



Disability statistics - Labour market characteristics of persons with disabilities

General report, Ch.3.10, paras 111-120, +

Stoevska Valentina
Department of Statistics/ILO

12.10.2018

SUMMARY

- A strong policy interest in establishing and monitoring the effectiveness and impact of national legislation, programmes or policies to promote equal employment opportunity and treatment in employment for people with disabilities
- Comprehensive data on the employment situation of this population group is rarely available at the required level of detail and periodicity.
- Lack of comparability and common definitions of disability,
- Lack of information on obstacles and facilitators in the labour market



Why statistics on people with disabilities?

- 10% of the world's population are PwD (over 650 million persons).
- Employment, and education, essential for full participation in society
- PwD are twice more likely not to participate in the labour market as compared to persons without disabilities.
- PwD are more likely to work part-time, and as self-employed
- PwD have lower educational attainment
- Significant proportion of PwD who are not working would prefer to work
- Households with a PwD are at a significantly higher risk of relative income poverty



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Policy needs

UN CRPD 2006

- Art.27: on Work and Employment- the right of all persons with disabilities to work on an equal basis with others.
- Art.31- collection of statistical data

2030 Agenda for Sustainable Development

- **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**
 - 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
- **SDG target 8.5: By 2030 achieve full and productive employment and decent work for all and equal pay for work of equal value**
 - 8.5.1 Average hourly earnings of female and male employees, by occupation, age and **persons with disabilities**
 - 8.5.2 Unemployment rate, by sex, age and **persons with disabilities**



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Policy needs

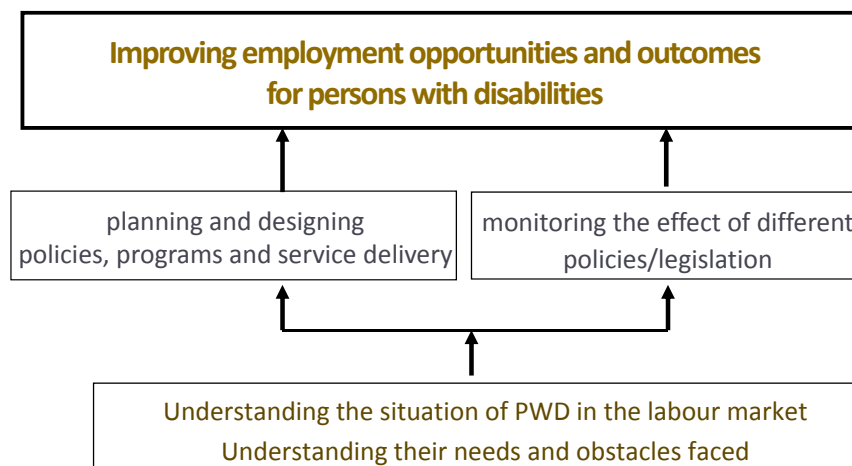
- **ILO Decent Work Agenda:** equal opportunities and treatment in employment
- **ILO Decent work indicators:** to evaluate employment situation of PWD (e.g. Employment-to-population ratio, Labour force participation rate, Unemployment rate, Average real wages)



20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Policy needs



20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



ILO Statistical Activities

- **Compilation of statistical information** - assemble, evaluate and organize available data and metadata on the labour force characteristics of PWD
- **Improving data availability** by (i) supporting countries to develop and strengthen their capacity to gather, analyse and disseminate sound, relevant and comparable data on labour force characteristics of people with disability (ii) processing micro data.
- **Enhancing the knowledge-base** by releasing labour market indicators for PWD and PWhD
- **Developing LFS module** on the obstacles persons with disabilities face in the labour market, in consultation with WG, other international/regional fora, countries and interest groups



20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



ILO Data and metadata compilations

Compendium of national methodologies: Statistics on the labour force characteristics of people with disabilities, 2014

- <http://www.ilo.org/surveydata/index.php/catalog/DISABILITIES/about>

ILOSTAT, www.ilo.org/ilostat

- SDG 8.5.2. Unemployment rate by disability status

Social Security Inquiry

- SDG target 1.3.1 Proportion of population covered by social protection floors/systems

Ad-hoc data collections



20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Status of statistics on labour force characteristics of persons with disabilities

Compendium: Comprehensive review of the available sources of data and statistics in each country

Difficult to get timely, reliable, comparable statistics

- Disability is not systematically monitored; variable covered but not processed and/or disseminated)
- Comprehensive data on the employment situation of PWD is rarely available at the required level of detail and periodicity.

Quality and quantity of data available varies enormously across countries

- Variety of sources (*varying degree of limitations*)
- Wide variance of definitions, standards and methodologies used to identify PWD
- Periodicity
- Different indicators



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Status of statistics on labour force characteristics of persons with disabilities

Questions used to identify persons with disabilities

A. Direct questions related to impairment/body functioning

- The respondent is directly asked if she/he is disabled, or
- The respondent is asked if she/he has impairment(s) through a list of diagnosis (“medical” model of disability)

B. Questions related to difficulties people face while performing daily activities

- The respondent is asked if she/has difficulties in performing activities of daily living such as seeing, hearing, walking or climbing steps, remembering or concentrating, self-care, communicating, etc.

C. Questions related to work limitations (*kind and amount of work a person can do*)



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Status of statistics on labour force characteristics of persons with disabilities

NO Questions used to identify persons with disabilities

LFS, commonly used question to identify reasons for not seeking employment

Q. What was the main reason you were not seeking work last week?

- Lack of education or training
- Family responsibilities
- **Disability**
- No jobs available
- Refused / Don't know

Problematic: term "Disability"; multiple reasons

Restrictive: Addressed only to persons not in employment

Insufficient: Indicates that there are disability-related barriers to work but no information on the nature of those barriers - **it offers no guidance on how to address them.**



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Status of statistics on labour force characteristics of persons with disabilities

Questions used to identify persons with disabilities

Specialized disability surveys and modules

- type of disability,
- degree of disability,
- duration of disability,
- origin of disability,
- age at the beginning of the disability,
- obstacles faced,
- use of support equipment, technology
- need for support/assistance and amount of assistance,
- need for special equipment/adaptation of workplace,
- transport means used, access to housing and public buildings,
- perception of discrimination,
- membership in institutions related to disability,
- use of special programs,
- registration/medical certification.

EU Member States, **Australia**,
Bangladesh, **Canada**, Chile, Ethiopia,
Hong Kong, Hungary, India, Israel,
Jordan, **Lao**, Malawi, Myanmar,
Namibia, **New Zealand**, Peru, Spain,
Swaziland, Tanzania, Thailand, Togo,
Turkey, Uruguay, US, Vietnam, Zambia



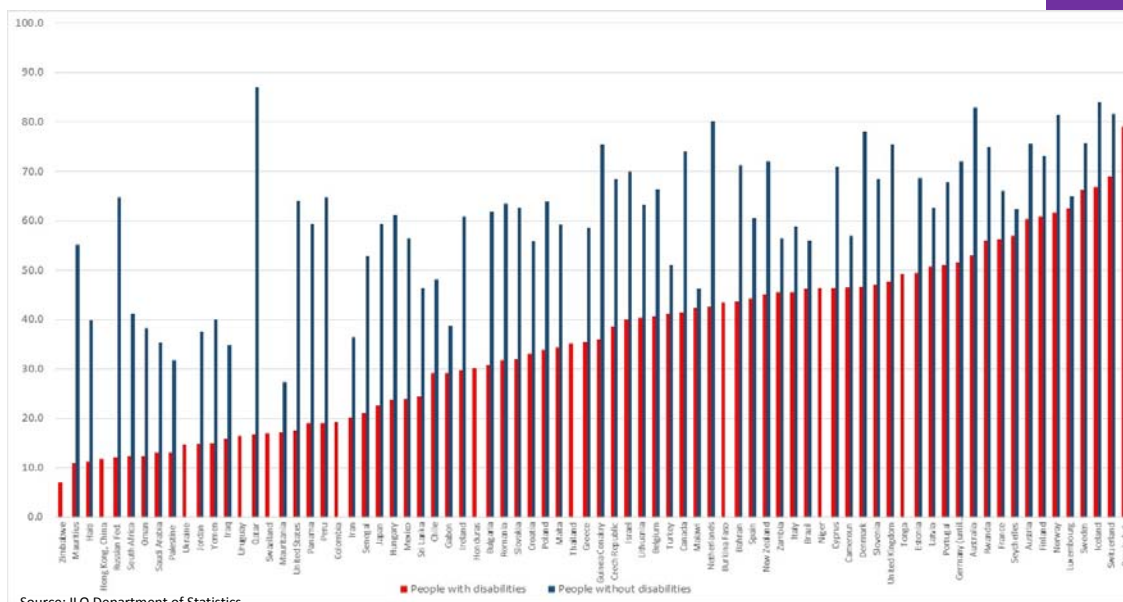
International
Labour
Office

ans

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Employment-to-population ratio: Most recent data close to year 2010



PRIORITIES

Need to improve the availability of disability data

Need to standardise the concepts, by adopting the recommendations of the WG on disability statistics www.washingtongroup-disability.com, and the utilization of WG questions in existing statistical surveys (LFS, hhs, PC)

Need to cross-tabulate labor market indicators against disability status

Need to understand the causes, barriers and facilitators

Disaggregating existing indicators may not provide sufficient evidence for designing policies for disability inclusion

e.g. **SDG 8.5.2. Unemployment rate by disability status**

- A partial and insufficient picture of the participation of PWD in the labour market.
- Many PWD are not unemployed (would like to be employed but do not seek employment, and not counted as part of the unemployed).
- The reasons for unemployment are not known



Washington Group on disability statistics

established as a City Group by the UNSC in 2001 to:

- address the need for population based measures of disability
- foster international cooperation in the area of health and disability statistics
- produce internationally tested measures to monitor status of persons with disability
- incorporate disability into national statistical systems



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



Washington group short set of questions

1. Do you have difficulty **seeing**, even if wearing glasses?
2. Do you have difficulty **hearing**, even if using a hearing aid
3. Do you have difficulty **walking** or **climbing** steps?
4. Do you have difficulty **remembering** or **concentrating**?
5. Do you have difficulty (with **self-care** such as) washing all over or dressing?
6. Using your usual (customary) language, do you have difficulty **communicating**, for example understanding or being understood?

Response categories: (i) No – no difficulty (ii) Yes – some difficulty (iii) Yes – a lot of difficulty (iv) Cannot do at all

PWD: everyone with at least **one** domain that is coded as a lot of difficulty or cannot do it at all.



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



LFS Disability module

Draft module developed in partnership with the [Washington Group on Disability Statistics](#)

Module can be periodically included in any LFS or other hh-based survey (at least every 5 years?) *(but need for an appropriate sampling design to capture these small populations)*

Purpose: (i) Disaggregation of standard labor force indicators by disability status (ii) identification of barriers persons with disabilities face in the labour market, needs/use of workplace accommodations, and attitudes at the labour market

Structure

- ❖ Disability identification questions
For all who have at least “a lot of difficulty” in at least one domain
- ❖ Barriers (for those not in employment)
- ❖ Accommodations in the workplace (for those in employment)
- ❖ Attitudes
- ❖ Social protection



20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



LFS Disability module

Disability identification questions

- WG short set of questions (6 questions - difficulties seeing, hearing, walking or climbing steps, remembering or concentrating, self-care, communicating)
- Optional
WG short set of questions (6 questions) + anxiety (2 questions) + depression (2 questions)



20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



LFS Disability module

Barriers (for those not in employment)

EW_1a Which of the following would make it more likely for you to seek and/or find a job?
(multiple responses)

- Training to qualify for available jobs
- Transportation from my home to available jobs
- Help in locating available jobs
- Greater belief that someone will hire me
- Assistive devices, such as a wheel chair, or special technology to help with my difficulties
- A work place that accommodates people with disabilities
- Other: *Please specify* _____

ATT_3 How supportive would your family members be if you decide to work?

- Very supportive
- Somewhat supportive
- Not supportive



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



LFS Disability module

Accommodations (for those in employment)

WA_1 Is your work schedule arranged to account for difficulties you have in doing certain activities?

- Yes, fully
- Yes, partially
- Not at all

WA_2 Has your workplace been set up in a way to account for difficulties you have in doing certain activities?

- Yes, fully
- Yes, partially
- Not at all



International
Labour
Office

20th International Conference of Labour Statisticians
10-19 October 2018, Geneva



LFS Disability module

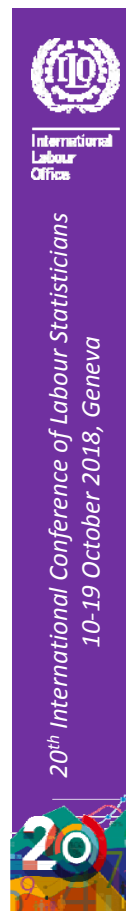
Attitudes

ATT_1 How willing are employers to hire people with disabilities?

- Unwilling
- Somewhat willing
- Very willing

ATT_2 How willing are people to work alongside people with disabilities?

- Unwilling
- Somewhat willing
- Very willing



LFS Disability module

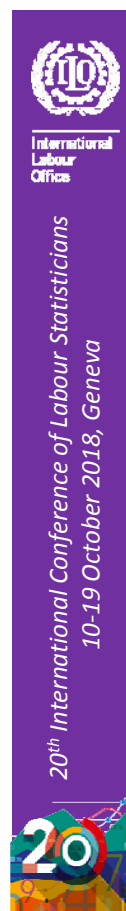
Social protection

SP_1 Do you receive any cash benefits from the government linked to your disability?

- Yes
- Not

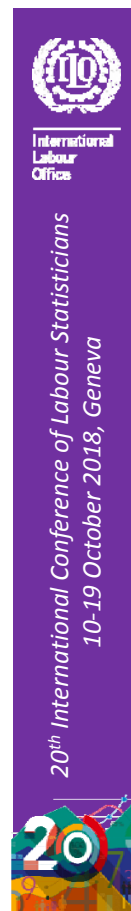
SP_2 Do you receive any in-kind benefits from the government linked to your disability?

- Yes
- Not



LFS Disability module

- Cognitive testing in US and India
- Field testing in Mongolia
- Volunteers to test/implement the module?



Points for discussion

- (a) Endorsement of the use of the Washington Group short set of six questions in existing data instruments allowing the identification of persons with disabilities and disaggregation of SDG indicators related to decent work by disability status;
- (b) further methodological development and testing of a module on obstacles faced by persons with disabilities in the labour market.

