

B1 – Employment rates

Baseline and Trends

Baseline year – 2005. For the purpose of comparability with previous years the old working age definition (males 16 to 64 and females 16 to 59) has been used when presenting trends. Direct comparisons with estimates from 2010 onwards should not be made, due to an improvement in the way people report disability from this point. Any differences reported as significant are statistically significant at 95 per cent level.

The trend shows that there has consistently been an employment rate gap between disabled and non-disabled people, though it has narrowed from 33.5 per cent in 2005 to 30.3 per cent in 2009. The employment rate for non-disabled people has gone down during this period which is likely to be an impact of recession in 2008. On the contrary, the employment rates of disabled people appear to remain unaffected by recession.

In 2011, 48.8 per cent of disabled people were in employment compared to 77.5 per cent of non disabled people. Although it seems as if the employment rates for disabled people have improved over last couple of years, due to the improved disability reporting since 2010, it is not possible to conclude whether this is a real increase.

Employment rates (total) for men aged 16-64 and females aged 16-59 in Great Britain

	Percentage disabled	Percentage Non-disabled	Percentage gap between disabled and non-disabled
2002	44.5	80.7	36.2
2003	45.4	80.7	35.3
2004	46.8	80.5	33.7
2005	47.0	80.4	33.5
2006	47.4	80.2	32.8
2007	47.2	80.0	32.7
2008	48.3	80.0	31.7
2009	47.5	77.7	30.3
Figures above from 2009 and earlier are not directly comparable to the figures for 2010 and after given below			
2010	48.4	77.5	29.1
2011	48.8	77.5	28.7

When the employment rates are broken down by full-time and part-time, data shows that disabled people are more than twice as likely to report working full time as working part time. This pattern remained broadly stable since 2005. Both full and part time employment rates have significantly decreased for non-disabled people between 2005 and 2009 which resonates with a significant reduction in overall employment rate for this group during this period.

Employment rates by reported working patterns (full-time/part-time split) for men aged 16-64 and females aged 16-59 in Great Britain

	Percentage full-time disabled employees	Percentage part-time disabled employees	Percentage full-time non-disabled employees	Percentage part-time non-disabled employees
2002	31.5	13.0	61.6	19.1
2003	31.9	13.5	61.4	19.2
2004	32.4	14.3	61.4	19.0
2005	33.3	13.6	61.6	18.8
2006	33.3	14.1	61.7	18.4
2007	32.8	14.4	61.7	18.2
2008	34.3	14.0	61.7	18.2
2009	32.9	14.4	59.3	18.3
Figures above from 2009 and earlier are not directly comparable to the figures for 2010 and after given below				
2010	33.5	14.8	58.	18.8
2011	33.1	15.6	58.9	18.5

Figures below present the employment rates using the main definition (all aged 16-64) followed by the Office for National Statistics. In 2011, 46.1 per cent of disabled people were in employment compared with 76.2 per cent of non-disabled people. These rates are lower than those estimated using the former definition; partly because the employment rates for women aged 60-64 are lower than that for women below the former state pension age.

The state pension age for women is scheduled to increase gradually from 60 to 65 years between 2010 and 2020. This may lead to increasing employment rates over that period.

Employment rates (total) for all aged 16-64 in Great Britain

	Percentage disabled	Percentage non-disabled	Percentage gap between disabled and non-disabled
2010	45.7	76.2	30.5
2011	46.1	76.2	30.1

Looking at the employment rates by full-time and part-time split for 2011 by using new definition, disabled people remains twice as likely to report working full time as working part-time and non-disabled people about three times as likely.

Employment rates (full-time/part-time split) for all aged 16-64 in Great Britain

	Percentage disabled full-time	Percentage disabled part-time	Percentage non-disabled full-time	Percentage non-disabled part-time
2010	31.0	14.6	57.0	19.0
2011	30.5	15.6	57.3	18.8

Independent Living Strategy (ILS): This indicator is also used to monitor the Independent Living Strategy, which covers England only. Data shows that, in 2011, 46.3 per cent disabled people were in employment in England compared with 76.1 per cent of non-disabled people. These rates are 48.9 per cent for disabled people and 77.3 per cent for non-disabled people using the old definition (males aged 16-64 and females aged 16-59).

Employment rates for England only for all aged 16-64

	Percentage disabled	Percentage non-disabled	Percentage gap between disabled and non-disabled
2010	46.3	76.2	29.9
2011	46.3	76.1	29.8

Employment Rates for England only for men aged 16-64 and females aged 16-59

	Percentage disabled	Percentage non-disabled	Percentage gap between disabled and non-disabled
2007	47.8	79.6	31.8
2008	48.9	79.8	30.9
2009	48.4	77.5	29.1
Figures above from 2009 and earlier are not directly comparable to the figures for 2010 and after given below			
2010	48.9	77.5	28.6
2011	48.9	77.3	28.4

Definition

Employment rates cover both employees and self employed people. Respondents who report a current disability consistent with the Disability Discrimination Act (DDA) are defined as disabled. The non disabled population refers to all those not classified as DDA disabled. From 1 October 2010, provisions in the Equality Act 2010 replaced the majority of provisions in the DDA.

Data Source

Labour Force Survey, Quarter 2

Note: Previously published Labour Force Survey figures have been updated to reflect changes to weighting variables, in line with the latest population estimates published by Office for National Statistics. The Annual Population Survey also provides estimates of the employment rate of disabled people and these may vary from the Labour Force Survey results published above because they are based on a different sample of survey respondents and relate to a combined 12-month period, to enable more detailed analysis.