

# Disability and employment in Morocco

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## Abstract

The issue of disability is far from being summarised in Morocco. Like access to schooling, access to work and employment for people with disabilities remains very limited. The purpose of this paper is to provide an overview of the current situation regarding people with disabilities and labour market. We will base our review on data from surveys that were conducted about the issue in Morocco respectively in 2014 on the cost of disability and the second national survey on disability that was led by the ministry of solidarity in 2014, the national general population census in 2014. The article will also try to highlight the challenges facing disabled people at workplaces.

## Keywords

*Disability, Morocco, employment, labour market, labour code*

## Introduction

The right to work is one of the fundamental Human rights in all the standard conventions. It is likewise a type of pride and citizenship. The Convention on the Rights of Persons with Disabilities (CRPD) stipulates that People with Disabilities have the privilege (hereafter referred to as PWDs) to take a shot at a similar premise with others. This convention incorporates the chance to lead a decent living by a work that is uninhibitedly picked or acknowledged in a working showcase, in a workplace that is open, comprehensive and available. Article 27 of the same convention requires additionally from State Parties to take sufficient measures to shield and advance the acknowledgement of the privilege of PWDs to work, on a similar premise with others, and to restrict any separation due to disability identified with business. Despite all these international standardising legal instruments, the workforce participation rate of people with disabilities keeps on being low in many nations. At the point when individuals with disabilities figure out to be employed, they will probably be underpaid, at lesser business-related levels and with underprivileged profile-raising prospects and working conditions.

In Morocco, the general population and housing census conducted by the government 2014 showed that the legal population reached, on September 1<sup>st</sup>, 2014, 33,848,242 of which 33,762,036 Moroccans and 86,206 foreigners. The number of households is 7,313,806. As for employment, the High Commission of Planning acknowledged recently (2017) that between the first quarter of 2016 and the same period of 2017, 109,000 jobs were created by the Moroccan economy (62,000 in urban areas and 47,000 in rural areas), compared to a loss of 13,000 a year earlier. The "services" sector created 45,000 jobs, "Agriculture, forestry and fishing" 28,000, construction and public works 20,000 and "industry including crafts" 16,000.

On this basis, the number of unemployed grew by 63,000 between the two periods, exclusively in urban areas, bringing the total number of unemployed to 1,296,000 and the unemployment rate by 10.4 percent to 10, 7% nationally and 15.0% to 15.7% in urban areas.

Additionally, the National Population Census showed that access to employment for people with disabilities remains very limited. Their unemployment proportion is six times higher than that of the non-disabled. The legal framework in place ineffectually guarantees their right to work as the 7% quota isn't respected neither in public nor in the private sector despite the enactment of the Disability Act 24 years ago. Similarly, access to covered employment, self-employment and income-generating activities (IGR) is very limited because of some form of discrimination in allocating loans for starting new businesses for PWDs. Despite the allocation of some seats within the vocational training centres, students with disabilities cannot access them because they do not have the required study level. Therefore, these institutes remain largely inaccessible. To shed light on this issue in Morocco, this article is reviewing and comparing three original studies that were conducted by different institutions at different time intervals and using different approaches, respectively:

- The government through the High Commissariat of Planning<sup>1</sup> conducted the sixth General Census of Population and Housing 1<sup>st</sup> to 20<sup>th</sup> of September 2014 ( hereafter referred to as the census). Similarly, the implementation of this census was methodological, procedurally and regarding content consistent with the standards adopted and advocated by the United Nations; Which differs from previous polls regarding coverage, which reached 98.62%. The Automatic Document Reading (ADR) technology was used for the processing of census questionnaires. It was possible to determine within one month the size of the legal population of the Kingdom at National, urban, rural, regions, provinces and prefectures and municipalities.

- The Collective of Disability which is a national DPO working for the promotion of the rights of PWDs led different studies including one related to the costs of excluding PWDs from the labour market in 2011. The current study (hereafter referred to as the study) lasted almost one year between 2013 and 2014 and required nearly two months of data collection phase. The study was based on the National Employment Survey of 2004, the 1998-1999 National Household Living Standards Survey both held by the High Commission for Planning and the 2004 National Disability Survey led by the State Secretariat for the Family. The demographic data collected from Moroccan households in two regions respectively, Rabat and Chaouia-Ouardigha and data was derived from the 2004 National Demographic Survey data. The sample of 683 individuals with a disability (representing 4.7%) was identified from nearly 14000 that were recorded in 2004. The descriptive part explored in detail the demographic, social and economic characteristics of the population surveyed and data analysis included different statistical methods. It highlighted the differences in access to school, access to the labour market, health costs, general health status and social inclusion.

- The second National Disability Survey (hereafter referred to as survey) was carried out by the Ministry of Solidarity adopted a probabilistic methodology which implies that each element of the population has a known non-zero probability of belonging to the sample. This

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<sup>1</sup> [www.hcp.ma](http://www.hcp.ma)

probabilistic sampling method has the significant advantage of allowing extrapolation of the results of the sample to the entire target population. This quantitative survey carried out from April 1<sup>st</sup> to June 30<sup>th</sup>, 2014, with a representative sample of Moroccan households at the national level (urban and rural). It also included a qualitative survey carried out from June 25<sup>th</sup> to July 15<sup>th</sup>, through semi-structured interviews with the various institutional actors and two focus groups bringing together NGOs working in the field of disability. The respondents were asked about the themes of education, training, health, social coverage and accessibility, as well as other sectoral programs related to the social integration of PWDs. The sample selected consisted of 16044 households. This partly size, which was twice the size of the 2004 survey, provided an accuracy level of 95% at the national level and an entire margin of error of between 1% and 3%, depending on the region. The sample surveyed was 14,725 households, representing an achievement rate of 97.4% of the theoretical sample (which was 16,044 homes). The margin of error on average was less than 2% which placed the quality and reliability of the survey results at a very high level at the national level.

## Disability in Morocco

For a long time, the issue of disability was not viewed as a social issue, but rather as a fate or as a punishment. Therefore, the family resorts to the use traditional remedies. A person with a disability was kept at home for social reasons due to the absence of facilities. The regulations dealing with disability are relatively new. The 1982 law indicates that a person with a disability is that who, because of his or her disability, is unable to perform his or her vital functions. The Moroccan constitution<sup>2</sup> (2011) stipulates in Article 34 that: "Persons with disabilities are individuals with sustained physical, mental, intellectual or sensory disabilities whose interaction with various barriers may hinder their full and effective participation in society on an equivalent premise with others." This definition disregards environmental factors, the value system, attitudes, stereotypes, mentalities, and generalisations that are the primary driver of discrimination against persons with disabilities. At the government level, a directorate accountable to the ministry of employment and social affairs managed all issues related to disability. Morocco has signed the CRPD in 2008 and endorsed its optional protocol in 2009.

The census demonstrated that the number of individuals with disabilities is around 1.703.424 people representing almost 5.1% of the populace. The prevalence of disability is moderately higher in rural zones (5.5%: 727.833) than in urban ranges (4.8%: 975.591 individuals). There were no massive contradictions to pervasiveness between women (5.1%: 859,965 women) and men (5.0%: 843,459 men). Among the populace with a disability, somewhat less than a half (46.5%: 791,264) are aged 60 and more than, 45.6% (776,778 people) are aged 15-59, and 7.9% are under 15 years (135,382 individuals). Around 46.5% (791.328 people) of people with disability are married, 29% single (493,546 people), 21.6% are widowed (367,824 people) and 3% separated (50,726 people).

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<sup>2</sup> [http://www.chambrederesrepresentants.ma/sites/default/files/documents/constitution\\_2011\\_marocaine.pdf](http://www.chambrederesrepresentants.ma/sites/default/files/documents/constitution_2011_marocaine.pdf)

On the other side, in 2014, the survey uncovered some conflicting conclusions of those referred to above. The national rate of prevalence of disability evaluated at 6.8%. 2,244,672 people declared having disabilities at different degrees of seriousness (mild, extreme, exceptionally extreme) contrasted with a populace of 33,304,000 (2014). Along these lines, one in four family units (24.5%) has no less than one individual with a disability out of a sum of 7,193,542 family units. 6.8% from mild to exceptionally severe, corresponding to 2.264.672 people. Concerning the causes, accidental disabilities represent 17.1%; auto collisions 3.5%, accidents at work 3.5% and 3.4% because of domestic accidents. The rest is because of different origins, for example, intoxication, war casualties, school accidents. Finally, difficulties of pregnancy or labour represent 10.7% of the causes of disabilities. And as indicated by the consequences of the study, impedances seem sufficiently early in life since 47% of those reviewed said they had a disability before the age of 14, and 22% became incapacitated from the age of 14 Age of 55 years. **(Ministère de Développement social, 2014).**

## The Labour Code and Disability

The legislature has introduced affirmative action measures for people with disabilities to facilitate their access to employment, in the form of quotas in the public and private sectors, while leaving the recruiting bodies to establish the corresponding percentages. Article 20 of Law 07-92 on the social protection of persons with disabilities stipulates that "the proportion of jobs that the disabled should occupy in public, semi-public and within the framework of the lists referred to in the previous Article by regulation". According to this provision, a decree of the Prime Minister dated 1998 set the quota in the public sector at a level of 7%. However, the quota in the private sector has not yet been fixed, more than 19 years after the enactment of the law.

Law 65-99 of 11 September 2003 on the Labour Code prohibits discrimination based on disability. The Code provides for positive obligations and extraordinary measures "aimed at achieving effective equality in opportunities and treatment between employees with disabilities and other employees." It imposes an obligation on the employer to preserve the work position of the disabled employee lest it is impossible for him to continue because of the severity of the disability and the nature of the work. It also prohibits the employment of disabled persons in hazardous work and requires that they equip the premises with accessibility and that they ensure safety and hygiene. Article 9 of this Code stipulates that:

*"Entitled to the work inspector, at any time, to supervise all wage-earners, juveniles under the age of eighteen years, all wage earners with disabilities, to consult with a public physician. He shall also verify that the disabled fits in the occupation which is entrusted to them, no more than overworked or is not commensurate with their disability. The work inspector has the right to inspect the workpiece, ordering exempt of employees with disabilities of the workpiece without notice, if the physician expressed the same view."* (Article 144)(Ministry of Employment, 2003).

*"any employee who became disabled, for some reason, is to retain the position he held before. He can entrust a job which is adequate to his disability type after rehabilitation,*

*but if not for the severity of the disability or the nature of the job, after taking the opinion of a doctor job or a committee of safety and hygiene.” (Article 166).*

*“It is forbidden to employ people with disability in situations which may make them subject to additional impairments, or increase the severity of their disability” (Article 167)*

Moreover, if the Moroccan legislator has acknowledged the right of disabled persons to a barrier-free employment, he has also committed the labour officer to regularly request the medical examination of all wage earners with disabilities. A doctor of the ministry of health is mandated first to verify that the jobs entrusted to them, do not exceed their capacity, or are not commensurate with their disability. The labour inspector following the doctor’s reports is mandated to exempt any employee with a disability of the workpiece, without prior notice, if there are any risks for the health of the employee.

*“The operator must present to the medical examination, the disabled wage earners whom he intends to employ. The examination must be periodically performed after the termination of each year of employment” (Article 168)*

*“The operator must equip all places of employment with necessary accessibilities to facilitate the tasks of wage earners with disabilities, and is keen to provide all the conditions for protection of health and safety for those employees” (Article 169)*

*“is considered active, any measures aimed at achieving effective equality of opportunity and treatment between wage-earners with disabilities and other wage earners as discriminatory measures against other procedure.” (Article 170)*

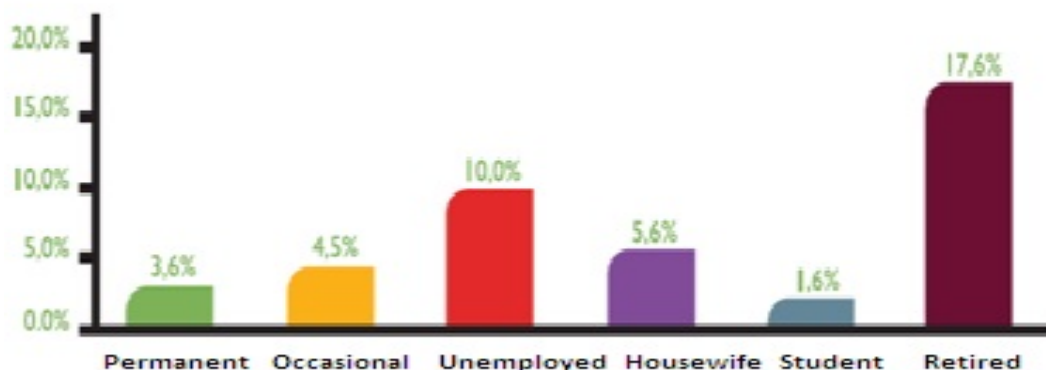
*"Punishable by a fine of 2,000 to 5,000 dirhams for violation of the provisions of Articles 166 to 169” (Article 171)*

The Labour Code came out with new requirements for people with a disability. It correlated with the fact that disabled individuals should hold the necessary qualifications for accessing the job market. That would uphold the principle of perception of inferiority, any exclusion or marginalisation that a person with a disability may suffer from. Needless to say, that Law 65.99 of the Labour Code, issued on 11 September 2003, prohibits any discrimination based on disability. It rather encourages all parties to consider the principles of equal opportunity and treatment of disabled people like any other wage-earners.

## **Employment and Employability of People with Disabilities**

The survey revealed that the employment rate for PWDs of working age is 13.6%, i.e. more than 103,000 individuals in a populace of PWDs of working age (aged 15 years and over) assessed at More than 776,000 people. This rate is three times lower than the national work rate. Women experience overwhelming marginalisation as the structure of the working populace is prevalently male (91.1%). By segments, albeit 39.2% of those people overviewed reports working in the private sector, 62.8% of them are not formally enrolled and along these lines don't profit by the advantages stipulated in the Labour Code or social security.

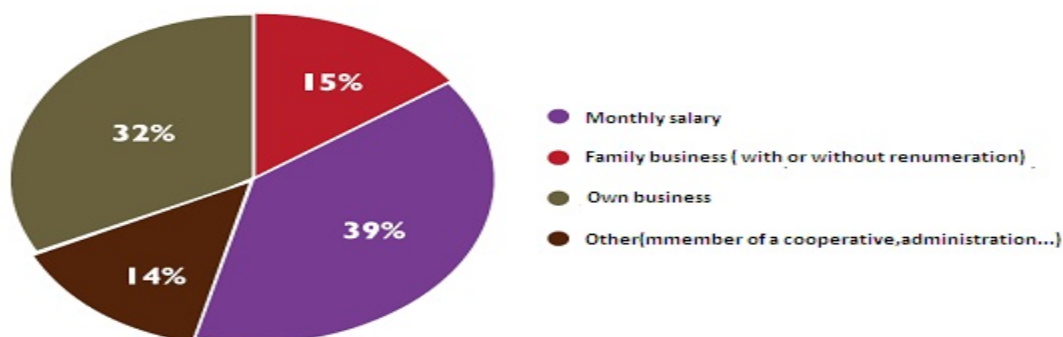
**Figure 1 National prevalence rate by type of occupation**



Source: 2<sup>nd</sup> National disability survey (2014)

As indicated by the survey, one in three PWDs (32.3%) is independently employed and 15.1% are utilised in a privately-owned company or as a parental figure of a relative and furthermore (69.04%) are not compensated for their work. Work in administrations, organisations, and cooperatives represents just 3.3% of which 1.9% in the public departments. The low level of instruction explains the difficulty in accessing a job in the ps. As far as the wage is concerned, right around 97% of PWDs don't have their wage. Just 2.4% of those aged 15 and over currently get recompense, benefit from other allowances due to their medical issues. 43.2% of them get an annuity paid by an insurance agency, a shared insurance agency or a standardised savings support. 35.9% of PWDs receive a pension following an industrial accident. Others (8.2%) get pay from their descendants, but two out of three declared not benefitting from any social insurance.

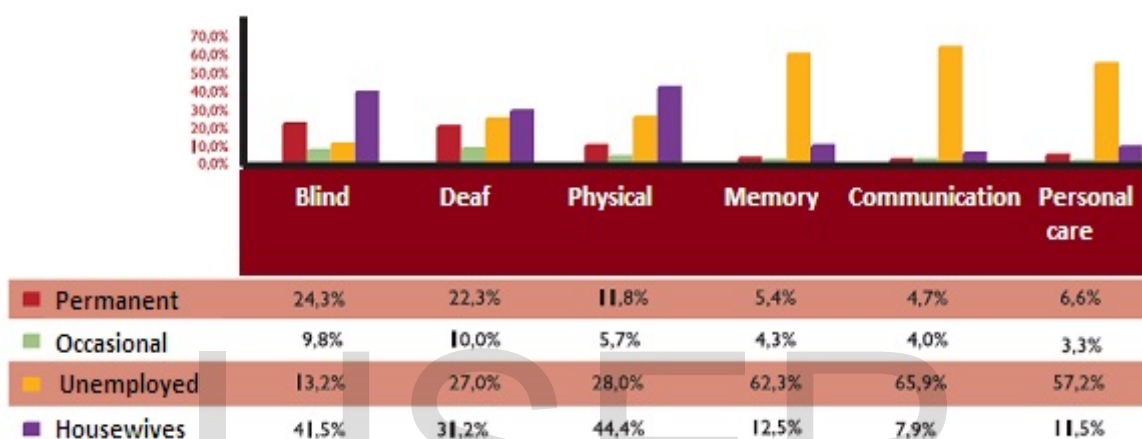
**Figure 2 Occupational status of active PWDs**



Source: 2<sup>nd</sup> National Disability Survey (2014)

In fact, just 34.1% declared being secured by a government disability system, and that right around (60.8%) are subsidiary to the RAMED (Medical Assistance Regime). Besides, the others (15, 4%) essentially affiliate with the CNSS (National Social Security Fund) and CNOPS (National Social Insurance Fund) (12.7%). The rate of people with disabilities profiting from a social security system that partner to private insurance (CNSS) is low (2.1%). On the other side, 66.9% of individuals that don't profit from a government social security scheme have difficulty accessing RAMED or need assistance to finish regulatory customs and procedures.

**Figure 3** Repartition of PWDs by type of disability and type of occupation



Source: 2<sup>nd</sup> National disability survey (2014)

### Challenges facing persons with disabilities at the workplace

From a distinct perspective, the study concluded that the level of activity is particularly low among people of working age since only 15.2% of PWDs aged 15 to 65 of the surveyed population have had an activity in the previous month. Also, only 6.7% of PWDs actively seek employment, and 23% have stopped looking for work because of their disability, and 4% declare themselves to be too old (or too young but are out of school). It is worth noting that men with disabilities do not participate in household chores even if they do not have work (less than 2% in both cases), while half of the women with disabilities do participate. Among adults aged between of 15 and 65, a relatively small proportion has already had an activity or a job during his / her life which allowed him/her to have a salary. And the dichotomization by region shows that the active people are significantly higher in Casablanca/Settat regions than in any other area of Morocco. An interesting finding is that there is no difference in this respect between women as opposed to men since 12% of women with disabilities report having already had an activity or a job. PWDs aged 15-65 appear to be more affected than others by underemployment, which we can measure regarding the number of months worked per year. They are more likely to work less than six months per year compared to those who control (25%), fewer working 7 to 10 months (6.8%) and 11 months (9.1%), and almost the same as working full-year without a break (59.1%). Additionally,

PWDs are more likely to encounter difficulties in their workplace. It is the case of more than one-third of PWDs. (19.1%) are liable to have trouble in getting to work while (23.4%) are complaining about low pay.

**Table 1: Difficulties at workplace(%)**

	People with disabilities
I have no difficulty at work	31.9%
I have difficulty to get ty work place	19.1%
It’s a tiring job	12.8%
It’s a very difficult job	6.4%
It’s a very dangerous job	4.3%
The salary is not enough	23.4%
Other reasons	2.1%
Total	100.0%

*Source: National Collective of Disability (2014)*

Most respondents of the study declared having no alternative source of income than those provided by a potential job. Some families rent a room from their dwelling or land. Many unemployed people benefit from the retirement of a loved one or other types of gifts. Among active and adult people, most say that work is important because it makes them independent but also allows them to feed their families. Of the PWDs who work, only 1.3% reports that the work is important because it allows them to forget that they are disabled. Needless to say, that more women consider that working increases their independence, especially women PWDs, while men and even more people in the control group think that it is an obligation and not a choice, for Ability to feed and provide for the family. Unexpectedly, PWDs are less skilled when they are employed, whereas they are significantly more likely to declare themselves as entrepreneurs. However, active PWDs receive lower wages and earn an average of 2,158 dirhams per month, with a reported maximum of 14,000 and a median of 1,500 dirhams per month. The PWDs who work can make, on average, 1,760 dirhams per month, with a declared maximum of 11,000 and a median of 1,200 dirhams per month. By dividing the income into five categories, PWDs are more likely to receive wages below 2,500 dirhams (about 223 EUR).

**Table 2 Salary categories**

Salary Categories	People with disabilities
Less than 500 MAD	8.3%
500 to 999 MAD	26.7%
1000 to 1499 MAD	18.3%
1500 to 2499 MAD	28.3%



More than 2500 MAD	18.3%
Total	100.0%

*Source: National Collective of Disability (2014)*

The local minimum wage in Morocco is called “SMIG,” "guaranteed minimum interprofessional wage." Since July 2012, the Moroccan hourly SMIG has risen to 12.24 Dirhams (DH), which is equivalent to about 1.09 euros per hour. Note that unlike France, overtime in Morocco is compensated only for more than 10 hours a day, and 44 hours a week. Between 2008 and 2012, the SMIG increased from 9.66 DH/h to 12.24 DH/h, an increase of 26.7%. In 2014, the Moroccan government announced an increase of 5% in July 2014 and a 5% increase in July 2015 from 12.85 DH/h to 13.46 DH / h in the summer of 2015. The legal duration of Work in Morocco is 44 hours per week. By the summer of 2015, the Moroccan SMIG for a full-time job will be 30,796.48 DH/year, on average 2566.37 DH/month (228.51 € / month).

Table 3 : Number of worked days per year (%)

	People with disabilities
Less than 10 days	11.1%
10 to 19 days	8.9%
20 to 25 days	8.9%
More than 25 days	71.1%
Total	100.0%

*Source: National Collective of Disability (2014)*

The difference in underemployment between PWDs in 2004 and those surveyed can be observed in the number of hours worked per day: almost 20% of PWDs work less than eight hours a day, compared to 15.9% of those checked while 35% of PWDs work from 8 to 9 hours. This is the case for 42% of the people in the ones tested in the current survey. If PWDs are more likely to work less than ten days per month, they are also obliged to work more than 25 days per month, or 71% virtually have no weekly rest. Averaging about 157€ as salary per month, maximum 984€ and median 107€ A low proportion of PWDs is seriously committed in search of a job (18.7%) lower among women (12%) than men (23.9%). PWDs have fewer payroll requirements, and 74% of women are ready to accept work for a salary of less than 3 000 dirhams per month. It is the case of only 62% of men. PWDs job seekers increase their efforts to find a job but make relatively little use of classified ads (5.8%), but are more likely to require support (15.1%). They also do a lot of work in their neighbourhoods to identify if there are needs that they could fill by offering their services (22.1%).

**Table 1: Steps undertaken during the search for a job, (%)**

Steps	People with Disabilities
I ask a member of a family	7.5%
I ask my friend neighbour colleague	28.0%
I go from door to door	35.5%
I look at job offers	14.0%
I wait for suggestions	13.1%
Other	1.9%
Total	100.0%

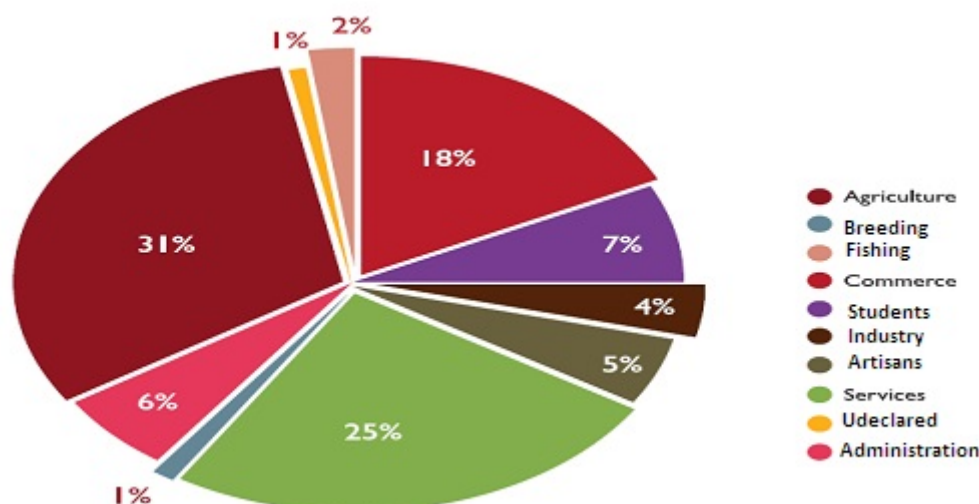
*Source: National Collective of Disability (2014)*

All in all, the survey has shown that more than 55% of disabled people over the age of 15 have no access to the labour market and that the unemployment frequency is almost five times higher in the population of persons with disabilities and within the Moroccan society. This exclusion from the job market is even stronger for women than for men. They are only 3.8% active, compared to 15.5% of men 15. Also, persons with disabilities face difficulties accessing credit to finance income-generating activities (IGR) and micro-enterprises. Protected workshops and work through centres do not receive the necessary support for their development. Production cooperative projects encounter many obstacles, particularly in the disposal of manufactured products, in the absence of measures that would require governments to purchase these products on a priority basis and would encourage private companies to these structures. Consequently, people with disabilities remain marginalised in regular labour market channels; They are unable to obtain adequate remuneration and cannot benefit from the legal and social guarantees.

### The Occupational Status of PWDS

The survey revealed that active PWDs are overwhelmingly self-employed (64.9%). They are mostly employed in the following sectors: agriculture (38.2%), trade (26%), services (13.2%) and others (25%). Of the PWDs attending school or training, only 11% could obtain a diploma. Thus, the fact that nine out of ten PWDs leave school without a diploma affects the possibilities of adult PWDs to get a job. On the other hand, non-educated PWDs attributed this situation mainly to the absence of institutions or to the inadequacy of schools able to accommodate them (60.4%) to economic conditions, to the hostile environment or the complexity of administrative procedures which are also barriers to schooling

**Figure 4 Types of jobs of active PWDs**



Source: 2<sup>nd</sup> National disability survey (2014)

## The economic cost of exclusion from the labour market

The study revealed that the total potential annual income of disabled citizens in Morocco, equivalent to the full cost of excluding them, would be in the region of 9.2 billion dirhams. This sum represents 2% of gross domestic product (GDP). It also accounts for 3% of total household consumption and 13% of public administration output. This amount does not include the various direct and indirect costs incurred by other members of the family of a person with a disability. The results of this study are therefore in total contradiction with the commonly held view that people with disabilities are an economic burden for society. The investments that could be made by the State to encourage the hiring of persons with disabilities would, therefore, be largely compensated and quickly absorbed. The same study revealed that the employment rate of PWDs of working age is 13.6%. It is more than 103,000 people in a population of PWDs of working age (aged 15 years and over) estimated at more than 776,000 people. Ventilated by place of residence, it reaches 11.3% in urban areas and 16.5% in the countryside, respectively. Compared to the national employment rate, the employment rate of PWDs is three times lower (13.6%).

## Occupational instability

The study showed that individuals with a disability experience professional uncertainty regardless of their type of impairment. It is probably due to the absence of suitable working conditions for active PWDs (Accessibility, workstation arrangements, etc.) 34% of PWDs require appropriate conditions to carry out their activities. It may be an obstacle to obtaining a job. Also, the survey discovered that 39.2% of PWDs report working in the private sector. However, 62.8% of PWDs employed in the industry are not declared and therefore do not take advantage of the facilities provided in the Labour Code or social protection. According to the survey results, nearly one in three PWDs (32.3%) are self-employed, and 15.1% of employed PWDs are employed in a family business or as an independent and more than two-thirds (69.04%) are not remunerated for their work.

Employment in the administration and cooperatives accounts for only 3.3% of which 1.9% in the government.

According to the study, the disability condition is probably not the only reason for not hiring PWDs, but it is an aggravating factor. In fact, 64.7% of working-age PWDs who reported not having an occupation at the time of the survey (2014). Those who were active before experiencing a disability; represent 189,644 people. Among these, 36.9% lost their jobs because of their disability and the mostly exposed to job loss were those with mobility impairments (41.5%) and mental disabilities (31.4%). The loss of employment occurred during the working life. One in three lost their jobs because of acquired illness (37%), others because of an occupational accident (17.3%).

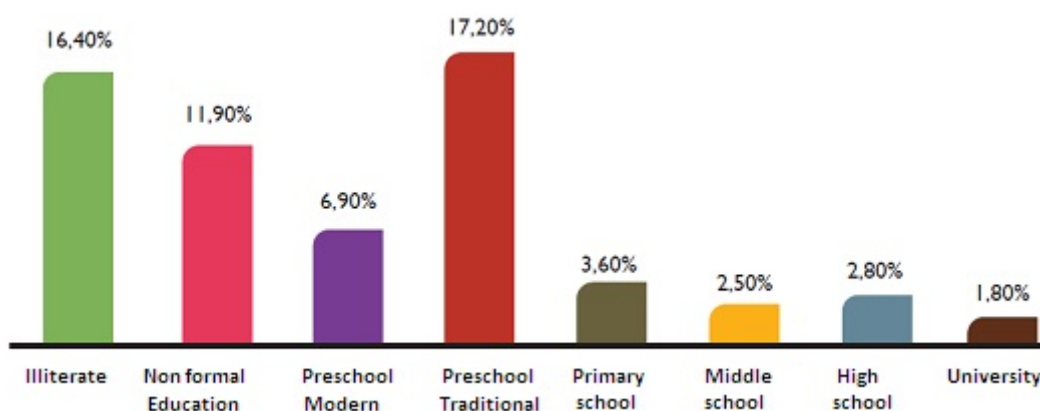
### Factors hindering access to employment

Barriers to the employment faced by persons with disabilities may take different forms and function at many echelons, both within and beyond the work itself. Individuals with disabilities are likely to miss accessing employment due to the total absence of accessible transportation services or to the lack of available information and communications services. Other barriers may also be due negative attitudes, inaccessible buildings, or lack of support services. Moreover, we can also add that the absence of incentive policies and inconsistent implementation of quota statutes for private organisations.

#### *Education and training*

The survey revealed that only 32.4% of children with disabilities are enrolled, compared to 96% of non-disabled children, out of a population of 231,000 aged between 4 and 15 and two out of three disabled children do not go to school. Also, the school enrolment rate of children with disabilities aged four to fifteen has big disparities according to their place of residence (40% on average in urban areas, compared to almost 30% in the countryside). The survey showed that one in two children with physical disabilities did not attend school. It would be enough that the facilities are accessible so that this type of impairment is no longer a factor of exclusion from school education.

**Figure 5: National prevalence rate by level of instruction**



Source: *The National Disability Survey (2014)*

## *Attitudes and Discrimination*

One of the core difficulties lies in pessimistic mentalities, embarrassment and partialities of people with disabilities being somehow "inadmissible" to investment in working life, on an equivalent premise with others. This leads into consistent underestimation and separation in work and business, and for some, a refusal of their entitlement to fill in as characterized in article 27 of the CRPD. PWDs are often subject to discriminatory attitudes by employers who may be unwilling to hire persons with disabilities based on the idea that they are less productive or incapable of carrying out their jobs like any other citizen. Colleagues at the workplace also hold prejudicial attitudes. At a wider level, social attitudes that treat them as objects of pity and disseminate the belief that they should not work. In the Moroccan culture, people view disabilities as a curse of God and that their presence at a workplace may bring misfortune to the house or the company and also as being indicative of misconduct in a past life, or are only uncomfortable around people who seem different. Individuals with disabilities may also be discouraged from working with their families, frequently out of a feeling of shame or a well-intentioned but stifling desire not to impose an additional burden on their families.

## *Accessibility*

Accessibility is essential for hiring individuals with a disability: the physical environment; transportation; information and communications; and other facilities. In the workplace, itself, a lack of ramps and elevators can prevent persons with mobility disabilities from being able to work. Similarly, the absence of accessible communication and information in workplaces such as screen-readers, clear signage and Braille devices displays can thwart persons with disabilities from being able to gain employment. Lack of access to sign language interpretation or captioning services can inhibit the recruitment of deaf people. Also, inaccessibility of public environments, as well as means of transport, can prevent persons with disabilities from being able to travel and receiving information about job opportunities, and communicate with employers.

## **Conclusion**

The analysis of the current situation shows that the conceptual model in force in Morocco is obsolete and contributes to the persistence of cultural, social and economic barriers which prevent the creation of a favourable environment conducive to the social participation of PWDs. Therefore, combating stereotypes through the launch of public awareness campaigns, compliance with school textbooks, curricula and education system circulars, the inclusion of specific modules on disability in training of health professionals are needed. Also, the prohibition in the media of any negative and degrading image of persons with disabilities and the positive promotion of information and communication so as to respect their dignity may be a good option. In 2012, the Economic and Social Council published a report about the situation of PWDs in Morocco. It indicated that the reality showed the existence of institutional limitations in dealing with the issue of disability despite the government action.

Access to employment for people with disabilities remains very limited as their unemployment is far greater than the unemployment percentage among persons without disabilities. The legal framework does not guarantee enough rights of persons with disabilities to get a job. With little access to schools, vocational training centres, most of this category of citizens find itself crippled by the law itself which in one side it encourages public and private recruiters to make job opportunities accessible to PWDs, but on the other hand, it requires higher qualifications for contenders for those jobs.

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