Labour market indicators for persons with disabilities for policy making and monitoring

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Overview

- Policy needs
- ILO statistical activities
- Current state of labour statistics by disability status
- Data disaggregation and beyond
- LFS module on disability
- Policy relevant indicators
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
Policy needs

ILO

- **Decent Work Agenda**: equal opportunities and treatment in employment

- **ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons) (No. 159), 1983**, calls for formulation, implementation and reviewing a national policy on vocational rehabilitation and employment of disabled persons.

- **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)
ILO: Policy needs

Improving employment opportunities and outcomes for persons with disabilities

- planning and designing policies, programs and service delivery
- monitoring the effect of different policies/legislation

Understanding the situation of PWD in the labour market
Understanding their needs and obstacles faced
ILO Statistical Activities

- **Compile statistical information** - assemble, evaluate and organize available data and metadata on the labour force characteristics of PWD

- **Improve 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.

- **Enhance the knowledge-base** by releasing labour market indicators for PWD and PWhD

- **Develop LFS module on** the obstacles persons with disabilities face in the labour market, in consultations with WG, other international/regional fora, countries and interest groups
ILO Data and metadata compilations

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


ILOSTAT, [www.ilo.org/ilostat](http://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
Status of labour statistics by disability status

Difficult to get timely, reliable, comparable statistics on labour force characteristics of people with disabilities

The quality and quantity of data available varies enormously across countries

- Disability is not systematically monitored; variable covered but not processed and/or disseminated
- Variety of sources (varying degree of limitations)
- Wide variance of definitions, standards and methodologies used to identify PWD
- Periodicity
- Different indicators
Status of labour statistics by disability status
Questions used to identify persons with disabilities

- 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)

- Questions related to difficulties people face while performing daily activities
  - The respondent is asked if she/hes has difficulties in performing activities of daily living such as seeing, hearing, speaking, remembering, concentrating or communicating, mobility difficulties, etc.

- Questions related to limitations/participation in the labour market *(kind and amount of work a person can do)*
Questions used to identify persons with disabilities

LFS, commonly used question to identify reasons for not being employed

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

**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.

**Problematic:** term “Disability”; multiple reasons

**Restrictive:** Addressed only to persons not in employment
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.

ILO Efforts to improve availability and comparability

- **Process microdata**
  - e.g. Unemployment rate: 55 countries (25 processed by ILO)

- **Promote** the use of the WG short set of disability questions in LFS and other hhs based surveys, and cross-tabulation of labour force indicators by disability status

  **20th ICLS, Geneva, 10-19 Oct. 2018**, invited to endorse the use of Washington Group short set of six questions in existing data instruments that would allow identifying PWD and disaggregation of SDG labour related indicators by disability status.

  (also, further methodological development and testing of a module on obstacles persons with disabilities face in the labour market)
Disability data for policy making and interventions

Labour market indicators disaggregated by disability status

But, 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
LFS disability module

Draft module developed in partnership with the Washington Group on Disability Statistics

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

Module can be included in any data collection that covers labour force, at least every 5 years

**Structure**

- Disability identification questions
  
  *For all who have at least “a lot of difficulty” or “daily” and “A lot” for anxiety and/or depression*

- Barriers (for those not in employment)

- Accommodations in the workplace (for those in employment)

- Attitudes

- Social protection
LFS disability module
Disability identification questions

- WG short set of questions (6 questions)
- Optional
  - WG short set of questions (6 questions) + anxiety (2 questions)
  + depression (2 questions)
LFS disability module
Barriers (for those not in employment) (2 questions)

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 wheelchair, or special technology to help with my difficulties
- A workplace 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
LFS disability module
Accommodations (for those in employment) (2 questions)

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
LFS disability module
Attitudes (2 questions)

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 (2 questions)

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

- Any volunteers to cognitively test or field test the module?
Limitations of LFS as a source of data

- the sampling frame tends to exclude people who live in institutions or who are homeless - LFS will understate the employment gaps.
- Reliability of results for small-size populations
Illustrative examples of policy relevant indicators
Employment-to-population ratio: Most recent data close to year 2010

Source: ILO Department of Statistics
Difference in the **unemployment rates** for persons with and without disabilities, 2016 or closest, % points

Source: ILO Department of Statistics
Employment-to-population ratio by type of disability

Morocco, 2004 PC, Empl-to-pop ratio, %

- PWhD: 43.6%
- PWD, all: 14.3%
- Visual impairment: 14.8%
- Hearing impairment: 27.8%
- Speech impairment: 31.9%
- Lower extremities (mobility): 19.1%
Labour force status by type and severity of disability,
Brazil, PC 2010, age 10+,
Inactivity rate

Percentage of working age population that is inactive

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- Persons with disabilities
- Persons without disabilities
Vulnerable employment

Percentage of employed who are self employed by disability status, PC
Share of employees in total employment

Percentage of employed who are in paid employment, by disability status, PC
Employment by level of education

Percentage of employed with less than basic education, and disability status, PC
Average earnings

Spain, 2015, Median annual gross earnings by sex and disability status, €

- Men: €25,000
- Women: €20,000

Persons without disabilities
Persons with disabilities
Morocco, Population aged 15+, by disability status, sex and activity status, PC 2004
Poland, LFS 2011, % of persons indicating longstanding health conditions, or difficulties in basic activities by type of limitations in performing work

- Limit. in getting to and from work
- Limit. in the type of work they can do
- Limit. in number of hours they can work in a week

- Health condition
- Activity difficulty
- Health condition and activity difficulty
Thank you!