



Project No. 19-1-ATO1-KA202-051516

IO1.6 – transnational report

1. The AW4A survey

Accessible Work 4 All partners in Austria, Germany, Italy and Poland conducted an online survey in Sign Language during early 2020 to assess the needs of Deaf job seekers with regard to employment and employment regulations. The survey consisted of 14 questions, available in written form and on video in Austrian, German, Italian and Polish Sign Languages. More than 250 people took part in the survey. The evaluation includes all questionnaires that were filled in at least 50% (n = 116).

2. Demographic information

Age of the participants

	Austria	Germany	Italy	Poland	total	percentage (%)
15-19	13	0	1	0	14	12
20-29	7	16	17	10	50	43
30-39	4	9	1	11	25	22
40-49	1	8	0	3	12	10
50-59	1	6	0	0	7	6
60-69	0	2	0	0	2	2
n.a..	3	2	0	1	6	5
total	29	43	19	25	116	100
ø	22,8	36,7	24,2	32,0	28,9	

Gender of the participants

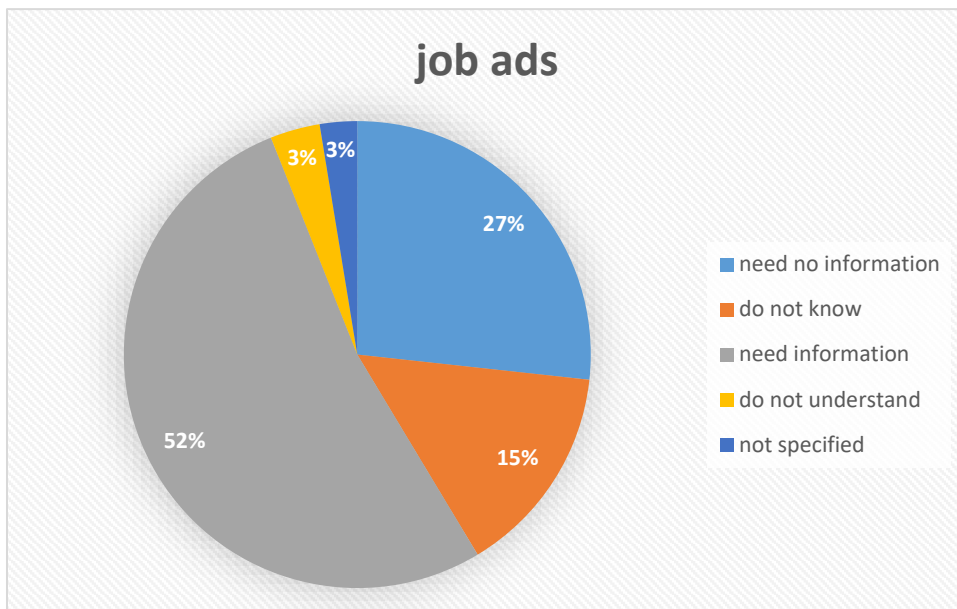
	Austria	Germany	Italy	Poland	total	percentage (%)
female	14	35	11	11	71	61
male	11	6	8	13	38	33
divers	2	0	0	0	2	2
n.a.	2	2	0	1	5	4
total	29	43	19	25	116	100

Method of communication (multiple answers possible)

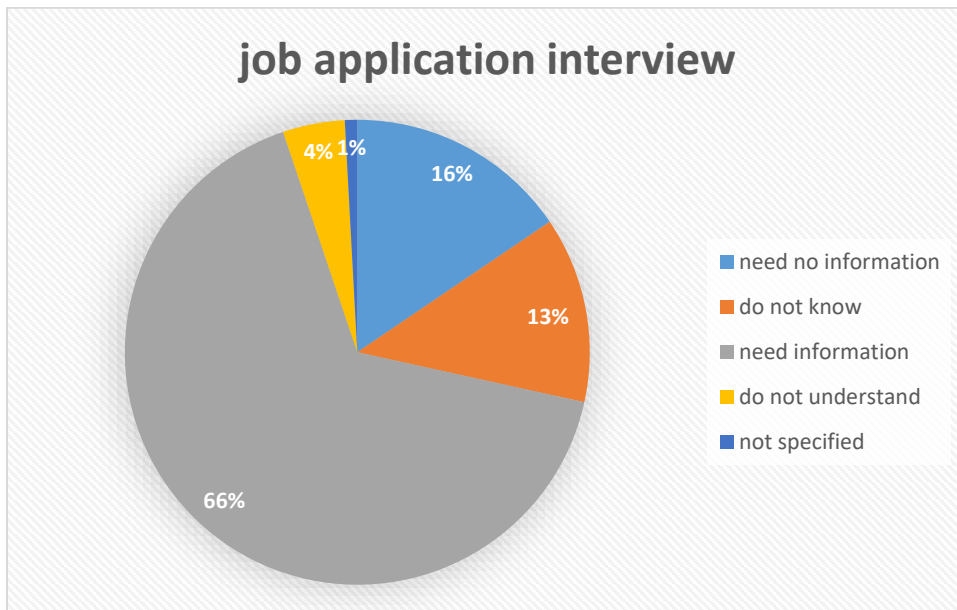
	Austria	Germany	Italy	Poland	total (n=171)	Percentage (%)
sign language	25	36	11	19	91	53
written language	4	7	6	15	32	19
spoken language	6	8	9	13	36	21
gestures accompanying spoken language	3	3	2	4	12	7

3. Results

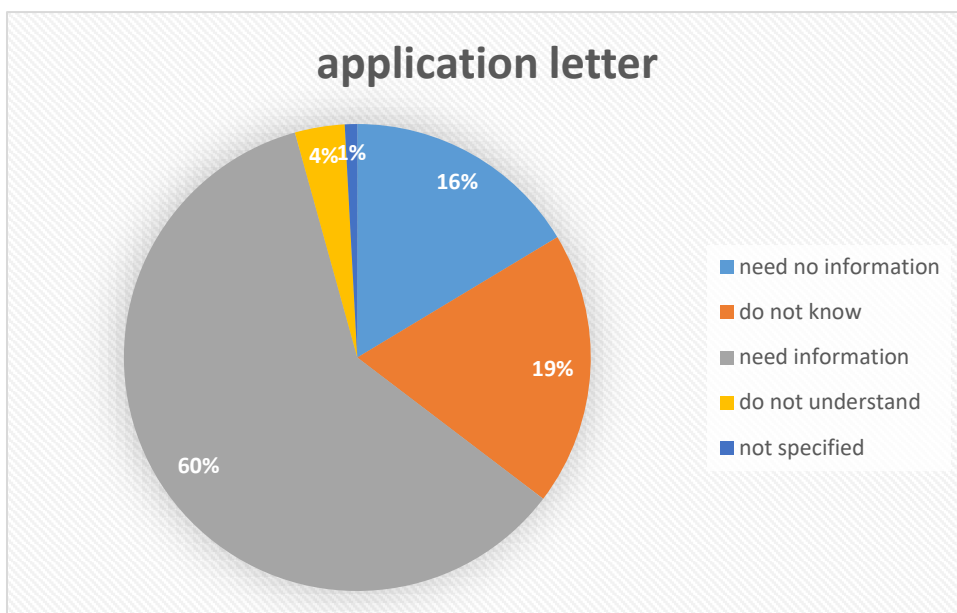
Question 1: Information on reading job ads - For example: How do I know if I am suitable for a vacancy?



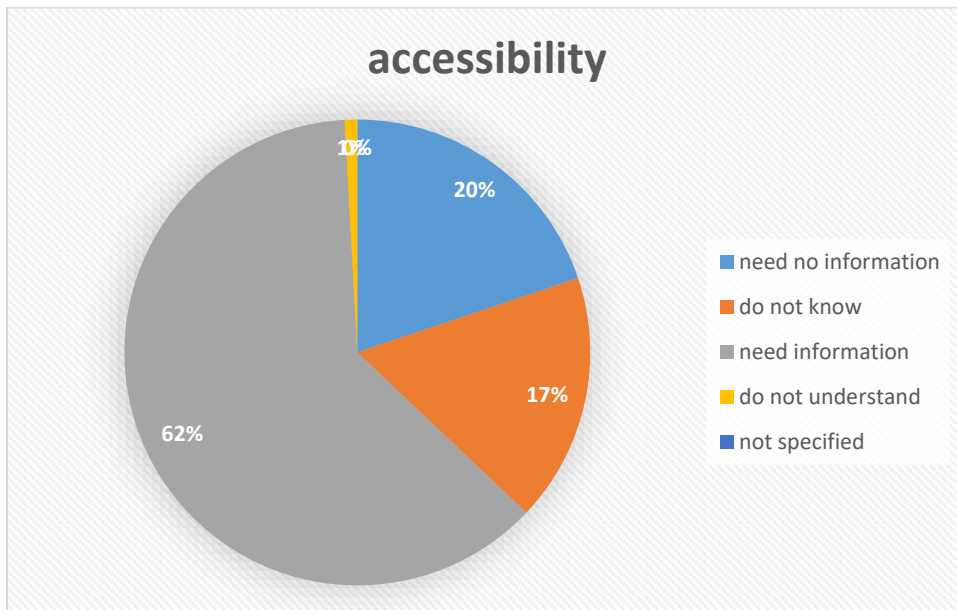
Question 2: Information about the job application interview – For example: Which questions may not be asked during the interview?



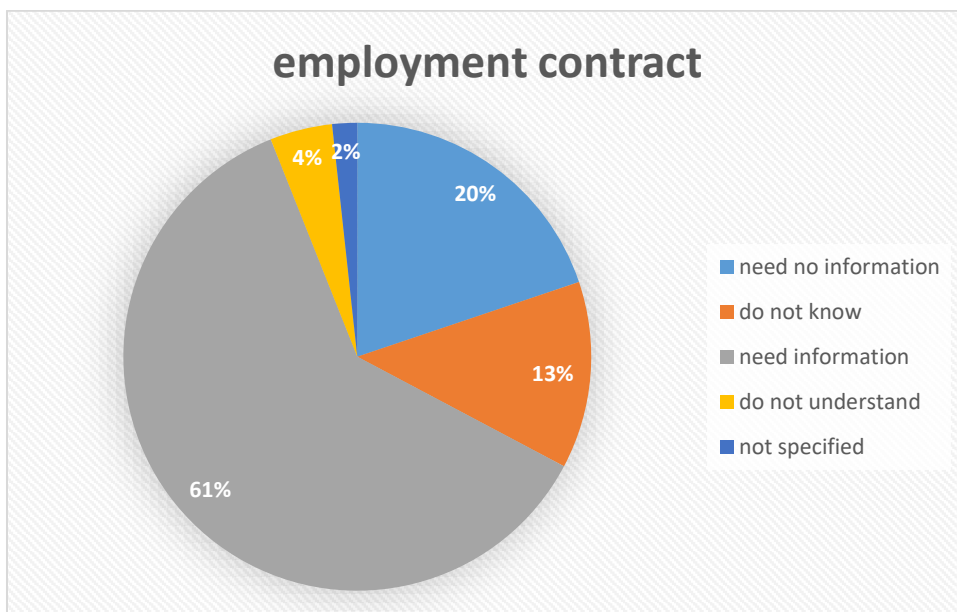
Question 3: Information about the application letter – For example: How is an application structured? Do soft skills belong in an application?



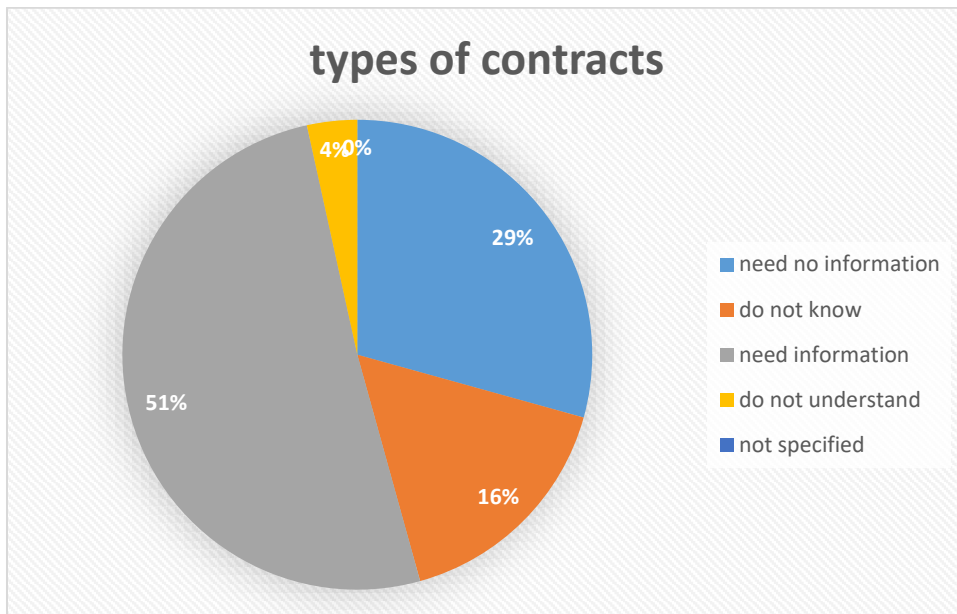
Question 4: Information on non-discrimination, accessibility and compensation of disadvantages – For example: How can I make sure that the communication in the interview works?



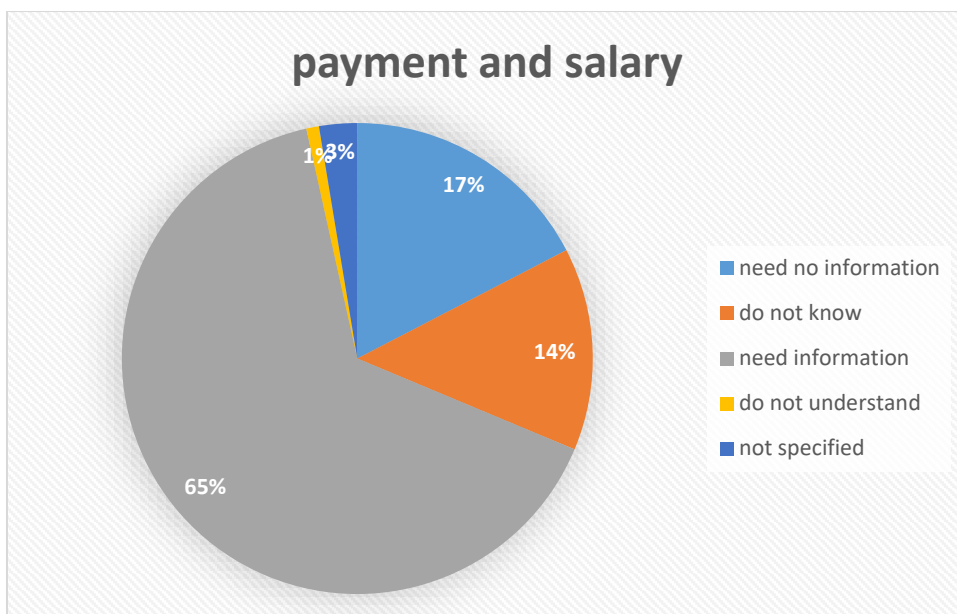
Question 5: General explanations on employment contracts - For example: What are the main components of an employment contract?



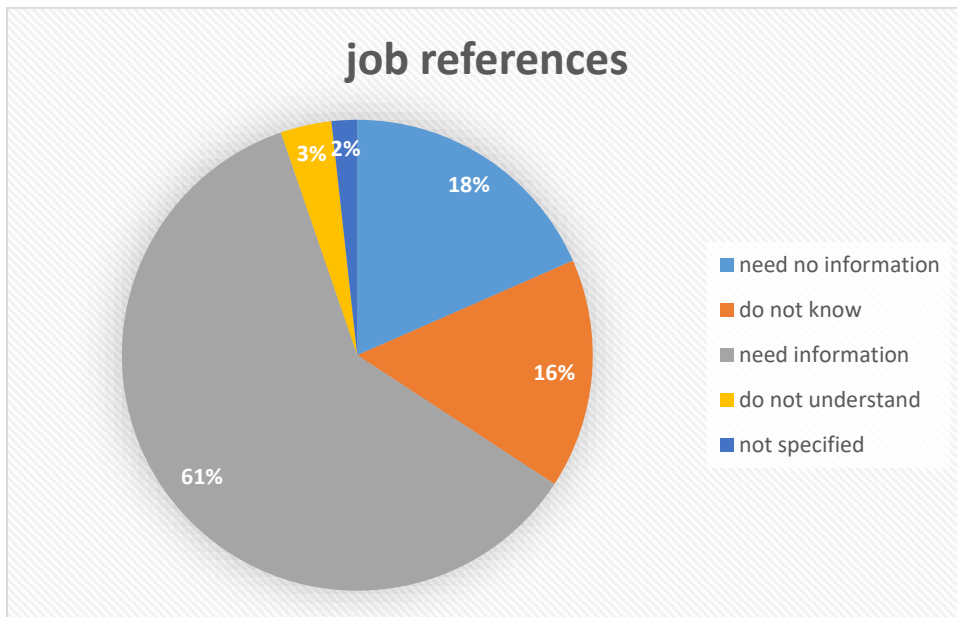
Question 6: Explanations on different types of contracts -. For example: What is the difference between a freelance contract and a fixed-term?



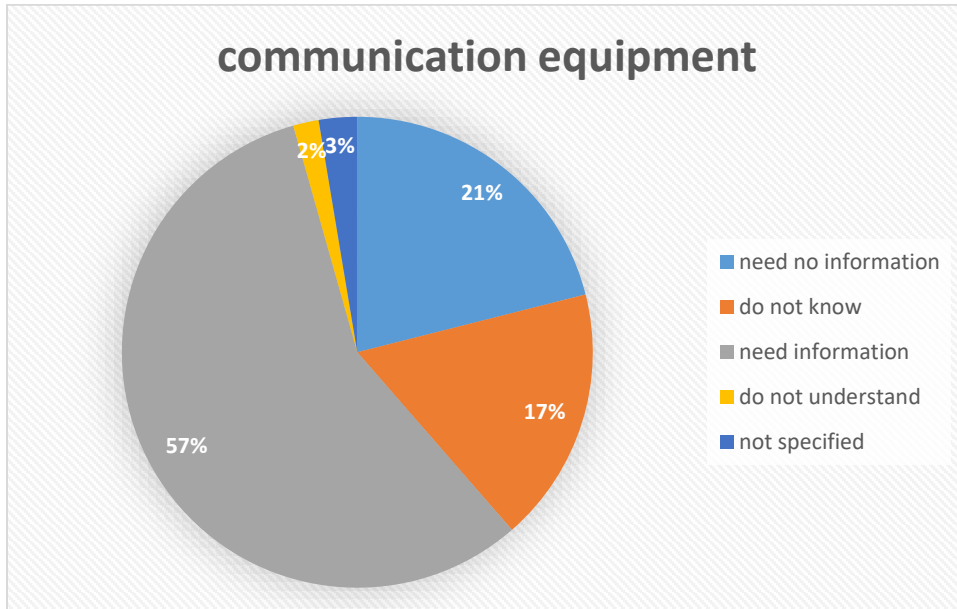
Question 7: Information on collective agreements, amount of payment and salary - For example: Why am I paid in this way? or Why don't I get more money?



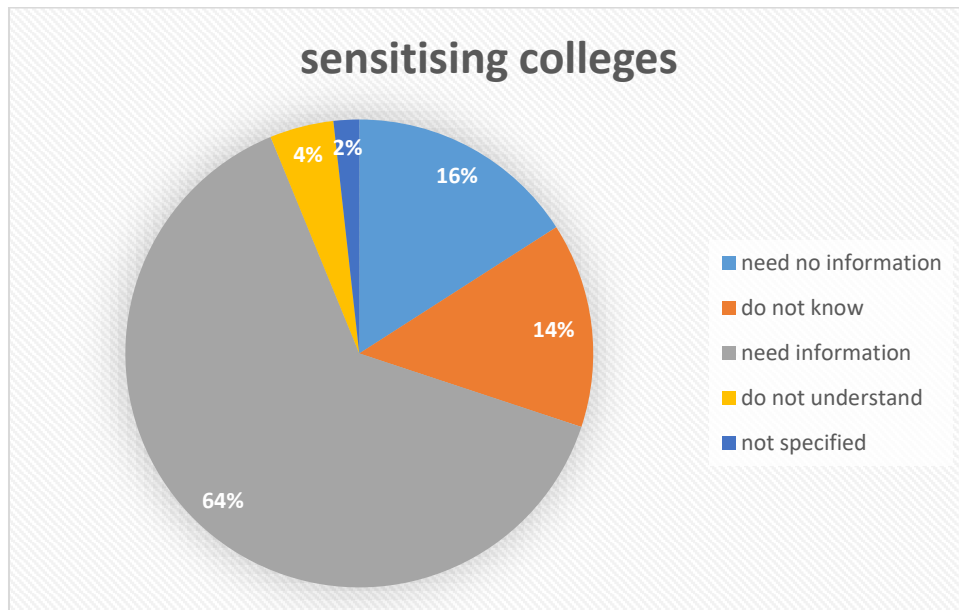
Question 8: Information about job references - For example: I didn't get a job reference at my last job, what can I do?



Question 9: Information on communication equipment - For example: What communication options can I use to find a job? Who will pay for the communication facilities?



Question 10: “Self-disclosure” informing about specific needs – For example: Is it my job to inform a potential new employer about my needs? How can I sensitise colleagues?



4. Summary of the results

Overall, the survey results show that a high proportion of the participants has a need for information in sign language about the queried topics related to labor law.

