



Measuring disability disadvantage at work

Presentation to
Welsh Government Disability Equality Forum
6th July 2016

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Hard Evidence: is the nu

theconversation.com/hard-evidence-is-the-number-of-disabled-people-in-work-on-the-up-48781

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Hard Evidence: is the number of disabled people in work on the up?

October 8, 2015 4:09pm BST



Wind the gap...


Author

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Reader in Economics, Cardiff University

Disclosure statement

Victoria Wass recently joined the Labour Party and writes in a non-party political capacity. She advises the courts on the impact of disability in loss of earnings claims following personal injury and unfair dismissal.

Partners



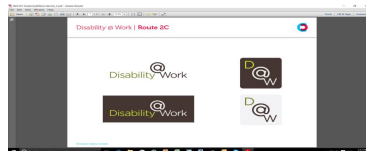
Cardiff University provides funding as a founding partner of The Conversation UK.

The Conversation's partners

The Conversation UK receives funding from Helix, Helix, SAGE, SFC, RCUK, The Nuffield Foundation, The Ogden Trust, The Royal Society, The Wellcome Trust, Esmée Fairbairn Foundation and The Alliance for Useful Evidence, as well as stay the university members.

If you keep track of key measures of disability equality in the UK, you'll know that the gap in employment rates between disabled and non-disabled working-age people has gone

Windows taskbar: I'm Cortana. Ask me anything. 2:04 PM 6/7/2016



Disability

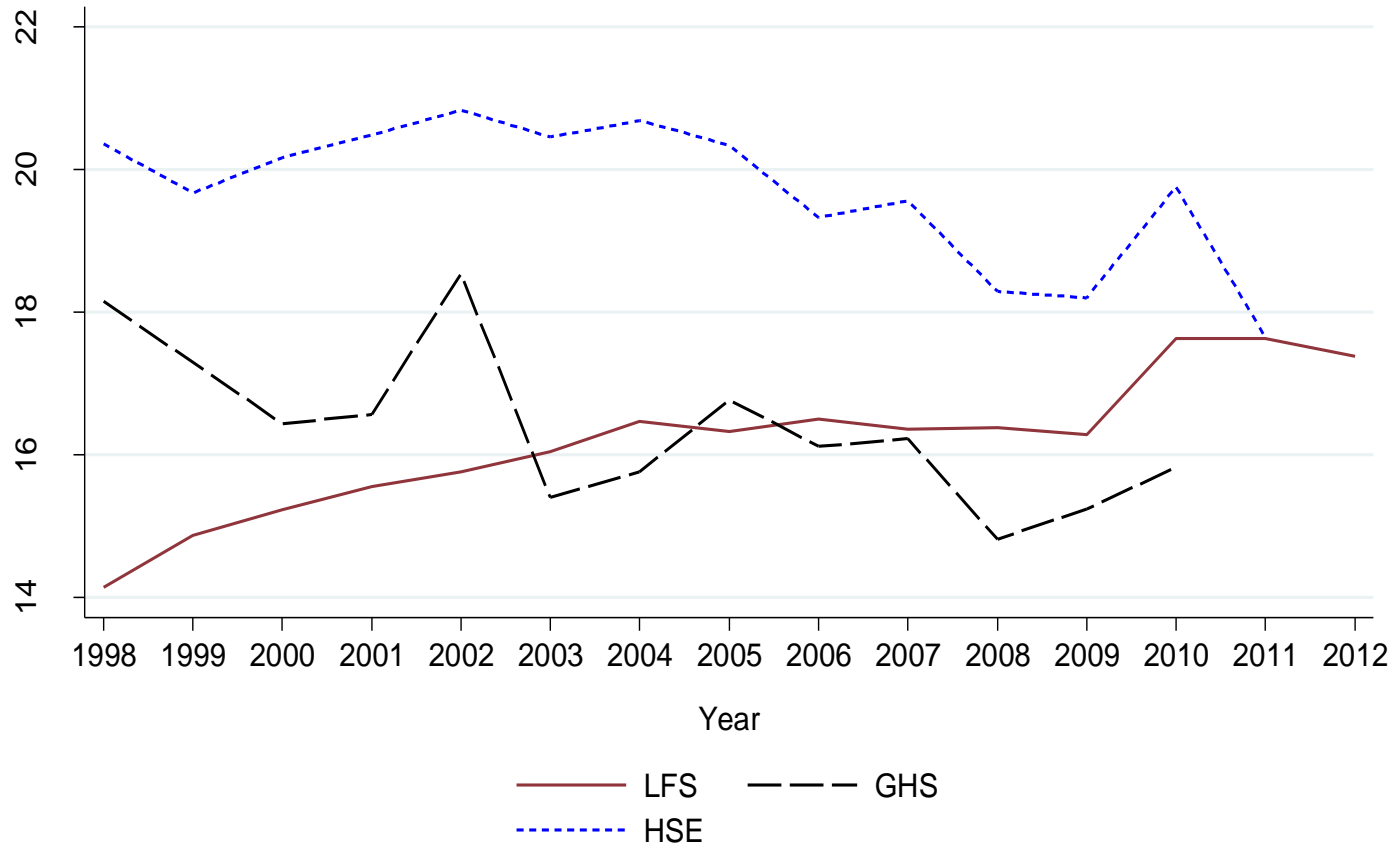
- Definition complex but important
- Self-assessed:
 - Disability Discrimination Act/Equality Act (daily activity)
 - Work-limiting (type or amount of work)
- Typical survey question:

Do you have any health problems or disabilities that you expect will last for more than a year? Yes/No

If Yes:

Do these health problems or disabilities, when taken singly or together, substantially limit your ability to carry out normal day to day activities? Yes/No

Prevalence of Disability (Activity Limiting)



Source: Baumberg *et al.*, 2015

Disability-related Employment Gap

- Percentage point difference in the employment rate between non-disabled and disabled people of working age
- In 2012 the employment rate among disabled people was 46% and the equivalent figure for non-disabled people is 76%. The employment gap would therefore be 30 percentage points.
- Far larger than for other protected groups
- Key government disability equality indicator

Disability employment | X | Disability facts and figures | +

parliament.uk/business/committees/committees-a-z/commons-select/work-and-pensions-committee/news-parliament-2015/disability-employment-gap-launch-15-16

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Disability employment gap inquiry launched

30 March 2015

The Work and Pensions Committee launches an inquiry into the Government's commitment to 'close the 'disability employment gap' - the difference in employment rates between disabled and non-disabled people. The inquiry assesses the scale of the challenge and the likely effectiveness of the Government's employment support and benefit policies in achieving this goal.

Inquiry: Disability employment gap
 • You need a valid email address to register and we will share your experience with the Work and Pensions Committee

Inquiry background
 The employment rate among disabled people stood at 46.7% at the end of 2013, compared with 80.2% for non-disabled people. To close the gap would require creating an extra 1.2 million disabled people in work.

Iain Duncan Smith criticises disability employment gap

theguardian.com/society/2015/aug/24/iain-duncan-smith-empowers-disability-employment-gap

the guardian

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Disability

Iain Duncan Smith criticises employers over disability employment gap

Experts welcome emphasis on improving support for jobless disabled people who want to work but say speech was light on detail

Patrick Butler social policy editor

Monday 24 August 2015 9:40 BST

553 730

The government's aim to get one million more people with a disability or long-term illness into work will require changes to practice and attitudes on the part of job-seekers and employers, experts have said.

The work and pensions secretary, Iain Duncan Smith, said in a speech on Monday that he wanted to 'close the employment gap between disabled and non-disabled people by reforming the incapacity benefit assessment system and improving the levels of support for jobless disabled people who wanted to work.'

MPs debate the disability | X | Disability facts and figures | +

parliament.uk/business/news/2016/june/mps-debate-the-bbc-white-paper-and-the-disability-employment-gap

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MPs debated the BBC White Paper and the disability employment gap

08 June 2016

MPs debated the BBC White Paper on Wednesday 8 June in the House of Commons, as the first of two debates to take place on subjects chosen by the Opposition. The second Opposition debate was on the disability employment gap.

BBC White Paper
 The debate was moved by Shadow Secretary of State for Culture, Media and Sport, Maria Eagle, Secretary of State for Culture, Media and Sport, John Whittingdale, responded on behalf of the Government.

MPs voted against the Opposition Motion (Division No. 14 Aves: 215 votes, 169 ayes).

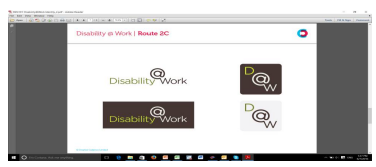
The Government amendment (A) was agreed without a Division.

- Read the Opposition Motion and Government amendment in the Order Paper: Main Business Item number 1
- Watch Parliament TV: Debate on the BBC White Paper
- Read Commons Hansard: BBC White Paper
- Read current Performers' material: In Topics: Broadcasting
- Read recent Performers' news stories: Broadcasting

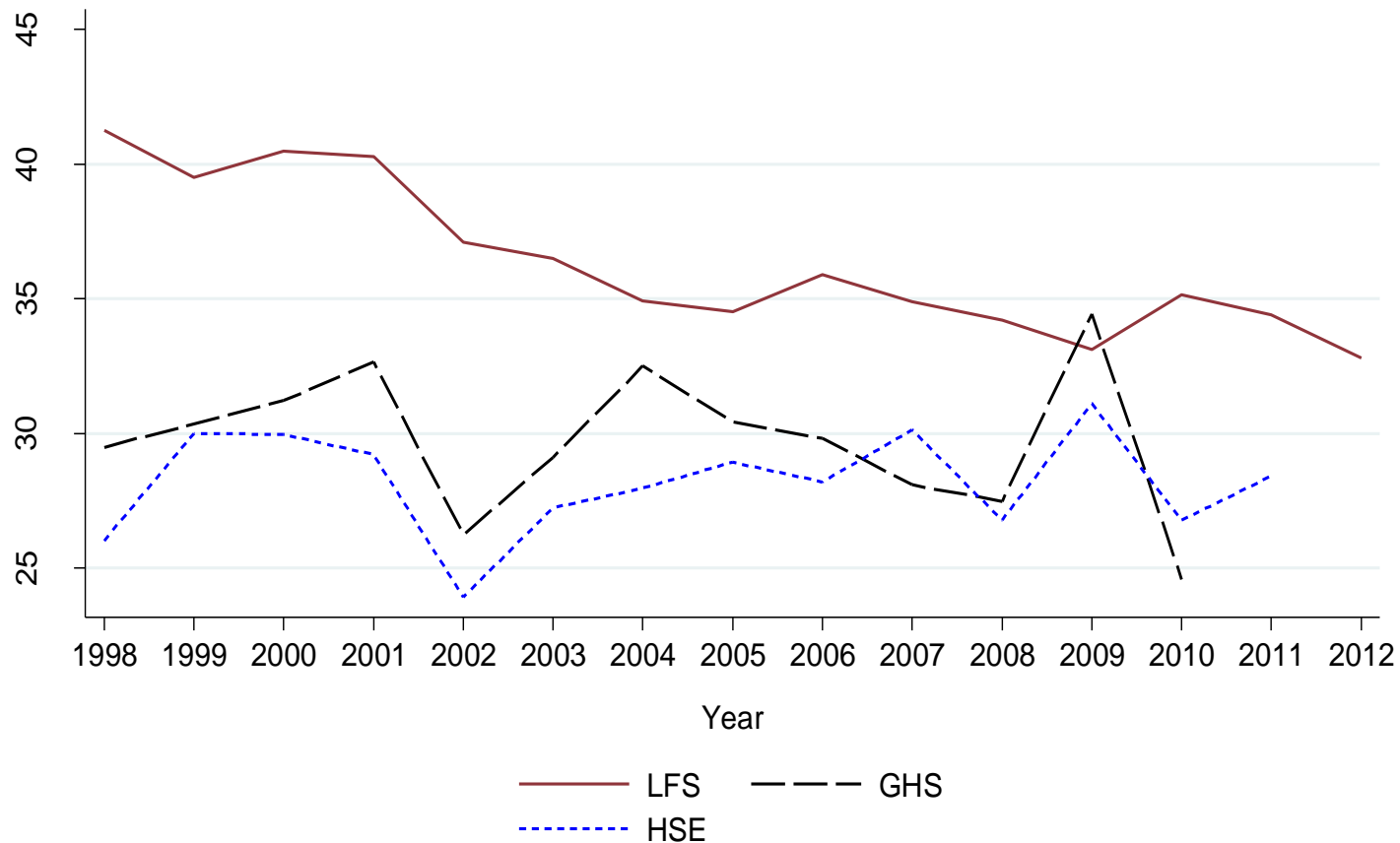
Disability employment gap
 The debate was moved by Shadow Secretary of State for Work and Pensions, Iain Smith. The Secretary of State for Work and Pensions, Stephen Crabb, responded on behalf of the Government.

MPs voted against the Opposition Motion on the disability employment gap (Division No. 12 Aves: 223 votes, 169 ayes).

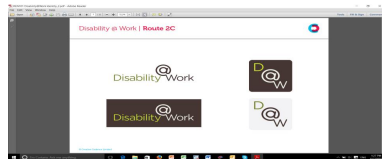
- Read the Opposition Motion in the Order Paper: Main Business Item number 1
- Watch Parliament TV: Debate on the disability employment gap
- Read Commons Hansard: Disability Employment Gap



Disability-related Employment Gap

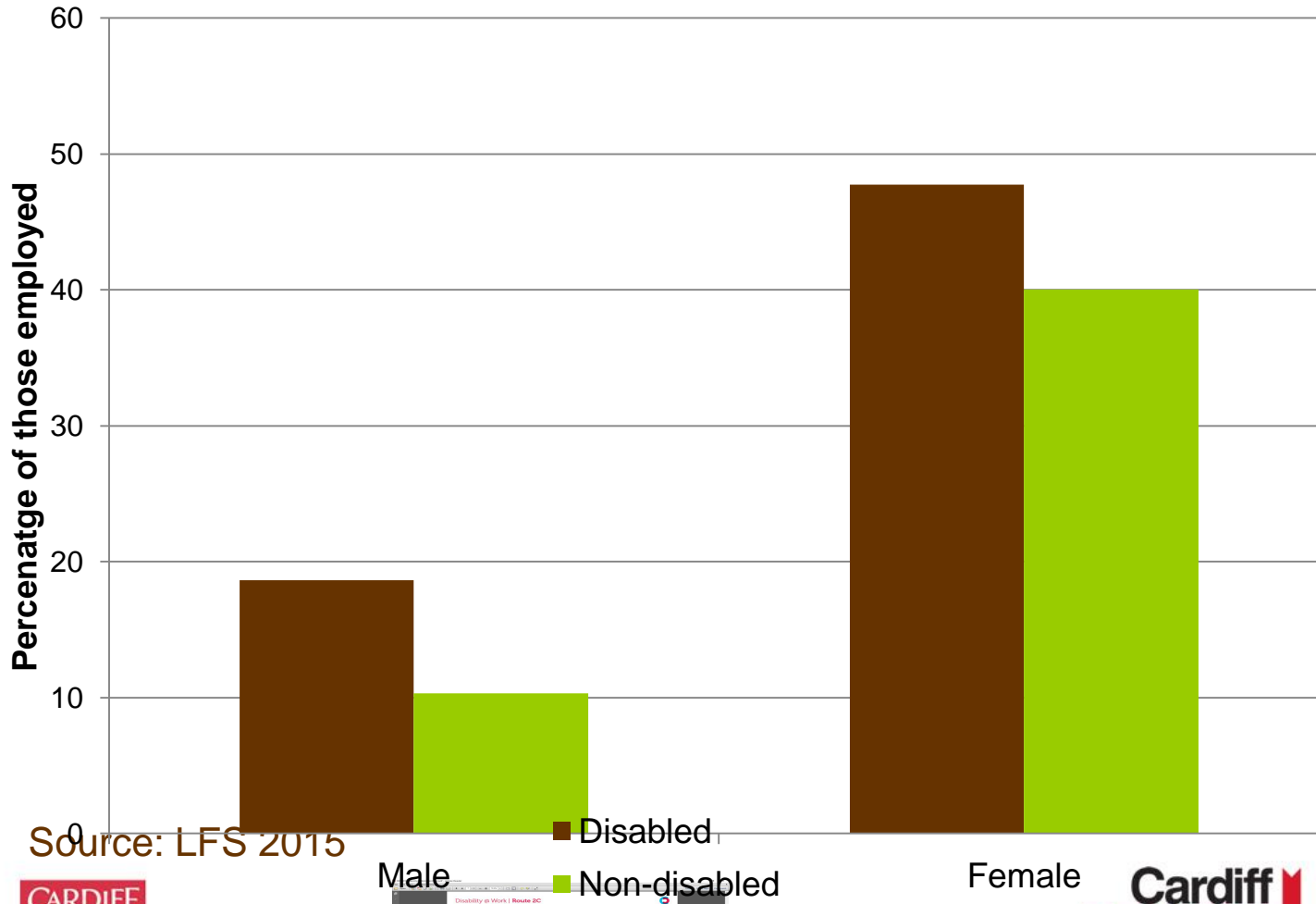


Source: Baumberg *et al.*, 2015

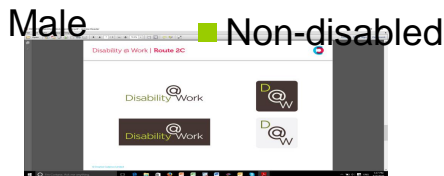


Does the type of work differ for disabled people?

Percentage of those in employment in part-time work

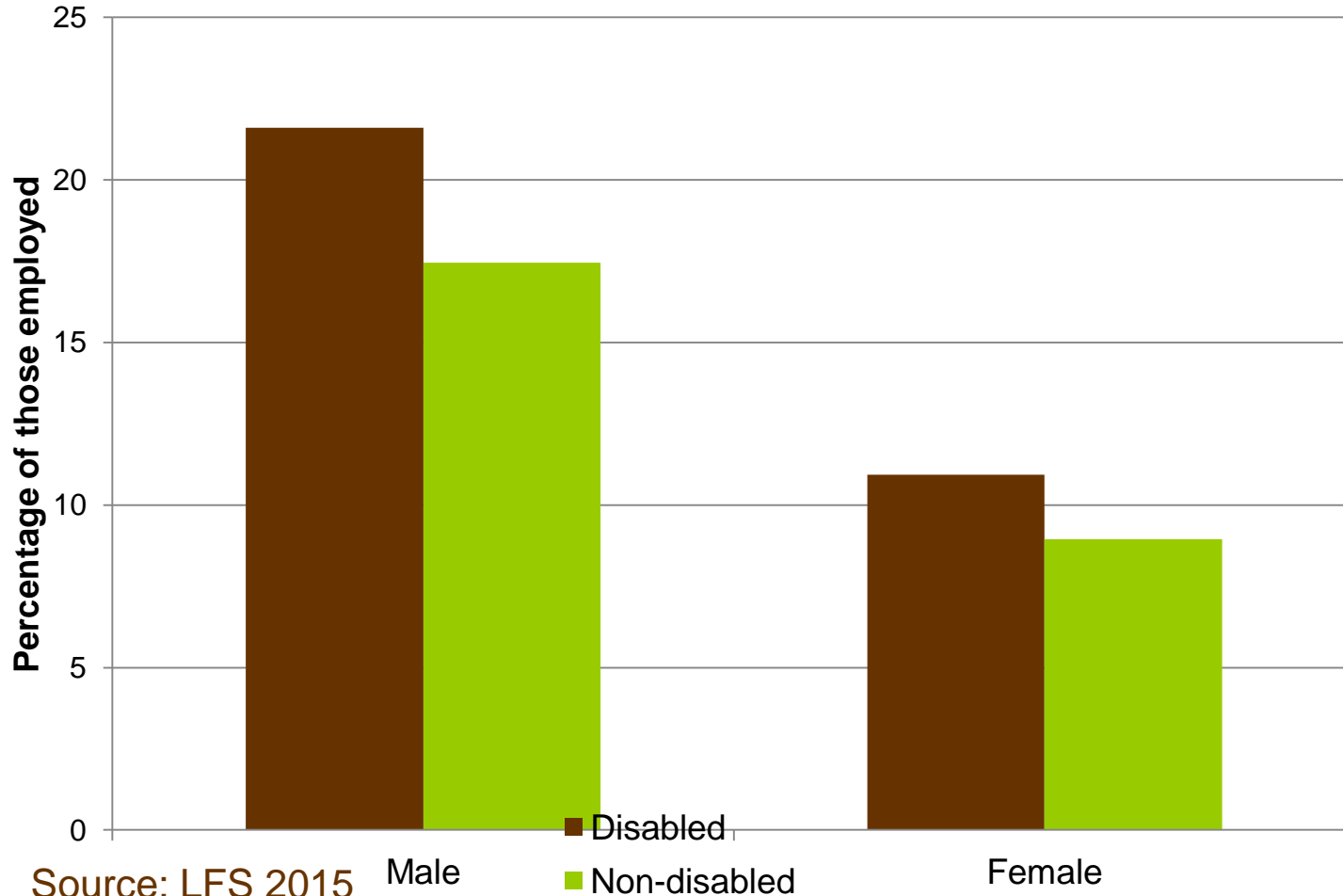


Source: LFS 2015



Does the type of work differ for disabled people?

Percentage of those in employment in self-employment



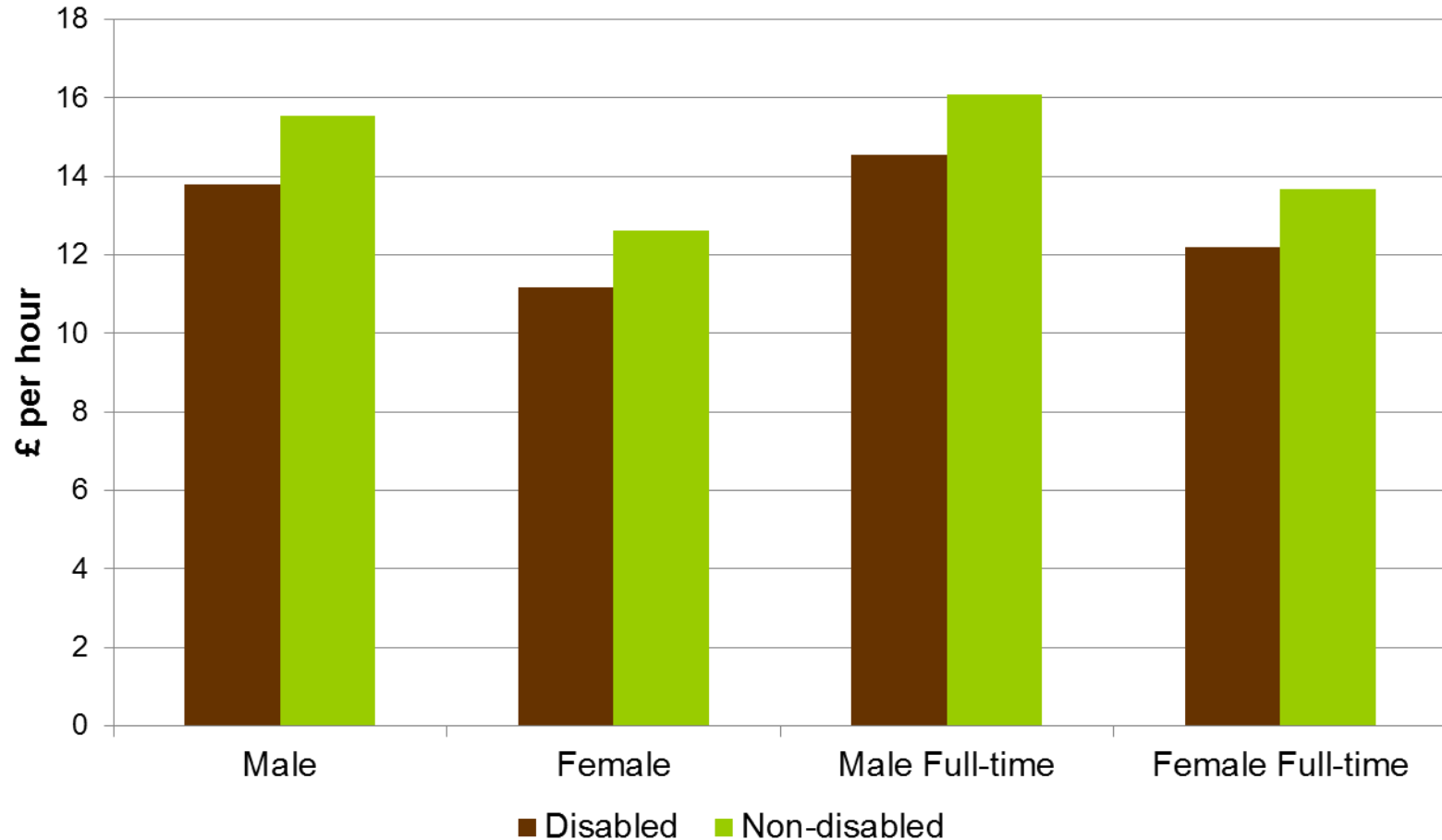
Source: LFS 2015

Male

Non-disabled

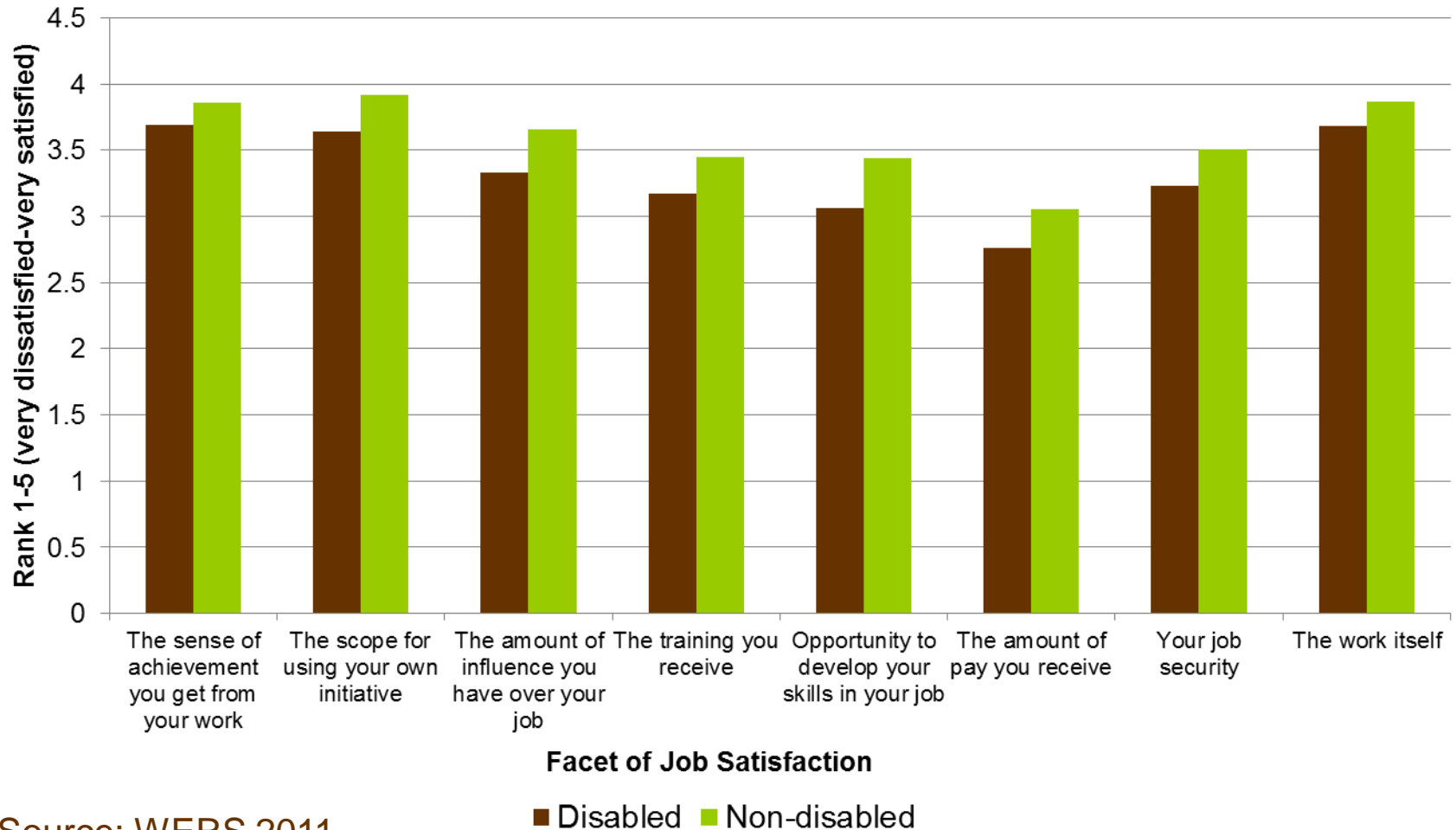
Female

What about pay? The disability-related earnings gap

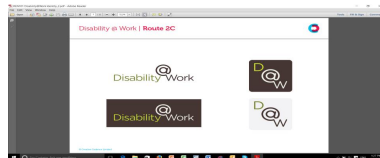


Source: LFS 2015

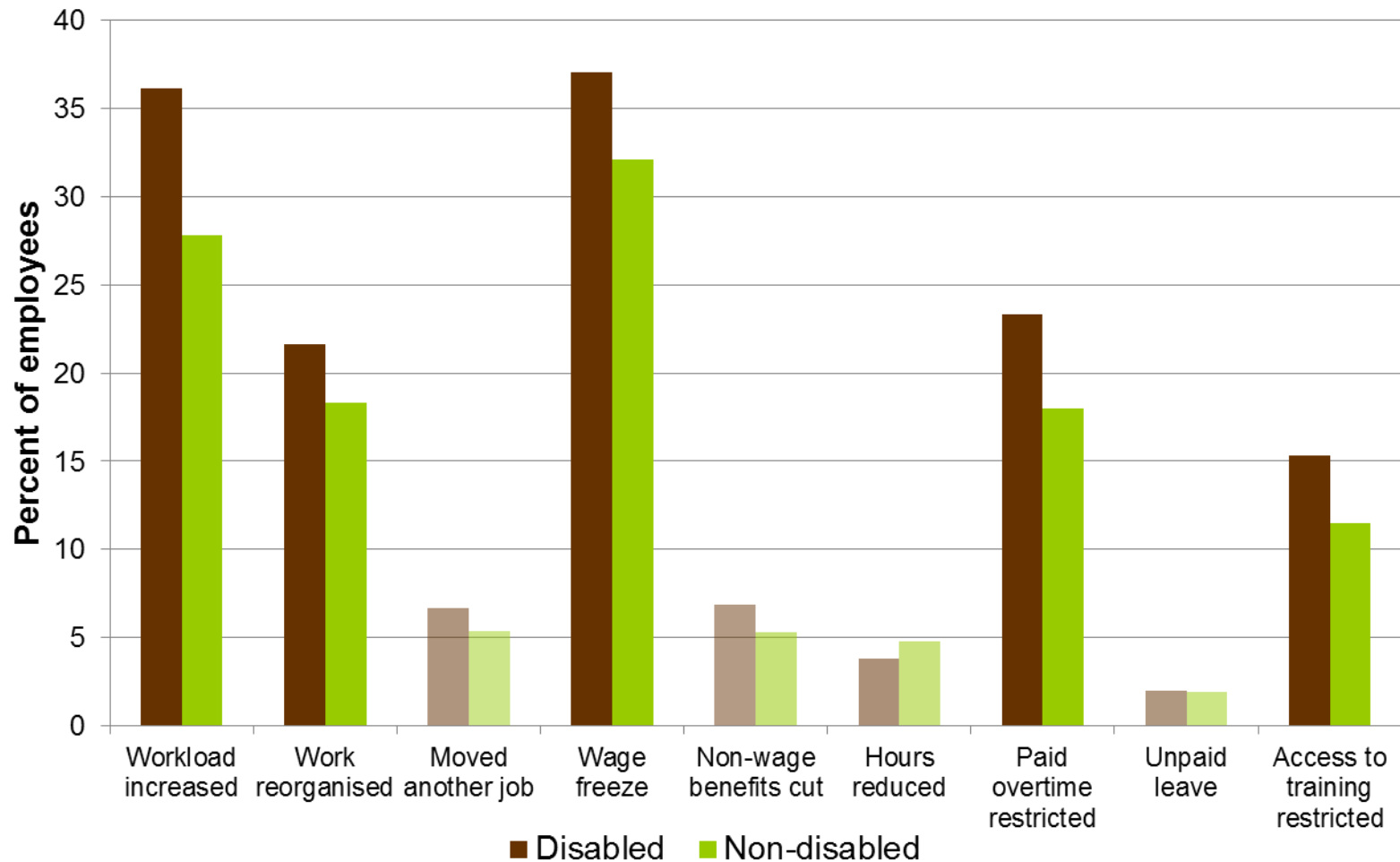
and well-being? Disability-related gaps in job satisfaction



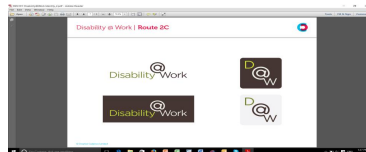
Source: WERS 2011

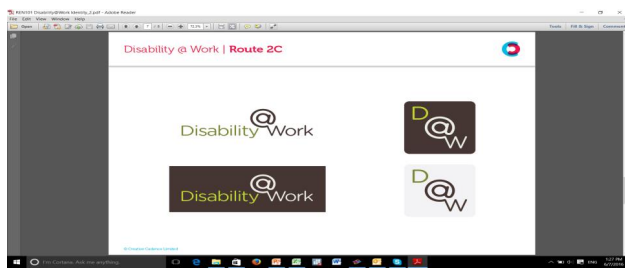


and the experience of the recession?



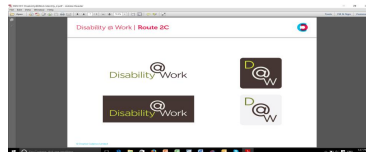
Source: WERS 2011





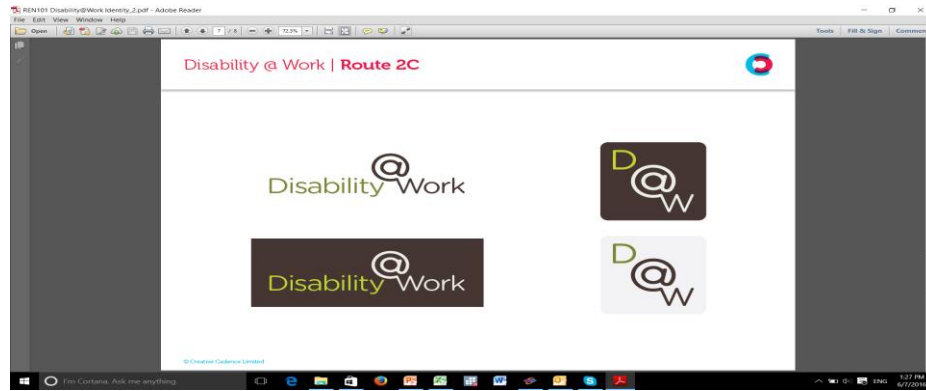
Research Programme

- Monitor and track change over time
- Address the important question - why?
 - Role of other personal characteristics
 - Age and education
 - Role of the workplace and workplace policies and practice
 - Causality
 - Dynamics of disability



External Engagement Activities

- CARBS Public Value Engagement Project
 - Website 'DisabilityatWork'
 - *Disability Talking*
- ESRC Impact Acceleration Award
 - Accessible Report
 - User Engagement Conference December 2016
- ESRC Cardiff Festival of Social Science
 - *Disability Talking: Stories of Disability at Work November 2016*



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