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Assembly

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Employment of working age adults with a disability

1 Introduction

The following paper briefly discusses the available statistics on the employment of working - age adults with a disability and the supports in place to enable people with a disability to seek and sustain employment.

2 Statistics on the Employment of Working Age Adults with a Disability

This section of the paper discusses the available statistics on people with disabilities who are in employment. It includes data from Census 2011 and the Labour Force Survey.

Census 2011 found the following on economic activity for people with long-term health problems or disability:¹

Table 1: Long-term health problem or disability by economic activity

	All usual residents aged 16 to 74	Total Economically Active	Employee Part-time	Employee Full-time	Self-employed Part-time	Self-employed Full-time	Unemployed	Full-time student
All usual residents aged 16 to 74	1,313,420	869,767	172,138	467,805	26,759	89,907	65,196	47,962
Day-to-day activities limited a lot	152,032	22,002	5,605	9,674	1,393	2,447	2,362	521
Day-to-day activities limited a little	116,114	47,278	11,703	21,009	2,588	5,187	5,326	1,465
Day-to-day activities not limited	1,045,274	800,487	154,830	437,122	22,778	82,273	57,508	45,976

As can be seen above, in Northern Ireland 69,280 of the economically active population stated in the 2011 Census that they had some limitation to their day to day activities. 22,002 of these (or 31.7%) stated their activities were limited a lot.

Table 2, below, highlights the proportion of the economically active with long-term health problems or a disability who stated they were in some form of employment.

Table 2: Census 2011 Long-term health problem or disability by employment type²

	Employee Part-time	Employee Full-time	Self-employed Part-time	Self-employed Full-time	Total
Day-to-day activities limited a lot	5,605	9,674	1,393	2,447	19,119
Day-to-day activities limited a little	11,703	21,009	2,588	5,187	40,487
Total	17,308	30,683	3,981	7,634	59,606

59,606 respondents with a long term health problem or disability stated that they were in some form of employment.

¹ NISRA, Census 2011, Table CT0072NI: Long-Term health problem or disability by economic activity by age, <http://www.ninis2.nisra.gov.uk/public/Theme.aspx>

² Ibid

47,991 of respondents, or 80.5%, were employees. Of these, most respondents were full time employees, with the majority of these stating their day to day activities were limited a little.

The September 2014 Labour Force Survey published a number of statistics on people with disabilities who are active in the Labour Market.³

It found that one in five persons (20.2%) of working age in Northern Ireland have a disability. This is equivalent to approximately 235,000 people aged 16-64 having a long-term disability.⁴ Around 122,000 were women and 112,000 men.

The figure below shows the economic activity of those with and without a disability:

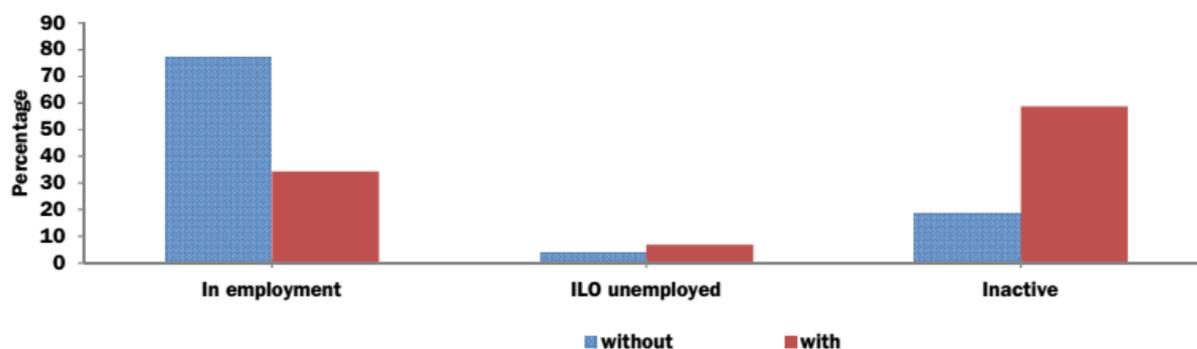


Figure 1: Economic Activity of those with or without a disability July to September 2014

NISRA found that 34.4% of people with disabilities are in employment, in comparison to 77.4% of people without disabilities. This difference in economic activity figures is reflected in the economic inactivity figures. As stated by NISRA:⁵

The majority of those with a disability (58.8%) are economically inactive, compared with 18.5% of those without a disability.

Data on the employment of people with disabilities is also available via Northern Ireland Neighbourhood Information Service (NINIS). It provides Labour Force Survey data for working age adults (16 to 64) with a disability who are in employment.⁶

Figure 2 below details the change of working-age adults with disabilities in employment from 2006 to 2012 on a yearly basis, and provides the most recent information available.

³ NISRA, November 2014, Northern Ireland Labour Force Survey July to September 2014, http://www.detini.gov.uk/lfs_quarterly_supplement_-_july_-_september_2014.pdf?rev=0

⁴ Ibid

⁵ Ibid

⁶ Northern Ireland Neighbourhood Information Service, Labour Market, Employment data by Disability and Age 2005 - 2012, <http://www.ninis2.nisra.gov.uk/public/Theme.aspx?themeNumber=18&themeName=Labour+Market>

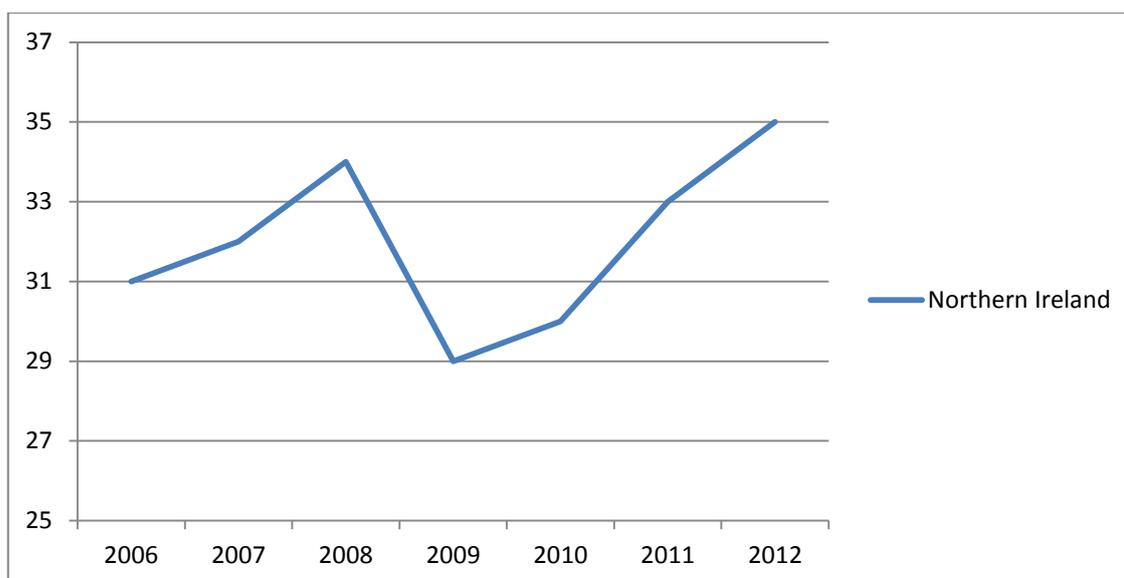


Figure 2: Northern Ireland working age adults with disabilities in employment (%)

As can be seen above, from 2009 there has been an increase in the percentage of working age adults with disabilities in employment.

The data has been broken down further into Health and Social Care Trust (HSCT) areas by NISRA.

Table 3 below provides information on the number of working-age adults with disabilities in employment by HSCT.

Table 3: Working-age adults with disabilities in employment by HSCT ⁷

HSCT	2012	2011	2010	2009	2008	2007	2006
Belfast	9,000	10,000	12,000	11,000	12,000	9,000	6,000
Northern	22,000	19,000	19,000	21,000	21,000	18,000	24,000
South Eastern	17,000	15,000	16,000	11,000	14,000	13,000	14,000
Southern	14,000	16,000	11,000	12,000	18,000	19,000	14,000
Western	14,000	14,000	11,000	9,000	12,000	10,000	9,000
Total	76,000	74,000	69,000	64,000	77,000	69,000	67,000

As can be seen above, in 2012 there were 76,000 working-age adults with disabilities in employment (or 35%) in Northern Ireland. This is the highest level since 2008, when it reached a peak of 77,000.

It should be noted that there is a difference between the LFS data and the Census 2011 results on disability and employment. This may be a result of a number of factors

⁷ Northern Ireland Neighbourhood Information Service, Labour Market, Employment data by Disability and Age 2005 - 2012, <http://www.ninis2.nisra.gov.uk/public/Theme.aspx?themeNumber=18&themeName=Labour+Market>

including differences in definitions regarding disability⁸ and the sample based nature of the LFS.

Of the HSCT's, the Northern Trust had the highest number in employment and Belfast the lowest.

Table 4 below provides a percentage breakdown of working age adults with disabilities in employment in each of the health trusts.⁹

Table 4: Percentage of working age adults with disabilities in employment by HSCT

HSCT	2012 (%)	2011 (%)	2010 (%)	2009 (%)	2008 (%)	2007 (%)	2006 (%)
Belfast	24	23	30	26	29	27	17
Northern	41	34	34	36	38	34	42
South Eastern	40	38	35	30	34	33	33
Southern	33	38	27	28	39	39	32
Western	33	32	23	22	26	23	23

As can be seen above, when the percentage of working age adults with disabilities in employment is considered, the Northern HSCT has the highest level of employment (41%) and the Belfast HSCT the lowest (24%).

3 Support for People with Disabilities in Employment

The Department for Employment and Learning (DEL) runs a number of services for people with disabilities. The majority of these services are targeted at developing skills and finding employment.

The Disability Employment Service (DES) holds the main responsibility within the department for operating these services. It is designed to help employers recruit and retain disabled employees. It also provides practical and financial support to companies.¹⁰

The DES provides additional support via:

- **Job Introduction Scheme (JIS):** If someone finds a job they are interested in, JIS allows them to try the job to ensure it is suitable for both the perspective employee and the employer. DES can also help employers meet initial wage costs;
- **Workable (NI):** Programme that gives people with disabilities the opportunity of working in a variety of jobs. Can offer a range of support designed to meet the

⁸ The LFS defines disability via the Disability Discrimination Act 1995 and whether someone identifies themselves as having a work-limiting disability. The Census identifies its data via a self-assessment of whether a person has a health problem or disability which limits their daily activities, including problems that are due to old age and which has lasted or expected to last at least 12 months.

⁹ Ibid

¹⁰ Department for Employment and Learning, Disability Employment Service, <http://www.delni.gov.uk/index/finding-employment-finding-staff/fe-fs-help-to-find-employment/das.htm>

individuals needs and the needs of their employee. At the end of November 2014, there were 543 employees availing of support under the Workable NI programme, 245 of whom have a learning difficulty or disability. As at December 2014, 100% of these people were employed.¹¹

Workable NI is one of the main programmes developed to support people with disabilities to enter employment. In 2010 KPMG carried out an evaluation of the programme and found that it:¹²

...provides support to obtain and retain appropriate jobs for people with disabilities, who face complex barriers to full and sustained employment.

From 2006 to 2010, Workable NI had a total of 502 participants, with 213 having left the programme for a variety of reasons including progression, redundancy and health reasons.

The figure below identifies the types of disabilities participants have:¹³

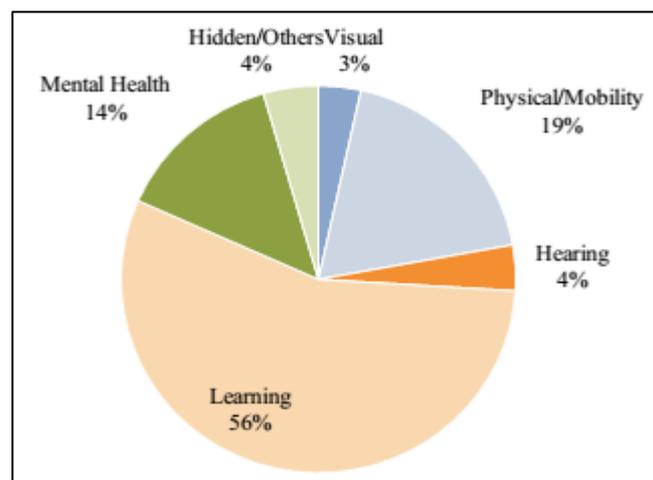


Figure 3: Participants by Disability Category (at March 2010).

As can be seen above the majority of participants had a learning disability (56% or 161 participants).

The KPMG report found that:

- As at March 2010, Workable (NI) was successfully supporting around 290 people with disabilities to both enter and remain in employment;
- Over £3.65 million in funding has been allocated to four programme Providers during the period October 2006 – March 2010; and

¹¹ Northern Ireland Assembly, AIMS, AQW 40034/11-15

¹² KPMG, July 2010, Evaluation of the Workable NI Programme, http://www.delni.gov.uk/es/evaluation_of_the_workable_ni_programme.pdf

¹³ Northern Ireland Assembly, AIMS, AQW 40034/11-15

- A total of 46 participants have progressed into unsupported employment.
- **Access to Work (NI):** Offers practical advice and help in order to support people with disabilities in accessing employment. It provides assistance such as: Communication and support at interviews; adaption to premises; special aids; assistance to travel to work; travel to work; and a support worker. For the financial year to November 2014, 676 people with disabilities had received support through Access to Work¹⁴;
- **Employment Assessment and Occupational Psychology Services:**¹⁵
 - Employment assessments tailored to the individual;
 - Help identify abilities and strengths;
 - Help to find out how disability or health conditions affect employment; and
 - Plan the steps needed to be taken to obtain or retain suitable employment;
- **Condition Management Programme (CMP):** CMP aims to address the health conditions of those clients in receipt of Incapacity Benefits with mild to moderate conditions. It is based on short-term, work-focused support and advice supplied by healthcare professionals with a view to helping clients understanding and manage their condition, in order to assist them in their return to work;¹⁶
- **Work Connect:** Offers a range of pre-employment and in-work support and assistance for people with disabilities to overcome barriers to employment; and
- **Return to Work Credit:** Extra financial support via a tax free payment of £40 per week for up to 52 weeks.¹⁷

A study by Queen's University Belfast carried out on behalf of the Equality Commission found that:¹⁸

The Department for Employment and Learning has put in place a number of policies and programmes aimed at improving the number of disabled people in employment, yet employment rates remain low (38% of disabled people were employed compared with 75% of non-disabled people between July and September 2013). More effort needs to be put into challenging the stigmas associated with employing someone with a disability and the importance of reasonable adjustments.

¹⁴ Ibid

¹⁵ Department for Employment and Learning, Disability Employment Service, <http://www.delni.gov.uk/index/finding-employment-finding-staff/fe-fs-help-to-find-employment/das.htm>

¹⁶ Ibid

¹⁷ Department for Employment and Learning, Disability Employment Service, <http://www.delni.gov.uk/index/finding-employment-finding-staff/fe-fs-help-to-find-employment/das.htm>

¹⁸ Queen's University Belfast, 2 May 2014, Byrne et al, UNCRPD: Shortfalls in public policy and programme delivery in Northern Ireland relative to the Articles of the UNCRPD, http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/RES1314-05_UNCRPD_Final-Report-v1_-130614.pdf