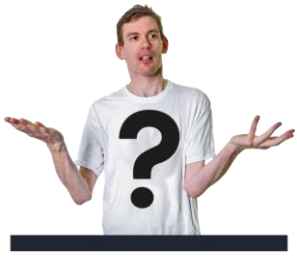


Disability, Work and Inclusion



This is an Easy to Read version of a report from the OECD



What is this information about?



This information is about a report from the OECD. It is called Disability, Work and Inclusion in Ireland.



The report is about persons with disabilities and work.



It is about the ways we can support employers to give more jobs to persons with disabilities.



The OECD talked to different people when they put the report together.



For example, they talked to employers and to people who support persons with disabilities to get jobs.



The National Disability Authority organised meetings with persons with disabilities.



The OECD also looked at work supports and services in other countries.



Persons with disabilities and work



In the last 10 years, there have been different policies in Ireland to support persons with disabilities to get and keep a job.



One of these is called the Comprehensive Employment Strategy for People with Disabilities.



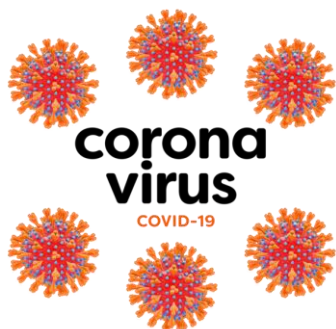
These good policies should mean good changes but this has not happened yet.



It can still be harder for a person with a disability to get a job than a person without a disability.



It is harder for a person with a disability to get a job in Ireland than in most other European countries.



COVID-19 has not been good for jobs.
There are less new jobs available.



There is a worry that this will make things even harder for persons with disabilities to get into work.



Persons with disabilities tend to have lower levels of education.



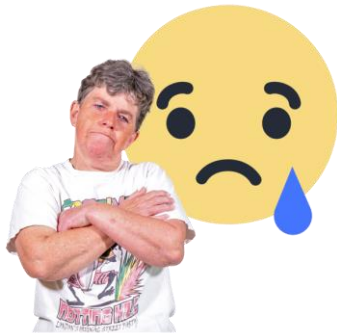
They are more likely to be in a part-time job.



Some persons with disabilities work in businesses that have been badly affected by COVID-19.



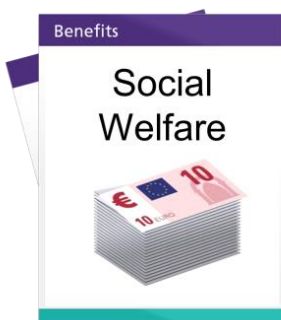
Persons with disabilities may be in jobs that could be done by machines or technology in the future.



All this means that there is more chance of persons with disabilities losing their job in a crisis. COVID-19 is an example of a crisis.



It also means that persons with disabilities can find it harder to get a job in the first place.



In 2018, more than 1 in 10 working age adults in Ireland got a disability payment.



Very few people on disability payments work.
Many people said they would like to take up work
if they had the right supports.



It is very important that employers get the right
information and support to give persons with
disabilities a job.



Employers need to know about the programmes
and money supports available to them.



We need to raise awareness so persons with
disabilities are treated fairly and can show their
skills.



Getting persons with disabilities into work



The Irish Government should make it easier for persons with disabilities to use mainstream employment services.



There should be more resources and caseworkers for persons with disabilities.



There needs to be more planning and money for supported employment programmes around the country.



One programme called Individual Placement and Support helps persons with mental health difficulties to get into work.



There should be a new service for employers that want to hire and keep persons with disabilities in jobs.



The Wage Subsidy Scheme could be made more suitable for persons with disabilities.



There should be more allowances to encourage persons with disabilities to work and employers to hire them.



The rules for disability benefits could be changed to encourage people to take part in employment programmes or take up work.



It is important that employment services link with people at an early stage, for example, young adults leaving school.



Keeping persons with disabilities in work



Employers should get the supports they need to change jobs or the ways that people work.



For example, different working hours, working from home, shorter working days.



This could take away some of the barriers for persons with disabilities.



Employers need advice on how to make these changes and give the supports that persons with disabilities need.



For example, they might need advice on using the right technology or on having personal assistants.



Employers need to know that many of these supports will not cost them extra money.



Disability awareness training for employers is important.



The Government is putting together a system for sick pay that covers all health conditions and all types of work.



This system should support people to get back to work.



It is important that Ireland puts a plan into action for people that want to get back to work soon after an illness or disability.



Ireland needs to support more persons with disabilities into further education.



Persons with disabilities need a chance to learn new skills.



Some of the ways that could support persons with disabilities to stay in education are:

- Part-time courses
- Flexible hours
- Learning from home.



This is an Easy to Read version of a report from the OECD.



Údarás Náisiúnta Míchumais
National Disability Authority

The NDA paid for the OECD to put this report together.



The NDA asked Ace Communication to put together this Easy to Read report. Experts by Experience helped to put this information together.

