE**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>10</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>3</b>	<b>100</b>
Not at all	1	10.0	-	-	-	-	-	-
To a small extent	1	10.0	-	-	-	-	-	-
Neither, nor	1	10.0	-	-	-	-	-	-
To some extent	6	60.0	-	-	3	27.3	1	33.3
To a very large extent	1	10.0	5	100.0	8	72.7	2	66.7

Base: the respondents who have / had employees with disabilities in the company, (answer "Hearing impairments", "Visual impairments", "Mobility impairments" and/or "Other type of disabilities" at Q6 question)

Q9. To what extent are you satisfied with the performance of the persons with disabilities in the workplace? (Single answer)

**TABLE 1- 6 IMPORTANCE OF THE INCLUSION OF INDIVIDUALS WITH DISABILITIES IN THE LABOUR MARKET**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	<i>19</i>	<i>100</i>	<i>22</i>	<i>100</i>	<i>30</i>	<i>100</i>	<i>15</i>	<i>100</i>
Not at all important	-	-	-	-	-	-	-	-
Not important	-	-	-	-	1	3.3	-	-
Neither unimportant, nor important	4	21.1	-	-	1	3.3	1	6.7
Important	10	52.6	6	27.3	15	50.0	11	73.3
Very important	5	26.3	16	72.7	13	43.3	3	20.0

*Base: total sample*

Q10. From your point of view, how important is the inclusion of individuals with disabilities in the labour market? (Single answer)

**TABLE 1- 7 PERCEPTIONS OF DISABILITY AND EMPLOYABILITY**

<i>% (Agree/ Strongly agree)</i>	Bulgaria	Greece	Romania	Spain
<i>Base (N)</i>	<i>19</i>	<i>22</i>	<i>30</i>	<i>15</i>
A person with disabilities has a disadvantage on the labour market.	89.5	50.0	66.7	86.7
For a person with disabilities finding a job is mainly determined by the skills and knowledge possessed.	68.4	81.8	76.7	80.0
There are employers who consider physical disability an impediment to employment.	78.9	81.8	86.7	40.0
Hiring a person with disabilities brings benefits and advantages to the company.	26.3	45.5	73.3	80.0
A person with disabilities makes a greater effort to find a job than a person without disabilities.	89.5	95.5	93.3	73.3
For a person with disabilities, additional training is needed at work.	26.3	27.3	40.0	46.7
Workers with disabilities lack the skills and experience to do our jobs.	21.1	4.5	6.7	13.3
Hiring persons with disabilities has positive effects on the image of the company/organization/institution.	57.9	86.4	70.0	66.7
People with disabilities show involvement and dedication in the workplace.	57.9	59.1	60.0	53.3
The quality of the work done by a person with disabilities is the same as that of those without disabilities.	26.3	81.8	60.0	46.7
Persons with disabilities may not be as safe and productive as other workers.	26.3	13.6	30.0	20.0
A person with disabilities can integrate very well into the normal work pace.	52.6	86.4	53.3	60.0
A person with disabilities can easily integrate into a team.	26.3	86.4	63.3	60.0

% (Agree/ Strongly agree) Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
It costs more to employ workers with disabilities than those without disabilities due to accommodations, additional management time, or healthcare and insurance costs.	31.6	31.8	36.7	26.7
Supervisors are not comfortable managing people with disabilities.	10.5	18.2	30.0	20.0
Supervisors are not sure how to evaluate a person with a disability.	26.3	18.2	30.0	20.0
Supervisors are not sure how to take disciplinary action for a person with a disability.	42.1	18.2	40.0	13.3

Base: total sample

Q12. Please state to what extent you agree with the following statements, on a scale of 1 to 5 where 1 means 'Strongly Disagree' and 5 - 'Strongly Agree': (Single answer per row)

**TABLE 1- 8 FACTORS /CHALLENGES THAT LIMIT THE ENTRY OF PERSONS WITH DISABILITIES TO THE LABOUR MARKET. SME PERSPECTIVE**

% Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
Lack of promotion of jobs among persons with various disabilities	68.4	68.2	53.3	73.3
Employers rarely see people with disabilities applying for jobs	36.8	68.2	73.3	6.7
Employers' perception of persons with disabilities / don't know how to handle the needs of a worker with a disability on the job / concerns about attitudes of co-workers toward the person with a disability	31.6	59.1	56.7	46.7
Employers are afraid they won't be able to discipline or fire a worker with a disability for poor performance, because of potential lawsuits	42.1	22.7	23.3	6.7
Other employees' perception of persons with disabilities / concerns about the extra time that supervisors or co-workers will need to spend to assist workers with disabilities	10.5	9.1	13.3	26.7
Particularities of vacancies	52.6	59.1	43.3	73.3
Lack of training of persons with disabilities for job vacancies	15.8	18.2	16.7	-
Lack of necessary skills / experience of persons with disabilities needed to fill vacancies	21.1	4.5	23.3	-
Poor presentation at job interviews	-	22.7	33.3	6.7
Lack of counselling / support at work	-	27.3	23.3	6.7



% Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
The disability perceived as a deterrent to accomplish the work to the same standards as other employees	31.6	4.5	36.7	13.3
Employers' safety concerns regarding people with disabilities	21.1	45.5	13.3	6.7
The cost of providing reasonable accommodations so that workers with disabilities can do their jobs / other costs, such as increased health insurance or worker's compensation premiums	42.1	45.5	13.3	20.0
Lower earnings than in the case of persons without disabilities	5.3	-	-	-
Improper application of the equal opportunities legislation in recruitment and selection by potential employers / discrimination against job applicants with disabilities	21.1	31.8	6.7	-
Others	-	-	-	-

Base: total sample

Q13. From your point of view, what are the factors /challenges that limit the entry of persons with disabilities to the labour market? (Multiple answer)

**TABLE 1- 9 ISSUES HINDERING THE PROCESS OF ACCOMMODATING EMPLOYEES WITH DISABILITIES WITHIN THE COMPANY**

Base (N)	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
	19	100	22	100	30	100	15	100
Unfavourable attitude of colleagues	3	15.8	4	18.2	5	16.7	1	6.7
Unfavourable attitude of supervisors	3	15.8	6	27.3	3	10.0	1	6.7
Unfavourable attitude of customers	1	5.3	5	22.7	2	6.7	1	6.7
Special requirements in carrying out the job	18	94.7	17	77.3	22	73.3	9	60.0
Other	1	5.3	-	-	1	3.3	4	26.7
There are none/ it is not the case	-	-	-	-	2	6.7	-	-

Base: total sample

Q14. From your point of view, what are the issues hindering the process of accommodating employees with disabilities within the company? (Multiple answer)

**TABLE 1- 10 ISSUES OF CONCERN IN HIRING PEOPLE WITH DISABILITIES**

<b>% (To some extent/ To a very large extent)</b> <b>Base (N)</b>	<b>Bulgaria</b> <b>19</b>	<b>Greece</b> <b>22</b>	<b>Romania</b> <b>30</b>	<b>Spain</b> <b>15</b>
Discomfort or unfamiliarity regarding hiring people with disabilities	42.1	31.8	53.3	53.3
Lack of knowledge or information about people with disabilities	68.4	54.5	60.0	86.7
Attitudes of co-workers	36.8	40.9	43.3	26.7
Attitudes of supervisors	36.8	36.4	30.0	26.7
Attitudes of customers	36.8	40.9	33.3	20.0
Not knowing how much accommodation will cost	73.7	50.0	50.0	33.3
Actual cost of accommodating disability	73.7	36.4	50.0	33.3
Concern about the cost of health care coverage	68.4	22.7	16.7	6.7
Concern about the cost of workers compensation premiums	47.4	31.8	16.7	6.7
Fear of litigation	42.1	36.4	20.0	6.7
You cannot find qualified people with disabilities	63.2	4.5	56.7	13.3
The nature of the work is such that it cannot be performed effectively	52.6	45.5	46.7	6.7

Base: total sample

Q15. To what extent are you concerned about the following issues in hiring people with disabilities? (Single answer per row)

**TABLE 1- 11 MEASURES THAT COULD LEAD TO AN INCREASE IN THE NUMBER OF PERSONS WITH DISABILITIES IN EMPLOYMENT**

<b>%</b> <b>Base (N)</b>	<b>Bulgaria</b> <b>19</b>	<b>Greece</b> <b>22</b>	<b>Romania</b> <b>30</b>	<b>Spain</b> <b>15</b>
<b>More adequate policies and standards to take into account the needs of persons with disabilities (e.g. clear policy of inclusive education, enforceable access standards in physical environments, and priority accorded to rehabilitation)</b>	57.9	72.7	53.3	60.0
<b>More financial / economic facilities for employers (e.g. tax reduction in relation to the number of persons with disabilities employed)</b>	73.7	63.6	70.0	40.0
<b>Investments in specific programmes and services for persons with disabilities</b>	84.2	68.2	70.0	26.7
<b>Involving the persons with disabilities in decision-making to enable individuals to communicate their needs and choices</b>	47.4	36.4	33.3	6.7
<b>Increasing public awareness and understanding of disability</b>	57.9	54.5	56.7	40.0

% Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
Compelling employers to employ a certain number of persons with disabilities	21.1	13.6	6.7	6.7
Creating specific jobs for persons with disabilities	42.1	45.5	66.7	20.0
Adapting legislation so that it is more inclusive towards persons with disabilities	63.2	59.1	43.3	26.7
Greater support from local authorities through campaigns to promote the professional integration of persons with disabilities	36.8	54.5	40.0	40.0
Training programmes for employers to create an inclusive mindset among SME's	42.1	63.6	53.3	33.3
Involvement of state institutions in helping these categories of persons	52.6	45.5	33.3	6.7
Creating special training programmes for persons with disabilities	36.8	36.4	43.3	20.0
<i>Something else</i>	-	-	-	-

Base: total sample

Q16. According to your opinion, what measures could lead to an increase in the number of persons with disabilities in employment: (Multiple answer)

**TABLE 1- 12 MEASURES TO BETTER INTEGRATE THE PERSONS WITH DISABILITIES IN THE WORKPLACE**

% Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
A clear company strategy on disability management in the workplace	52.6	54.5	43.3	53.3
Enforcing policies prohibiting discrimination in the workplace	42.1	50.0	53.3	33.3
Better communication and awareness raising within the workplace in regard to potential challenges for workers with disabilities	26.3	45.5	46.7	33.3
Adaptation of the work environment to provide access to the place of work (e.g. accessible parking, elevators, modified toilets, railings)	57.9	72.7	73.3	26.7
Adaptation of the job, including adjustment and modification of machinery and equipment and/or modification of the job content, working time and work organization (e.g.	63.2	27.3	46.7	20.0

% Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
reduced working hours, light tasks, less demanding jobs)				
Employee orientation to facilitate work experience	26.3	27.3	30.0	53.3
Organizing more team-building events within the company to ensure better integration to the workplace	21.1	31.8	20.0	-
Organizing more employer-sponsored training opportunities, manuals and courses targeted to persons with disabilities (hearing impairments, visual impairments, mobility impairments)	31.6	36.4	30.0	13.3
Accommodation measures and / or transportation assistance in order to utilize the residual potential and skills	21.1	31.8	26.7	6.7
Ensuring equal opportunities with other workers at the workplace to acquire the skills and experience necessary to advance in the career	52.6	54.5	53.3	20.0
A personal care attendant or personal assistant	21.1	4.5	6.7	6.7
Any kind of help depending on their disability or health state / a mentor (coach) to ensure support in problematic situations	21.1	18.2	46.7	13.3
Personal development courses	21.1	18.2	46.7	26.7
Courses for the development of different skills and abilities	26.3	36.4	46.7	20.0
<i>Something else</i>	5.3	-	-	6.7
<i>I don't know/couldn't say</i>	-	-	-	-

Base: total sample

Q17. From your experience or knowledge, in order to better integrate in the workplace, persons with disabilities need / can benefit from: (Multiple answer)

**TABLE 1- 13 THE EXISTENCE OF PROGRAMMES / MEASURES FOR SOCIO-PROFESSIONAL INTEGRATION OF PERSONS WITH DISABILITIES WITHIN THE COMPANY**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	19	100	22	100	30	100	15	100
<b>Yes</b>	-	-	2	9.1	4	13.3	1	6.7
<b>No</b>	19	100.0	20	90.9	26	86.7	14	93.3

Base: total sample

Q18. According to your knowledge, are there any programmes / measures for socio-professional integration of persons with disabilities within the company / institution in which you work? (Single answer)

**TABLE 1- 14 ADVANTAGES/BENEFITS FOR A COMPANY WHEN HIRING INDIVIDUALS WITH DISABILITIES**

%	Bulgaria	Greece	Romania	Spain
Base (N)	19	22	30	15
<b>Tax breaks for the company / employer financial or economic incentives</b>	26.3	9.1	30.0	40.0
<b>Better interaction between diverse staff members / a positive workplace culture</b>	42.1	13.6	26.7	40.0
<b>Enhancing and increasing engagement and motivation of the staff members</b>	15.8	9.1	20.0	20.0
<b>A positive effect on the company's workforce, its customer base, and the community/ demonstrate commitment to social responsibility</b>	36.8	13.6	16.7	13.3
<b>A favourable / more attractive company image / employer brand</b>	5.3	4.5	13.3	33.3
<b>Added value for job morale, company culture and social mission</b>	15.8	9.1	20.0	33.3
<b>Employees with disabilities will increase diversity in the workplace / an inclusive and diverse workplace</b>	5.3	9.1	10.0	33.3
<b>Employees with disabilities are a source of high quality work / are very motivated individuals</b>	21.1	4.5	10.0	13.3
<b>Employees with disabilities are as capable as anyone else</b>	36.8	22.7	33.3	26.7
<b>Employees with disabilities create opportunity for organizational learning</b>	-	4.5	3.3	13.3
<b>Employees with disabilities have superior retention rates which reduces the high cost of turnover</b>	21.1	-	-	13.3
<b>Employees with disabilities are less likely to get into work related accidents</b>	-	-	-	6.7
<b>Employees with disabilities bring additional skills and perspectives to the business</b>	10.5	9.1	3.3	13.3

% Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
Enhancing and increasing productivity by bringing new and unique skills	-	-	-	13.3
Other advantages / benefits	-	4.5	3.3	-
There are no advantages / benefits	5.3	-	6.7	-
Not applicable/ we had no employees with disabilities	-	50.0	40.0	6.7
I don't know/couldn't say	5.3	18.2	3.3	6.7

Base: total sample

Q11. What advantages/benefits have you identified as a company when hiring individuals with disabilities? (Multiple answer)

**TABLE 1- 15 IMPORTANCE FOR DEVELOPING LEARNING TOOLS FOR SMES**

% Important/ Very important Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
Digital training modules for SMEs to facilitate knowledge and to recognize the benefits from employing persons with disabilities	73.7	68.2	83.3	100.0
Learning material and tools to assist SMEs in creating a disability-inclusive workforce	84.2	81.8	86.7	93.3

Base: total sample

Q23. Please rate each of the following, in terms importance, for developing learning tools for SMEs (i.e. HR, managerial/executive level staff incl. consultants who are responsible for recruiting, hiring, retaining employees) to create an inclusive workforce (1 means Not Important and 5-'Very Important'? (Single answer per row)

**TABLE 1- 16 IMPORTANCE OF THE TOPICS TO BE INCLUDED IN THE LEARNING TOOLS FOR SMES TO CREATE A DISABILITY-INCLUSIVE WORK FORCE**

% Important/ Very important Base (N)	Bulgaria 19	Greece 22	Romania 30	Spain 15
Benefits of hiring people by looking at all labour markets	78.9	81.8	83.3	100.0
Persons with disabilities as a source of high work quality	57.9	86.4	83.3	86.7
The inclusive and diverse workplace as driver for increased consumer market and revenue	68.4	63.6	66.7	86.7
The added value for job morale, company culture and social mission	73.7	90.9	70.0	86.7
Enhancing and increasing productivity (products and services) by bringing unique skills, creativity, experiences and understanding	73.7	77.3	60.0	66.7
Employees with disabilities as a means to reduce employee turnover (longer	52.6	40.9	53.3	66.7

<b>% Important/ Very important</b> <i>Base (N)</i>	<b>Bulgaria</b> <i>19</i>	<b>Greece</b> <i>22</i>	<b>Romania</b> <i>30</i>	<b>Spain</b> <i>15</i>
tenure of employees with disability leading to reduced training and recruitment costs)				
Responding to government guidelines and initiatives	52.6	54.5	30.0	40.0
Personnel strategy (e.g. recruiting, retention, talent identification, professional development strategies and practices etc.)	68.4	81.8	76.7	80.0
Promoting and communicating equal opportunity commitment on the ground of disability as company's business differentiator and driver	57.9	72.7	83.3	86.7
Building synergies and partnerships with recruitment sources promoting persons with disabilities as prospect employees	68.4	63.6	86.7	73.3
Creating the right work environment and providing workplace flexibility (including time, place, task)	68.4	90.9	83.3	73.3
Workplace mentoring for employees and employers for a disability-inclusive and disability-friendly workplace	57.9	81.8	83.3	100.0

Base: total sample

Q24. How important do you consider each of the following topics to be included in these learning tools for SMEs to create a disability-inclusive work force? (Single answer per row)

**TABLE 1- 17 TYPE OF INFORMATION TO BE INCLUDED IN THE LEARNING TOOLS FOR SMES TO CREATE A DISABILITY-INCLUSIVE WORK FORCE**

<b>% Important/ Very important</b> <i>Base (N)</i>	<b>Bulgaria</b> <i>19</i>	<b>Greece</b> <i>22</i>	<b>Romania</b> <i>30</i>	<b>Spain</b> <i>15</i>
Information showing how hiring people with disabilities has benefited other companies	94.7	86.4	93.3	100.0
Information showing how hiring people with disabilities has benefited nationally recognized companies	100.0	86.4	83.3	86.7
Information showing how hiring people with disabilities can benefit company's bottom line	89.5	81.8	90.0	93.3
Information showing how hiring people with disabilities can increase company's productivity	84.2	81.8	90.0	86.7
Information that is supported by statistics or research	57.9	81.8	70.0	73.3

% Important/ Very important	Bulgaria	Greece	Romania	Spain
Base (N)	19	22	30	15
Information on satisfactory job performance, attendance, and retention of people with disabilities	73.7	86.4	73.3	80.0
Testimonial information of senior executives/human resources managers/ line managers attesting to the success for their companies	78.9	77.3	76.7	80.0

Base: total sample

Q25. How important do you consider each of the following type of information to be included in these learning tools for SMEs to create a disability-inclusive work force? (Single answer per row)

**TABLE 1- 18 APPROACHES TO BE INCLUDED IN THE PROFESSIONAL TRAINING COURSES**

Base (N)	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
19	100	22	100	30	100	15	100	
Face-to-face training	8	42.1	4	18.2	10	33.3	-	-
Remote / online training	7	36.8	7	31.8	12	40.0	13	86.7
Blended learning	7	36.8	9	40.9	13	43.3	10	66.7
Group work	7	36.8	6	27.3	11	36.7	4	26.7
Self-learning	3	15.8	3	13.6	6	20.0	7	46.7
Something else	-	-	-	-	-	-	-	-
I don't know/couldn't say	1	5.3	1	4.5	5	16.7	-	-

Base: total sample

Q26. If you were to take professional training courses, what approach would you be interested in? (Multiple answers)

**TABLE 1- 19 MEANS OF PRESENTATION MOST RELEVANT / USEFUL FOR THE LEARNING PROCESS**

Base (N)	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
19	100	22	100	30	100	15	100	
Printable worksheets	6	31.6	6	27.3	7	23.3	11	73.3
Infographics	2	10.5	7	31.8	7	23.3	14	93.3
Animated presentations	8	42.1	3	13.6	17	56.7	14	93.3
Slides for overhead projector	7	36.8	6	27.3	3	10.0	-	-
Open educational resources (OER)	8	42.1	6	27.3	4	13.3	12	80.0
Internet link lists	6	31.6	3	13.6	9	30.0	5	33.3
Audio and video files	8	42.1	10	45.5	21	70.0	10	66.7
Learning platforms	5	26.3	15	68.2	22	73.3	9	60.0
Other	-	-	-	-	1	3.3	-	-

Base: total sample

Q27. According to your needs / preference, which of the following means of presentation are most relevant / useful for your learning process? (Multiple answers)



### Quantitative study detailed results – Persons with disabilities

TABLE 2- 1 APPROACHES USED TO SEARCH FOR JOBS

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
By applying online for an available position	1	20.0	3	15.8	9	34.6	-	-
By directly contacting the employer	3	60.0	4	21.1	7	26.9	-	-
Through recommendations (with the help of family, friends, acquaintances)	-	-	9	47.4	6	23.1	-	-
Recruitment and selection agencies	-	-	-	-	1	3.8	-	-
Participation in job fairs	-	-	-	-	-	-	-	-
With the help of organizations/bodies that support the rights of persons with disabilities	-	-	1	5.3	2	7.7	2	66.7
Through the Employment Office (State Institution)	1	20.0	1	5.3	-	-	1	33.3
I started my own business	-	-	1	5.3	1	3.8	-	-
<i>Other</i>	-	-	-	-	-	-	-	-

Base: total sample

Q1. How do you usually look for a job (if you don't currently have a job) / how did you manage to find a job? (Single answer)

TABLE 2- 2 REASONS TO LOOK FOR A JOB

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
Lack of financial means	3	60.0	6	31.6	6	23.1	1	33.3
The desire to be part of a social group	-	-	4	21.1	6	23.1	-	-
So I don't get bored at home	1	20.0	4	21.1	3	11.5	-	-
The desire to pursue the profession for which I prepared	-	-	3	15.8	8	30.8	2	66.7
To be creative	-	-	9	47.4	5	19.2	-	-
To learn new things/Acquiring new skills	1	20.0	6	31.6	8	30.8	1	33.3
Because I want to be useful to my family	-	-	4	21.1	3	11.5	1	33.3

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
To be financially independent from the family	3	60.0	8	42.1	10	38.5	1	33.3
To be a model of an active citizen and exercise my rights	-	-	5	26.3	6	23.1	1	33.3
<i>Something else</i>	-	-	-	-	2	7.7	-	-

Base: total sample

Q2. What prompted you to look/apply for a job? (Multiple answer)

**TABLE 2- 3 SUPPORT/ADVICE RECEIVED IN FINDING A JOB**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
My family	2	40.0	6	31.6	13	50.0	3	100.0
My friends	5	100.0	4	21.1	9	34.6	1	33.3
My former classmates or co-workers	1	20.0	3	15.8	2	7.7	1	33.3
My teachers/my former teachers	-	-	2	10.5	4	15.4	1	33.3
Counselling or recruitment specialists	1	20.0	-	-	-	-	2	66.7
I did not receive any support	-	-	10	52.6	9	34.6	-	-
<i>Others</i>	-	-	-	-	1	3.8	-	-

Base: total sample

Q3. Who supported/adviced you in finding a job? (Multiple answer)

**TABLE 2- 4 FINDING AND SUSTAINING WORK FOR PERSONS WITH DISABILITIES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
Very challenging	2	40.0	7	36.8	7	26.9	-	-
Somewhat challenging	3	60.0	9	47.4	9	34.6	3	100.0
Neither, nor	-	-	3	15.8	5	19.2	-	-
Somewhat effortless	-	-	-	-	2	7.7	-	-
Effortless	-	-	-	-	3	11.5	-	-

Base: total sample

Q4. How would you assess finding and sustaining work, for persons with disabilities (hearing impairments, visual impairments, mobility impairments)? (Single answer)

**TABLE 2- 5 JOB IMPORTANCE**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
Not at all important	-	-	-	-	-	-	-	-
Not important	-	-	-	-	-	-	-	-
Neither unimportant, nor important	-	-	1	5.3	1	3.8	-	-
Important	1	20.0	5	26.3	6	23.1	3	100.0
Very important	4	80.0	13	68.4	19	73.1	-	-

Base: total sample

Q5. How important is for you to have a job? (Single answer)

**TABLE 2- 6 JOB SATISFACTION**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	17	100	17	100	3	100
Not at all	-	-	-	-	1	5.9	-	-
To a small extent	-	-	2	11.8	2	11.8	-	-
Neither, nor	1	20.0	3	17.6	1	5.9	-	-
To some extent	3	60.0	4	23.5	4	23.5	3	100.0
To a very large extent	1	20.0	8	47.1	9	52.9	-	-

Base: the respondents who have a job (answer "Employee with one or more jobs" or "Self-employed/I have my own business" at D4 question)

Q6. To what extent do you think your current job is right for you? (Single answer)

**TABLE 2- 7 DESIRED CHANGES TO OCCUR IN THE ATTITUDE OF THE COLLEAGUES / PEERS**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
No change, everything is fine	2	40.0	9	47.4	8	30.8	1	33.3
To be more tolerant of the difficulties I have	1	20.0	4	21.1	5	19.2	2	66.7
To be more supportive / understanding when I make mistakes	2	40.0	1	5.3	6	23.1	-	-
To have more patience with me	2	40.0	-	-	5	19.2	-	-
To support and encourage me in my initiatives	1	20.0	2	10.5	3	11.5	-	-
To respect and understand my right to privacy	2	40.0	2	10.5	3	11.5	1	33.3
To be treated as an individual because all	2	40.0	5	26.3	8	30.8	-	-

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
people should be treated equally								
To avoid showing pity or being patronizing	2	40.0	3	15.8	8	30.8	-	-
To have the courage to ask about my disability rather than to presume knowledge	-	-	5	26.3	5	19.2	-	-
To avoid focussing on my disability and act as they would normally act	2	40.0	5	26.3	8	30.8	-	-
To always ask if I need help before actually helping	-	-	6	31.6	2	7.7	-	-
To acknowledge that I can accomplish whatever task is at hand	-	-	4	21.1	6	23.1	-	-
<i>Others</i>	-	-	1	5.3	-	-	-	-

Base: total sample

Q8. What changes would you like to occur in the attitude of your colleagues / peers? (Multiple answer)

**TABLE 2- 8 EMPLOYERS/RECRUITERS BEHAVIOURS**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
A positive/encouraging behaviour with regard to the integration of persons with disabilities	4	80.0	15	78.9	9	34.6	3	100.0
A negative/ discriminatory/ discouraging behaviour with regard to the integration of persons with disabilities	-	-	-	-	4	15.4	-	-
Both, i.e. both positive and negative/discriminatory behaviour	1	20.0	2	10.5	10	38.5	-	-
<i>Does not apply / I am looking for a job but have not participated in an interview</i>	-	-	2	10.5	3	11.5	-	-

Base: total sample

Q10. In the process of my job search, employers/recruiters displayed: (Single answer)

TABLE 2- 9 PERCEPTIONS OF DISABILITY AND EMPLOYABILITY

% (Agree/ Strongly agree) Base (N)	Bulgaria 5	Greece 19	Romania 26	Spain 3
A person with disabilities has a disadvantage on the labour market.	100.0	52.6	73.1	66.7
For a person with disabilities finding a job is mainly determined by the skills and knowledge possessed.	80.0	47.4	53.8	66.7
There are employers who consider physical disability an impediment to employment.	100.0	89.5	69.2	33.3
Hiring a person with disabilities brings benefits and advantages to the company.	60.0	63.2	84.6	66.7
A person with disabilities makes a greater effort to find a job than a person without disabilities.	100.0	94.7	96.2	100.0
For a person with disabilities, additional training is needed at work.	80.0	57.9	61.5	100.0
Workers with disabilities lack the skills and experience to do our jobs.	-	21.1	30.8	66.7
Hiring persons with disabilities has positive effects on the image of the company/organization/institution.	40.0	78.9	76.9	100.0
People with disabilities show involvement and dedication in the workplace.	100.0	63.2	65.4	100.0
The quality of the work done by a person with disabilities is the same as that of those without disabilities.	100.0	73.7	84.6	66.7
Persons with disabilities may not be as safe and productive as other workers.	-	42.1	46.2	100.0
A person with disabilities can integrate very well into the normal work pace.	100.0	73.7	84.6	100.0
A person with disabilities can easily integrate into a team.	60.0	84.2	84.6	100.0
It costs more to employ workers with disabilities than those without disabilities due to accommodations, additional management time, or healthcare and insurance costs.	40.0	36.8	46.2	100.0
Supervisors are not comfortable managing people with disabilities.	40.0	52.6	50.0	-
Supervisors are not sure how to evaluate a person with a disability.	40.0	52.6	65.4	-
Supervisors are not sure how to take disciplinary action for a person with a disability.	80.0	63.2	53.8	-

Base: total sample

Q14. Please state to what extent you agree with the following statements, on a scale of 1 to 5 where 1 means 'Strongly Disagree' and 5 - 'Strongly Agree': (Single answer per row)

**TABLE 2- 10 FACTORS /CHALLENGES THAT LIMIT THE ENTRY OF PERSONS WITH DISABILITIES TO THE LABOUR MARKET. PERSONS WITH DISABILITIES PERSPECTIVE**

<b>% Base (N)</b>	<b>Bulgaria 5</b>	<b>Greece 19</b>	<b>Romania 26</b>	<b>Spain 3</b>
Lack of promotion of jobs among persons with various disabilities	80.0	68.4	50.0	66.7
Employers rarely see people with disabilities applying for jobs	20.0	26.3	38.5	33.3
Employers' perception of persons with disabilities / don't know how to handle the needs of a worker with a disability on the job / concerns about attitudes of co-workers toward the person with a disability	-	57.9	65.4	66.7
Employers are afraid they won't be able to discipline or fire a worker with a disability for poor performance, because of potential lawsuits	60.0	31.6	15.4	-
Other employees' perception of persons with disabilities / concerns about the extra time that supervisors or co-workers will need to spend to assist workers with disabilities	-	31.6	19.2	-
Particularities of vacancies	40.0	10.5	15.4	33.3
Lack of training of persons with disabilities for job vacancies	80.0	10.5	26.9	-
Lack of necessary skills / experience of persons with disabilities needed to fill vacancies	60.0	21.1	19.2	-
Poor presentation at job interviews	-	15.8	3.8	-
Lack of counselling / support at work	-	15.8	19.2	33.3
The disability perceived as a deterrent to accomplish the work to the same standards as other employees	40.0	10.5	61.5	-
Employers' safety concerns regarding people with disabilities	-	10.5	15.4	-
The cost of providing reasonable accommodations so that workers with disabilities can do their jobs / other costs, such as increased health insurance or worker's compensation premiums	-	36.8	26.9	66.7
Lower earnings than in the case of persons without disabilities	-	15.8	15.4	-
Improper application of the equal opportunities legislation in recruitment and selection by potential employers / discrimination against job applicants with disabilities	-	31.6	30.8	-
<b>Something else</b>	-	-	7.7	-

Base: total sample

Q9. From your point of view, what are the factors /challenges that limit the entry of persons with disabilities to the labour market? (Multiple answer)

TABLE 2- 11 MEASURES TO MAKE THE JOB EASIER

%	Bulgaria	Greece	Romania	Spain
Base (N)	5	19	26	3
A clear strategy on disability management in the workplace	40.0	21.1	38.5	33.3
Enforcing policies prohibiting discrimination in the workplace	60.0	26.3	42.3	-
Better communication and awareness raising within the workplace in regard to potential challenges for workers with disabilities	40.0	57.9	38.5	-
Employee orientation to the job to facilitate work experience for persons with disabilities	20.0	21.1	26.9	100.0
Adaptation of the job, including adjustment and modification of machinery and equipment and/or modification of the job content, working time and work organization	60.0	36.8	26.9	-
Adaptation of the work environment to provide access to the place of work, to facilitate the employment of individuals with disabilities	40.0	47.4	26.9	-
Accommodation measures in order to utilize the residual potential and skills of the workers with disabilities	60.0	26.3	34.6	-
Ensuring equal opportunities with other workers at the workplace to acquire the skills and experience necessary to advance in the career	20.0	57.9	53.8	-
Providing a mentor (coach) to ensure support in problematic situations	-	15.8	15.4	33.3
Organizing more team-building events within the company so that the members of the organization interact more with the workers with disabilities to ensure better integration to the workplace	40.0	31.6	19.2	-
Organizing more employer-sponsored training opportunities, manuals and courses targeted to persons with disabilities (hearing impairments, visual impairments, mobility impairments)	20.0	15.8	19.2	33.3
Something else	-	-	-	-

Base: total sample

Q7. According to your opinion, what measures could your employer take to make your job easier?  
(Multiple answer)

TABLE 2- 12 MEASURES THAT COULD LEAD TO AN INCREASE OF THE NUMBER OF PERSONS WITH DISABILITIES IN EMPLOYMENT – PERSONS WITH DISABILITY PERSPECTIVE

%	Bulgaria	Greece	Romania	Spain
Base (N)	5	19	26	3
More adequate policies and standards to take into account the needs of persons with disabilities (e.g. clear policy of inclusive education, enforceable access	80.0	57.9	50.0	-

% Base (N)	Bulgaria 5	Greece 19	Romania 26	Spain 3
standards in physical environments, and priority accorded to rehabilitation)				
More financial / economic facilities for employers (e.g. tax reduction in relation to the number of persons with disabilities employed)	80.0	31.6	53.8	33.3
Investments in specific programmes and services for persons with disabilities	80.0	42.1	69.2	-
Involving the persons with disabilities in decision-making to enable individuals to communicate their needs and choices	-	26.3	69.2	33.3
Increasing public awareness and understanding of disability	60.0	47.4	65.4	33.3
Compelling employers to employ a certain number of persons with disabilities	-	21.1	38.5	-
Creating specific jobs for persons with disabilities	80.0	26.3	57.7	66.7
Adapting legislation so that it is more inclusive towards persons with disabilities	20.0	31.6	46.2	33.3
Greater support from local authorities through campaigns to promote the professional integration of persons with disabilities	60.0	21.1	50.0	-
Training programmes for employers to create an inclusive mindset among SME's	40.0	36.8	38.5	33.3
Involvement of state institutions in helping these categories of persons	60.0	15.8	38.5	-
Creating special training programmes for persons with disabilities	40.0	31.6	34.6	-
Something else	-	-	7.7	-

Base: total sample

Q11. Please recommend some measures that could lead to an increase of the number of persons with disabilities in employment: (Multiple answer)



**TABLE 2- 13 KNOWLEDGE AND UNDERSTANDING OF THE LEGISLATION REGARDING THE EMPLOYMENT OF PERSONS WITH DISABILITIES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
<b>Yes</b>	4	80.0	18	94.7	17	65.4	2	66.7
<b>No</b>	1	20.0	-	-	3	11.5	-	-
<b>I don't know/couldn't say</b>	-	-	1	5.3	6	23.1	1	33.3

Base: total sample

Q12. Do you consider the knowledge and understanding of the legislation regarding the employment of persons with disabilities would improve your work situation? (Single answer)

**TABLE 2- 14 DETERMINING FACTORS FOR GETTING A JOB**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
<b>Skills acquired during studies</b>	4	80.0	12	63.2	19	73.1	1	33.3
<b>Personal relationships (family, friends, acquaintances)</b>	2	40.0	8	42.1	8	30.8	1	33.3
<b>Proper preparation for interviews, competitions</b>	-	-	7	36.8	8	30.8	1	33.3
<b>Consistent tracking of job postings</b>	1	20.0	1	5.3	10	38.5	1	33.3
<b>Experience in the field</b>	1	20.0	9	47.4	11	42.3	3	100.0
<b>Personality traits</b>	-	-	8	42.1	10	38.5	1	33.3
<b>Occupational interests</b>	2	40.0	5	26.3	8	30.8	-	-
<b>Other</b>	-	-	-	-	-	-	1	33.3
<b>I don't know</b>	-	-	1	5.3	-	-	-	-

Base: total sample

Q13. In general, in your opinion, what do you think are the determining factors for getting a job? (Multiple answer)

**TABLE 2- 15 USEFULNESS OF THE PARTICIPATION IN PROGRAMMES SUPPORTING PROFESSIONAL DEVELOPMENT FOR INCLUSION IN THE LABOUR MARKET**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
<b>Not at all</b>	-	-	1	5.3	3	11.5	-	-
<b>To a small extent</b>	1	20.0	-	-	1	3.8	1	33.3
<b>To some extent</b>	2	40.0	4	21.1	12	46.2	-	-
<b>To a large extent</b>	1	20.0	9	47.4	5	19.2	2	66.7
<b>To a very large extent</b>	1	20.0	5	26.3	5	19.2	-	-

Base: total sample

Q15. To what extent do you find your participation in programmes supporting professional development for inclusion in the labour market (courses, trainings, seminars / workshops, etc.) useful? (Single answer)

**TABLE 2- 16 IMPORTANCE OF THE TOPICS TO BE INCLUDED IN THESE LEARNING TOOLS FOR PERSONS WITH DISABILITIES TO BE BETTER EQUIPPED IN FINDING AND MAINTAINING A JOB**

<b>% (Important/ Very important) Base (N)</b>	<b>Bulgaria 5</b>	<b>Greece 19</b>	<b>Romania 26</b>	<b>Spain 3</b>
Personality traits / Identification of personality traits / Development of personality traits	60.0	73.7	84.6	100.0
Occupational interests / Identification of occupational interests	80.0	63.2	84.6	66.7
Personal values / Identification of personal values / Development of personal values	60.0	63.2	73.1	100.0
Life skills / Identification of life skills / Development of life skills (E.g.: Self-awareness, Critical thinking, Decision making, Problem solving etc.)	100.0	84.2	88.5	100.0
Career exploration/ Career counselling	80.0	84.2	76.9	66.7
Job search methods	80.0	78.9	84.6	66.7
Identification of jobs and job matching	80.0	84.2	80.8	66.7
Applying for a job / Ways of applying for a job / Developing job search skills	80.0	73.7	80.8	66.7
The resume and the job interview / Recommendations for completing a resume and taking a job interview	80.0	73.7	88.5	66.7
Dealing with employers and negotiation / Recommendations in dealing with employers and negotiation methods	80.0	63.2	80.8	66.7
Self-presentation skills	80.0	73.7	96.2	66.7
Promoting the value in me (what can I offer)	80.0	78.9	96.2	100.0
Marketing disability	20.0	63.2	80.8	100.0
Job skills vis-à-vis disability	100.0	73.7	92.3	100.0
Focus on soft skills (understanding and readiness for application)	80.0	68.4	88.5	100.0
Dealing with employee and employer expectations	80.0	42.1	88.5	66.7
Professional development	100.0	57.9	92.3	100.0

Base: total sample

Q24. How important do you consider each of the following to be in terms of developing learning tools for persons with disabilities to be better equipped in finding and maintaining a job? (Single answer per row)

**TABLE 2- 17 IMPORTANT SKILLS AND ABILITIES TO BE DEVELOPED IN A PERSON WITH DISABILITIES**

<b>% (Important/ Very important)</b>	<b>Bulgaria</b>	<b>Greece</b>	<b>Romania</b>	<b>Spain</b>
<b>Base (N)</b>	<b>5</b>	<b>19</b>	<b>26</b>	<b>3</b>
Extraversion	-	42.1	15.4	66.7
Agreeability	80.0	63.2	50.0	33.3
Conscientiousness	80.0	42.1	65.4	33.3
Stability	80.0	31.6	46.2	-
Openness to Experience	80.0	26.3	65.4	33.3
Energy	40.0	47.4	61.5	-
Objectiveness	60.0	26.3	42.3	-
Resilience	40.0	52.6	26.9	33.3
Tenacity	80.0	57.9	26.9	100.0
Cooperation	100.0	63.2	57.7	-
Courage	60.0	10.5	73.1	-
Tolerance	80.0	26.3	42.3	66.7
Generosity	40.0	21.1	34.6	33.3
Humble Character	80.0	10.5	34.6	-
Fairness	80.0	31.6	57.7	-
Flexibility	40.0	36.8	57.7	-
Ambition	40.0	42.1	53.8	-
Discipline	80.0	42.1	53.8	33.3
Caution	80.0	10.5	38.5	-
Patience	60.0	47.4	53.8	33.3
Respect	100.0	36.8	57.7	66.7
Sincerity	100.0	52.6	42.3	33.3
Responsibility	100.0	47.4	76.9	33.3
Friendliness	60.0	36.8	50.0	-
Positive Thinking	80.0	47.4	57.7	33.3
Stress and Resilience	60.0	47.4	26.9	-
Energy and Vitality	80.0	15.8	46.2	-
Curiosity and Self-awareness	-	21.1	42.3	-
Connection to Others	-	26.3	50.0	-
Understanding Change	40.0	31.6	46.2	-
Adaptability	40.0	52.6	61.5	33.3
Self-efficacy	40.0	15.8	23.1	33.3
Openness	-	15.8	42.3	-
Motivation	80.0	15.8	65.4	-
Teamwork	80.0	47.4	65.4	66.7
Networking	20.0	21.1	15.4	-
Interpersonal Skills	20.0	21.1	30.8	-
Leadership	40.0	26.3	15.4	33.3
Interdisciplinary Skills	20.0	5.3	38.5	-
Negotiation Skills	20.0	21.1	30.8	-
Taking Initiative	20.0	26.3	42.3	33.3
Time Management	20.0	36.8	42.3	100.0
Creativity	40.0	57.9	57.7	66.7
Change Management	60.0	52.6	38.5	-
Learning from Experience	20.0	21.1	42.3	-

% (Important/ Very important) Base (N)	Bulgaria 5	Greece 19	Romania 26	Spain 3
<b>Problem Solving</b>	60.0	52.6	50.0	33.3
<b>Planning</b>	20.0	36.8	50.0	-

Base: total sample

Q25. Which of the following skills and abilities do you consider to be the most important to be developed in a person with disabilities, for employment? (Multiple answer)

**TABLE 2- 18 INVOLVEMENT IN TRAINING PROGRAMMES BEFORE**

Base (N)	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Yes</b>	1	20.0	11	57.9	15	57.7	3	100.0
<b>No</b>	4	80.0	8	42.1	11	42.3	-	-

Base: total sample

Q16. Have you been involved in training programmes before? (Single answer)

**TABLE 2- 19 WAYS TO PARTICIPATING IN TRAINING PROGRAMMES**

Base (N)	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Payed on my own</b>	-	-	5	45.5	9	60.0	1	33.3
<b>Organized by the employer</b>	-	-	-	-	3	20.0	1	33.3
<b>Organized by the faculty/educational institution</b>	-	-	3	27.3	3	20.0	-	-
<b>Organized in European fund projects</b>	1	100.0	5	45.5	3	20.0	1	33.3
<b>Organized by institutions/organizations supporting the rights of persons with disabilities</b>	-	-	2	18.2	4	26.7	2	66.7
<b>Another type</b>	-	-	-	-	1	6.7	-	-

Base: the respondents who were involved in training programmes before (answer "Yes" at Q16 question)

Q17. Please mention the way(s) in which you participated in training programmes. (Multiple answer)

**TABLE 2- 20 FACTORS THAT PREVENTED PARTICIPATION IN TRAINING COURSES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>4</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>0</b>	<b>0</b>
Lack of time	2	40.0	1	12.5	2	18.2	-	-
They did not meet my needs	-	-	3	37.5	2	18.2	-	-
I didn't know where to turn	2	40.0	1	12.5	5	45.5	-	-
I did not find out in time about their support	1	20.0	-	-	4	36.4	-	-
Limited number of seats	-	-	-	-	-	-	-	-
Cost of the course	-	-	-	-	2	18.2	-	-
They were not adapted to the type of disability I have	-	-	-	-	1	9.1	-	-
<b>Other reasons</b>	-	-	<b>1</b>	<b>12.5</b>	-	-	-	-

Base: the respondents who were not involved in training programmes before (answer "No" at Q16 question)

Q18. What prevented you from attending training courses? (Multiple answer)

**TABLE 2- 21 INTENTION TO BE INVOLVED IN A TRAINING PROGRAM**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
Yes	4	80.0	10	52.6	22	84.6	-	-
No	1	20.0	5	26.3	1	3.8	-	-
<b>I don't know</b>	-	-	<b>4</b>	<b>21.1</b>	<b>3</b>	<b>11.5</b>	<b>3</b>	<b>100.0</b>

Base: total sample

Q19. In the following period, would you be interested in being involved in a training program with topics such as: showing how to demonstrate, acquire, develop job skills and /or apply transferable soft skills at the workplace? (Single answer)

**TABLE 2- 22 APPROACHES TO BE INCLUDED IN THE PROFESSIONAL TRAINING COURSES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
Face-to-face training	3	60.0	6	31.6	7	26.9	-	-
Remote / online training	1	20.0	6	31.6	6	23.1	3	100.0
Blended learning	2	40.0	4	21.1	9	34.6	2	66.7
Group work	2	40.0	6	31.6	14	53.8	1	33.3
Self-learning	2	40.0	2	10.5	3	11.5	1	33.3
<b>Something else</b>	-	-	-	-	<b>1</b>	<b>3.8</b>	-	-
<b>I don't know/couldn't say</b>	-	-	<b>5</b>	<b>26.3</b>	<b>2</b>	<b>7.7</b>	-	-

Base: total sample

Q20. If you were to take professional training courses, what approach would you be interested in? (Multiple answer)

**TABLE 2- 23 MEANS OF PRESENTATION MOST RELEVANT / USEFUL FOR THE LEARNING PROCESS**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
Printable worksheets	2	40.0	6	31.6	7	26.9	2	66.7
Infographics	-	-	5	26.3	2	7.7	3	100.0
Animated presentations	-	-	2	10.5	5	19.2	3	100.0
Slides for overhead projector	2	40.0	4	21.1	2	7.7	-	-
Open educational resources (OER)	3	60.0	4	21.1	5	19.2	3	100.0
Internet link lists	-	-	4	21.1	9	34.6	3	100.0
Audio and video files	1	20.0	7	36.8	16	61.5	2	66.7
Learning platforms	1	20.0	4	21.1	16	61.5	-	-
<i>Other</i>	-	-	-	-	2	7.7	-	-

Base: total sample

Q21. According to your needs / preference, which of the following means of presentation are most relevant / useful for your learning process? (Multiple answer)

**TABLE 2- 24 PREFERRED TYPE OF PROFESSIONAL TRAINING COURSE**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
Interactive/stimulating the involvement of participants	1	20.0	14	73.7	24	92.3	3	100.0
Classic, theoretical, lecture-based course	4	80.0	5	26.3	2	7.7	-	-

Base: total sample

Q22. If you were to take professional training courses, what would you be interested in? (Single answer)

**TABLE 2- 25 USEFUL TYPE OF PROFESSIONAL TRAINING COURSE**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
Professional growth	5	100.0	14	73.7	20	76.9	2	66.7
Personal growth	1	20.0	14	73.7	14	53.8	3	100.0

Base: total sample

Q23. If you were to take training courses, it would be useful if they helped you in: (Multiple answer)

### Quantitative study – Respondent's profile for SME's

**TABLE 3- 1 COUNTRY**

	Count	%
<i>Base (N)</i>	<b>98</b>	<b>100</b>
<b>Bulgaria</b>	24	24.5
<b>Cyprus</b>	-	-
<b>Greece</b>	24	24.5
<b>Romania</b>	30	30.6
<b>Spain</b>	20	20.4

Base: total sample, N=98

Q1. Which country are you from?

**TABLE 3- 2 SIZE OF THE COMPANIES BY NUMBER OF EMPLOYEES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	<b>24</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>20</b>	<b>100</b>
<b>1-9 employees</b>	14	58.3	10	41.7	14	46.7	11	73.3
<b>10-49 employees</b>	6	25.0	13	54.2	5	16.7	3	20.0
<b>50-249 employees</b>	3	12.5	1	4.2	11	36.7	1	6.7
<b>250 employees or more</b>	1	4.2	-	-	-	-	5	25.0

Base: total sample

Q2. What is the number of employees in your company?

**TABLE 3- 3 INDUSTRY**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	<b>23</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
<b>Agriculture, food, the living environment</b>	-	-	-	-	-	-	-	-
<b>Architecture, construction, the built environment</b>	2	8.7	-	-	1	3.3	-	-
<b>Business, human resources, administrative support</b>	4	17.4	2	8.3	3	10.0	2	13.3
<b>Education, training, childcare</b>	1	4.3	2	8.3	4	13.3	3	20.0
<b>Engineering, manufacturing industries</b>	2	8.7	1	4.2	4	13.3	2	13.3
<b>Finance, insurance, real estate</b>	3	13.0	-	-	-	-	2	13.3
<b>Health, human services</b>	-	-	4	16.7	-	-	-	-
<b>Hospitality, leisure, travel, tourism</b>	1	4.3	-	-	1	3.3	-	-
<b>IT, creative, media</b>	1	4.3	4	16.7	2	6.7	1	6.7

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>23</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
Professional, scientific, technical	-	-	-	-	2	6.7	-	-
Trade, transport, distribution, logistics	3	13.0	3	12.5	8	26.7	3	20.0
Non-governmental organisation engaged in an economic activity	-	-	-	-	1	3.3	2	13.3
<b>Other industry</b>	<b>6</b>	<b>26.1</b>	<b>8</b>	<b>33.3</b>	<b>4</b>	<b>13.3</b>	<b>-</b>	<b>-</b>
<b>Don't know</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Base: total sample

Q3. In what type of industry do you operate?

**TABLE 3- 4 DUTIES WITHIN THE COMPANY WITH REGARD TO THE RECRUITMENT, HIRING AND/OR RETENTION OF EMPLOYEES**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>23</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
<b>Yes</b>	<b>19</b>	<b>82.6</b>	<b>21</b>	<b>87.5</b>	<b>30</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>
<b>No</b>	<b>4</b>	<b>17.4</b>	<b>3</b>	<b>12.5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Base: total sample

Q4. Do you have any duties within the company with regard to the recruitment, hiring and/or retention of employees?

**TABLE 3- 5 ROLE IN THIS COMPANY**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>19</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>15</b>	<b>100</b>
Director / manager / administrator	14	73.7	19	86.4	19	63.3	4	26.7
HR director / manager	1	5.3	2	9.1	6	20.0	5	33.3
HR representative	2	10.5	1	4.5	4	13.3	3	20.0
HR consultant	1	5.3	-	-	-	-	1	6.7
<b>Others</b>	<b>1</b>	<b>5.3</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>3.3</b>	<b>2</b>	<b>13.3</b>

Base: total sample

Q5. What is your role in this company?



### Quantitative study – Respondent's profile for Persons with disabilities

**TABLE 4- 1 COUNTRY**

	Count	%
<b>Base (N)</b>	<b>58</b>	<b>100</b>
<b>Bulgaria</b>	6	10.3
<b>Cyprus</b>	-	-
<b>Greece</b>	21	36.2
<b>Romania</b>	26	44.8
<b>Spain</b>	5	8.6

Base: total sample, N=98

D0. Which country are you from?

**TABLE 4- 2 GENDER**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>6</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>5</b>	<b>100</b>
<b>Male</b>	3	50.0	17	81.0	8	30.8	1	20.0
<b>Female</b>	3	50.0	4	19.0	18	69.2	3	60.0
<b>Gender Variant/Non-Conforming</b>	-	-	-	-	-	-	-	-
<b>Prefer Not to Answer</b>	-	-	-	-	-	-	1	20.0

Base: total sample

D1. To which gender identity do you most identify? (non-compulsory)

**TABLE 4- 3 AGE**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>6</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>5</b>	<b>100</b>
<b>18 – 24 years</b>	-	-	3	14.3	10	38.5	1	20.0
<b>25 – 34 years</b>	1	16.7	7	33.3	12	46.2	-	-
<b>35 – 44 years</b>	1	16.7	6	28.6	2	7.7	-	-
<b>45 – 54 years</b>	-	-	3	14.3	2	7.7	4	80.0
<b>Over 54 years</b>	4	66.7	2	9.5	-	-	-	-

Base: total sample

D2. How old are you?

TABLE 4- 4 DISABILITY

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	6	100	21	100	26	100	5	100
Visual impairment	1	16.7	3	14.3	13	50.0	4	80.0
Deafness and/or auditory impairment	1	16.7	4	19.0	8	30.8	1	20.0
Mobility impairment	4	66.7	13	61.9	5	19.2	-	-
Other	-	-	-	-	-	-	-	-
None	-	-	1	4.8	-	-	-	-

Base: total sample

D3. Which disability or health condition limits you?

TABLE 4- 5 STATUS ON THE LABOUR MARKET

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	6	100	20	100	26	100	5	100
Employee with one or more jobs	3	50.0	12	60.0	15	57.7	2	40.0
Unemployed/looking for work	1	16.7	2	10.0	7	26.9	-	-
Stay-at-home/No job/I'm not looking for a job	1	16.7	1	5.0	-	-	2	40.0
Self-employed/I have my own business	1	16.7	5	25.0	2	7.7	-	-
Others	-	-	-	-	2	7.7	1	20.0

Base: total sample

D4. What is your status on the labour market?

TABLE 4- 6 EDUCATION

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<i>Base (N)</i>	5	100	19	100	26	100	3	100
No formal schooling completed	-	-	-	-	1	3.8	-	-
Nursery school to 8th grade	1	20.0	-	-	-	-	-	-
Some high school, no diploma	-	-	3	15.8	4	15.4	-	-
High school graduate, diploma or the equivalent	2	40.0	3	15.8	2	7.7	1	33.3
Some college credit, no degree	-	-	5	26.3	2	7.7	-	-
Trade/technical/vocational training	1	20.0	-	-	-	-	-	-
Associate degree	-	-	3	15.8	3	11.5	-	-
Bachelor's degree	-	-	3	15.8	4	15.4	2	66.7



	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
<b>Master's degree</b>	1	20.0	2	10.5	8	30.8	-	-
<b>Professional degree</b>	-	-	-	-	1	3.8	-	-
<b>Doctorate degree</b>	-	-	-	-	1	3.8	-	-

Base: total sample

D5. What is the highest degree or level of school you have completed? If currently enrolled, highest degree received.

**TABLE 4- 7 STATUS ON THE LABOUR MARKET**

	Bulgaria		Greece		Romania		Spain	
	Count	%	Count	%	Count	%	Count	%
<b>Base (N)</b>	<b>5</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>3</b>	<b>100</b>
<b>Agriculture, food, the living environment</b>	2	40.0	-	-	-	-	-	-
<b>Architecture, construction, the built environment</b>	-	-	2	10.5	-	-	1	33.3
<b>Business, human resources, administrative support</b>	2	40.0	-	-	2	7.7	-	-
<b>Education, training, childcare</b>	-	-	4	21.1	5	19.2	2	66.7
<b>Engineering, manufacturing industries</b>	-	-	-	-	-	-	-	-
<b>Finance, insurance, real estate</b>	-	-	-	-	1	3.8	-	-
<b>Health, human services</b>	-	-	1	5.3	3	11.5	-	-
<b>Hospitality, leisure, travel, tourism</b>	-	-	2	10.5	-	-	-	-
<b>IT, creative, media</b>	1	20.0	2	10.5	3	11.5	-	-
<b>Professional, scientific, technical</b>	-	-	-	-	-	-	-	-
<b>Trade, transport, distribution, logistics</b>	-	-	1	5.3	-	-	-	-
<b>Non-governmental organisation engaged in an economic activity</b>	-	-	2	10.5	-	-	-	-
<b>Other industry</b>	-	-	3	15.8	4	15.4	-	-
<b>Don't know/Don't have a job</b>	-	-	2	10.5	8	30.8	-	-

Base: total sample

D6. In which industry do you work?