Factsheet – Employment

The employment rate of the working age disabled population has risen from 38.1% to 48.4% between 1998 and 2008, and the gap between the employment rate of disabled people and the overall employment rate, (which was 74.9% in 2007) is 26.5%, which has fallen from 35% in the same period.1

When these figures are broken down by full-time and part-time, data from 2008 shows 34.3% of disabled people were in full-time employment, compared to 61.3% of non disabled people; and 14.0% of disabled people were in part-time employment, compared to 18.3% of non disabled people.

1. Employment rates differ across impairments and are particularly poor for those with learning difficulties (less than 1 in 5) and mental health problems (just over 1 in 10). The highest employment rates of over 6 in 10 exist for those with diabetes, skin conditions or chest/breathing problems.
2. Disabled people who face multiple labour market disadvantage tend to experience lower employment rates than the overall employment rate of disabled people. For example fewer than 1 in 4 disabled people from a Pakistani background are in employment and just over 1 in 5 disabled people with no qualifications are in employment.
3. Employment rates for disabled people also differ across regions, ranging from just over 3 in 10 in Inner London to over 6 in 10 in the South East of England. Wales and the North of England tend to have lower employment rates of disabled people than the overall rate.
4. Approximately 5 in 10 disabled employees were satisfied with the amount of influence they had over their job compared to nearly 6 in 10 non-disabled employees.2
5. Over 2 in 3 disabled employees are satisfied with the scope in their job for using their initiative, compared to over 7 in 10 non-disabled employees.3
6. Almost 4 in 10 disabled people had not received any on the job training compared to 1 in 3 non-disabled people.4

1 Labour Force Survey 1998-2007

2 Workplace Employee Relations Survey 2004

3 Workplace Employee Relations Survey 2004

4 Workplace Employee Relations Survey 2004

Disabled people in work on average earn almost £1 less an hour than non-disabled people in work, and nearly half of disabled employees are dissatisfied with their pay.5

1. Nearly 6 in 10 disabled employees feel they possess higher personal skills than those required in their job compared to just over 5 in 10 non disabled employees.6
2. When asked about satisfaction with the work they do itself, around 6 in 10 of both disabled and non-disabled employees were satisfied and about 1 in 10 of both disabled and non-disabled employees were dissatisfied.7
3. The average annual rate of disabled people making a transition from benefits into employment is 4%, while it is six times higher for non-disabled people, with disabled people citing 5 main reasons for viewing the transition as a risky/complicated process:

􀂾Incapacity Benefit claimants are worried that looking for work will trigger benefit reviews

􀂾The financial incentives of employment are not strong enough, many disability benefit claimants experienced no change or a loss of income from entering employment

􀂾In addition, awareness of tax credits that strengthen incentives to return to work is low

􀂾Claimants are wary of having to reclaim their entire benefits package should their job not work out.

􀂾For those who do enter employment, incentives to work more than 4 hours are low due to working tax credits not becoming applicable until working more than 16 hours a week and the continued availability of Incapacity Benefit to those working up to 4 hours a week at national minimum wage.8

1. Over 1 in 3 disabled people not in work would like to work, including almost 3 in 10 disabled people currently classified as inactive.
2. For a breakdown of employment rates by type of employment

Go to <http://www.odi.gov.uk/docs/res/annual-report/indicators/b2.pdf>

Long Term Health or Disability by Type of Impairment Rates of Employment (at High Level 95% Confidence -Median figures between high and low)

|  |  |  |  |
| --- | --- | --- | --- |
| Type of Impairment | 2002 | 2008 | Change |
| Arms, Hands | 42.8% | 46.4% | +3.6 |
| Legs, Feet | 34.9% | 42.1% | + 7% |
| Back or Neck | 38.1% | 43.1% | + 5% |
| Difficulty Seeing | 35.9% | 47.2% |  +11.2% |
| Difficulty Hearing | 55.7% | 57.8% | +2.1% |
| Speech Impediment | 37.8% | 31.4% | -6.4% |
| Skin/Allergies | 71.2% | 69.3% | -1.9% |
| Chest/Breathing | 62.3% | 62.8% | +0.5% |
| Heart/Circulation | 50% | 59.4% | +9.4% |
| Stomach, Digestion Liver, Kidney | 53.8% | 58.1% | +5.7% |
| Diabetes | 65.5% | 71.1% | +5.6% |
| Depression, bad nerves | 24% | 26.4% | +2.4% |
| Epilepsy | 44% | 40.7% | -3.3% |
| Learning Difficulties  | 13.7% | 20% | +6.3% |
| Mental Illness | 12% | 12.9% | +0.9% |
| Progressive Conditions | 43.6% | 41.5% | -2.1% |
| Other conditions | 53.6% | 55% | +1.4% |
| For All  | 45.3% | 48.4% | +3.1% |
|  |  |  |  |

**Highest educational qualifications in the working age population**

**Baseline and Trends:** Between 2005 and 2008, the percentage of working age people with no qualification has

1. decreased from 26.7% to 24.3% amongst disabled people
2. decreased from 11.5% to 10% amongst non disabled people

During the same period, the percentage of working age people with Level 2 qualifications has remained stable amongst both disabled people (12.7%) and non disabled people (16.4%), whilst the percentage of working age people with degree-level qualifications has

1. remained stable amongst disabled people at around 10%
2. increased from 19.4% to 21.8% amongst non disabled people.

**Unfair treatment at work**

15.1% of disabled people experienced unfair treatment at work. Six per cent of non disabled people experienced unfair treatment at work in 2005. This is a significant gap.

**Awareness of the Disability Discrimination Act 2005-2008**

2005 73.2%

2006 72.5%

2007 71.6%

2008 74.9%

Source ONS Omnibus Survey 16+

1. Over 90% of disabled people currently in employment were in employment twelve months ago, and almost 40% have been in continuous employment for over 5 years.
2. Only 2% of disabled people currently in employment made the transition from inactivity due to their illness/disability twelve months previously.
3. Only 6% of currently inactive disabled people of working age were in employment twelve months previously. Almost two-thirds were inactive due their disability.
4. Nearly a quarter of disabled people currently unemployed were in employment 12 months ago.
5. Over half of disabled people currently out of work, have been out of work for over 5 years.
6. Over half of disabled workers who had given up their job in the past 3 months left because of health reasons.

Source Office of Disability Issues http://www.odi.gov.uk/docs/res/factsheets/Factsheet\_Employment.pdf

5 Workplace Employee Relations Survey 2004

6 Workplace Employee Relations Survey 2004

1. Workplace Employee Relations Survey 2004

8 ‘*Improving the Life Chances of Disabled People’*, Prime Minister’s Strategy Unit, 2005

Note – Unless stated otherwise, all figures are from Labour Force Survey 2007, the definition of disability includes all those with a current long term disability that substantially limits their day-to-day activities. Figures cover working age people in Britain. *Note – Unless stated otherwise, all figures are from Labour Force Survey 2007, the definition of disability includes all those with a current long term disability that substantially limits their day-to-day activities. Figures cover working age people in Britain.*