



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

Switching focus

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





Some people with disabilities think that it is more important to campaign for better benefits than for employment of people with disabilities.



This is because they are afraid campaigning for employment will put too much pressure on them to get a job, and most jobs available to them are low paid ones.

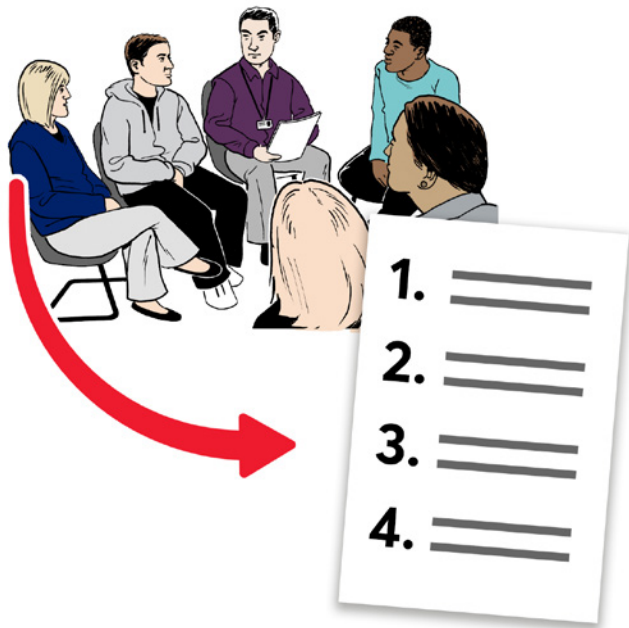


The current laws put more pressure on people with disabilities to get a job than on employers to employ people with disabilities.



In our project we looked at things differently.

We looked at what employers and lawmakers need to do to support more disabled people into better jobs with better pay.



We talked to people with disabilities about what they need to happen. We came up with a list of 4 important things.

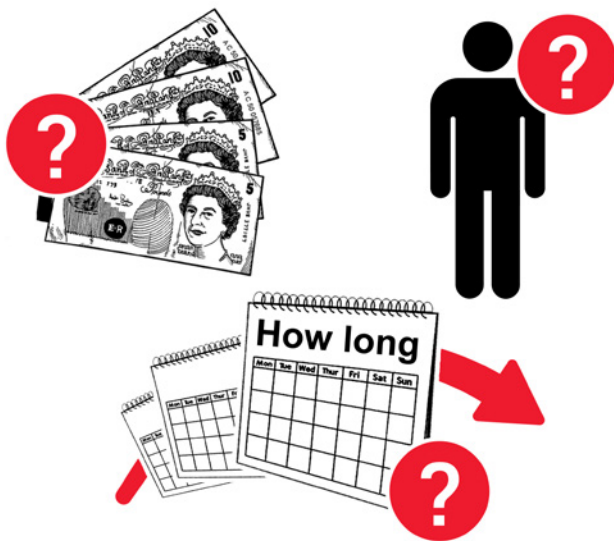
1. Transparency



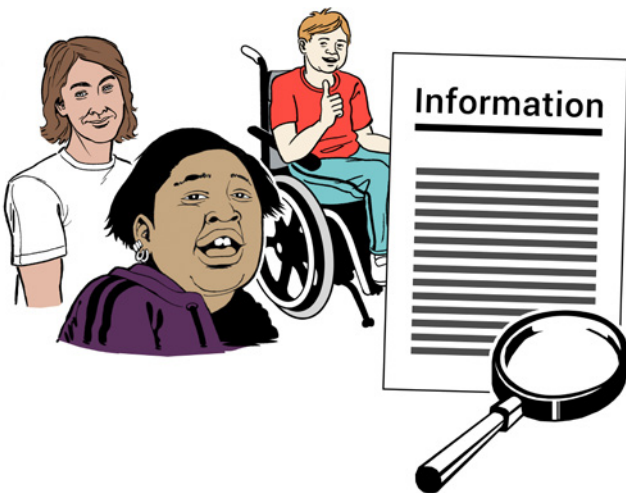
Transparency is about working in such a way that it makes it easier for others from the outside to see what you are doing.



We think employers that hire more than 250 people should start to look at how many disabled people they hire.



They should also look at how much they pay them, how and for how long they are employed for, and in what jobs.



They should also look at information by disability groups, including learning disabilities.



The government should ask big employers to make this information public together with an action plan on how they will make things better where they need to.



All employers should set targets on how many people with disabilities they are aiming to employ and how much they are aiming to pay them.

2. Sharing the risks



The government should help employers with the cost of making big changes in the workplace when they are needed to support a disabled person do their job.



They should also help employers with costs when a person with a health condition needs to take time away from work to get better.



Some examples of these changes are:

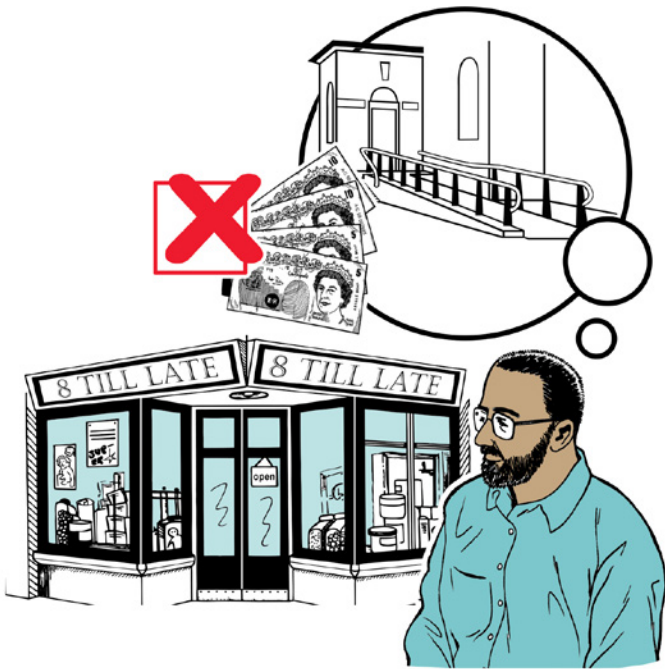
- Money from Access to Work to pay temporary workers for when someone needs to take longer time off.



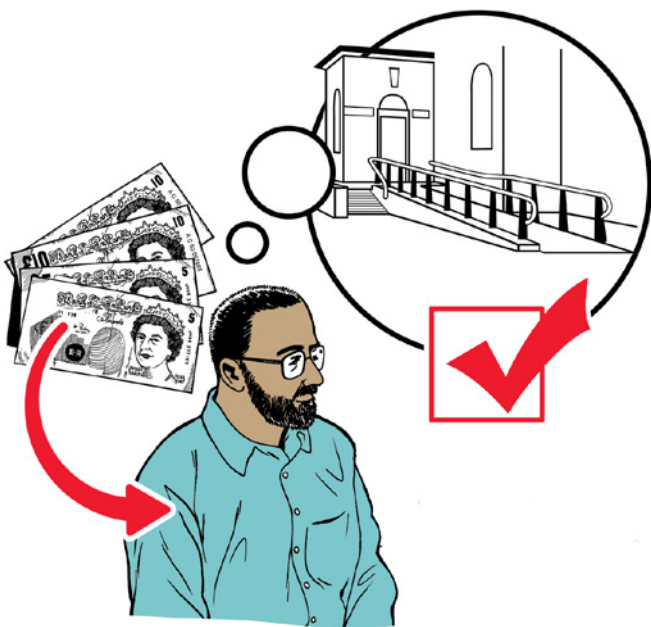
- If someone was getting Employment and Support Allowance and they get a job, the Government should pay for their sick pay if they need time off.



- There should be more money available from Access to work. Also, people looking for a job should know about how much money they will get from Access to Work after they get the job.



- Small businesses do not have that much money to spend on things that would make them inclusive, like training, easy read policies or ramps.



- There should be money available to help small businesses make these changes. They should also get the right advice on how to make these changes.

3. Rights



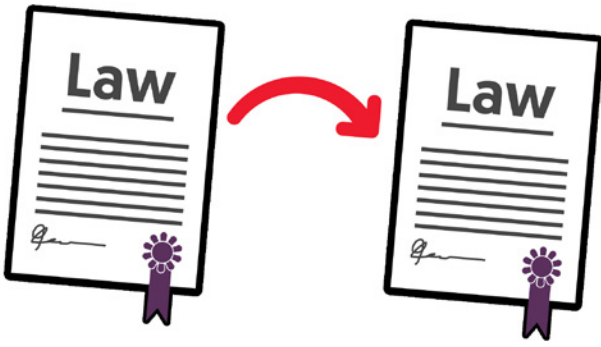
The Equality and Human Rights Commission is a public organisation that works in England, Wales and Scotland to promote equality and fight against discrimination.



It should work to make things better for disabled people in employment when new challenges come up, like support with online recruitment or support for disabled people on zero hours contracts.



There is a law now that says employers should identify what they want to achieve around equality in their organisations.



This law needs to change to make employers not just decide what they want to achieve, but to make them work to achieve this also.

If you have a job and you become disabled, your employer should keep that job available to you for a year before they hire someone to replace you.

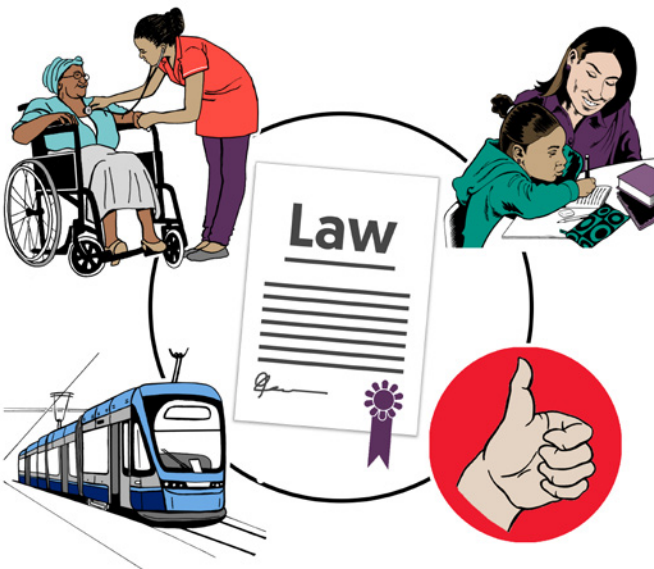
4. Leadership



Employers should support disabled people to be represented in networks for disabled employers and in Trade Unions.



Local authorities should work with employers and organisations in the health, education and social sector to support disabled people take on job opportunities that are available in their area.



Laws about transport, education and care should all support disabled people to get good jobs and keep them.

Alliances for action



Different people with different disabilities or mental health issues should come together.

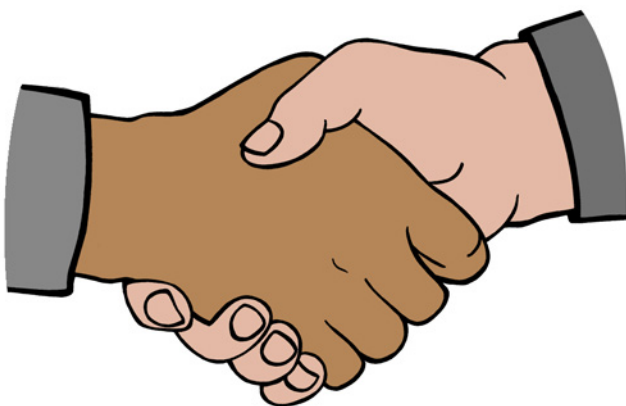


Organisations that work for people with disabilities should work together, but make sure that disabled people lead on their campaigns.

Other organisations that work for different groups of people but on things that affect people with disabilities too should work together with disabled people's organisations and with business organisations.



To make big changes, all these organisations and groups need to work together to make a change they all want.





CHANGE

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