



ESKILLS FOR ALL – BRUSSELS 11-02-2014

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A LOT OF ICT JOB OFFERS BUT A FEW ICT WORKERS, WHY?

ICT employment of people with disabilities is successful

In Europe there are a lot of offers for ICT jobs but ICT workers are not enough.

There are a lot of successful stories about ICT employment of people with disabilities.

Anyway, unemployment is high. WHY?

Let's see some reasons explaining this.



WHY PEOPLE WITH DISABILITIES ARE NOT GETTING ICT JOBS?

There are technological issues

- accessibility issues: digital accessibility, ATs use;
- language issues;
- Level of Human Development
- Level of Income per Capita in that country;
- they do not know chances offered by ICT;
- lack of awareness and ICT training;

There are political, social and cultural issues

- professional training accessibility issues;
- working environment accessibility issues;
- attitudinal and cultural barriers;
- reasonable accommodations



IN OTHER TERMS, WHY ARE THEY NOT WORKING?

If they have not yet e-skills

A lot of people with disabilities have not yet enough ICT skills because some ICT devices and technologies are:

- not yet accessible;
- not yet in their mother language;
- not yet affordable;
- not yet available in that country;
- not yet well known by them or by trainers;



IN OTHER TERMS, WHY ARE THEY NOT WORKING?

If they have a lot of e-skills

A lot of people with disabilities have a lot of ICT skills but they are not working because:

- professional training courses are not yet accessible;
- working environment is not yet accessible;
- employers and colleagues attitudes are still unadapted;
- there are not yet reasonable accommodations;
- there is social stigma and discrimination;
- there is workplace bullying, mobbing, harassment;



LANGUAGE ISSUES IN ICT

If you have not disability

Historically ICT was English centered, but today most operating systems and applications are translated in almost every language, sometimes with a certain delay.

You can use ICT without great language barriers.

If you have disability

Some accessibility features, software, systems or apps are available only in English or in a few other languages.

So, if your mother language is not among them, you cannot use ICT.

Solution is easy!



ICT COMPANIES INVESTMENTS

If companies want to be competitive and productive they organize:

- training courses;
- motivational strategies.

If companies are not inclusive they do not organize:

- inclusion strategies;
- cultural and social promotion of diversity;

Again, solution is easy!



STANDARD WORK ENVIRONMENT

In time of economical crisis:

- companies reduce quality of work environment;
- workers agree to a compromise or fend for themselves.

If you have disability:

- standard work environment is only the minimum because you may need reasonable accommodations;
- you cannot fend for yourself nor accept compromise.

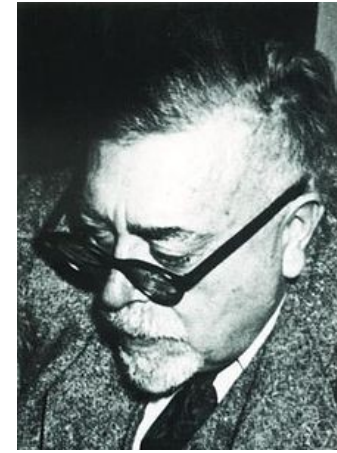
To regain at least standard quality is to everybody's benefit!



FROM ICT CREATORS TO UNEMPLOYED: PARADOX!

Some people in autism spectrum are talented in specific sectors and introduce innovation, in ICT too, for example:

- Alan Turing, pioneer of computer sciences
- Norbert Wiener, mathematician, philosopher and the originator of cybernetics
- Satoshi Tajiri, creator of Pokémon
- Bram Cohen, author of the peer-to-peer (P2P) BitTorrent protocol
- The Geek Syndrome in Silicon Valley: diagnosis is twice than usual



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FROM ICT GENIUSES TO UNEMPLOYED: PARADOX!

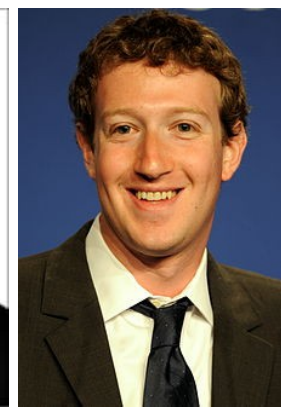
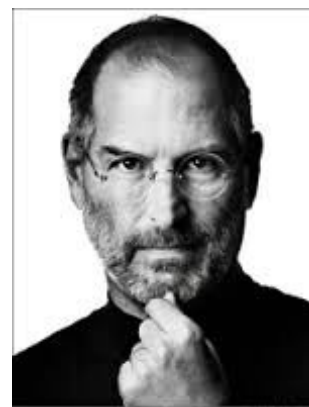
Some of them are famous hackers, for example:

- Ryan Cleary, LulzSec hacker
- Adrian Lamo, American computer hacker
- Gary McKinnon, Scottish computer hacker



Others are considered in autism spectrum without official confirmation:

- Bill Gates, co-founder of Microsoft
- Steve Jobs, co-founder of Apple
- Mark Zuckerberg, co-founder of Facebook



UNEMPLOYMENT RATE AMONG PEOPLE IN AUTISM SPECTRUM IS 90%

Prevalence of autism spectrum is 1%

- 7% of people with disabilities are in autism spectrum;
- to get correct diagnosis in adult age is difficult in many countries, so there is lack of self-awareness.

They have a lot of e-skills

- people in autism spectrum and without intellectual disability use ICT easily.

They have difficulties to find job

- they have communication, social interaction and behavioural issues.



HOW TO INCLUDE PEOPLE IN AUTISM SPECTRUM IN WORKPLACES

To adapt workplace to personal needs

- to reduce sensory stimuli (noise, space, smell, crowd,...)
- to explicit information about use of places
- to explicit “rules not said”, customs and traditions

Social mediator

- promotes inclusion in workplace;
- removes attitudinal and environmental barriers in workplace context (places, employer, colleagues);
- prepares favorable welcome;
- recognizes unease of worker;
- teams up with colleagues;
- identifies reasonable accommodations;



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HOW EMPLOYERS CAN INCLUDE PEOPLE IN AUTISM SPECTRUM IN WORKPLACES

To invest and to prevent

- Solidarity and cooperation is a good investment because you will get interesting results.
- Employer need to prevent harassment from colleagues because people in autism spectrum are often victims and to discourage competition because collaborative work is more effective than competitive one.



HOW EMPLOYERS CAN INCLUDE PEOPLE IN AUTISM SPECTRUM IN WORKPLACES

Diversity and context adaptation

- Employers need to accept new and different ways that the person can choose to face work tasks.
- Emotional strategies are not effective to stimulate, you need intellectual strategies.
- Difficulties with social skills are not difficulties to work, so work context is to be adapted, including awareness of colleagues and managers. Adaptation for sensory issues may be needed.



PEOPLE WITH MILD INTELLECTUAL DISABILITY

Basic ICT users

- they are not ICT specialists, ICT practitioners or advanced ICT users
- they have basic computer skills

Inclusion in ICT workplace in a similar manner as for ICT practitioners

- basic ICT works:
- to remove all kind of barriers;

