

Social Cohesion and Inclusion

Baseline literature overview

Feb 2018

**BUSINESS
IN THE
COMMUNITY
IRELAND**

The Network for Responsible Business



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Research intent and scope

- Research intent: *understanding and examining existing research and best practice into the structural barriers to social equality in the workplace... understanding the unconscious biases that may exist amongst workplace employees, managers and decision makers.*
- Three groups were identified as at high risk of social exclusion in relation to the workplace:
 - Graduates and apprentices as they enter the workforce.
 - Young children within the primary education system who are at risk of social isolation, including disengagement with the education system itself
 - Other groups at risk of social isolation including lone parents, travellers, disabled persons etc.

Literature overview

- Inequality in Ireland
 - Education
 - Employment
 - Marginalised groups
 - Disability
 - Single parents
 - Travellers
- Unconscious bias in organisations
- Sub-group survey – preliminary insights
- Next steps

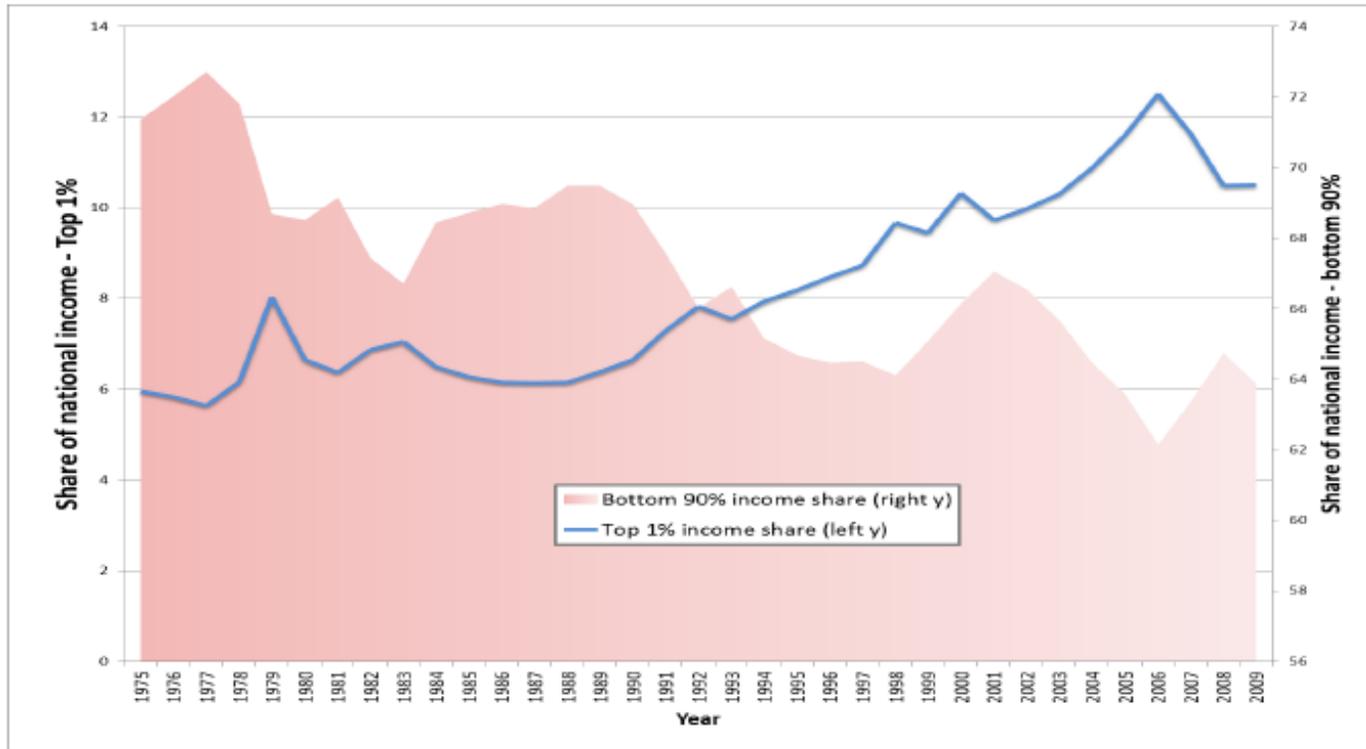
Inequality in Ireland – Key stats

- Cost of living in Ireland is 22.5% more than EU average
- 25% of the population experience two or more forms of material deprivation
- 27.7% of 0 – 16 year olds at risk of poverty or social inclusion, compared to 26.6% in the EU
- Typical child care fees are 27.4% of family net income in Ireland, and only 11.2% in the EU
- Minimum wage is €9.25 per hour while the Living wage is calculated as €11.50
- In Ireland the top 10% have 53.8% of the wealth

TASC, 2017

Inequality in Ireland – Income shares

Declining income of the ‘bottom 90%’



Strata	% change in income share 2015-2017
Bottom 50%	-2%
Middle 60%	-14%
Top 10%	+10%
Top 1%	+27%

TASC, 2017

Education

- Public investment in early years care (childcare and early education) is less than 0.2% of GDP in Ireland. The average for OECD countries is 0.8% and the UNICEF international benchmark is 1% of GDP
- Income and education:
 - At age 3 years - difference of at least 10 points in the average scores on the Naming Vocabulary tests between children in the lowest income quintile and the highest income quintile.
 - Age 9 - incidence of speech and language difficulties amongst children aged nine in the bottom three deciles are double the incidence for children in the top three deciles.
 - Age 13 - 1% increase in household income predicted to lead to a 6.5% increase in verbal scores, a 5.2% increase in numerical scores
- Educational inequality - The average cost of sending a child to a public primary school in Ireland is €390 per annum. Welfare payment to cover this cost for lower income families is €100.
- One in ten primary school parents and nearly one in five (19%) of secondary school parents have to resort to taking out loans to cover school costs
- Participation in education ages 19 -22: females 59.5%, males 52.8%

TASC, 2016

Education (2)

Table 7: Percentage of students from selected disadvantaged areas attending third level, by institution, 2014 (Source: Indecon/Barnardos 2015)

Electoral Districts	Third Level	An Institute of Technology & Other*	A University	A Top 3 University
Total	69%	39%	29%	12%
Ballymun D- Dublin	42%	21%	21.2%	0%
Blanchardstown-Corduff	29%	19%	9.6%	0%
Dundalk Urban- Louth	73%	41%	29.1%	16%
Farranferris A-Cork	29%	0%	8.8%	9%
Hacketstown- Carlow	56%	44%	12.0%	4%
Galvone – Limerick	19%	13%	6%	0%
Tallaght-Killinardan	33%	30%	3.7%	2%

TASC, 2016

- 50% of students from affluent areas study at one of the ‘top three’ universities in Ireland.

Employment

Indicator	Ireland	EU
	(2015)	(2015)
20 – 64 year olds in employment	68.7%	70.1%
20 – 64 year old males in employment	75.1%	75.9%
20 – 64 year old females in employment	62.6%	64.3%
Share of 15-29 year olds 'Not in Employment, Education, or Training (NEETs)	18.5%	15.8%
Working age households that are “jobless”	14.5%	10.7%
Tax to GDP ratio	24.4%	40%

On apprenticeships: *“In terms of state provision, the high rate of participation in third level education is a clear Irish success story. However, this is undermined by the **weakness of vocational education and training** – and the consequent extraordinarily large number of young people who are neither at work nor in any form of education or training” (NESC, 2017:56, emphasis added)*

Unemployment Blackspots (Census 2016)

Electoral Division	Unemployment rate
John's A, Limerick City	58.3%
Galvone B, Limerick City	45.0%
Ballynanty, Limerick City	43.6%
Abbey C, Limerick City	41.9%
Prospect B, Limerick City	40.7%
Glentworth C, Limerick City	40.2%
Longford No. 1 Urban, Longford	39.7%
St. Laurence, Limerick City	39.2%
Killeely A, Limerick City	38.8%
Larchville, Waterford City	37.6%
Priorswood B, Dublin City	36.2%
Cavan Urban, Cavan	35.8%
Min an Chladaigh, Donegal	35.3%
Athy West Urban, Kildare	35.0%
Scainimh, Galway	34.3%
Tipperary East Urban, South Tipperary	34.0%
Rathbane, Limerick City	33.8%
Glentworth A, Limerick City	33.7%
Singland A, Limerick City	33.6%
Knocknaheeny, Cork City	33.5%
Belturbet Urban, Cavan	33.5%

Electoral Division	Unemployment rate
Mullingar North Urban, Westmeath	33.4%
Mayfield, Cork City	33.2%
Prospect A, Limerick City	33.1%
The Glen A, Cork City	33.1%
Tallaght-Killinardan, South Dublin	32.9%
Morrisson's Road, Waterford	32.6%
Newport's Square, Waterford City	32.3%
Clondalkin-Cappaghmore, South Dublin	32.2%
Enniscorthy Urban, Wexford	32.1%
Ballymun D, Dublin City	32.1%
Garmna, Galway County	31.8%
Ballymun B, Dublin City	31.8%
Lisduggan, Waterford City	31.5%
John's B, Limerick City	31.4%
Ardnaree South Urban, Mayo	31.4%
Killeely B, Limerick City	31.1%
Rathkeale Urban, Limerick	31.1%
Ballybeg North, Waterford City	30.9%
Clonleigh South, Donegal	30.9%
The Glen, Waterford City	30.9%
Rosbercon Urban, Wexford	30.8%

Education → Employment

Figure 7.4 Unemployment rate by level of education attained to date, 2016

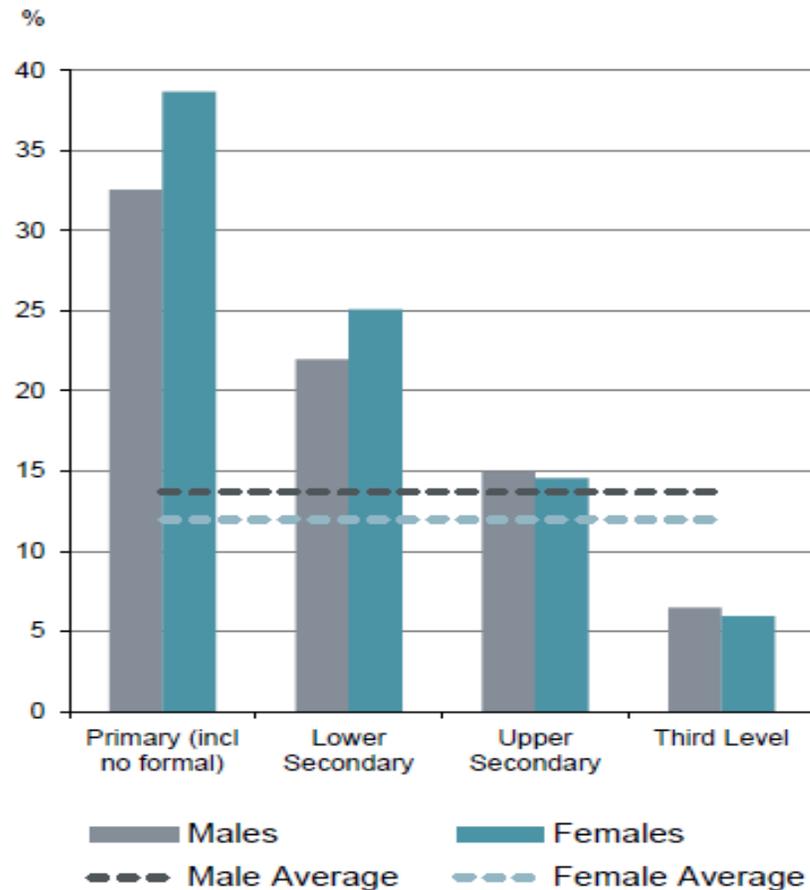
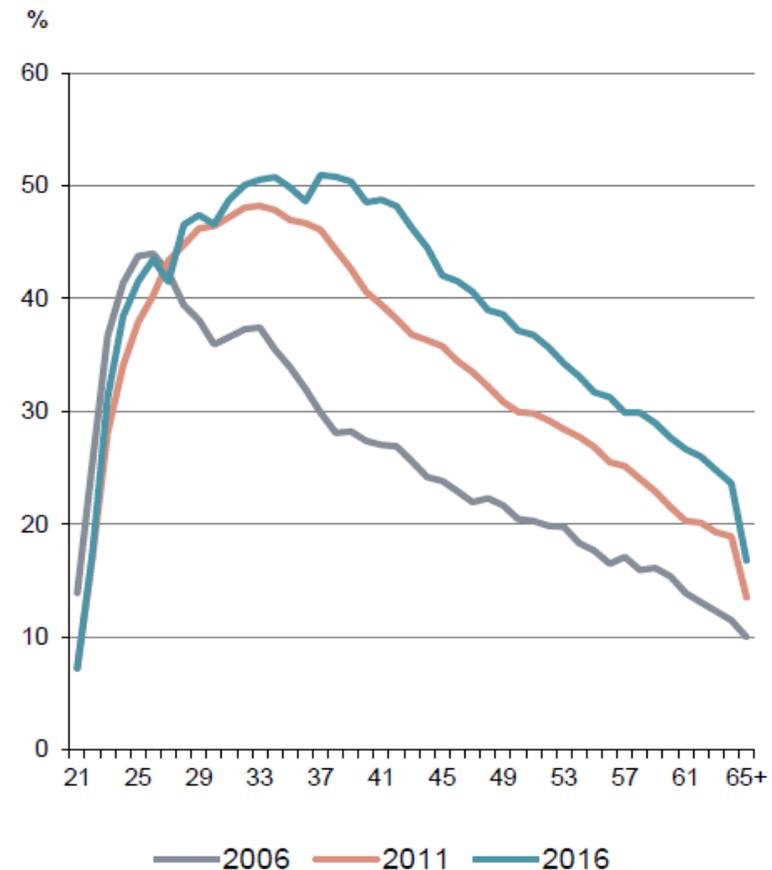


Figure 7.3 Percentage of persons with a third level qualification by age, 2006-2016



NEETs

Table 1: 18-24 year olds not in employment, education or training

	2007	2009	2011	2013	2015
EU 28	14.1	16.1	16.8	17.1	15.8
EU 19	13.8	16.4	16.5	17	16.2
Ireland	12.6	23.1	24	20.5	18.5
Border, Midland and Western	13.5	25.1	27.9	25.3	24.1
Southern and Eastern	12.3	22.3	22.6	18.9	16.7
Male					
EU 28	12.4	15.4	16.2	16.7	15.4
EU 19	12.4	16.2	16.2	17	16.2
Ireland	11.7	25.4	25.8	21	19.3
Border, Midland and Western	12.2	28.6	29.9	25.3	24.7
Southern and Eastern	11.5	24.2	24.3	19.6	17.5

Disability (Census 2016)

- There was a total of 643,131 people with a disability in April 2016, accounting for 13.5% of the population
- Of the total 643,131 persons with a disability 130,067 were at work, accounting for 6.5% of the workforce
- Among those aged 25-34, almost half (47.8%) were at work whereas by age 55 to 64 only 25% of those with a disability were at work

Lone parents

Indicator	Single parent households	Household average
Home ownership	26.3%	70%
Median value of financial assets	€500	€6,300
Median value of savings	€300	€4,500
Debt : asset ratio	78.3%	37.7%
Credit constrained	42.1%	18.4%

TASC, 2017

Travellers

Table 6.1 Usual residents by ethnic or cultural background, 2011-2016

Category	2011	2016	% change
White Irish	3,821,995	3,854,226	0.8
Irish Travellers	29,495	30,987	5.1
Other White	412,975	446,727	8.2
Black Irish or Black African	58,697	57,850	-1.4
Other Black	6,381	6,789	6.4
Chinese	17,832	19,447	9.1
Other Asian	66,858	79,273	18.6
Other	40,724	70,603	73.4
Not stated	70,324	124,019	76.4
Total	4,525,281	4,689,921	3.6

- 6,006 Travellers in Dublin (the largest number in any county) (Census, 2016)

Unconscious Bias in Hiring

- *Implicit bias*—unconscious association of traits with members of a demographic group (Bendick and Nunes, 2012)
- *In-group bias* – the tendency for individuals to prefer members of their own group or derogate those of other groups, as part of maintaining a positive social identity (Lewis and Sherman, 2003)
- *Social identity theory* - individuals attain some aspect of their self-esteem from the groups to which they belong. Individuals are motivated to see their in-groups in the most favourable light possible in order to maintain positive social identity (Lewis and Sherman, 2003)
- The *similarity-attraction model* suggests that people exhibit greater liking for those who correspond with them in terms of characteristics such as attitudes, race, and age (Lee et al 2015)
- Decisions in organisations can be influenced by gender, age, weight, race, class... (Lewis and Sherman, 2003)

Unconscious Bias – Stereotypes

- In evaluating members of a stereotyped group, individuals:
 - Pay more attention to information consistent with a stereotype than to inconsistent information
 - Interpret ambiguous information to confirm stereotypes
 - Seek information confirming stereotypes at a greater rate than that contradicting them
 - Are unaffected by information that a stereotype is invalid
 - Individuals also make memory errors consistent with stereotypes (Bendick and Nunes, 2012)
- E.g. White job interviewers sat further away from African American job applicants than White applicants, made less eye contact, and made more speech errors during interviews, and that this interviewer behaviour caused applicants to perform less well during interviews.
- These situations may elicit *stereotype threat* leading minorities and women to perform less well when they are aware that their performance may confirm a negative stereotype (Bendick and Nunes, 2012)

Examples of unconscious bias in organisations

- After controlling for education, age, work experience, residence, and criminal records, dark-skinned black males had a 52% lower chance of being employed than lighter skinned black males
- Although surgery did not alter their job qualifications, when transgender individuals who were men transformed into women, their earnings fell 12%, while women who transformed into men had their earnings rise 8%
- Among American professionals and managers working in international business, an additional year of international experience raised men's annual earnings \$2,500 but women's only \$1,300; working an extra 8 hours a week increased men's earning \$7,300 but women's only \$4,300
- Leading symphony orchestras auditioning musicians behind screens so that judges could not see the applicants hired more women players than those conducting auditions in the open
- Young persons with authority to hire tended to rate young job applicants more favourably than older ones (Bendick and Nunes, 2012)
- People with disabilities experience more access discrimination than people without disabilities (Perry et al, 2000)
- At elite law firms, Higher-class male applicants received significantly more callbacks than did higher-class women, lowerclass women, and lower-class men (Rivera and Tilcsik, 2016)

Sub-group survey – Enablers and Outcomes

- Enablers:
 - Employee time and skills
 - Financial resources
 - Commitment from the organisation
- Outcomes:
 - Target group – confidence, ability, skills, knowledge, ready for work
 - Diversity in the workforce

Sub-group survey – Challenges

- Programs:
 - Workload for employees – challenging but rewarding
 - Late withdrawal from programmes
 - Getting employees directly involved
 - Supports pre-entry v. work placements?
 - Lack of childcare provision
- Recruitment:
 - Skills within marginalised communities not at the level required?
 - Positive discrimination v. competence-based approach?
 - Should we be aware of ethnicity when recruiting?

Existing programs

- SSE Works – youth
- Ready for Work (Marks and Start) – 4 week work placement – homeless cycle & Syrian refugees (4 people 5 times a year)
- Veolia Apprenticeship program with FAS (SOLAS)
- Day in the Life – SBP
- Existing employability programs e.g. ECDL/Job-bridge/FAS/Schools at Work
- Special Olympics Ireland
- ReStart (Standard Life - returners)

Next Steps

- Identify international best practice organisations or companies that are making significant impacts on social inclusion
- Identify interventions or actions which could be adapted by BITC organisations
- Identify gaps in existing research and recommend further studies