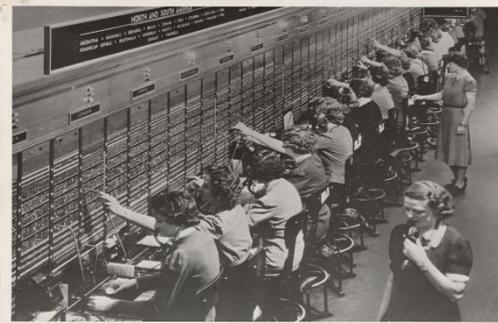




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WORK HAS CHANGED...



Shift from manual work to services offered some opportunities
for people with physical impairments

What next?



What next? The sensationalist view

'Humans are in danger of losing their economic value, because intelligence is decoupling from consciousness' (Yuval Noah Harari 2016)

- Taxi drivers will go the way of the horse, travel agents replaced by Tripadvisor
- Teachers, doctors & lawyers will be at risk: algorithms will be able to personalize teaching, assess medical scans, check thousands of legal precedents fast (& reduce tax bill, sickness absence...)
- The notion that humans will always have a unique ability beyond algorithms is 'wishful thinking'

The more moderate view

- ONS (2019) estimates 1.5 million jobs are at high risk of automation in England, next 10-20 years (7.4%)
- Other jobs may not go – but change. Some new roles will appear
- 70% of employees in jobs at high risk of automation are women
- 70% are part-time
- 99% have either below GCSE qualifications (60%) or just GCSE or A level (39%)
- Risk of automation is lower in London and South East eg Camden has 20% lower risk than West Lancashire (33%/53%)

Automation has the potential to exacerbate existing inequalities – by gender, qualifications, geography

And by disability - disabled people are more likely to work part-time, more likely to have lower or no qualifications & could be disproportionately affected

What's to be done?

- Analyse the future of work by disability as well as gender and age
- Ensure skills for the future are fully inclusive, at scale:

Cisco Networking Academy has trained 7.8 million students in 170 countries in 20 years; 92% secured work. In Austria Essl Foundation with Cisco, employers and educational partners are developing the first inclusive certified training course on cybersecurity

- Ensure AI 'augments' - extends - inclusion: just as texting and voice recognition did in the last technological wave
- Switch resources from separate education & training for disabled people – which tends to get detached from the labour market – to fully inclusive
- Switch focus of government policy from supply side to demand side – supporting and requiring employers and education/skills providers to be inclusive through **transparency, risk sharing, rights and leadership**



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EXECUTIVE SUMMARY

Switching Focus

Whose responsibility to
improve disabled people's
employment and pay?

Liz Sayce



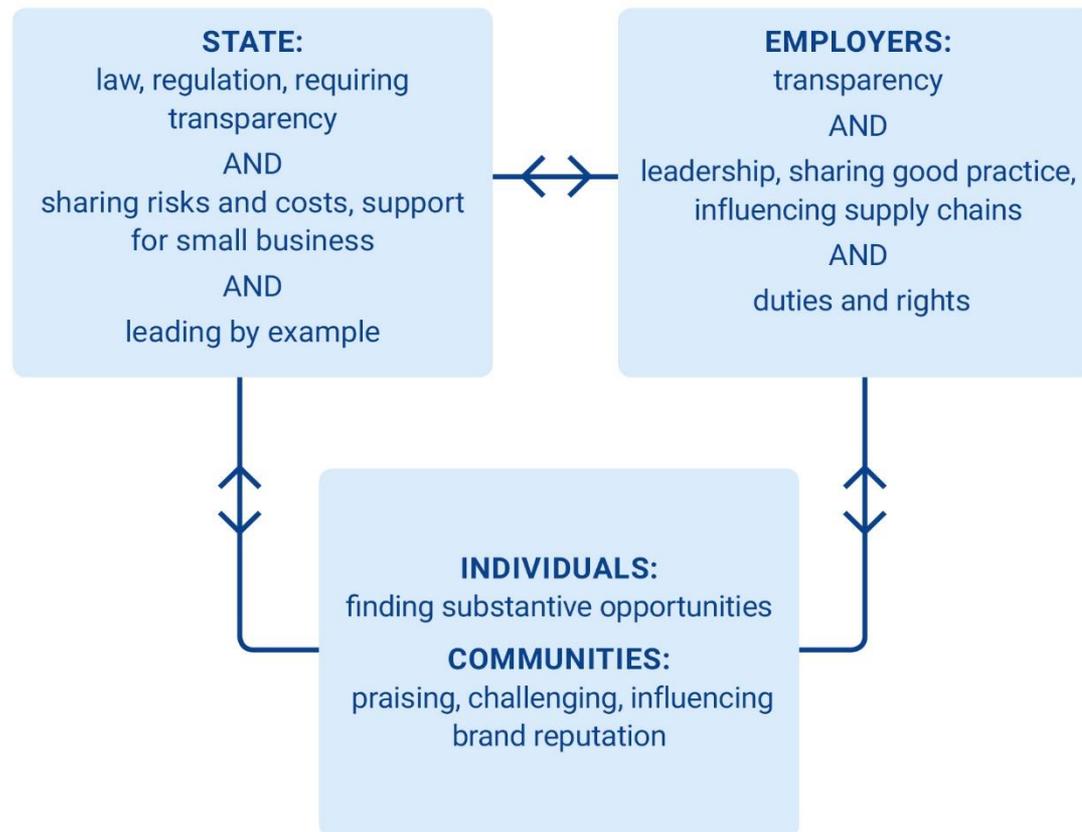
Switching focus

Making employment and pay better
for people with disabilities -
Who is responsible for it?



A new balance of citizenship responsibilities

A new balance of responsibilities



Rights: in the US, 72% of CVs are rejected before any human reviews them. 'Hire View' claims their algorithm can select successful candidate by examining facial movement and voice. Discriminates against Deaf people, those with speech impairment, visual impairment, stroke.....Rights must keep up

Transparency:

'I think Government needs to be a bit stricter with us – why are there requirements to report on gender as employers but not on disability?' (Paul Polman, Chief Executive, Unilever, 2018)

Work has changed (2)

Work has:

- Become more intense
- With declining autonomy
- With a greater expectation of multi-tasking
- And some increase in flexible working

‘Perhaps the key question should not be whether an individual is fit for work, but whether the work is fit for the individual’ (Annie Irvine, cited in Baumberg B (2014) Fit for work – or work fit for disabled people? Journal of Social Policy 43(2), 289-310)

What's to be done?

Concerted action to put disability at the heart of debate and policy on 'good work', 'flexible work' & 'human-centred work' eg:

- Ensure policy & practice agendas from RSA & others provide a vision for good, inclusive work **for all**
- Employers, government and thought leaders to extend the flexible work agenda to include:
 - autonomy – especially important for disabled people
 - promotion and career development for part-time disabled people as well as parents and
 - flexibility in job design, with some discrete roles as well as multiple-task roles, to play to everyone's strengths and maximize productivity

'Flexibility and inclusivity benefits everyone! It's not just for parents. This article talks about bringing more disabled people into work. Thanks @lizsayce' (Twitter)

'Don't just dust off an old job description and go to advert. If employers don't really think about person specifications, they end up with the same as always'

- Employers, disability employee networks & trade unions to ensure the voice & engagement of disabled – and all – employees contribute to good, human-centred work
- Government to ensure 2-way flexibility for disabled and all workers in the 'gig' economy & 'bogus self employment' - so people can work flexibly, with workplace adjustments from the company
- Government to support employers, and share risk, by enabling people with fluctuating conditions to work when well

'I've found a way of working with others with chronic health conditions – a few hours a week, working collaboratively on a funded project. This is a unique opportunity – it's rarely possible to work like that'

'Each person with a fluctuating condition could have 'in the bank' so to speak an agreed sum that can be mobilised quickly if they become unwell and unable to work for a period – so the employer does not lose out' (DPO)

With 40% of working age population expected to have a long-term health condition by 2030, inclusive work will be critical to morale, performance, retention and hiring talent

I.sayce@lse.ac.uk

www.lse.ac.uk/switchingfocus - full report, with executive summary at the front (PDF)

www.lse.ac.uk/switchingfocuseasyread - Easyread executive summary

<http://www.lse.ac.uk/International-Inequalities/Assets/Documents/Report-JRF/switching-focus-full-report.docx> - Word version