

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%



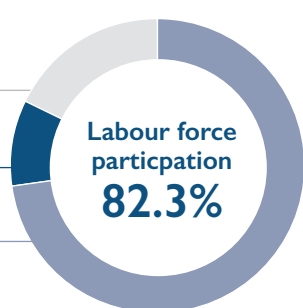
Half of the people with a disability are in the labour force compared to 82.3% of people without a disability.

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?

Total persons with a disability:

36.5%

32.5%

Blindness or a serious vision impairment

36.2%

32.5%

Deafness or a serious hearing impairment:

47.3%

21.4%

A condition that substantially limits one or more basic physical activities:

18.5%

54.7%

An intellectual disability:

17.3%

57.3%

Difficulty in learning, remembering or concentrating:

24.6%

42.8%

Psychological or emotional condition:

27.5%

40.4%

Other disability, including chronic illness:

35.4%

36.5%

Difficulty in dressing, bathing or getting around inside the home:

13.4%

64.4%

Difficulty in going outside home alone:

10.9%

65.5%

Difficulty in working or attending school/college:

15.0%

60.9%

Difficulty in participating in other activities:

20.0%

55.6%

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%).

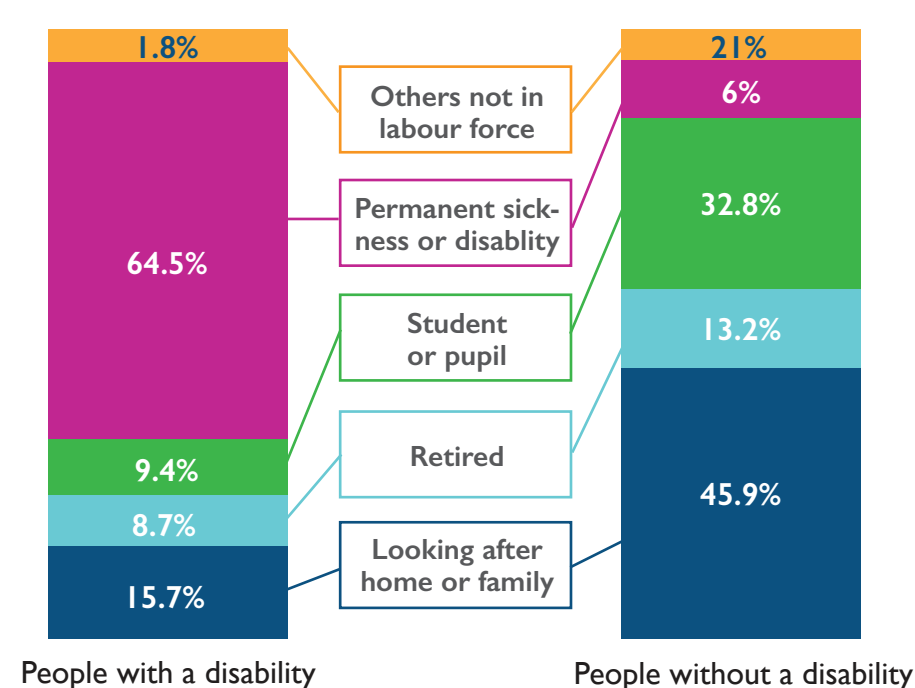
Only one in six of people with an intellectual disability have a job (17.3%). A further 6 out of 10 people with an intellectual disability are unable to work because of their disability. This still leaves a substantial number who could work if they found a suitable job. For other disability groups the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

Disability:



MALE:
39%



FEMALE:
34%

No disability:

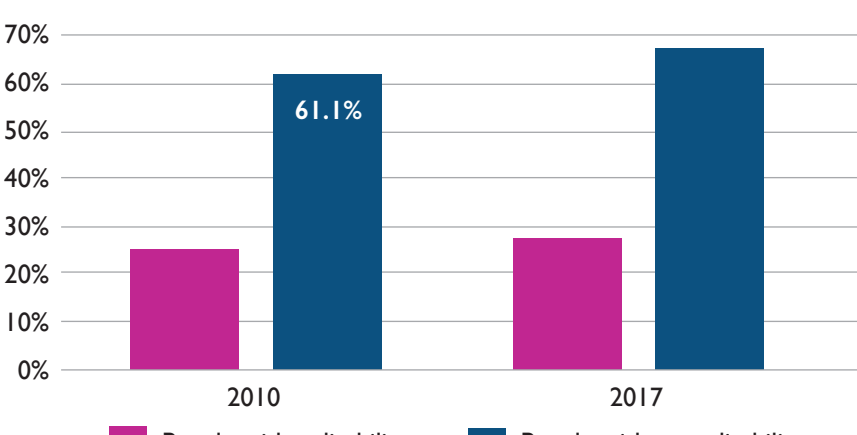


MALE:
78%



FEMALE:
67%

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 27.7%. 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.