



# DISABILITY, WORK AND INCLUSION IN IRELAND: ENGAGING AND SUPPORTING EMPLOYERS

Launch of the OECD report

22 September 2021



## Very few Irish persons with disabilities have a job

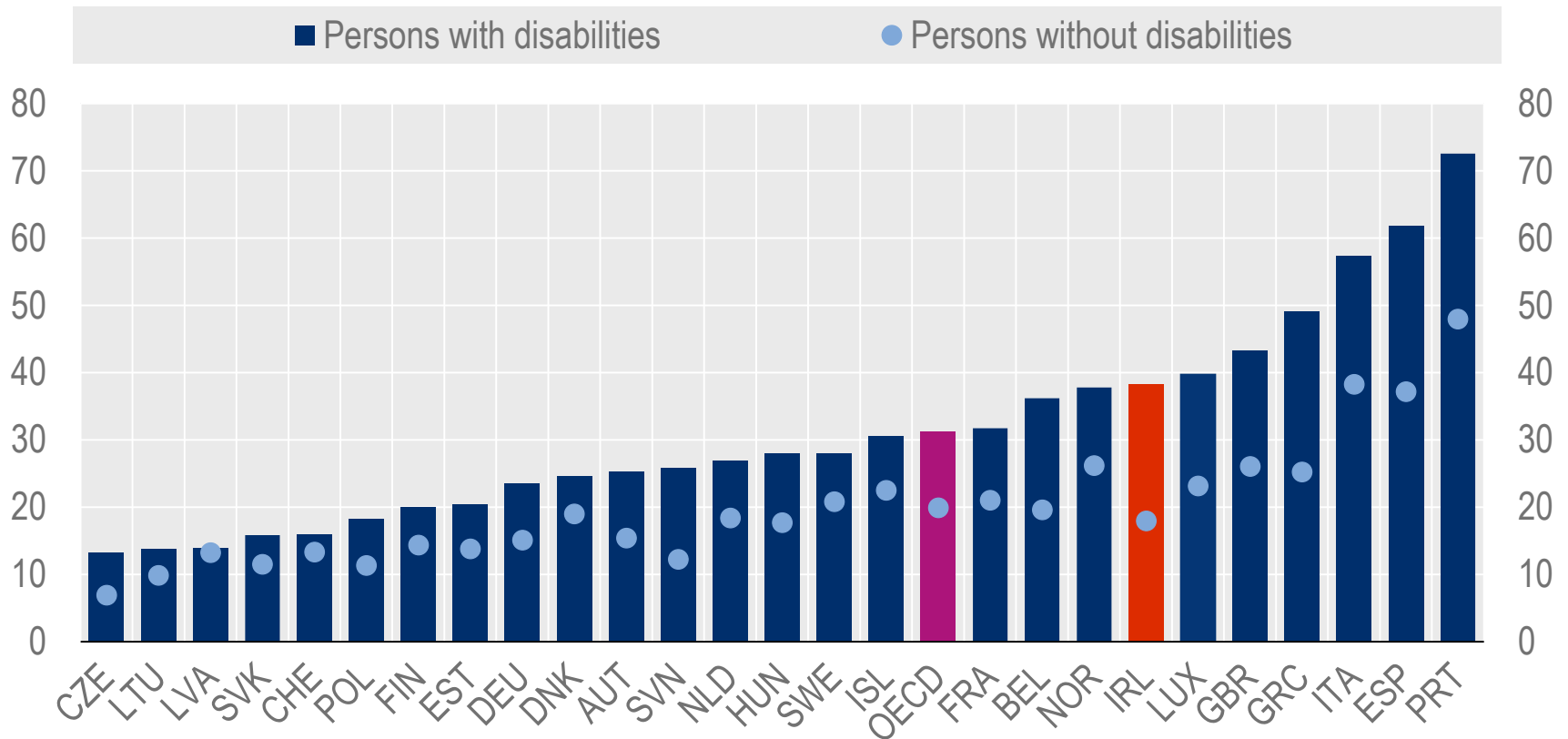
### Employment and unemployment rates by disability status (%)





## Many Irish persons with disabilities are still low-educated

### Share of persons with low level of education by disability status (%)



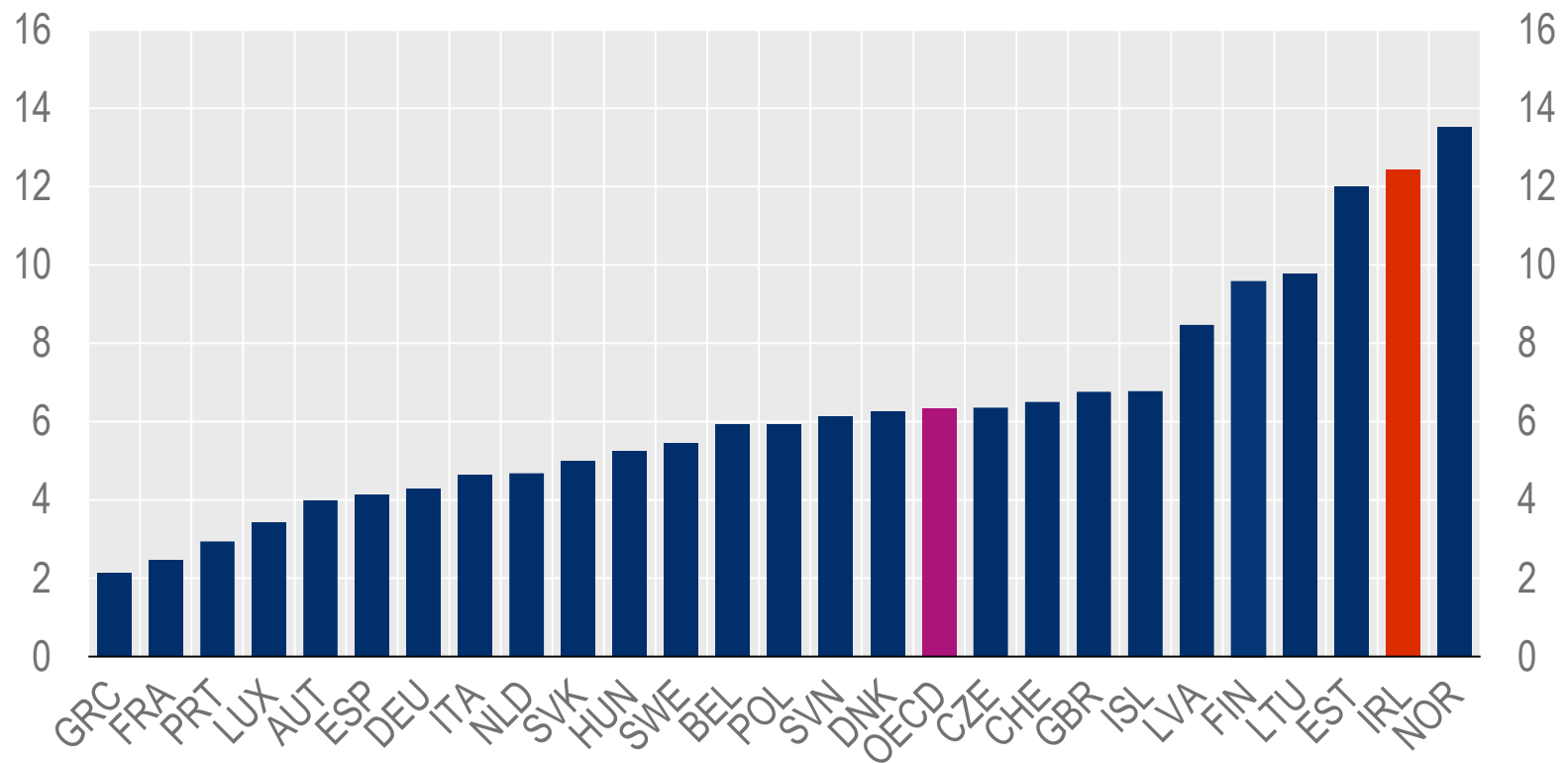
Note: Low education refers to below upper secondary education. Data refer to 2018 for Iceland, Ireland and Italy and to 2016 for the United Kingdom. OECD is an unweighted average of the countries shown.

Source: EU-SILC 2019.



## Many Irish receive disability benefits

### Share who receive a disability benefit and do not work (%)



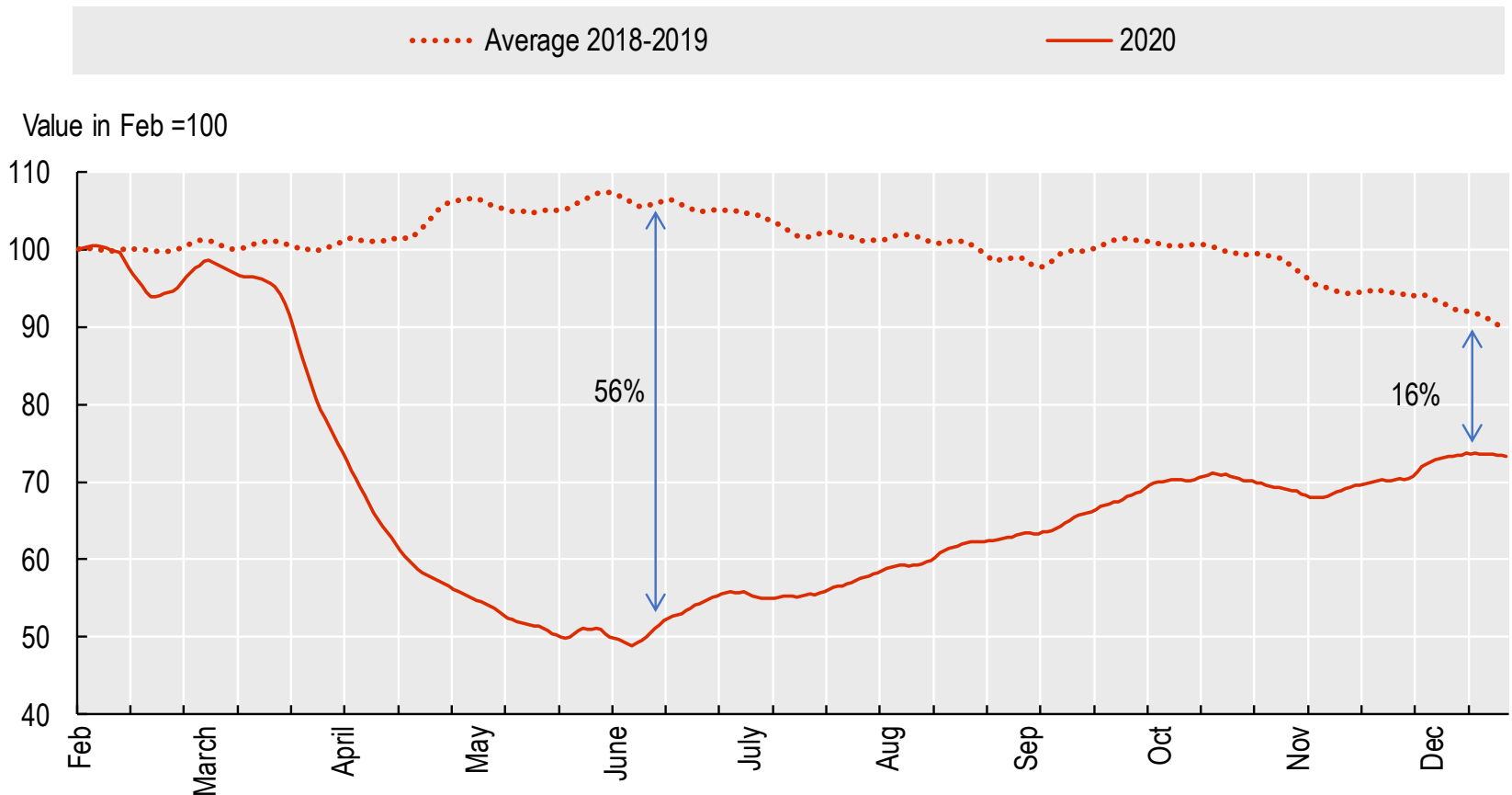
Note: Share of the working age population (aged 18-64). OECD is the unweighted average of the shown European countries. Data for Ireland, Slovakia and the United Kingdom are for 2017. Data for Iceland are for 2016.

Source: EU-SILC 2018.



# The COVID-19 crisis has led to much fewer job offers

## Number of job offers in compared to the level in February in Ireland



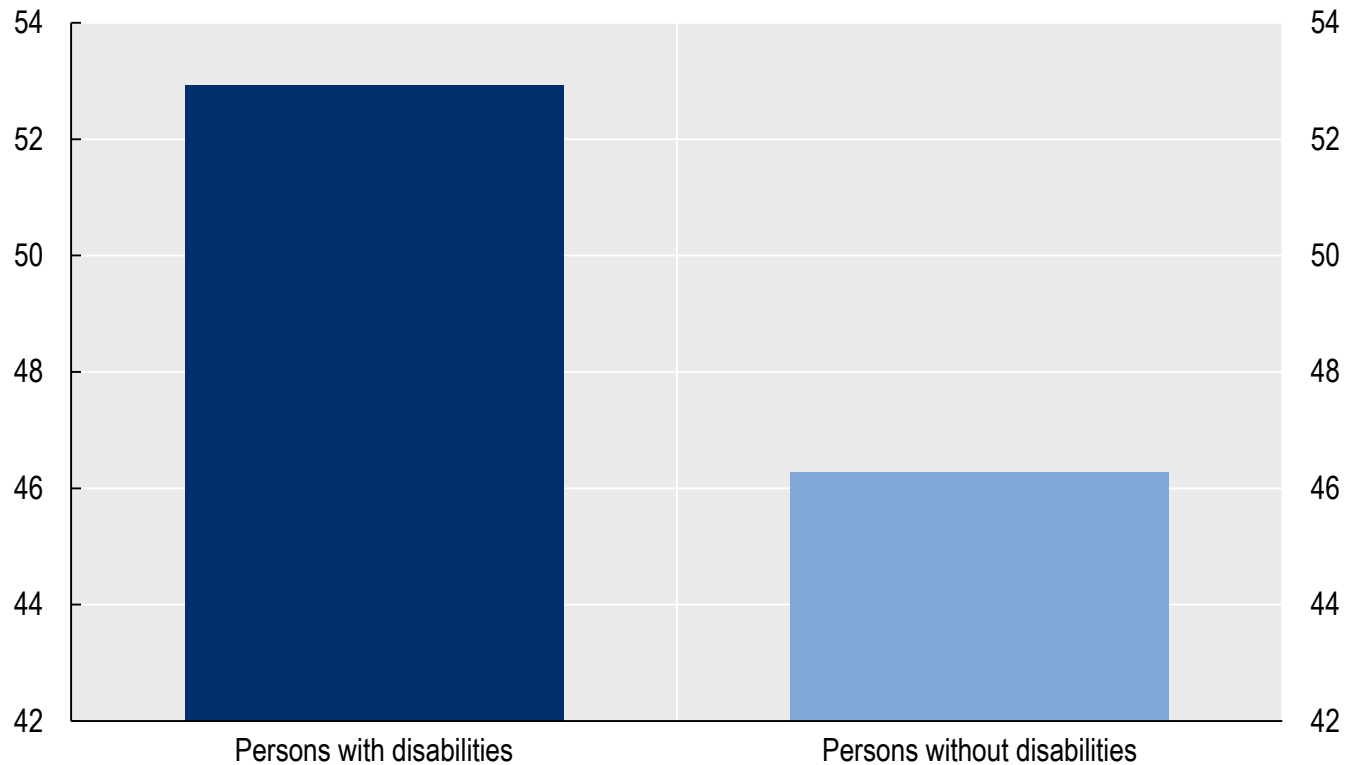
The blue-line plots the average values for years 2018 and 2019, while red-line plots the values for 2020. Panel B: Figure plots the average values for 2020 de-trended by the average value in 2018 and 2019. The figure shows the 7-day moving average.

Source: Indeed.com.



# Automation could have a large impact on workers with disabilities

## Share of jobs at risk of automation (%)



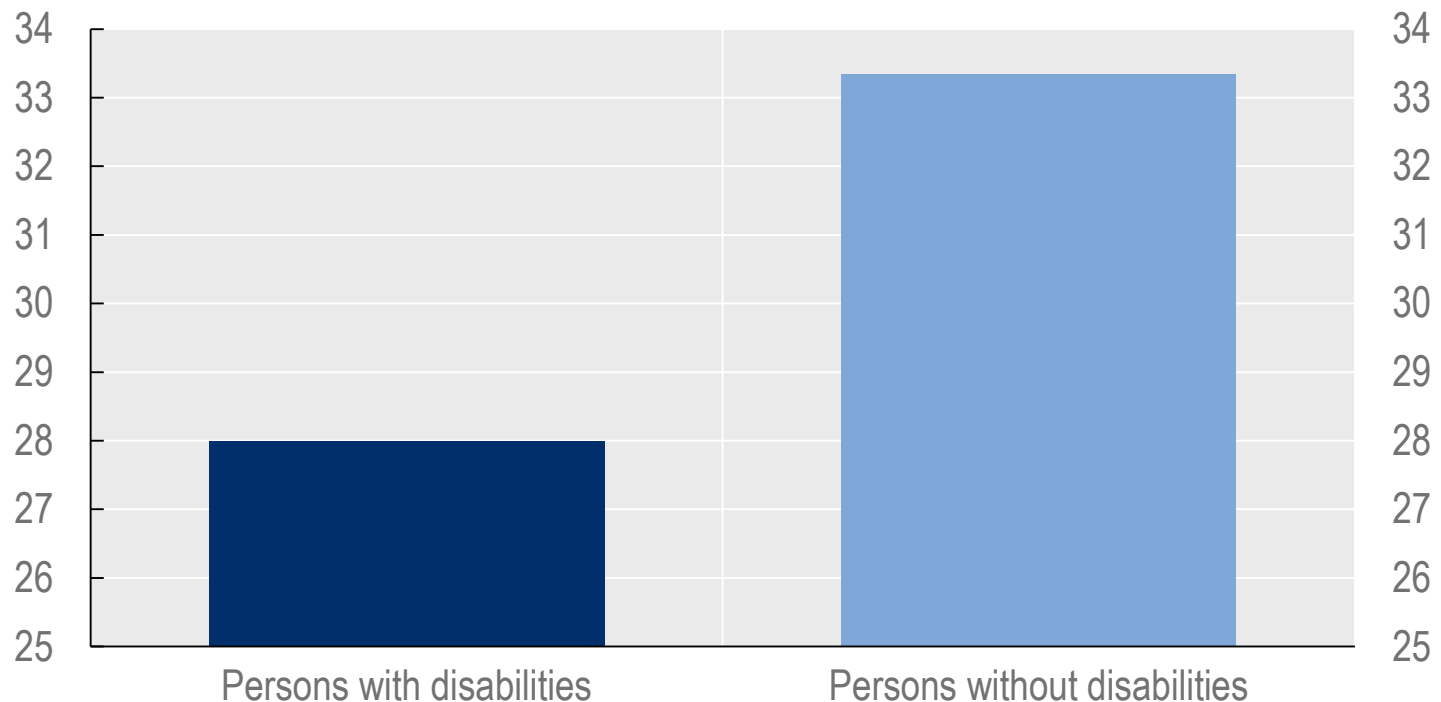
Note: Jobs at risk of automation are those jobs that have at least 50% of being automated in the near future, according to the methodology of Nedelkoska & Quintini (2018).

Source: EU-SILC 2018; Nedelkoska & Quintini (2018).



## Workers with disabilities less often have jobs that can be performed remotely

Share of jobs amenable to remote working (%)



Note: OECD (2020), "Capacity for remote working can affect lockdown costs differently across places", OECD Policy Responses to Coronavirus (COVID-19)

Source: EU-SILC 2018.



## Policy vision

- The objective is to promote labour market integration of persons with disabilities in:
  - good-quality jobs
  - with potential for career progression
  - in the open labour market
  - in promising sectors and occupations
  - with access to mainstream supports
- Both hiring and retaining are important to improve the labour market position of persons with disabilities across all regions
- Employer support and engagement is critically important for a successful disability policy





# GETTING AND KEEPING PERSONS WITH DISABILITIES IN QUALITY JOBS



## Key recommendations to the Irish government

1. Strengthen the engagement of Intreo with employers
2. Expand mainstream Intreo services to all persons with disabilities
3. Encourage employers to adapt and accommodate work
4. Make further education and training more inclusive
5. Increase the role of employers to prevent sickness and disability and promote return-to-work

High-level commitments should now be matched by real change



## 1. Strengthen the engagement of Intreo with employers

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- a. Create a well-embedded and well-resourced employer service within Intreo by implementing the proposals of the Pathways to Work 2021-2025 strategy
- b. Improve awareness of existing employer supports



## **2. Expand mainstream Intreo services to all persons with disabilities**

- a. Proactively reach out to disability benefit recipients to use Intreo services by implementing the proposals of the Pathways to Work 2021-2025 strategy
- b. Make early engagement and early intervention the norm



### **3. Encourage employers to adapt and accommodate work**

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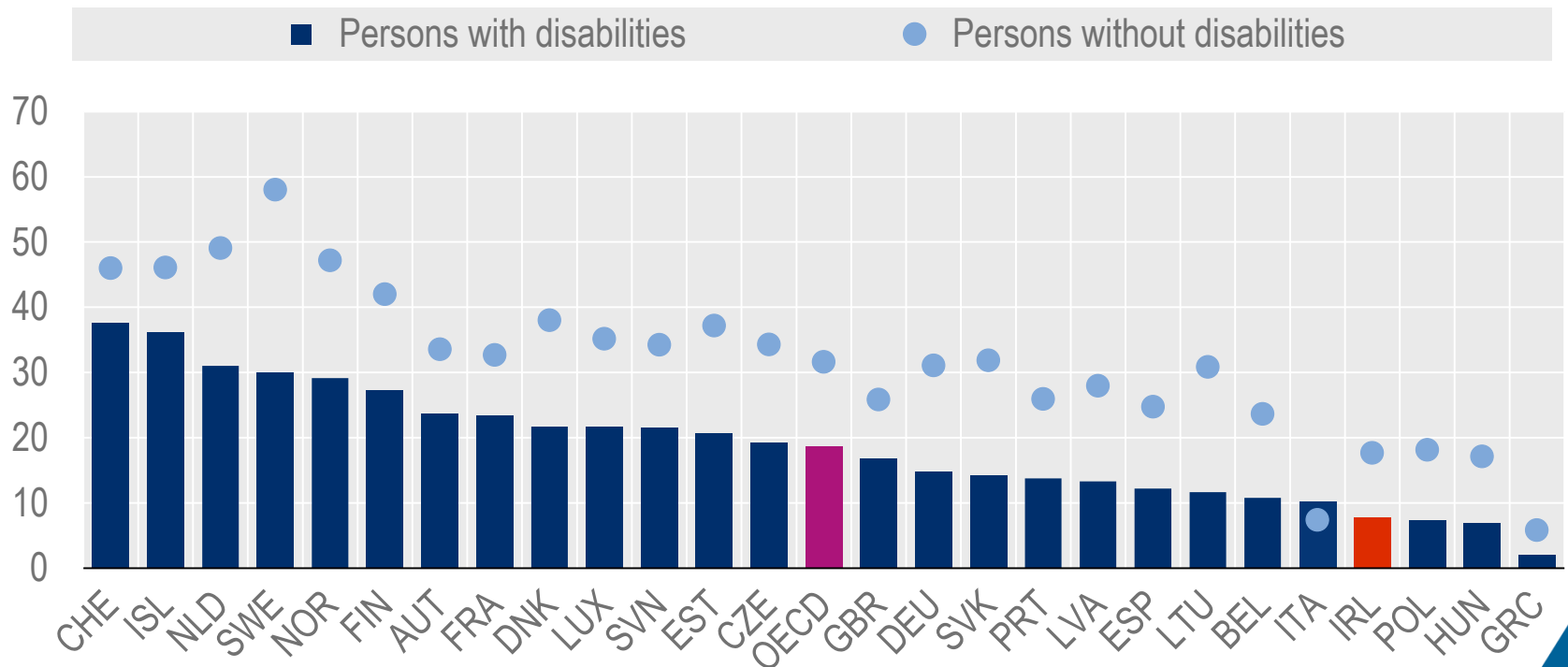
- a. Give everyone the right to ask their employer to work part-time or remotely
- b. Improve information and guidance for employers to put reasonable accommodation in place



## 4. Make further education and training more inclusive

- Make further education and training universally accessible and flexible
- Build employer capacity to train for a changing world of work

Share participating in adult learning (%)

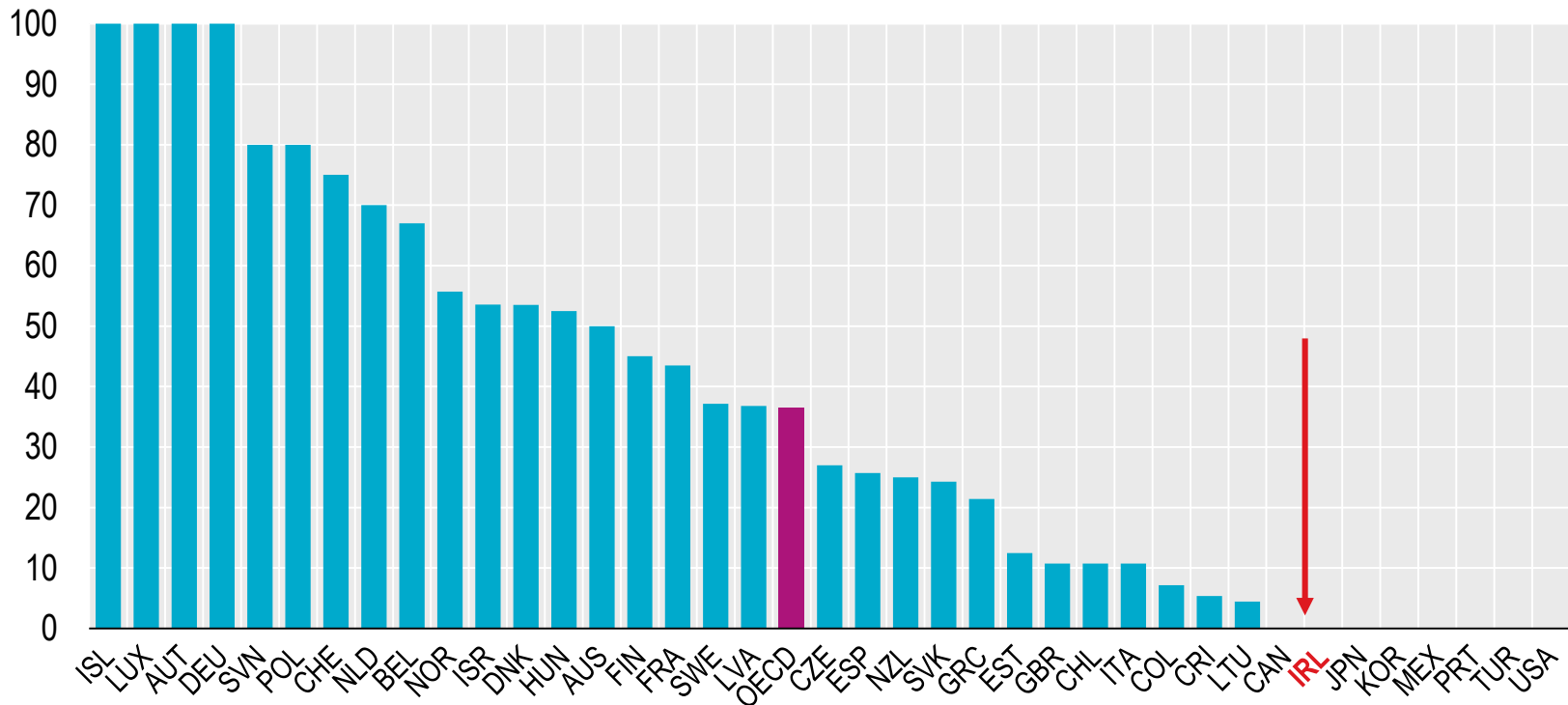




## 5. Increase role of employers to prevent sickness and disability and promote return-to-work

- Continue with government plans to implement sick pay
- Provide support and obligations to promote return-to-work

Mandatory employer sick pay for four-week sick leave (% earnings)





# QUESTIONS & ANSWERS





## Contact

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