

Employment and Disability

We can define disability and employment in different ways. You can find a [background document](#) to go with this factsheet. It discusses the definitions we use and gives further information.

In this factsheet we look at people aged **20-64** and use the Census 2016 for most of our information.



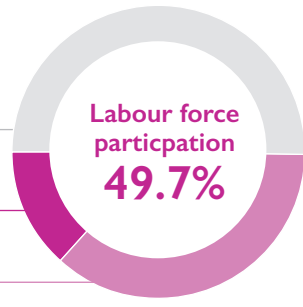
36.5%
of all people with a disability are at work – that is 120,775 people with a disability aged 20-64 working

72.8%
of all people without a disability are at work – that is 1,807,748 people without a disability aged 20-64 who are working

Labour force participation rate

People with a disability:

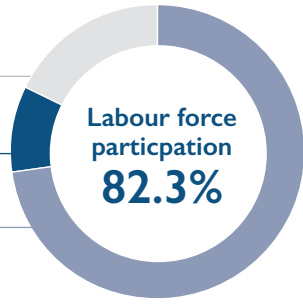
- Outside the labour force
- Unemployed: 13.2%
- Work rate: 36.5%



Half of the people with a disability are in the labour force compared to 82.3% of people without a disability.

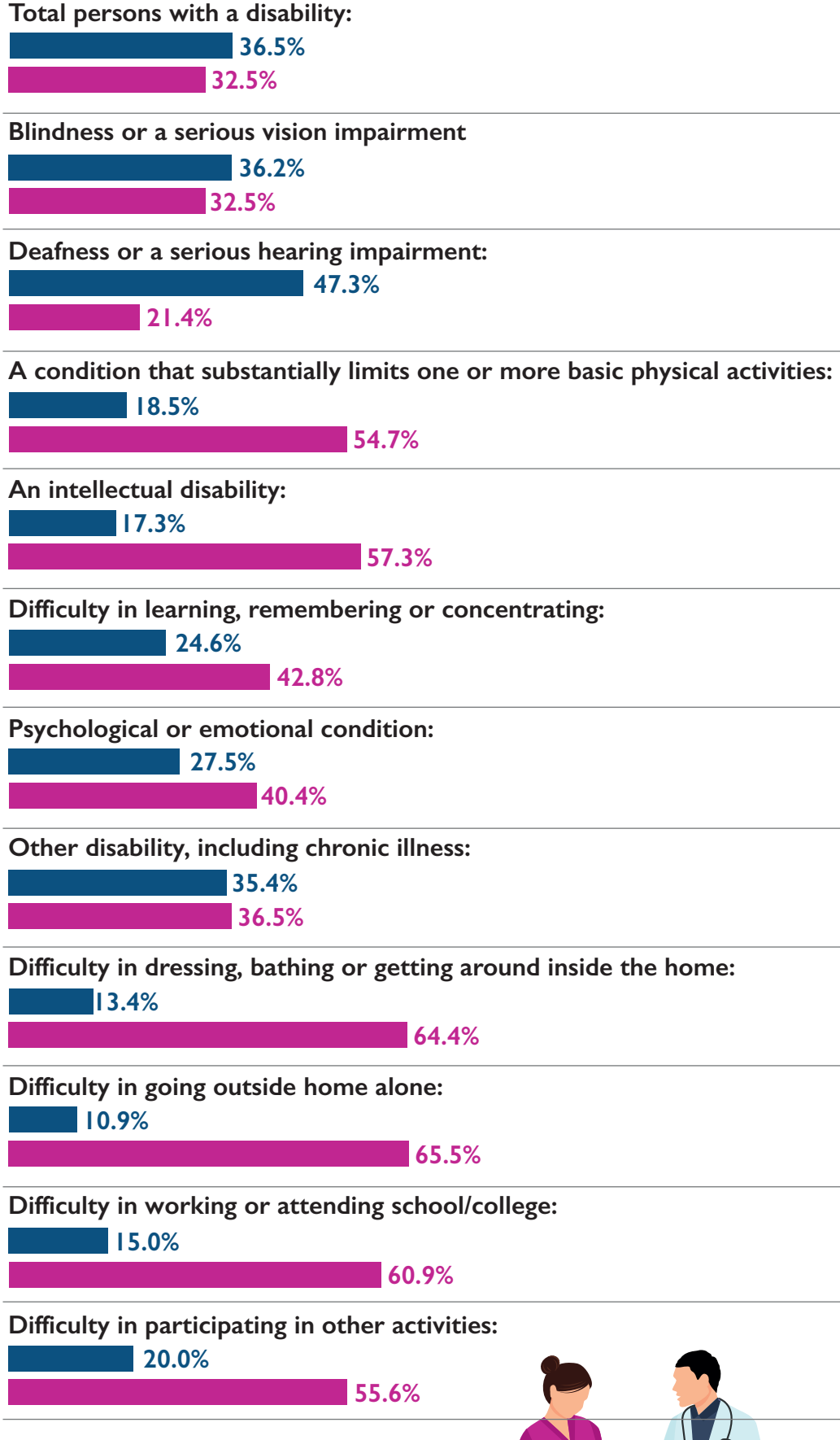
People without a disability:

- Outside the labour force
- Unemployed: 9.3%
- Work rate: 72%



People with a disability in the labour force are less likely to be employed and more likely to be unemployed than people without a disability.

What are the work rates for people with different types of disability?



Work rates

Unable to work due to permanent disability rate

47.3% of people who are deaf or have a serious hearing impairment are working, this is the highest of all disability groups and people who have a difficulty in going outside home alone have the lowest percentage at work (10.9%).

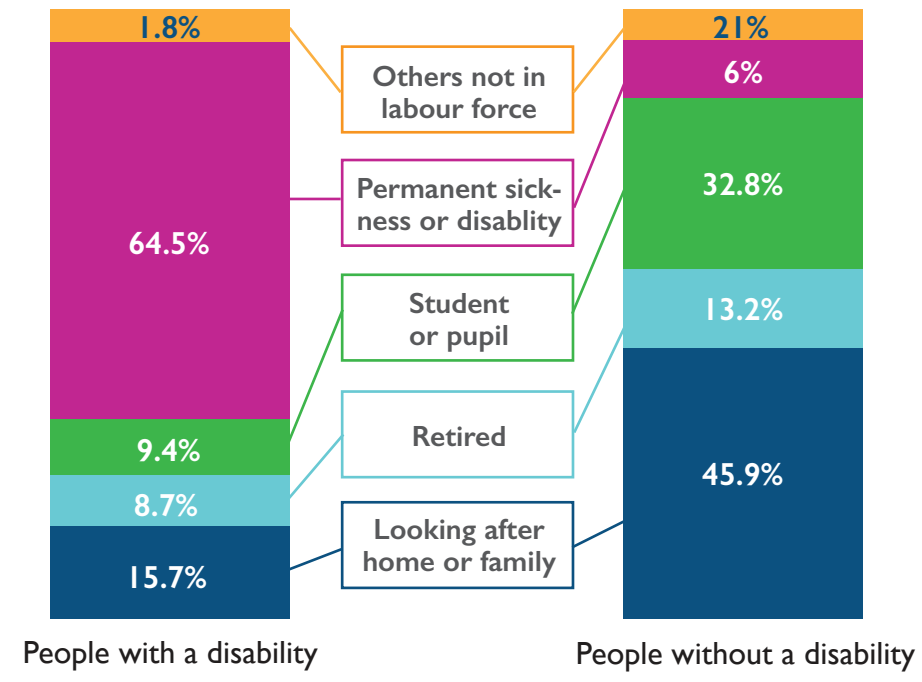
Only one in six of people with an intellectual disability have a job (17.3%). A further 6 out of 10 people with an intellectual disability are unable to work because of their disability. This still leaves a substantial number who could work if they found a suitable job. For other disability groups the number who could work is even higher.

Only 17.3% of people with an intellectual disability have a job.



What reasons do people give for not being in the labour force?

Let's look at these reasons for people with and without a disability:

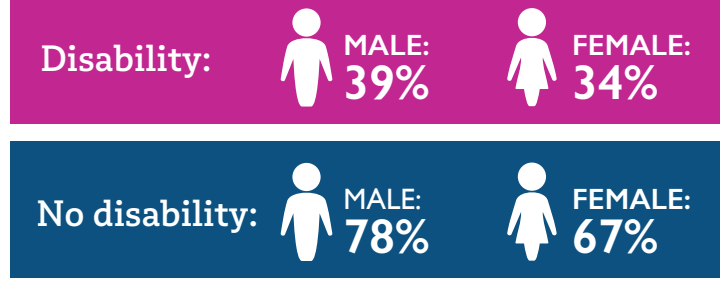


Most people who do not have a disability are out of the labour force because they are looking after home or family (45.9%) or because they are in education (32.8%). Some people do not report that they have a disability on the Census form but report that they are unable to work due to permanent sickness or disability (6%).

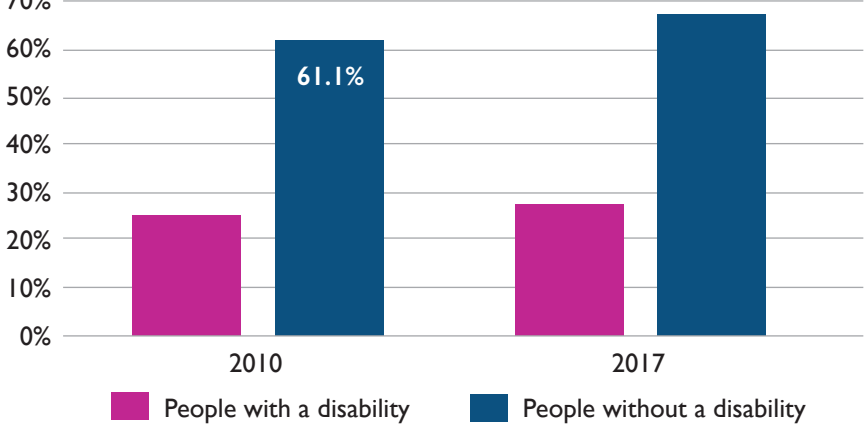
The picture is different for people who have a disability – most say the reason why they can't get work is their disability (65%) and only 16% are looking after a home or family, and 9.4% are in education.

It doesn't make a difference if you are male or female with a disability...

Your chances of working are twice as high if you don't have a disability.



Change in employment over time



When we look at the Labour Force Survey (LFS) we can see that employment rate for people with a disability has improved from 26.2% to 36.5%. However, the gap in the rate of employment has very slightly widened. People without a disability were 2.3 times more likely to be employed in 2010 than people with a disability, but in 2017, they were 2.5 times more likely to be employed.

Future factsheets will examine how this employment gap can be closed.