The logo for the National Disability Authority (NDA) features the lowercase letters 'n', 'd', and 'a' in a vibrant magenta color, and the uppercase letter 'D' in black. The letters are stylized with rounded, friendly shapes.

National Disability Authority
Údarás Náisiúnta Míchumais

ICTU NOV 2021- BARRIERS AND OPPORTUNITIES FOR PERSONS WITH DISABILITIES IN EMPLOYMENT

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An
Phríomh-Oifig
Staidrimh

Central
Statistics
Office

Income, Employment and Welfare Analysis of People with a Disability 2019

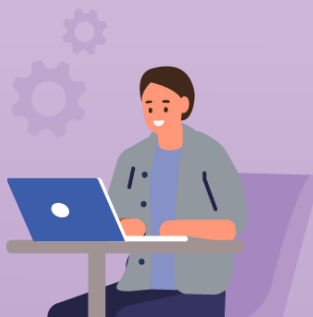
In this report a person with a disability is defined by the self reported disability indicator in Census 2016

Employment

44%

of people with a disability* were employed in 2019

*working age (15-64)



Health

59%

of people with a disability under 65 have either a GP visit card or a medical card



Housing



Single applicants accounted for **37%** of the people with a disability on the HAP scheme in 2019

Income

€20,212

The median earned income of people with a disability* in employment in 2019

*working age (15-64)



Education

Of students with a disability who sat the leaving certificate in 2016:

43%

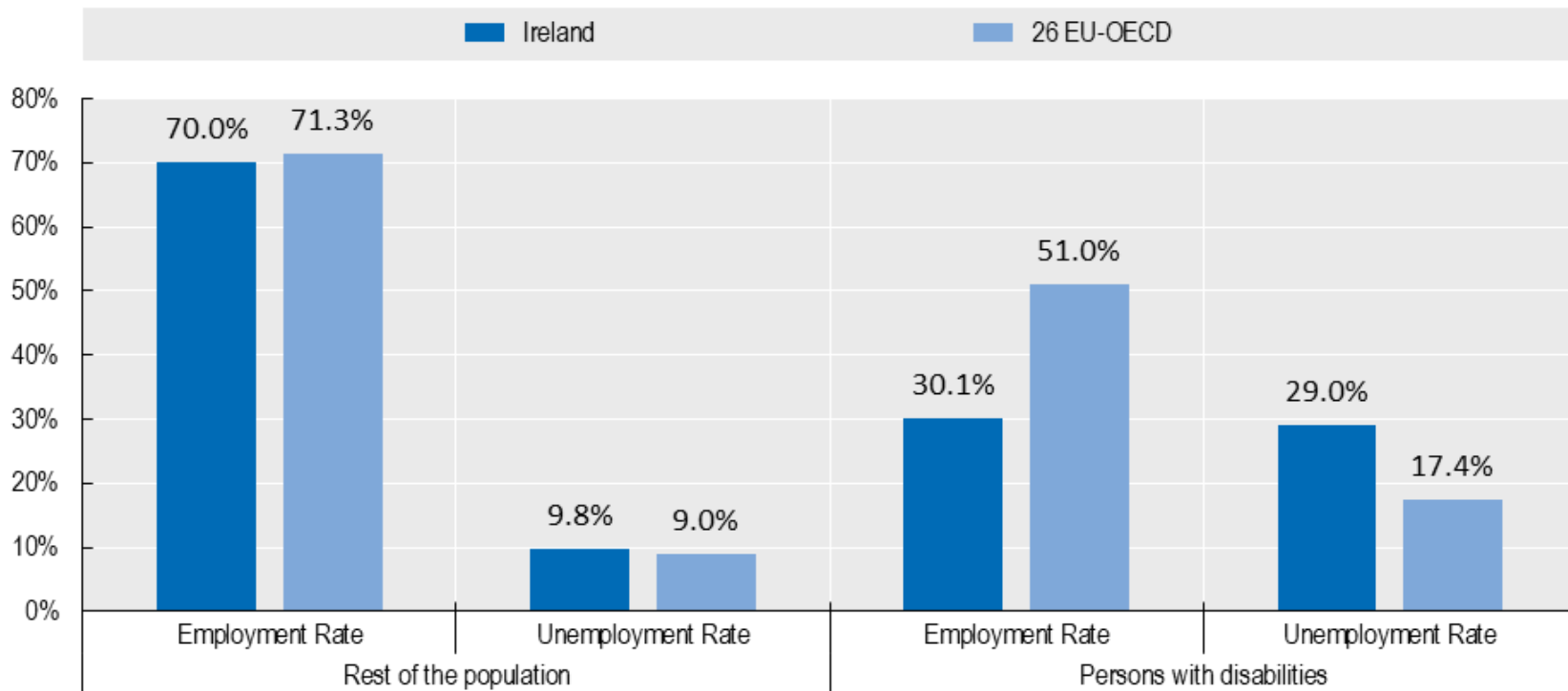
enrolled in higher education in 2017, 2018 or 2019

42%

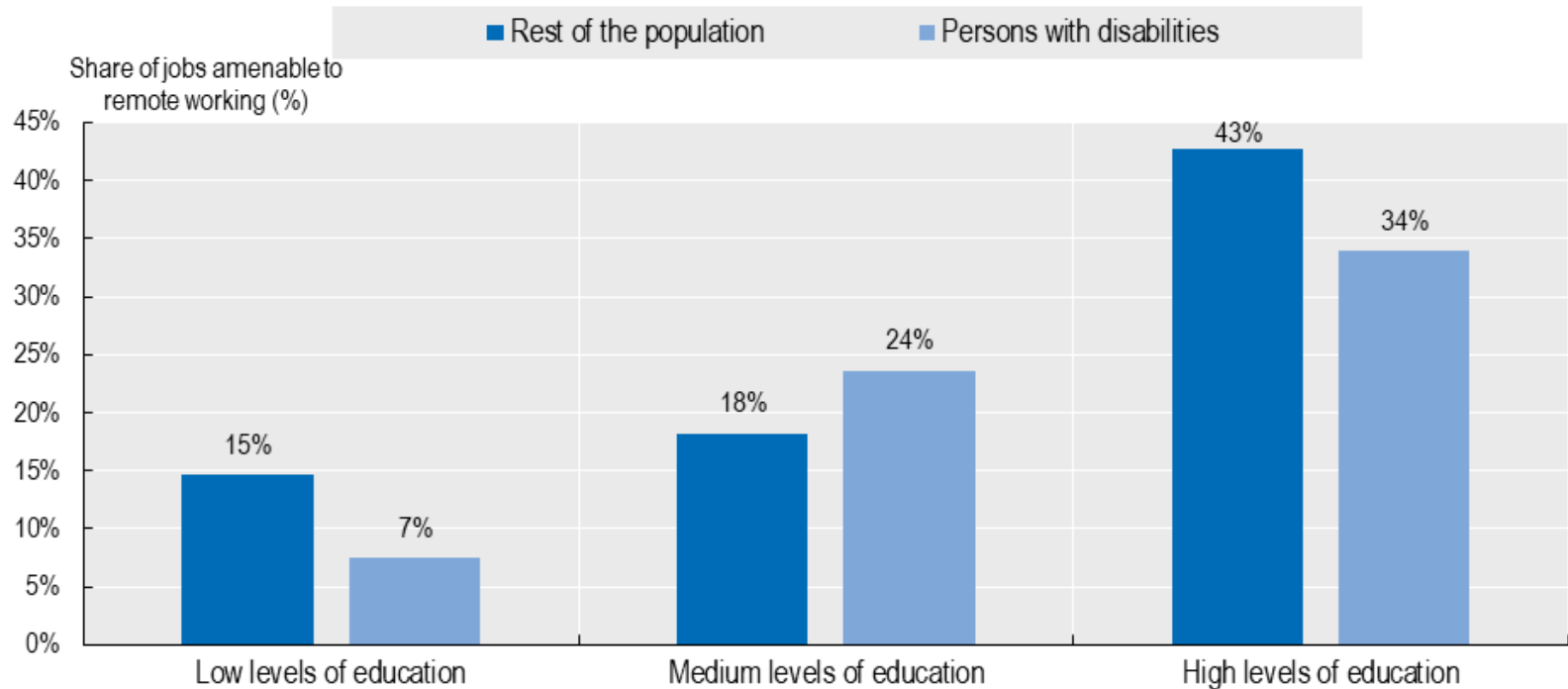
enrolled in further education and training in 2017, 2018 or 2019



Persons with Disabilities in Ireland are significantly less likely to participate in the labour market



Share of workers employed in occupations amenable to remote working by education levels, in 2018



What the data shows us

- Persons with disabilities are only half as likely to be in employment as those without disabilities
- They tend to have lower levels of education than their non-disabled peers, although this is changing
- Ireland performs poorly in comparison with OECD and EU 27
- COVID-19 impacted employment prospects for persons with disabilities
 - Challenging to transition to remote working
- Future work trends may also impact – e.g. automation

Challenges and opportunities

- Disability as 'poor relation' in EDI considerations
- Inclusive education and skills attainment – work to be done
- Effective career guidance – not universal
- Transitions – very challenging area
- Alternative recruitment and training approaches
 - Internships
 - Apprenticeships
- Accommodations – fear factor – peer to peer support
- But could address labour shortages

Labour market inclusiveness and flexibility

The issue

- It is difficult in Ireland to find a job for persons with disabilities who do not want to work full-time

Current situation

- Many persons with disabilities can benefit from accommodations in work and the workplace

Some recommendations

- Make employers and managers more aware of inclusiveness
- Raise awareness among employers and managers about supports that help pay for work and workplace accommodation
- OECD recommends everyone the right to ask their employer to work flexibly, part-time or to work remotely

A strong training and employment system

The Issue

- Mainstream training and employment services from SOLAS and INTREO should be better equipped to support persons with disabilities

Current situation

- Services from SOLAS and INTREO are open for everyone; however, persons with disabilities often do not participate in activation interventions such as adult learning and employment support is mixed

Some recommendations

- SOLAS and INTREO could build capacity to enable them to reach out actively to persons with disabilities, including to persons on disability benefits
- Some work progressed in this regard, but needs to be expanded
- OECD recommends SOLAS and INTREO should have clear targets to help persons with disabilities

Strong employer engagement and support

The issue

- Employers are critical to hire persons with disabilities, and to keep workers who are sick or acquire a disability in their jobs

Current situation

- Government support for employers to recruit and maintain employees with disabilities is not standardised or mainstream.
- Employers can find it challenging to recruit and retain because of fears of getting it wrong

Some recommendations

- Make sure that firms can learn from each other (peer-to-peer support)
- OECD recommends paid sick-leave and support for return to work
- Also a greater role for INTREO in supporting employers

Conclusions

- Opportunity to enhance Ireland's performance in this area
- Will be a mix of public body and employer actions
- Critical moment as the post-COVID work environment is designed
- Will be important that persons with disabilities – with their skills and abilities - do not get left further behind

THANK YOU

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