

# The Disability Employment Gap

## Employer and Employee Perspectives

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# Social Model of Disability

- People with impairments are *disabled* by barriers imposed by society
- Contrasts to the Medical Model of Disability (which does have residual value..)



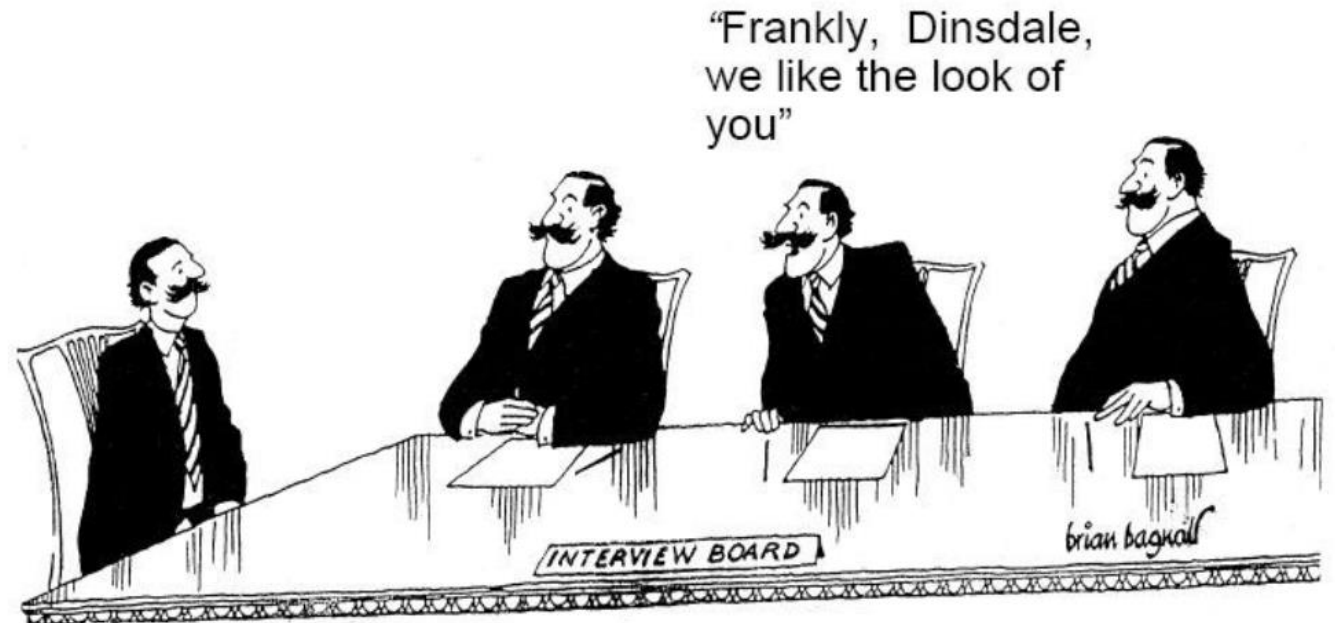
# Supply and Demand

- Demand = Employer perspective = Unconscious Bias Study
- Supply = Employee perspective = Job Choice Study

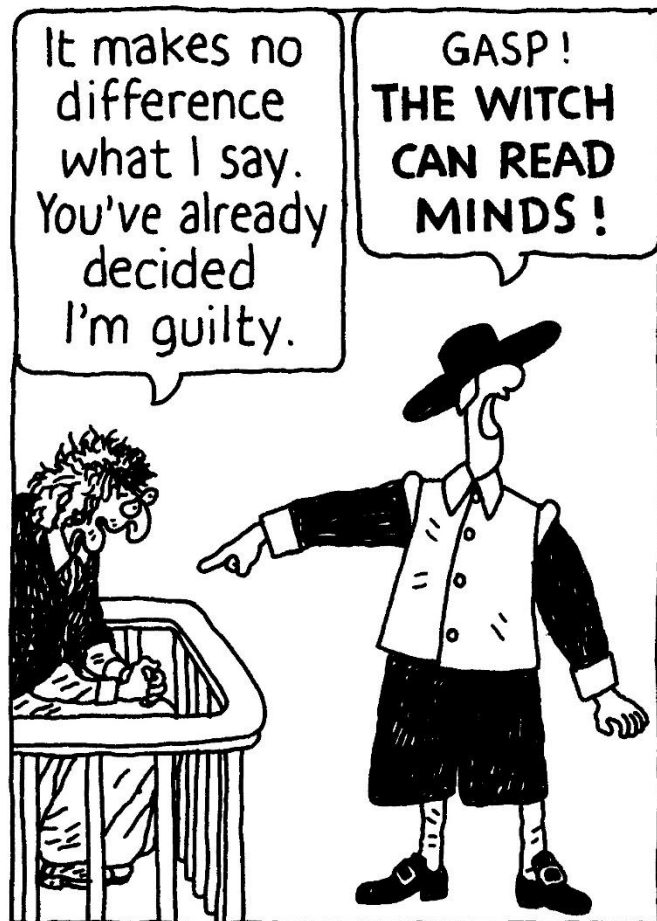


# Similarity Bias

- Tendency to prefer people who are more similar to ourselves
- Across a wide range of different characteristics



# Confirmation Bias



CartoonStock.com

- Tendency to focus on information that confirms pre-existing beliefs
- Disregard information that goes against pre-existing beliefs

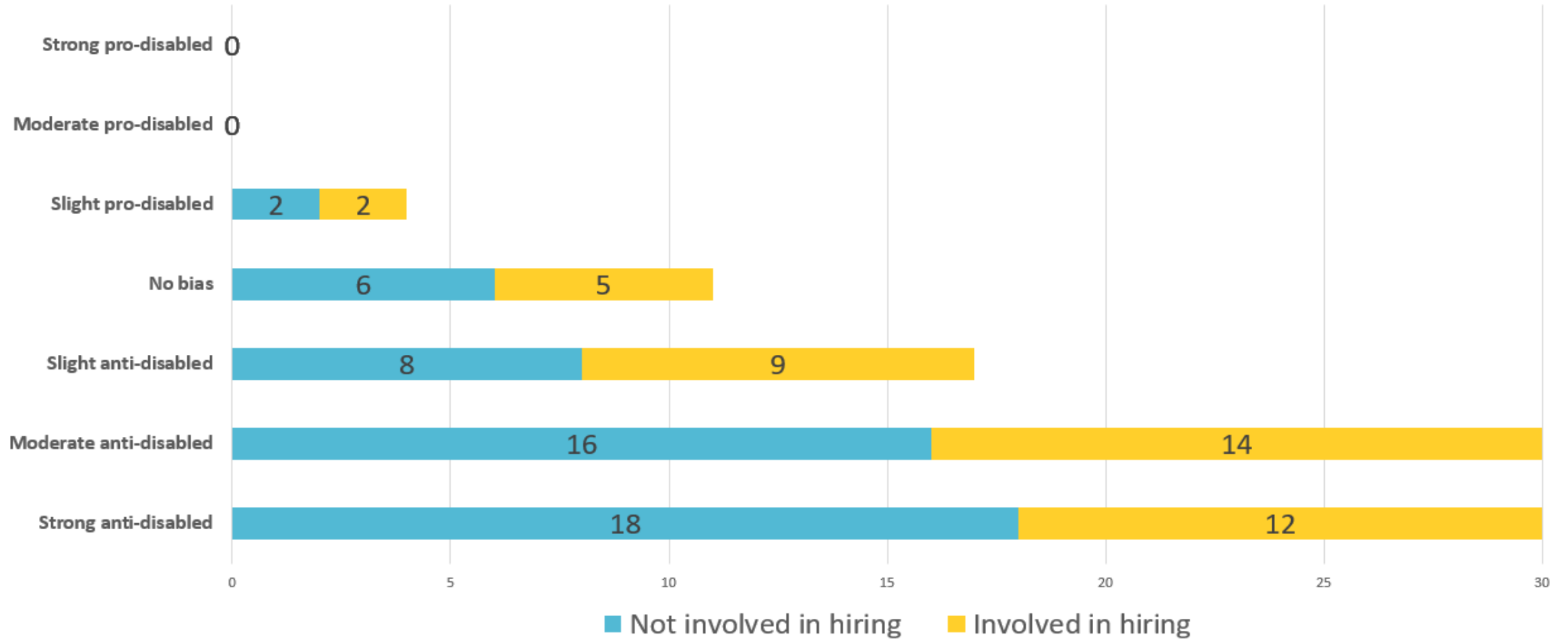


# Unconscious Bias Study

- Implicit Association Test – widely used exercise for measuring unconscious bias
- Used disability version with business community across South West
- Also completed the EQ-5D health questionnaire



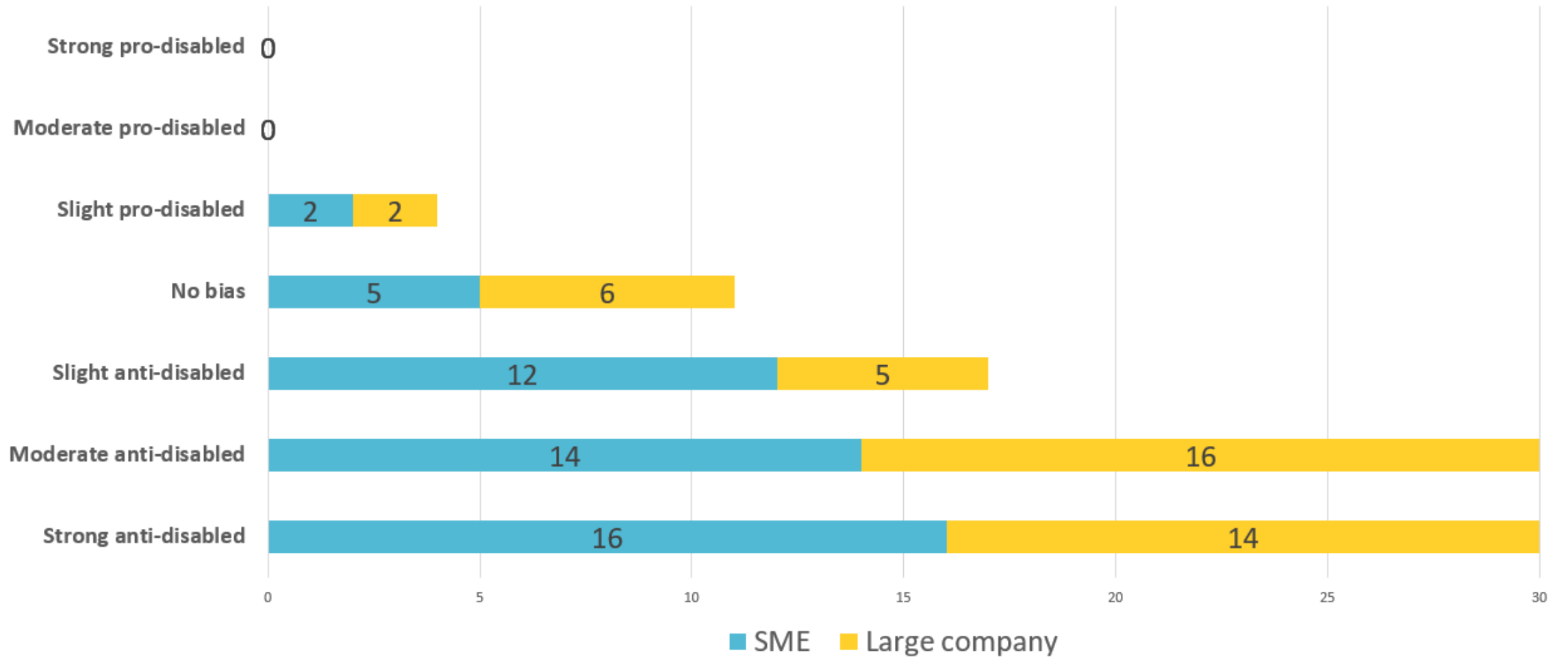
# Bias and being involved in hiring decisions



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# Bias and size of company



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# Unconscious Bias Study

- Women had lower bias towards disabled people
- People with higher EQ-5D scores had higher bias towards disabled people
- Disabled people are under-represented in making hiring decisions
  - Makes hiring decisions: 6% disabled
  - Doesn't make hiring decisions: 23% disabled



# Unconscious Bias

- Taking the IAT is part of best practice for tackling unconscious bias
- Quality assurance standards for unconscious bias training
- More systematic data collection and reporting



# Job Choice Study

Factor	Possibilities
<b>Medical Leave</b>	No Medical Leave
	Medical Leave
<b>Part Time Roles</b>	No Part Time Roles
	Part time: 4 days a week
	Part time: 2 or 4 days a week
<b>Flexible Location</b>	Location Based
	Hybrid
	Working from Home
<b>Flexible Scheduling</b>	Monday – Friday, 9am-5pm
	Flexible Scheduling

- Participants are shown fictional jobs
- Each job varies according to 4 different factors
- Plus income as a 5<sup>th</sup> factor



# Job Choice Study

JOB A	JOB B
The position includes <b>MEDICAL LEAVE</b> .	The position includes <b>MEDICAL LEAVE</b> .
There are part time roles available for <b>4 DAYS PER WEEK</b> .	There are part time roles available for <b>2 or 4 DAYS PER WEEK</b> .
The position is entirely <b>LOCATION BASED</b> .	The position is <b>HYBRID</b> working.
The position is <b>MON-FRI, 9AM-5PM</b> .	The position is <b>FLEXIBLE</b> in terms of working hours.
The income is your <b>EXPECTED INCOME +10%</b> .	The income is your <b>EXPECTED INCOME -10%</b> .



# Job Choice Study

	All	Non-Disabled		Disabled	
		Women	Men	Women	Men
Medical Leave	10.10%	10.30%	9.60%	9.40%	14.10%
Flexible Scheduling	8.00%	5.70%	7.40%	9.30%	10.80%
Work from Home – Hybrid	11.60%	10.20%	7.20%	13.70%	11.30%
Work from Home – Home Working	12.10%	12.40%	8.80%	12.40%	14.60%
Part Time Roles – 4 days a week	12.00%	10.40%	10.10%	15.40%	7.70%
Part Time Role – 2 or 4 days a week	10.70%	8.80%	4.80%	15.30%	5.60%

