



**Workshop on Improving Disability Statistics in the Arab Countries**  
*27-28 July 2022*  
*Beirut, Lebanon*

**Session 4: Collecting disability data in labour force surveys**

- Disability measurement in the labour force
- ILO WG Module on LFS

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# Policy questions

- How large is the disabled population and what is their social-demographic profile?
- How many of these people are economically active/ employed?
- Do they have equal employment opportunities?
- What are the obstacles PWD face in the labour market?
- How many people with disabilities could be integrated into the work force should the obstacles be removed?
- Is there a difference between countries in the percentage of people with disabilities in employment and, if so, why?

# Requirements

## UN CRPD 2006

- Art.27: right to work on an equal basis with others
- Art.28: adequate standard of living and social protection
- Art.31: collection of statistical data

## 2030 Agenda for Sustainable Development

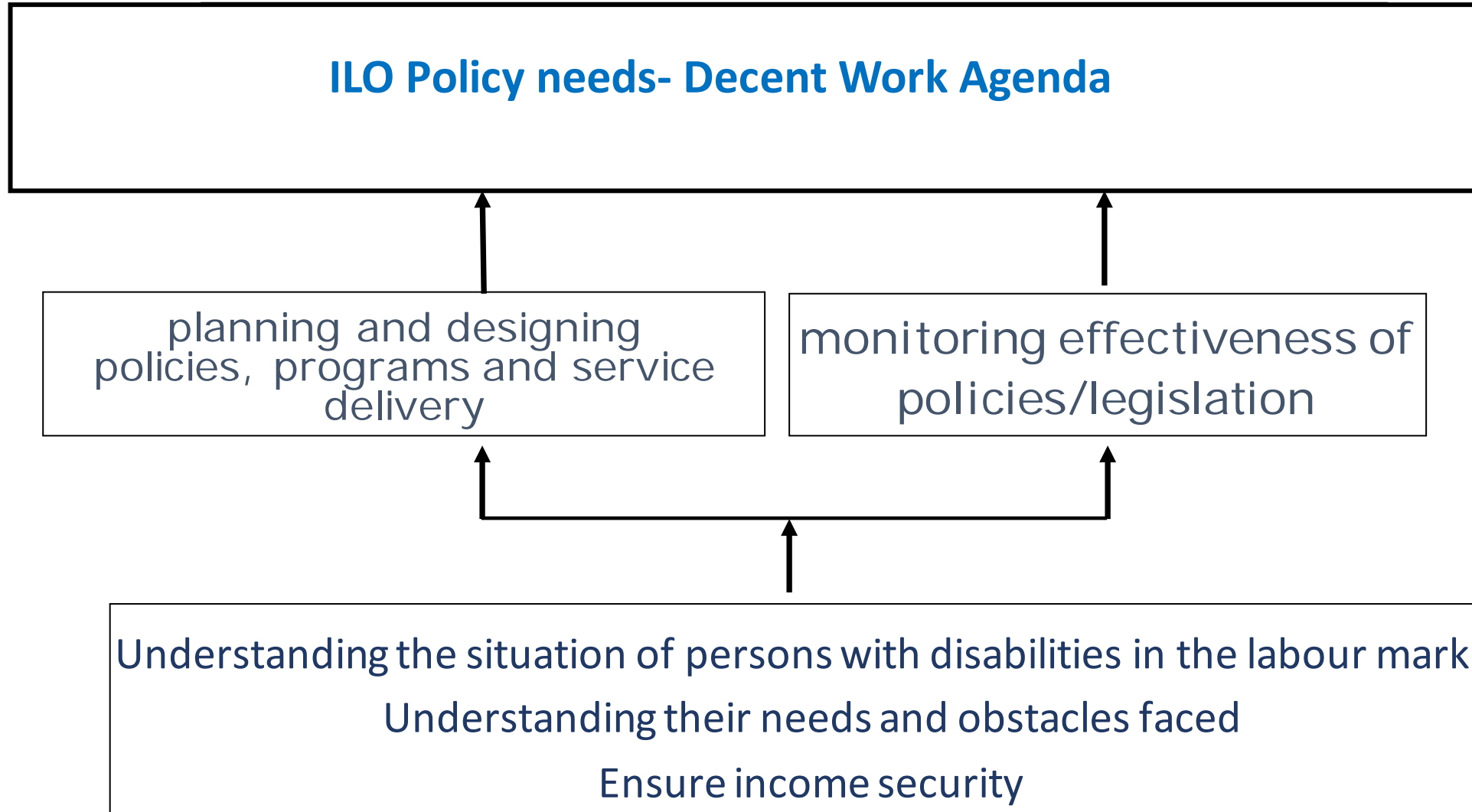
- *SDG target 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable*
  - 1.3.1 Proportion of population covered by social protection floors/systems, ..., **persons with disabilities**, ...
- *SDG target 8.5: By 2030 achieve full and productive employment and decent work for all and equal pay for work of equal value*
  - 8.5.1 Average hourly earnings of female and male employees, by occupation, age and **persons with disabilities**
  - 8.5.2 Unemployment rate, by sex, age and **persons with disabilities**

## ILO Policy needs- Decent Work Agenda

planning and designing  
policies, programs and service  
delivery

monitoring effectiveness of  
policies/legislation

Understanding the situation of persons with disabilities in the labour market  
Understanding their needs and obstacles faced  
Ensure income security



## ILO Statistical Activities

- a. **Compile statistical information** - assemble, evaluate and organize available data and metadata on the labour force characteristics of PWD
- b. **Improve data availability** by (i) supporting countries to develop and strengthen their capacity to gather, analyse and disseminate sound, relevant and comparable data on labour force characteristics of people with disability (ii) processing micro data.
- c. **Enhance the knowledge-base** by releasing and analysing labour market indicators for PWD and PWhD
- d. **Develop LFS module on** the obstacles persons with disabilities face in the labour market, in consultations with WG, other international/regional fora, countries and interest groups



## ILO efforts to improve availability and comparability

- **Promote** the inclusion of disability questions in LFS and other hhs based surveys (allow identifying PWD and disaggregation of SDG labour related indicators by disability status)
  - ✓ Include the ***minimum set of disability questions*** (developed by WG) in regular survey(s)
  - ✓ Cross-tabulate labour force characteristics against disability status
  - ✓ Disseminate and analyse the data
- Provide technical advisory **assistance** upon request
- **Process LFS microdata (100+ countries)**

# DATA

- Standardization of data collection
- Standardisation of data processing
- COMPREHENSIVE SET OF LM INDICATORS (ILOSTAT, [www.ilo.org/ilostat](http://www.ilo.org/ilostat))
  - that would allow tracking implementation progress and reporting on national plans and SDG and obligations under the CRPD

# Status of labour statistics by disability status

**Difficult to get timely, reliable, comparable data**

**Quality and quantity of data available varies enormously across countries**

- Disability is not systematically monitored; variable covered but not processed and/or disseminated)
- Variety of sources (*varying degree of limitations*)
- Wide variance of definitions, standards and methodologies used to identify persons with disabilities
- Periodicity
- Different indicators



# Questions used to identify persons with disabilities

- **Direct questions related to impairment/body functioning**
  - The respondent is directly asked if she/he is disabled, or
  - The respondent is asked if she/he has impairment(s) through a list of diagnosis (“medical” model of disability)
- **Questions related to difficulties people face while performing daily activities**
  - The respondent is asked if she/he has difficulties in performing activities of daily living such as seeing, hearing, speaking, remembering, concentrating or communicating, mobility difficulties, etc.
- **Questions related to limitations/participation in the labour market** (*kind and amount of work a person can do*)

# Questions used to identify persons with disabilities

- **Direct questions related to impairment/body functioning**
  - 1990 Zambia Census (short list of impairments) - prevalence rate: **0.9%**
  - 2000 Zambia Census (longer list of impairments) - prevalence rate: **2.7%**
- **Questions related to difficulties people face while performing daily activities**
  - Zambia Living Conditions survey (WG-SS) – prevalence rate: **8.5%**

# Washington Group Short Set on Functioning (WG-SS)

## Because of a health problem:

- 1) Do you have difficulty **seeing** even if wearing glasses?
- 2) Do you have difficulty **hearing** even if using a hearing aid?
- 3) Do you have difficulty **walking** or **climbing** stairs?
- 4) Do you have difficulty **remembering** or **concentrating**?
- 5) Do you have difficulty with (**self-care** such as) washing all over or dressing?
- 6) Using your usual language, do you have difficulty **communicating** (for example understanding or being understood by others)?

## Response categories:

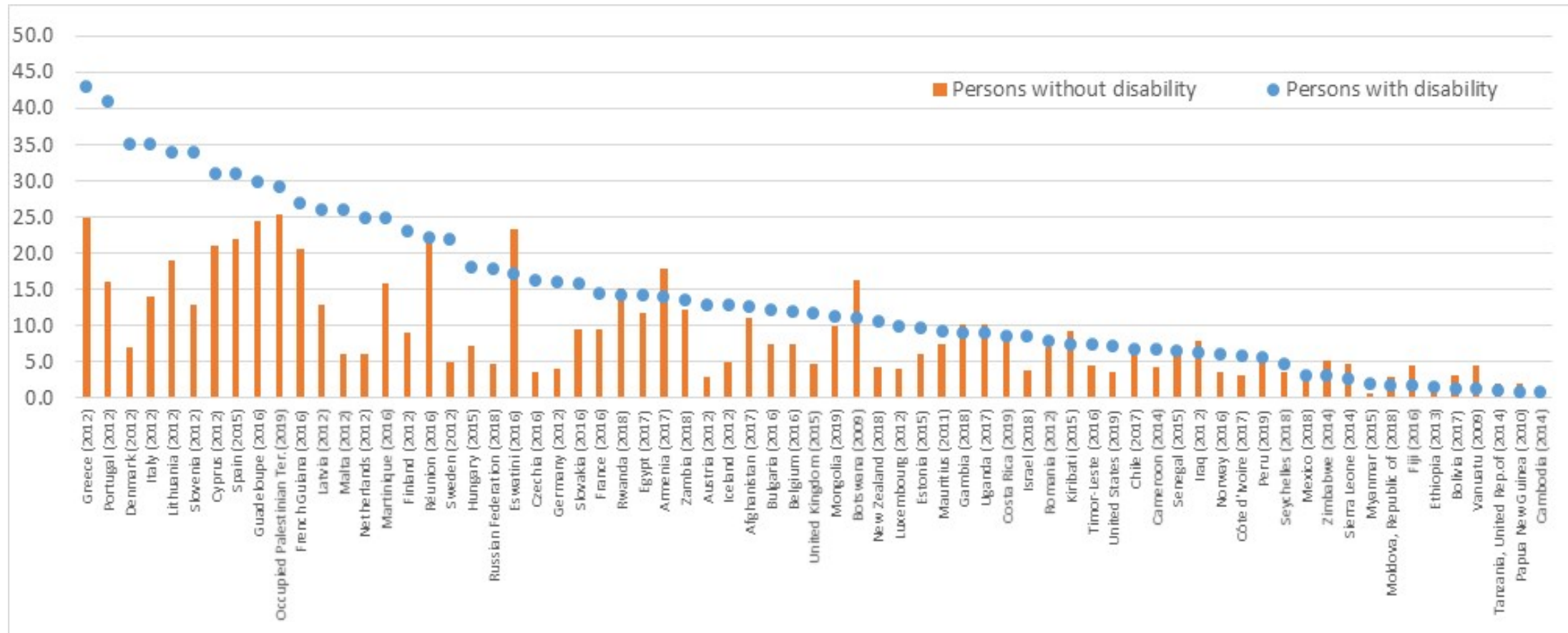
No difficulty; Some difficulty; A lot of difficulty; Cannot do at all

# Challenges in implementation of WG in LFS surveys

- Length of the survey
- Sample size
- Reliability of estimates at low level of disaggregation
- Use of proxy respondents
- **Cut-off**

# Disability data for policy making and interventions

## SDG 8.5.2. Unemployment rate by disability status



# Disability data for policy making and interventions

## *SDG 8.5.2. Unemployment rate, by disability status*

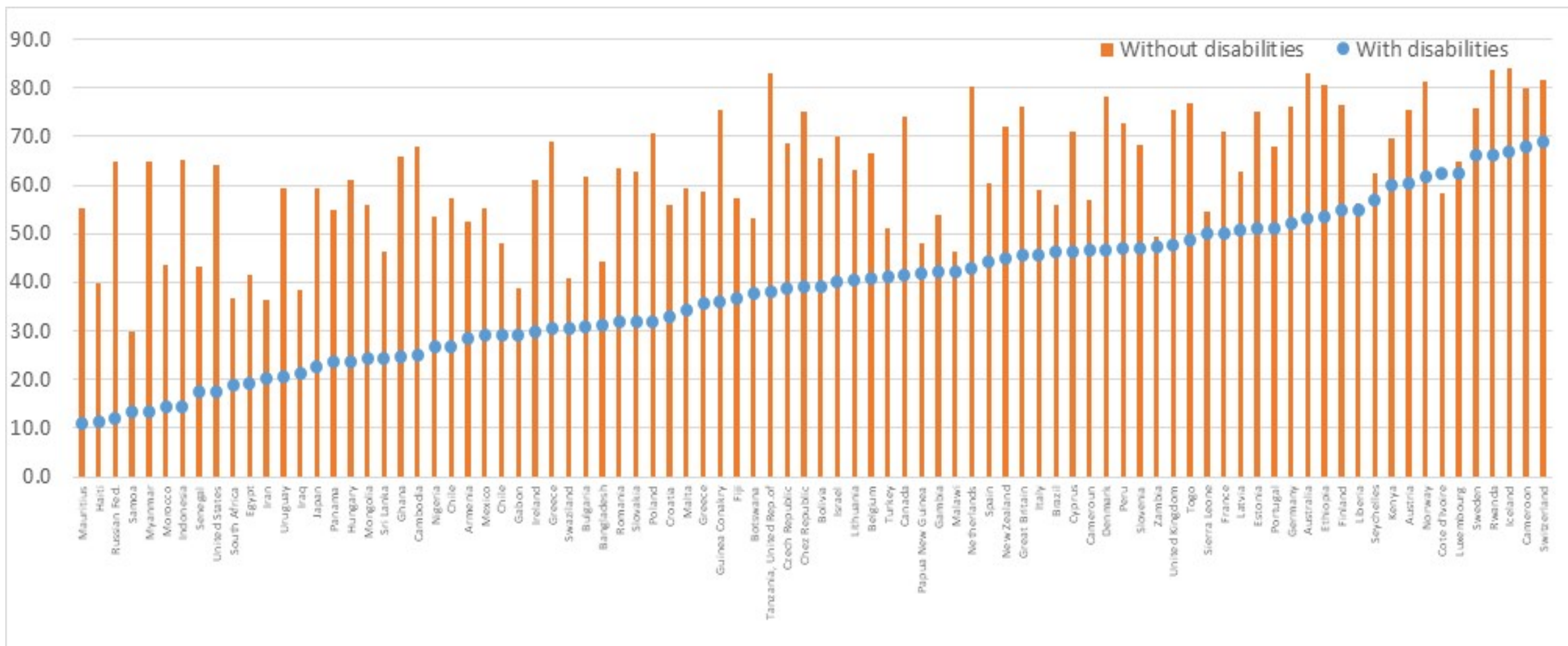
### Limitations

- A partial picture of the participation of persons with disabilities in the labour market.
- Many persons with disabilities are not unemployed (would like to be employed but do not seek employment, and not counted as part of the unemployed).
- The reasons for unemployment are not known

**Additional indicators needed!**

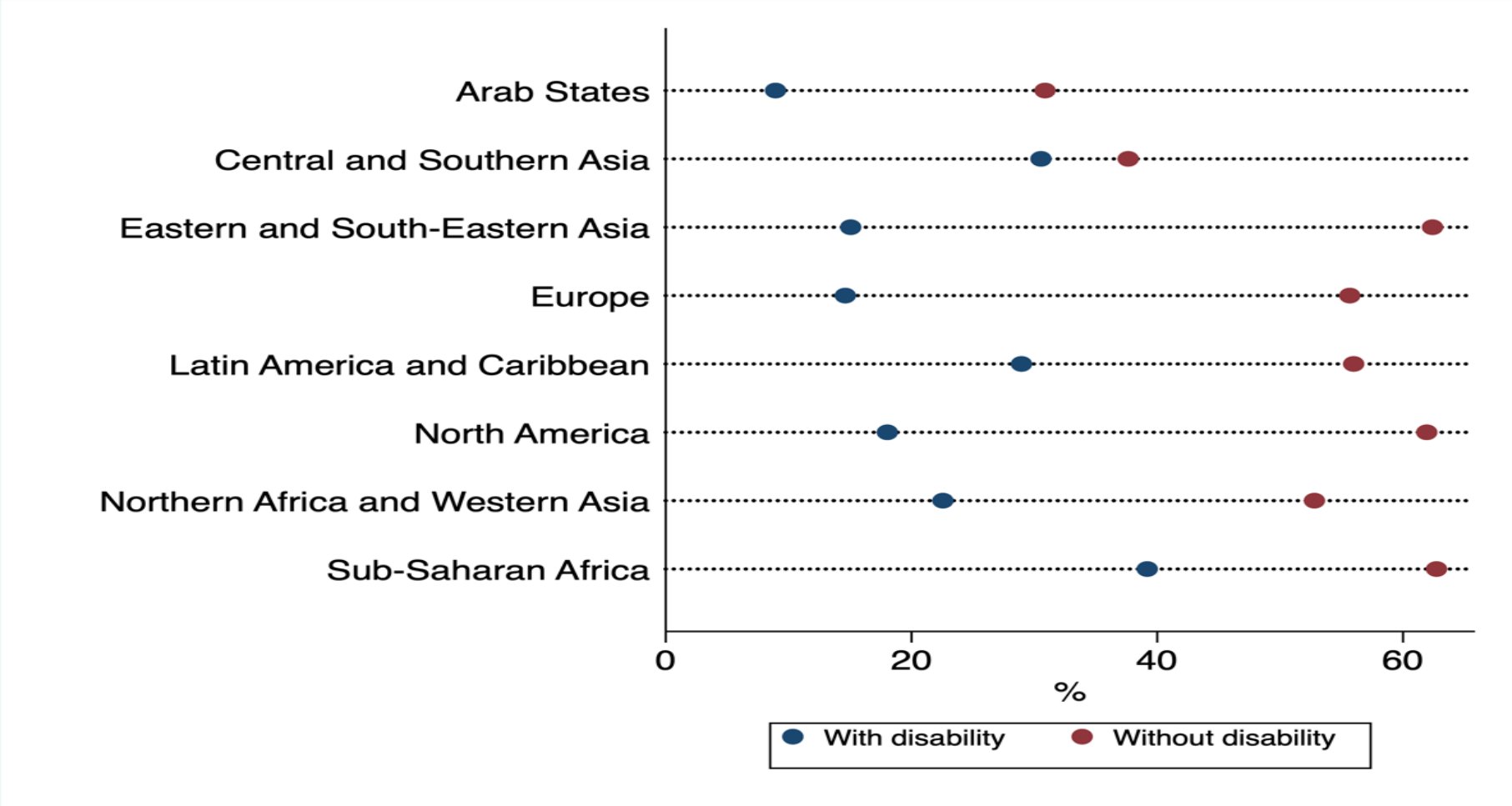
# *PWD are more likely to be inactive*

**Employment-to-population ratio:** Most recent data close to year 2015



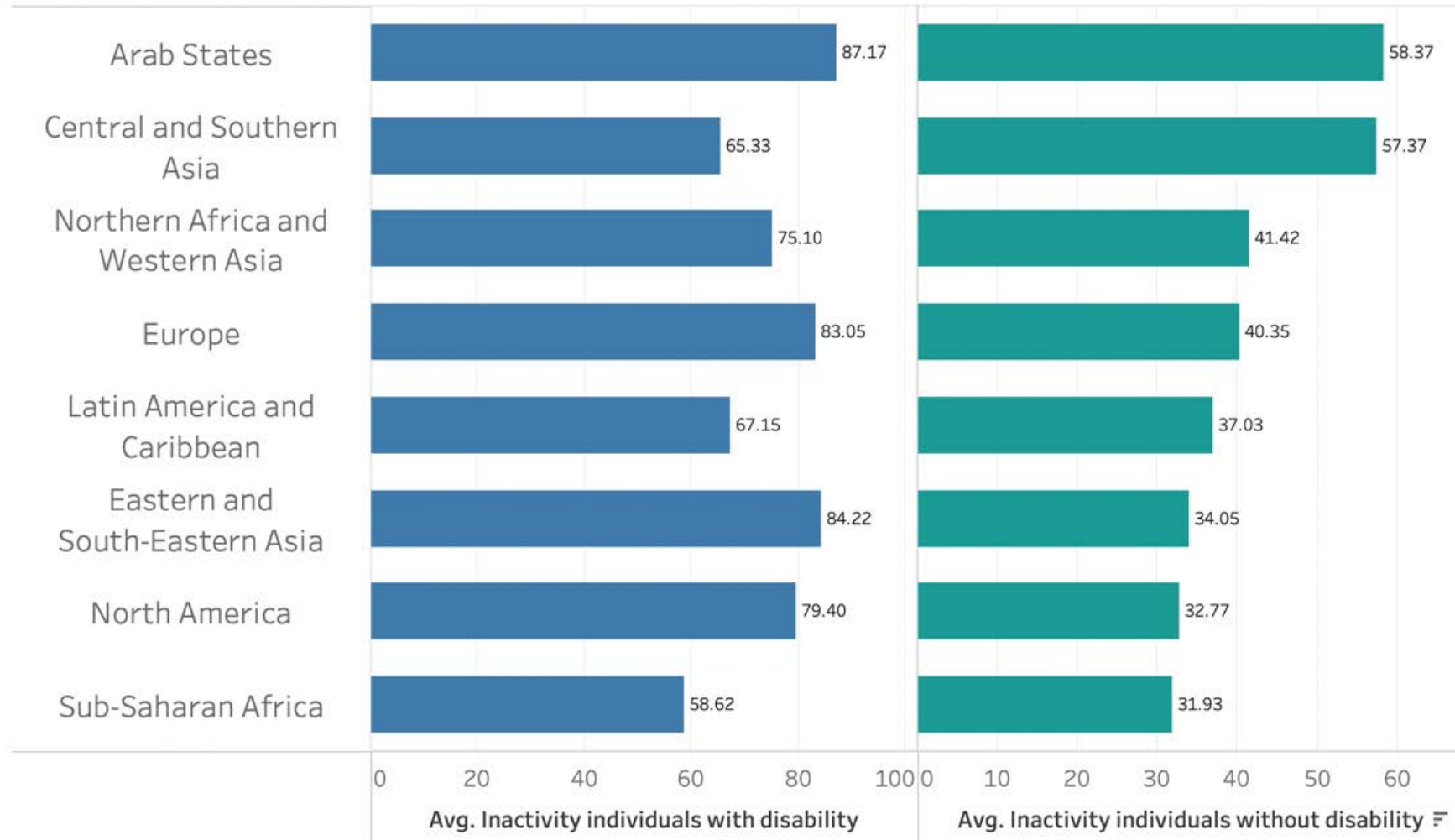
Source: ILO Department of Statistics

# Employment-to-population ratio, 2020



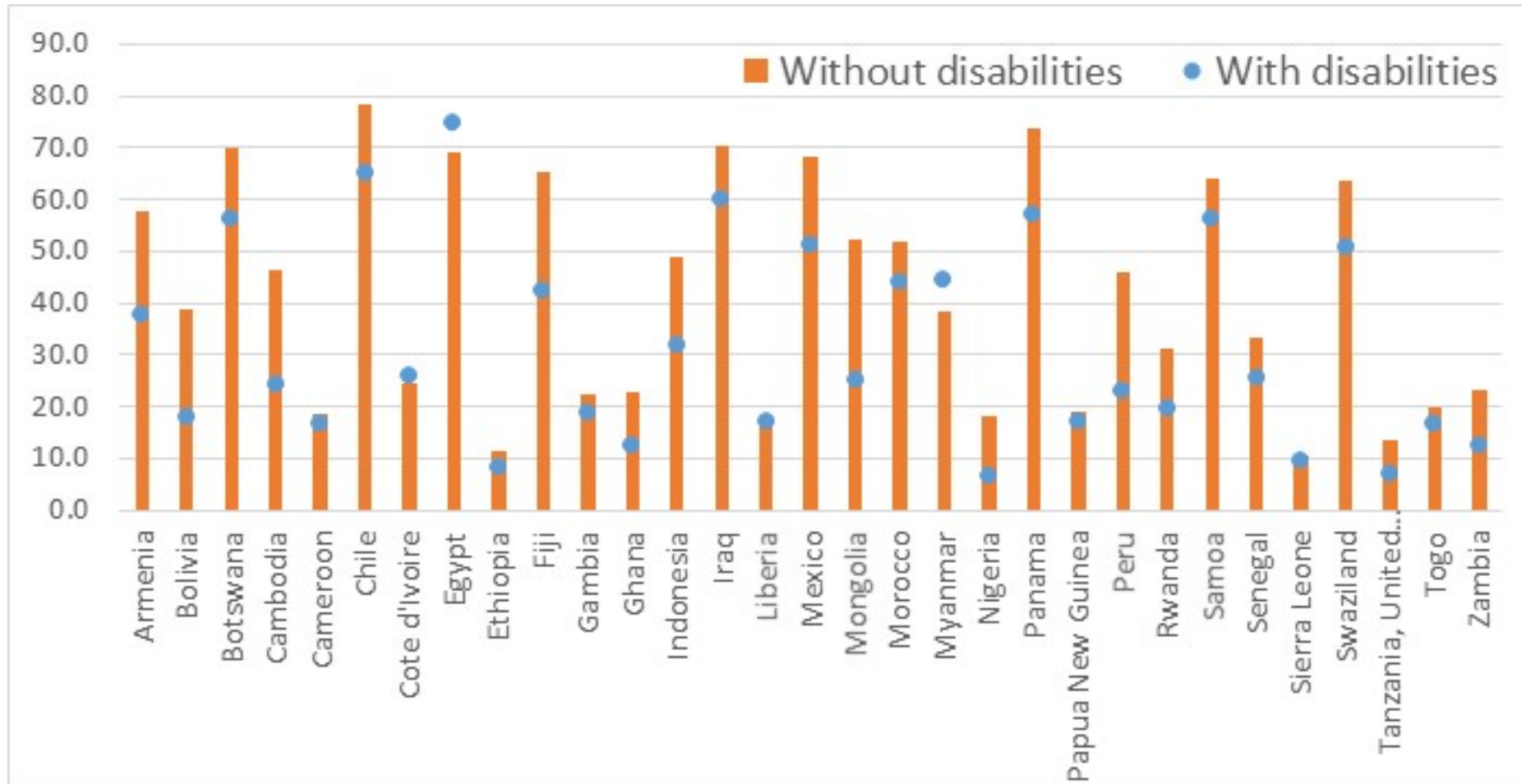


# Inactivity rate, 2020



# *PWD are less likely to be in paid employment*

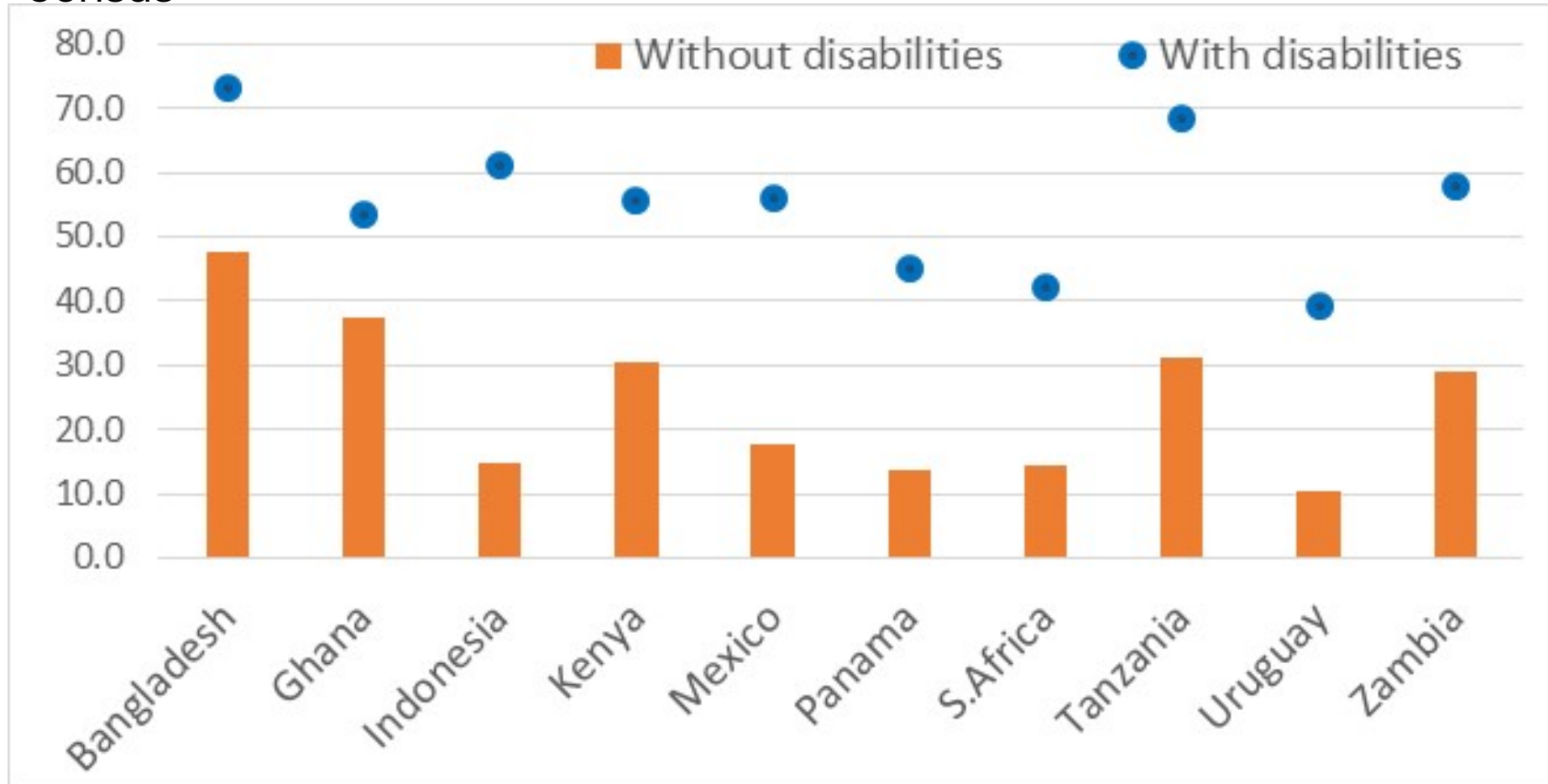
**Share of employees:** Most recent data close to year 2020



Source: ILO Department of Statistics

## *PWD have lower levels of education*

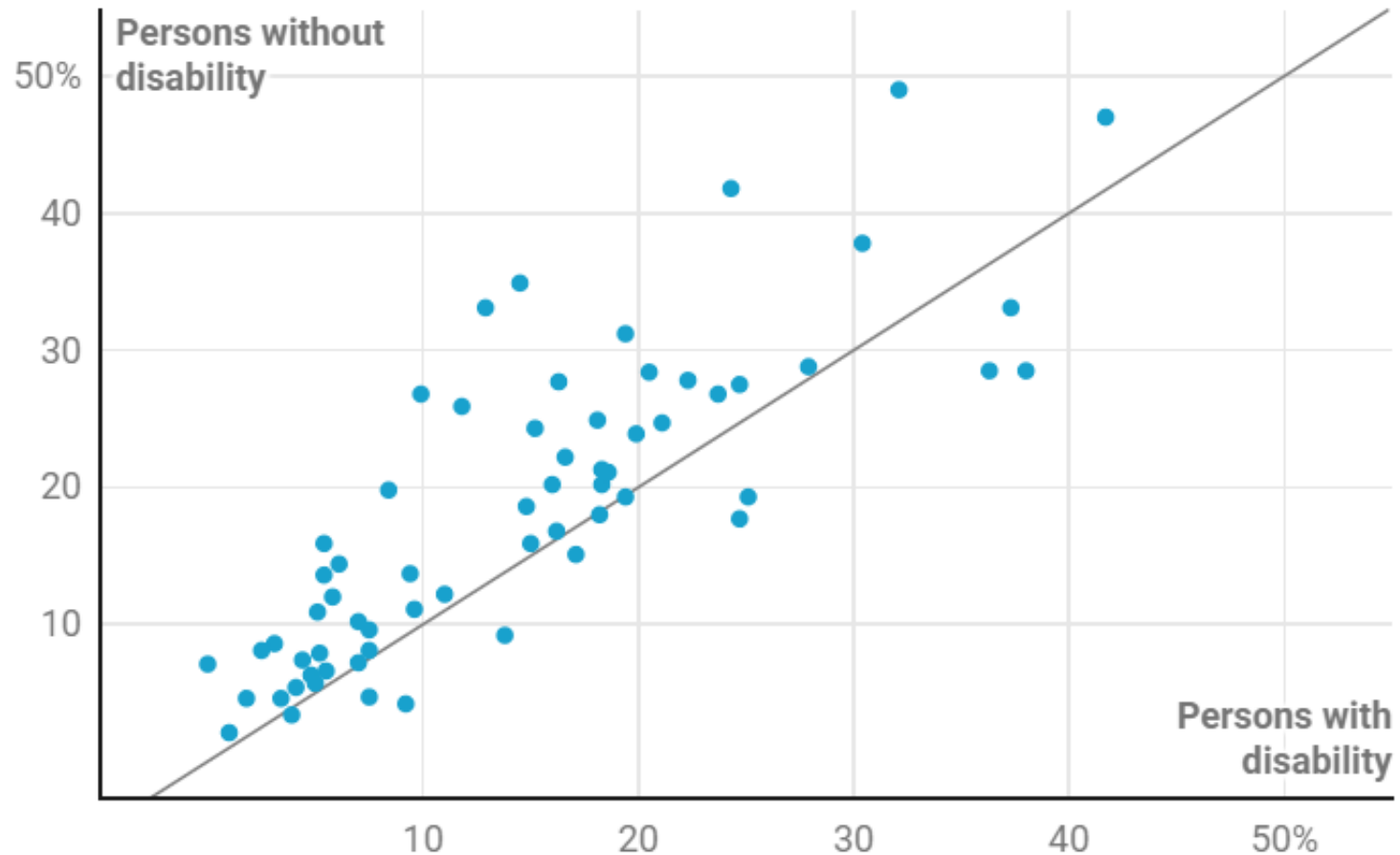
Percentage of employed with less than **primary** education, Population Census



Source: ILO Department of Statistics

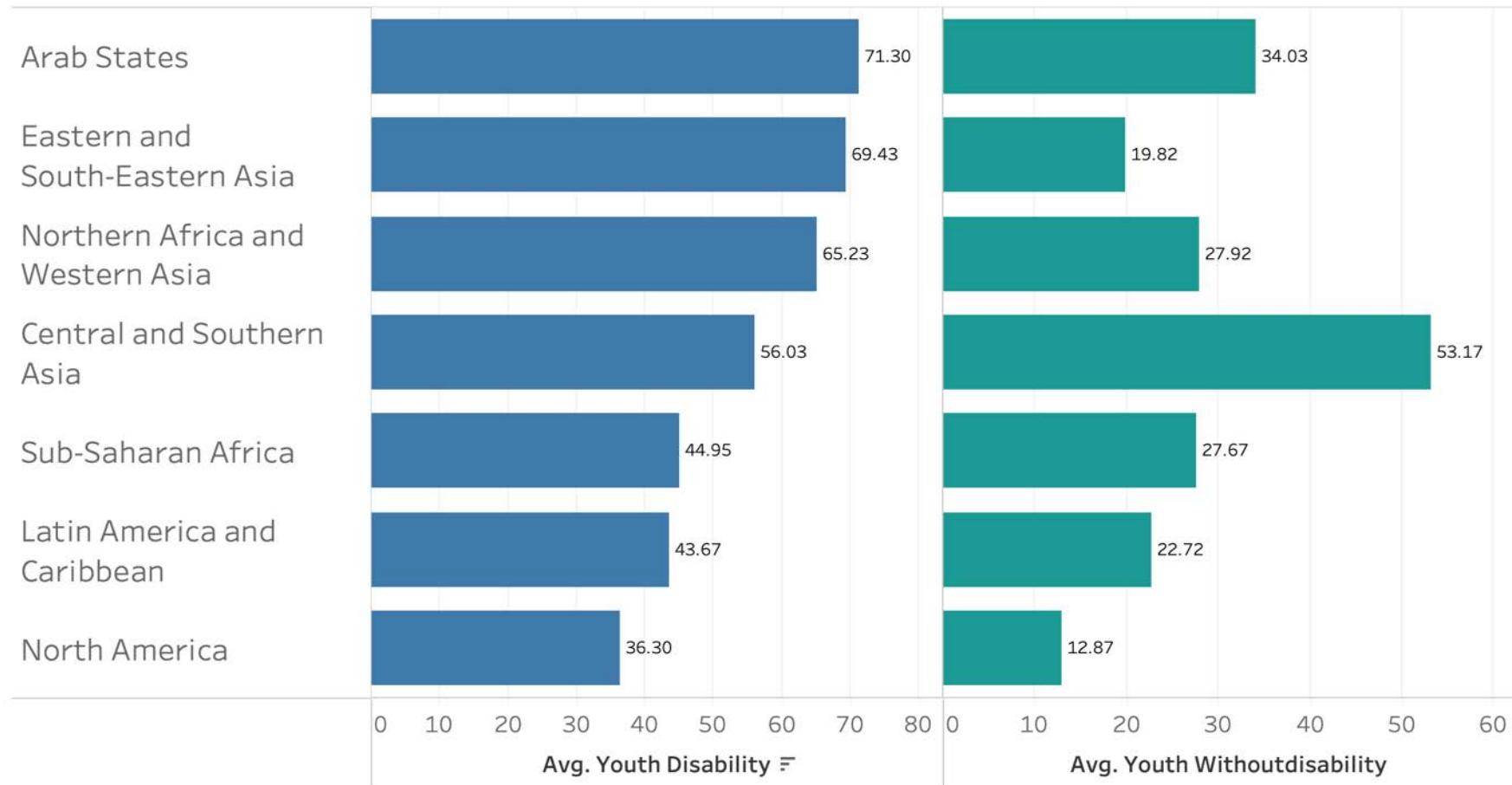
## PWD are less likely to work in higher-skilled occupations

### Employed in higher skills levels by disability status, %



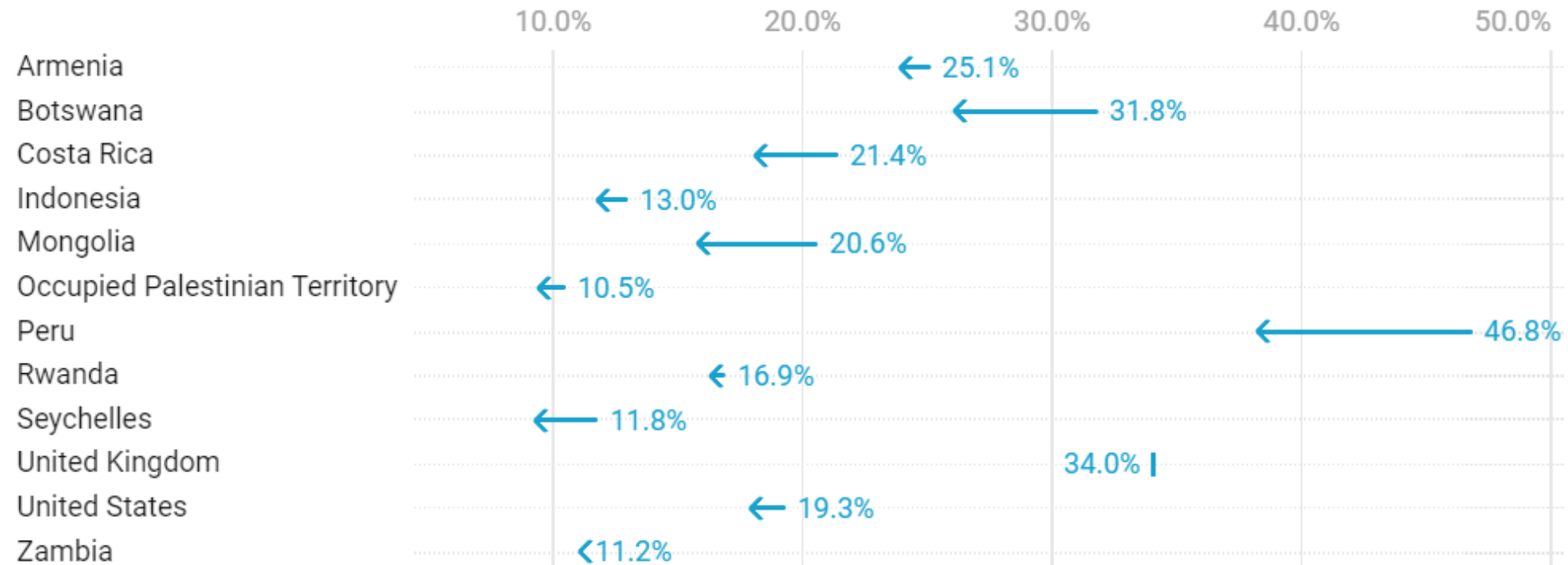
**People with disabilities are more likely to work in the informal economy**

## Share of youth not in employment, school or training by disability status (%), 2020



## Employment situation of PWD likely deteriorated during the covid-19 pandemic

### Employment-to-population ratio of persons with disabilities, 2019 and 2020



There is still a lot to be done....



...before objectives of the UNCRPD and the SDG are met



# Disability data for policy making and interventions

## Disaggregation by disability status

- Disaggregating existing indicators may not provide sufficient evidence for designing policies for disability inclusion
- Reasons for gaps in labour market outcomes between persons with and without disabilities are unknown

## LFS disability module

Module developed in partnership with the WG on Disability Statistics

### **Purpose:**

- (i) Disaggregation of standard labour market indicators by disability status
- (ii) Identification of barriers persons with disabilities face in the labour market, needs/use of workplace accommodations, and attitudes at the labour market

Module can be included in any data collection with employment module, at least every 5 years.

**Age coverage:** All household members of working age

# LFS disability module

## Structure

- ❖ Disability identification questions (WG)

*For all who have at least “a lot of difficulty” or “daily” and “A lot” for anxiety and/or depression]*

- ❖ Social protection

- ❖ Attitudes

- ❖ Barriers (for those not in employment)

- ❖ Accommodations in the workplace (for those in employment)



## DRAFT disability module

### Disability identification questions

#### WG short set of questions (6 questions)

##### Because of a health problem:

- 1) Do you have difficulty **seeing** even if wearing glasses?
- 2) Do you have difficulty **hearing** even if using a hearing aid?
- 3) Do you have difficulty **walking** or **climbing** stairs?
- 4) Do you have difficulty **remembering** or **concentrating**?
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- 6) Using your usual language, do you have difficulty **communicating** (for example understanding or being understood by others)?

##### Response categories:

No difficulty; Some difficulty; A lot of difficulty; Cannot do at all

#### **1. Which of the following factors would make it more likely for you to seek and/or find a job?**

- Getting higher qualifications/training/skills
- Availability of suitable transportation to and from workplace
- Help in locating appropriate jobs
- More positive attitudes towards persons with disabilities
- Availability of assistive devices, such as a wheel chair, or special technology to help with my disability
- A work place/a work schedule that is more accommodative
- Other: *Please specify* \_\_\_\_\_

#### **2. How supportive would your family members be if you decide to work?**

- Very supportive
- Somewhat supportive
- Not supportive

## LFS disability module

### Accommodations (*for those in employment*)

#### **1. Is your work schedule arranged to account for difficulties you have in doing certain activities?**

- Yes, fully
- Yes, partially
- Not at all
- I do not have difficulties that require accommodation

#### **2. Has your workplace been set up in a way to account for difficulties you have in doing certain activities?**

- Yes, fully
- Yes, partially
- Not at all
- I do not have difficulties that require accommodation



## LFS disability module

### Attitudes

#### **1. How willing are employers to hire people with disabilities?**

- Unwilling
- Somewhat willing
- Very willing

#### **2. How willing are people to work alongside people with disabilities?**

- Unwilling
- Somewhat willing
- Very willing



## DRAFT disability module

### Social Protection

**9. Have your disability been officially recognized (certified)?**

- Yes
- No

**10. Have you received in the last 12 month any cash benefits from the government linked to your disability?**

- Yes
- No

**11. Have you received in the last 12 month any in-kind benefits from the government linked to your disability?**

- Yes
- No



## LFS disability module

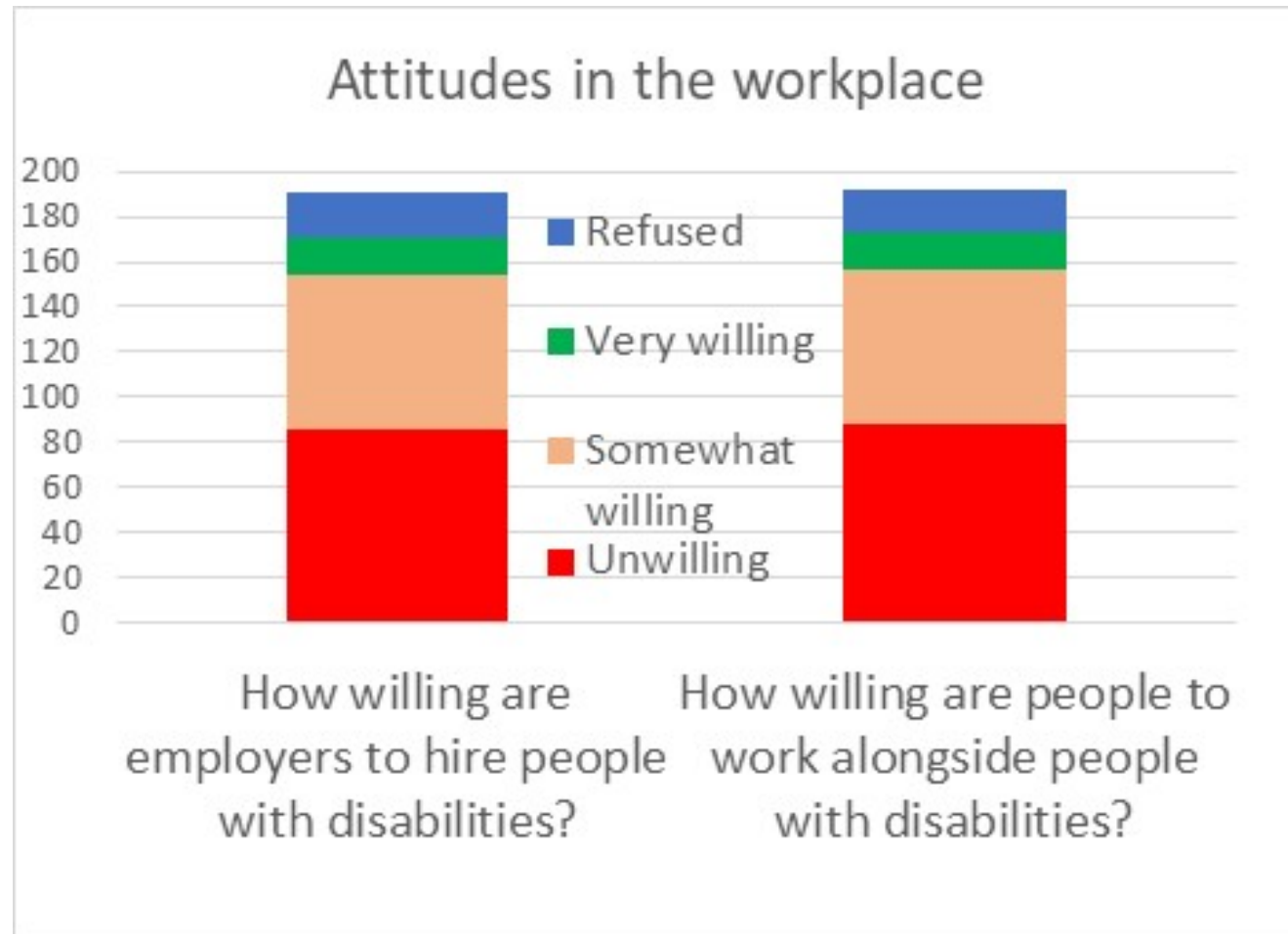
- Cognitive testing in US and India
- Field testing in Mongolia
- Endorsed by the 19<sup>th</sup> WG meeting
- The use of *Washington Group short set of six questions* in existing data instruments that would allow identifying persons with disabilities and disaggregation of *SDG labour related indicators by disability status*.
- The periodic use of the module on obstacles persons with disabilities face in the labour market in ongoing LFS and other household-based surveys.

## **LFS disability module**

Integration of the disability module in the ILO  
Model LFS questionnaires  
(<https://ilo.org/LFSresources>)

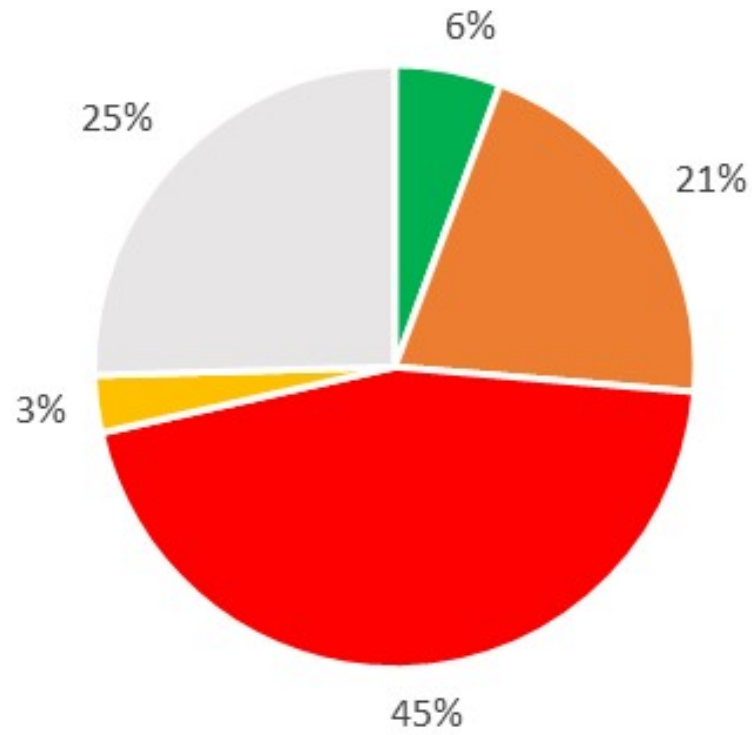
Implementation of the module

**Disability module:** Mongolia, LFS 2018 Q2, population 15+, persons with a lot of difficulties/cannot do, in at least one domain

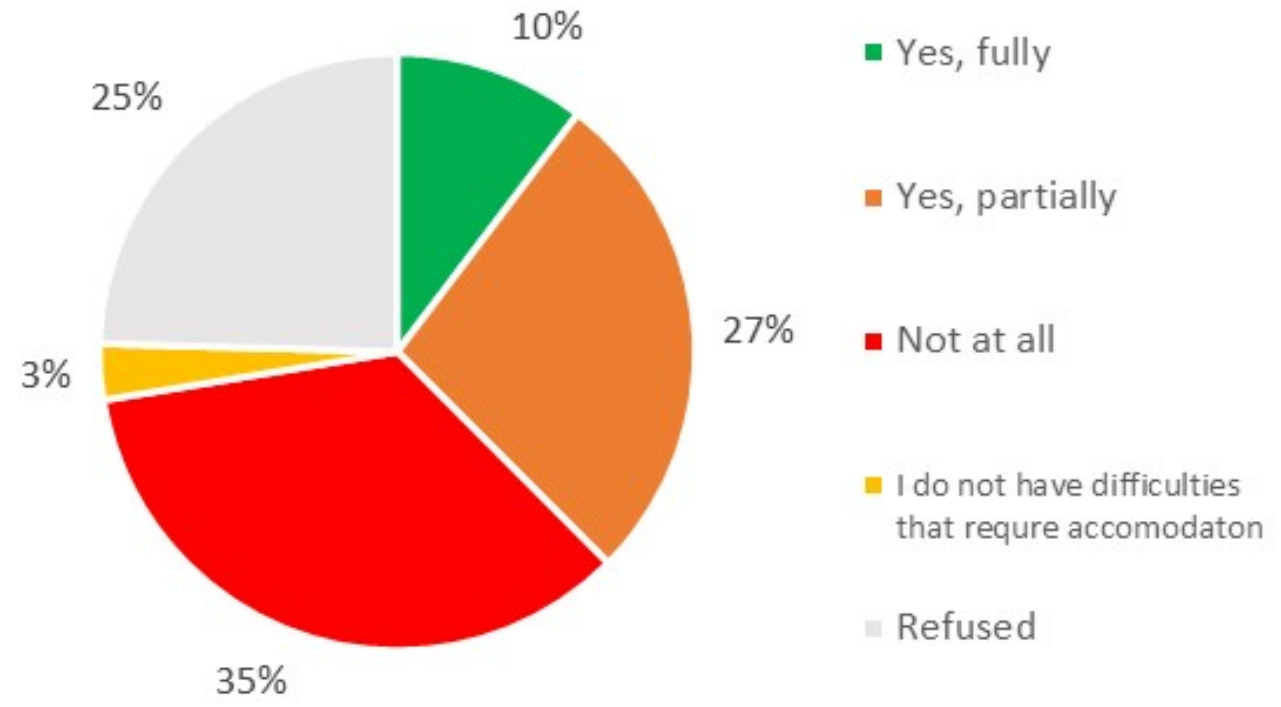


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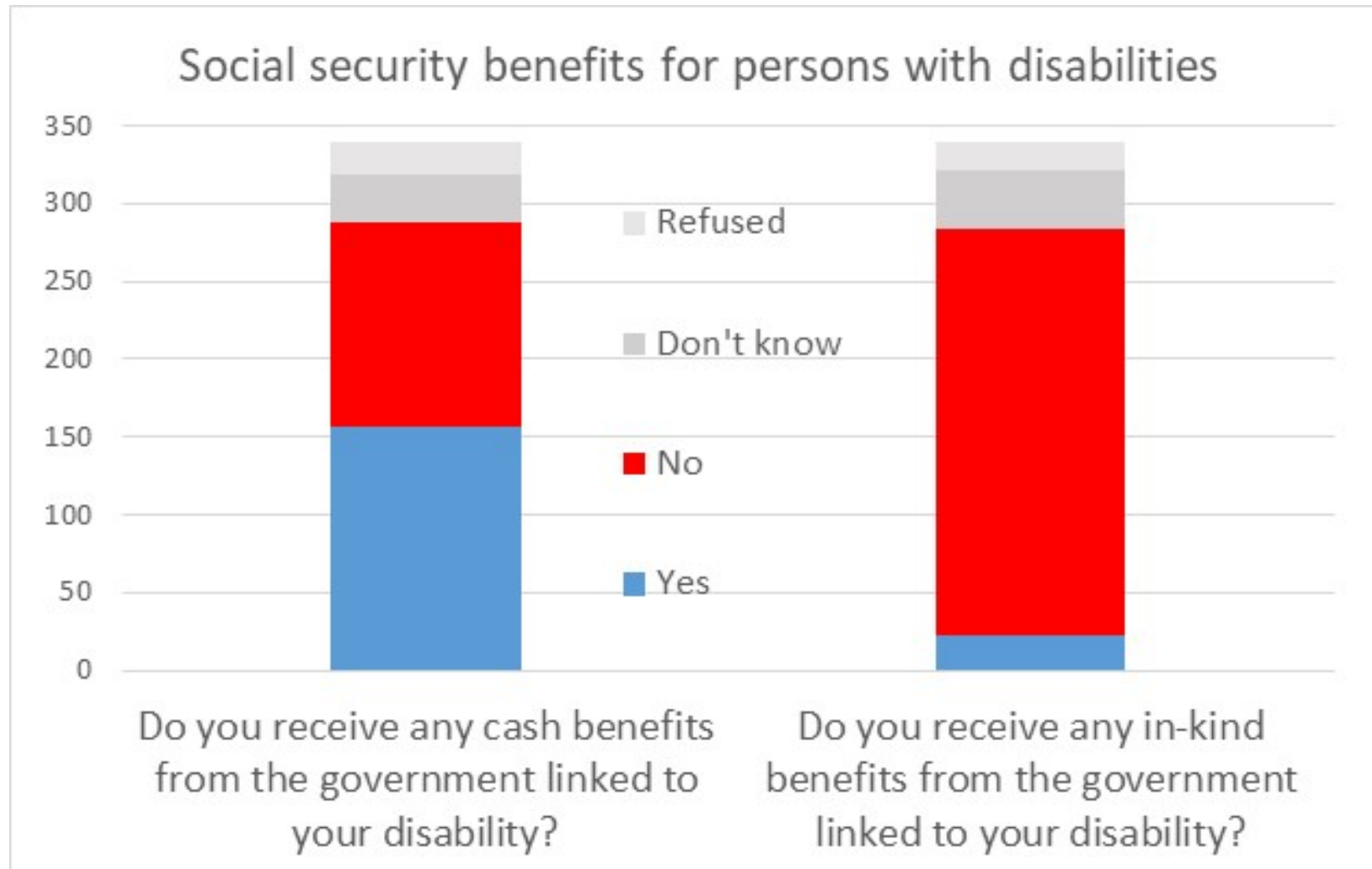
Is your work schedule arranged to account for difficulties ..?



Has your workplace been set up to account for difficulties ...?



**Disability module:** Mongolia, LFS 2018 Q2, population 15+, persons with a lot of difficulties/cannot do, in at least one domain



# Discussion: Data

- What are the policy needs
- What are key data sources
- Where are the gaps
- Why the numbers are different
- How the data can be used
- If Washington Group Questions are used, which threshold is suitable/used?

# Discussion: Analysis

- Selection of indicators
- Which data are suitable for what purpose?
- Feeding data into programmes/service delivery
- How to communicate analysis
- How to implement data into policies



*Thank you!*