

LFS Module on persons with disabilities in the labour market, WG short set – INSTRUCTIONS

SECTION 1: DISABILITY IDENTIFICATION

Questions 1-6 comprises questions on six core functional domains: seeing, hearing, walking, cognition, self-care, and communication.

The six questions are to be addressed to all household members who are aged 15 years and above.

Before the questions are administered, an introduction is to be made.

Introduction: The next questions ask about difficulties you may have doing certain activities because of a **HEALTH PROBLEM**.

The purpose of the introduction is to transition from questions in the survey that precede the disability questions. It is intended to focus the respondent on difficulties he or she may have that are the result of physical or mental health problem(s).

Included are difficulties that occur within a health context rather than those caused by a lack of resources.

Health refers to the general condition of the body or mind with reference to soundness, vitality, and freedom from disease.

Problem refers to the respondent's perception of a departure from physical, mental or emotional well-being. This includes specific health problems such as a disease or chronic condition, a missing limb or organ or any type of impairment or physical or psychological symptoms. It also includes more vague disorders not always thought of as health-related such as senility, depression, developmental delay or intellectual impairment, drug dependency, accidental injuries, etc.

Question 1: Do you have difficulty seeing, even if wearing glasses?

The purpose of this question is to identify persons who have vision difficulties or problems seeing even when wearing glasses (if they wear glasses).

Seeing refers to an individual using his/her eyes and visual capacity in order to perceive or observe what is happening around them.

Even when wearing glasses refers to difficulty seeing with glasses if the respondent has, and uses, them – NOT how vision would be if glasses, or better glasses, were provided to one who needed them.

Included are problems:

- seeing things close up or far away, and
- seeing out of one eye or only seeing directly in front but not to the sides.

Any problem with vision that the respondent considers a problem should be captured.

Question 2: Do you have difficulty hearing, even if using a hearing aid?

The purpose of this item is to identify persons who have some hearing limitation or problems of any kind with their hearing even when using a hearing aid (if they wear a hearing aid).

Hearing refers to an individual using his/her ears and auditory (or hearing) capacity in order to know what is being said to them or the sounds of activity, including danger that is happening around them.

Even if using a hearing aid refers to difficulty hearing with a hearing aid if the respondent has, and uses, that device – NOT how hearing would be if hearing aids, or better hearing aids, were provided to one who needed them.

Included are problems:

- hearing in a noisy or a quiet environment,
- distinguishing sounds from different sources, and
- hearing in one ear or both ears.

Any difficulty with hearing that is considered a problem should be captured.

Question 3: Do you have difficulty walking or climbing steps?

The purpose of this item is to identify persons who have some limitation or problems of any kind getting around on foot.

Walking refers to the use of lower limbs (legs) in such a way as to propel oneself over the ground to get from point A to point B. The capacity to walk should be without assistance of any device (wheelchair, crutches, walker etc.) or human. If such assistance is needed, the person has difficulty walking.

Included are problems:

- walking short (about 100 yards/meters) or long distances (about 500 yards/meters),
- walking any distance without stopping to rest is included, and
- walking up or down steps.

Difficulties walking can include those resulting from impairments in balance, endurance, or other non-musculoskeletal systems, for example blind people having difficulty walking in an unfamiliar place or deaf people having difficulty climbing stairs when there is no lighting.

Any difficulty with walking (whether it is on flat land or up or down steps) that is considered a problem should be captured.

Question 4: Do you have difficulty remembering or concentrating?

The purpose of this item is to identify persons who have some problems with remembering or focusing attention that contribute to difficulty in doing their daily activities.

Remembering refers to the use of memory to recall incidents or events. It means the individual can bring to mind or think again about something that has taken place in the past (either the recent past or further back). With younger people, remembering is often associated with storing facts learned in school and being able to retrieve them when needed.

Remembering should NOT be equated with memorizing or with good or bad memories.

Concentrating refers to the use of mental ability to accomplish some task such as reading, calculating numbers, learning something. It is associated with focusing on the task at hand in order to complete the task.

Included are problems:

- finding one's way around, being unable to concentrate on an activity, or forgetting one's whereabouts or the date, and
- problems remembering what someone just said or becoming confused or frightened about most things.

Any difficulty with remembering, concentrating or understanding what is going on around them that they or family members (if the family member is the respondent) consider a problem should be captured.

NOTE: difficulties remembering or concentrating because of common everyday situations such as high workload or stress, or as a result of substance abuse are EXCLUDED.

Question 5: Do you have difficulty (with self-care such as) washing all over or dressing?

The purpose of this item is to identify persons who have some problems with taking care of themselves independently.

Washing all over refers to the process of cleaning one's entire body (usually with soap and water) in the usual manner for the culture.

The washing activity includes cleaning hair and feet, as well as gathering any necessary items for bathing such as soap or shampoo, a wash cloth, or water.

Dressing refers to all aspects of putting clothing or garments on the upper and lower body including the feet if culturally appropriate.

Included are the acts of gathering clothing from storage areas (i.e. closet, dressers), securing buttons, tying knots, zipping, etc.

Washing and dressing represent tasks that occur on a daily basis and are considered basic, universal activities.

Question 6: Do you have difficulty communicating, (for example understanding or being understood by others)?

The purpose of this item is to identify persons who have some problems with talking, listening or understanding speech such that it contributes to difficulty in making themselves understood to others or understanding others.

Communicating refers to a person exchanging information or ideas with other people through the use of language.

Communication difficulties can originate in numerous places in the exchange process. It may involve mechanical problems such as hearing impairment or speech impairment, or it may be related to the ability of the mind to interpret the sounds that the auditory system is gathering and to recognize the words that are being used or an inability of the mind to compose a sentence or say a word even when the person knows the word and sentence.

Included is the use of the voice for the exchange or using signs (including sign language) or writing the information to be conveyed.

Included are problems making oneself understood, or problems understanding other people when they speak or try to communicate in other ways.

NOTE: Difficulty understanding or being understood due to non-native or unfamiliar language is NOT included.

Response categories for questions 1-6

Each question (1-6) has four response categories, which are read after each question. The response categories capture the full spectrum of functioning from mild to severe.

1. No, no difficulty
2. Yes, some difficulty
3. Yes, a lot of difficulty
4. Cannot do it at all

Note that the inclusion of assistive devices was considered for two domains only, seeing and hearing, as limitations in these domains can often be easily overcome with the use of glasses or hearing aids.

It is recommended that only those that have responded “3. A lot of difficulty” or “4. Cannot do it at all” to at least one domain in questions 1-6 are classified as persons with disabilities.

SECTIONS 2-5: BARRIERS, ACCOMMODATION, ATTITUDES, SOCIAL PROTECTION

IMPORTANT: Questions 7-15 are to be addressed to all households members aged 15 years and above who have responded “3. A lot of difficulty” or “4. Cannot do it at all” to at least one domain in questions 1-6.

SECTION 2: BARRIERS

Questions 7-8 are to be addressed to all households members with disability (as defined above) that are not in employment (i.e. looking for a job or inactive).

Question 7: Which of the following, would make it easier for you to seek and/or find a job?

The purpose of this question is to identify barriers persons not in employment are facing in the labour market and the most important factor that would make it easier for them to seek and /or find a job. Only one factor may be selected.

The question 7 has seven response categories which capture a wide spectrum of facilitators to employment:

1. Getting higher qualifications/training/skills
2. Availability of suitable transportation to and from workplace
3. Help in locating appropriate jobs
4. More positive attitudes towards persons with disabilities
5. Availability of assistive devices, such as a wheel chair, or special technology to help with my disability
6. A work place/a work schedule that is more accommodative
7. Other: *Please specify*

Question 8: How supportive would your family members be if you decide to work?

The purpose of this question is to determine the support family members would provide to persons with disabilities who decides to work.

The question 8 has three response categories:

1. Very supportive
2. Somewhat supportive
3. Not supportive

SECTION 3: ACCOMMODATION

Questions 9-10 are to be addressed to all household members with disability (as defined above) that are in employment.

Question 9: Is your work schedule arranged to account for difficulties you have in doing certain activities?

The purpose of this question is to identify the extent to which arrangements are made to work schedules to account for difficulties persons with disabilities have in doing certain activities

Work schedule refers to the days and times that a person is expected to be working.

The question 9 has four response categories:

1. Yes, fully
2. Yes, partially
3. Not at all
4. I do not have difficulties that require accommodation.

Question 10: Has your workplace been set up in a way to account for difficulties you have in doing certain activities?

The purpose of this question is to identify the extent to which workplace has been set up to account for difficulties persons with disabilities have in doing certain activities.

Workplace accommodation refers to modifications to space and work environment, provision of assistive devices, adapting the premises or the equipment, etc.

The question 10 has four response categories:

1. Yes, fully
2. Yes, partially
3. Not at all
4. I do not have difficulties that require accommodation.

SECTION 4: ATTITUDES

Questions 11-12 are to be addressed to all household members with disability (as defined above).

Question 11: How willing are employers to hire people with disabilities?

The purpose of this question is to identify the degree of willingness of employers to hire persons with disabilities.

The question 11 has three response categories:

1. Unwilling
2. Somewhat willing
3. Very willing

Question 12: How willing are people to work alongside people with disabilities?

The purpose of this question is to identify the degree of willingness of people to work alongside people with disabilities.

The question 12 has three response categories:

1. Unwilling
2. Somewhat willing
3. Very willing

SECTION 5: SOCIAL PROTECTION

Questions 13-15 are to be addressed to all household members with disability (as defined above).

Question 13. Have your disability been officially recognized (certified)?

The purpose of this question is to identify persons whose disabilities have been officially recognised.

The question 13 has two response categories:

1. Yes
2. No

Questions 14 and 15 are to be addressed only to those who responded “Yes” to question 13.

Question 14: Do you receive any cash benefits from the government linked to your disability?

The purpose of this question is to identify persons with disabilities that receive from the government cash benefits linked to their disability. In order to get better replies, it might make sense to ask about specific disability benefits that exist in a country.

The question 14 has two response categories:

1. Yes
2. No

Question 15: Do you receive any in-kind benefits from the government linked to your disability?

The purpose of this question is to identify persons with disabilities that receive from the government in-kind benefits linked to their disability. In order to get better replies, it might make sense to ask about specific in-kind disability benefits that exist in a country.

The question 15 has two response categories:

1. Yes
2. No