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International  
Labour  
Organization

# **LFS add-on module on functional difficulties and barriers to employment**

## **LFS Integration guide (v1)**

for PAPI and CAPI

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## Add-on module objectives

The main objective of the module is to capture different aspects related to the labour market integration of persons with disabilities. In order to achieve this objective, it is necessary to first identify persons who have difficulties in performing basic activities, and the level of difficulties they experience. Only persons who reported at least a lot of difficulties in at least one of the six domains or suffering from anxiety or depression will be categorized as having a disability, and their integration in the labour market investigated.

## Policy relevance

Disaggregation of labour force indicators by disability status will identify gaps in labour market outcomes for persons with disabilities. The information on barriers and attitudes persons with disabilities face in the labour market will explain the main drivers for the observed differences in the labour market outcomes, and identify the areas for improvements.

The data captured in section (DIF): Functional difficulties, where collected periodically, will contribute to monitoring the progress towards SDG target 8.5: By 2030 achieve full and productive employment and decent work for all and equal pay for work of equal value, two of its indicators:

- SDG 8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities;
- SDG 8.5.2 Unemployment rate, by sex, age and persons with disabilities.

The data captured in section (SPR): Social protection, where collected periodically, will contribute to monitoring the progress towards SDG target 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable, and its indicator

- SDG 1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable.

All data will also facilitate the reporting on the application of UN Convention of rights of persons with disabilities<sup>1</sup>, especially:

- Art.27 on the right of all persons with disabilities to work on an equal basis with others;
- Art. 28 on the right of persons with disabilities to social protection.

The data can help to evaluate employment situation of persons with disabilities and to monitor outcomes on national policies and interventions. It can help in the formulation, implementation and reviewing a national policy on vocational rehabilitation and employment of persons with

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<sup>1</sup> <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

disabilities. It will also contribute to better understanding of specific barriers that prevent access and full participation of persons with in labour markets on equal basis with others.

## Variables and indicators covered

- Facilitators
- Family support
- Work schedule and work tasks arrangements
- Workplace adaptations
- Employers' attitudes
- Workers' attitudes
- Disability certified
- Cash benefits
- In-kind benefits

## Reference international statistical standards

Recommendations and guidelines of the Washington Group on Disability Statistics, available at: <http://www.washingtongroup-disability.com/publications/implementing/>

## History of use

The module has been developed in partnership with the Washington Group on Disability Statistics. The initial draft of sections (EBR), (WPA), (ATT) and (SPR) was subject to three rounds of cognitive testing in US and India. Based on the results of cognitive testing, individual questions were either modified or abandoned, and the revised version field-tested in Mongolia, as part of the national LFS. The module was discussed and endorsed by the 20th meeting of the Washington Group on Disability Statistics in 2019.

## Target population

All household members of working age, as identified in the parent survey.

## Sampling considerations

The module should be addressed to all household members of working age in the sample to ensure sufficient sample size to support disaggregation of key labour market indicators by disability status.

Where the disability prevalence is low (below 5 per cent), and depending on the cut-off point used to identify persons with disabilities, inclusion of this module in the survey does not guarantee that estimates of all key indicators can be produced with sufficient level of precision. Thus, assessment of the survey sample design and size is needed prior to implementing the module.

## Recommended data collection period

Because the module is intended to be embedded into an existing LFS, it is advisable that the data collection period, sampling, response strategy and interviewing guidelines/ trainings of the parent survey are followed.

## Recommended periodicity

While the questions on difficulties in performing basic activities should be included in LFS every year, the questions covered in sections (EBR), (WPA), (ATTA) and (SPR), could be asked less frequently (e.g. once every three-five years). It is recommended that, in years when the module is implemented, the functional difficulties questions are moved from the household roster to the beginning of this module.

## Respondent type

Ideally, the questions should be answered by the direct respondent (self-report) with the exception of those who are not capable of responding themselves. In self-report situations, no one should be excluded because they cannot respond on their own (for example due to difficulty hearing, communicating, or an intellectual disability). If proxy respondents are allowed, the choice of a proxy respondent can be important and should be carefully considered before embarking upon the interview. Where proxy respondents are allowed, it is important to record the type of respondent so that if needed, the data can be analysed by type of respondent. In order to reduce proxy responses, follow-up visit or telephone interviews should be envisaged.

## Mode of attachment to LFS

Ideally, the module should be administered at the same time as the core LFS, through a personal interview. Where this is not feasible, because of the length of the parent survey, or where household members are not available at the time of the first visit, the interviews could be done during the follow-up visit, or where feasible by telephone.

It should be noted that the overall reporting time of the survey will not be increased significantly because the disability module is to be addressed only to household members with disabilities.

## Recommended placement in LFS survey

At the end of the LFS interview.

## Dependencies with parent LFS

Filters for entry to add-on module

- Section (ELG): ELIGIBILITY is to be completed by interviewer for all household members of working age, as set in the national context ( $\geq N$ ).
- Section (EBR): BARRIERS is to be addressed only to household members with disabilities that are not employed (i.e. looking for a job or outside the labour force). Therefore, it is required to determine in advance which household members are not employed.

- Section (WPA): WORKPLACE ACCOMODATION is to be addressed to household members with disabilities who are employed in the reference week. Therefore, it is required to determine in advance which household members are employed.
- Section (ATT): ATTITUDES is to be addressed to household members with disabilities.
- Section (SPR): SOCIAL PROTECTION is to be addressed to household members with disabilities.

## Required LFS variables

To apply the module, the following variables from the parent survey should be established:

- age (for all sections),
- functional difficulties status (for all sections)
- labour force status (for sections (EBR) and (WPA)).

## Special considerations for field operations, field training or supervision

Collecting information about disability is not straightforward, particularly in contexts where disabilities are associated with social stigma. Disability is a sensitive topic and to collect high quality data, training on how to interview persons with disabilities should receive extra attention. Interviewers need to be well trained on the use of disability questions as well as on having empathic interactions with respondents with disabilities. It is important that the term “disability” or similar terms is not used during the administration of the module as these can be sensitive (may carry shame or stigma) and may be easily misinterpreted.

## Other considerations

To better capture specific barriers that prevent access and full participation of persons with disabilities in labour markets on equal basis with others, more time and attention should also be dedicated to reviewing how the questions as well as response categories are translated, especially the critical words whose meaning might affect the response.

## Minimum recommended tabulations

Headcounts and rates:

- Factors facilitating integration/participation of PWD in the labour market
- PWD’s perceptions about family’s support
- Degree of work schedule and work tasks adaptations for employed PWD
- Degree of workplace adaptations for employed PWD
- PWD’s perceptions about employers’ attitudes
- PWD’s perceptions about workers’ attitudes
- PWD with certified disabilities
- PWD who receive cash benefits from government linked to their disability
- PWD who receive in-kind benefits from government linked to their disability

All indicators should be disaggregated by sex, as a minimum.

The tabulation plan suggested here is meant to serve as an illustrative example. When finalizing the tabulation plan, it is also advisable to take into consideration the survey goals, the feedback from the users, and the inputs from the interactions with the data itself. The degree of disaggregation in any tabulation plan should be confined to reasonable limits in order to minimize the chances of high sampling errors.

## Current status

Experimental.