

**Data sources for outcome indicators
on Article 27:**

Employment



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27.19 Employment rate of persons with disabilities compared to other persons and to overall employment rate, disaggregated by type of employment (public, private, self-employed) and kind of position (e.g. managerial/administrative), sex, age and disability.

Level 1: Indicator for which data are already being produced and reported on in at least some countries

The employment rate of persons with disabilities is defined as the number of people employed divided by the total working-age population. Both of these numbers are available from labour force surveys, many of which can be accessed at the [ILO data website](#). A description of how ILO collects data and makes them available can be found at <https://ilostat.ilo.org/about/data-collection-and-production/>.

Note that this indicator, like all disaggregated indicators, hinges on how persons with disabilities are identified in surveys. The ILO has recently approved a disability module for Labour Force Surveys that includes the WG Short Set of Questions on Disability, with the option to add a few more questions that will identify more persons with psychosocial disabilities. These can be found on the website of the ILO Department of Statistics which maintains a collection of model [Labour Force Survey resources](#), including good survey practice to support the collection of work and labour market data. The add-on module on “[Functional difficulties and barriers to employment](#)” and the module “[Roster and essential background characteristics](#)” include disability identification questions to support disaggregation of labour force data by disability status, in order to identify gaps in labour market outcomes for persons with disabilities.

For a published list of some indicators, refer to [Eurostat, which publishes the employment rate, activity rate and unemployment rate by disability, age and sex for 28 countries in the European Union](#).

The WG also collected information on this indicator for a variety of countries in their [2030 Agenda for Sustainable Development: Selected SDG Indicators Disaggregated by Disability Status](#).

A good example for this indicator comes from the [United States of America Current Population Survey](#), an extract of which is presented in table 1.

Table 1: Employment status of the civilian population by sex, age, and disability status, not seasonally adjusted, July 2020, United States of America (numbers in thousands)

Employment status, sex, and age	Persons with a disability	Persons with no disability
Men, 16 to 64 years		
Civilian labour force	2,589	77,256
Participation rate	35.5	82.1
Employed	2,256	69,751
Employment-population ratio	31	74.1
Unemployed	334	7,505
Unemployment rate	12.9	9.7
Not in labour force	4,698	16,822
Women, 16 to 64 years		
Civilian labour force	2,180	68,841
Participation rate	30.4	70.8
Employed	1,807	61,163
Employment-population ratio	25.2	62.9
Unemployed	372	7,678
Unemployment rate	17.1	11.2
Not in labour force	4,985	28,374
Both sexes, 65 years and over		
Civilian labour force	1,093	9,415
Participation rate	7.5	23.5
Employed	962	8,553
Employment-population ratio	6.6	21.3
Unemployed	131	863
Unemployment rate	12	9.2
Not in labour force	13,435	30,684

Source: US Bureau of Labour Statistics, “Table A-6. Employment status of the civilian population by sex, age, and disability status, not seasonally adjusted”, July 2020.

The United States of America also reports this information for occupations, as presented in table 2.

Table 2: Employed persons by disability status, occupation, and sex, 2019 annual averages [Per cent distribution], United States of America

	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands)	5,858	3,189	2,669	151,680	80,272	71,409
Occupation as a per cent of total employed	100	100	100	100	100	100
Management, professional, and related occupations (%)	34.1	32.4	36.1	41	37.3	45.2
Professional and related occupations (%)	18.5	14.8	22.9	23.8	19.2	29.1
Service occupations (%)	20.7	16.5	25.8	17	13.6	20.8
Sales and office occupations (%)	22.3	17	28.6	21.1	15.7	27.3
Natural resources, construction, and maintenance occupations (%)	8.4	14.5	1	9.1	16.3	1
Production, transportation, and material moving occupations (%)	14.5	19.5	8.5	11.7	17.1	5.7

Source: Bureau of Labour Statistics, U.S. Department of Labor, *Persons with a disability: labor force characteristics — 2019* (26 February 2020), p. 9

Another example, from Australia, can be found in table 3.

Table 3: Occupation of employed working-age people, disability status by sex, 2015, Australia

	With disability			Without Disability		
	Male	Female	Total	Male	Female	Total
Managers	14.7	8.7	12.0	16.3	10.1	13.4
Professionals	17.6	26.4	21.9	21.0	27.7	24.1
Technicians and Trades Workers	21.2	4.1	12.8	22.6	4.5	14.1
Community and Personal Service Workers	5.7	15.5	10.4	6.4	15.6	10.7
Clerical and Administrative Workers	7.7	21.2	14.2	6.5	21.2	13.4
Sales Workers	6.0	11.0	8.2	6.1	12.2	8.9
Machinery Operators and Drivers	11.9	1.6	6.8	9.7	1.4	5.8
Labourers	15.0	11.2	13.1	11.3	7.3	9.4
Inadequately described	0.4	0.4	0.4	0.2	0.2	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: Australian Institute of Health and Welfare, *People with Disability in Australia: Labour force participation supplementary data tables*. See https://www.aihw.gov.au/getmedia/13a1379a-e629-4eab-9fe0-1182da476be5/aihw-dis-72-employment_rate-2015.xlsx.aspx; Table S3

27.20 Unemployment rate of persons with disabilities compared to other persons and to the overall unemployment rate, disaggregated by age, sex and disability (based on SDG indicator 8.5.2).

Level 1: Indicator for which data are already being produced and reported on in at least some countries

[Link to the metadata related to this SDG indicator](#)

According to the metadata:

“The preferred official national data source for this indicator is a household-based labour force survey.

In the absence of a labour force survey, a population census and/or other type of household surveys with an appropriate employment module may also be used to obtain the required data. It is important to note that unemployment data derived from employment office records or unemployment registers would not refer to unemployment (as defined for the purposes of this indicator, using the three-criteria of being without a job, seeking employment and available for employment) but to registered unemployment, and thus, it would not be comparable with indicator 8.5.2.

The ILO Department of Statistics sends out its annual questionnaire on labour statistics to all relevant agencies within each country (national statistical office, labour ministry, etc.) requesting for the latest annual data available and any revisions on numerous labour market topics and indicators, including many SDG indicators. Indicator 8.5.2 is calculated from statistics submitted to the ILO via this questionnaire as well as through special agreements with regional and national statistical offices or through the processing of microdata sets of national labour force surveys.

The indicator is widely available based on real observations provided by countries and derived from national labour force surveys, other types of household surveys or population census.

However, the disaggregation by disability is not widely available. It is increasingly reported but coverage is still very low.”

The ILO reports on the unemployment rate disaggregated by sex and disability for 66 countries, based on the labour force surveys conducted in each country. An example from the Senegal 2015 survey, which can be searched on the [ILO STAT database](#) by choosing SDG indicator 8.5.2 on the dropdown menu and searching for Senegal, [is presented in table 4.](#)

Table 4: Unemployment rate by Sex and Disability Status, Senegal 2015

Sex	With Disability	No Disability
Total	6.4	6.8
Male	7.4	6.4
Female	5.2	7.3

Source: based on Senegal’s Labour Force Survey - Enquête Nationale sur l’Emploi, 2015.

27.21 Rate of economic inactivity of persons with disabilities compared to other persons and the overall economic inactivity rate of the total population, disaggregated by sex, age and disability

Level 1: Indicator for which data are already being produced and reported on in at least some countries

As with indicators 27.19, 27.20, and 27.21, this indicator can be obtained from labour force surveys that have questions identifying persons with disabilities. These data are compiled by the ILO (as mentioned in the previous indicators).

The [United Nations Economic and Social Commission for Western Asia](#) reported employment statistics from various sources for 15 countries in the “Disability in the Arab Region” 2018 publication.

The tables in the [UNESCWA publication](#) provide the number of people in Egypt for each employment category (employed, unemployed and not in labour force), based on data from the 2016 Labour Force Survey. The percentages shown in table 5 were computed from the raw numbers in the report.

Table 5: Percentage of the population not in labour force by age, sex and disability, Egypt, 2016

	Total population			Total population with disability		
	Female	Male	Total	Female	Male	Total
Total 15+	77%	30%	53%	94%	64%	76%
15-19	90%	76%	83%	94%	78%	84%
20-24	69%	39%	54%	93%	48%	67%
25-29	67%	9%	39%	87%	64%	71%

	Total population			Total population with disability		
	Female	Male	Total	Female	Male	Total
30-34	74%	4%	38%	91%	53%	64%
35-39	72%	3%	39%	86%	48%	60%
40-44	71%	4%	37%	80%	45%	55%
45-49	78%	10%	43%	90%	53%	66%
50-54	74%	8%	40%	85%	50%	62%
55-59	77%	15%	45%	89%	52%	67%
60-64	92%	55%	72%	97%	78%	86%
65+	97%	76%	86%	99%	89%	95%

Source: Egypt, Labour Force Survey 2016

27.22 Proportion of women in managerial positions (SDG indicator 5.5.2), disaggregated by age and disability.

Level 1: Indicator for which data are already being produced and reported on in at least some countries

[Link to the metadata related to this SDG indicator](#)

According to the metadata:

“The recommended source for this indicator is a labour force survey or, if not available, other similar types of household surveys, including a module on employment. In the absence of any labour-related household survey, establishment surveys or administrative records may be used to gather information on the female share of employment by the required ISCO groups. In cases where establishment surveys or administrative records are used, the coverage is likely to be limited to formal enterprises or enterprises of a certain size. Information on the enterprises covered should be provided with the figures. When comparing figures across years, any changes in the versions of ISCO that are used should be taken into account.

Collection process:

Indicator 5.5.2 is calculated from statistics submitted to the ILO Department of Statistics via the annual ILOSTAT questionnaire as well as through special agreements with regional and national statistical offices or through the processing of microdata sets of national household surveys.”

The [Disability Data Portal established for the Global Disability Summit](#) contains a collation and analysis of disability data from 40 countries, 29 of which were able to report on this indicator, as can be seen in table 6.

Table 6: Proportion of people in managerial positions by disability status and by sex

County	All		Female		Male	
	With Disability	Without Disability	With Disability	Without Disability	With Disability	Without Disability
Albania	5.5%	4.0%	4.6%	0.6%	6.5%	20.0%
Botswana	4.3%	5.4%	3.3%	4.6%	5.0%	6.1%
Cambodia	1.0%	1.2%	0.9%	1.7%	0.9%	1.7%
Cameroon	0.6%	0.5%	0.6%	0.4%	0.5%	0.5%
Colombia	0.8%	1.0%	0.8%	0.6%	0.9%	1.4%
Costa Rica	1.5%	1.2%	1.4%	1.1%	1.6%	1.3%
Dominican Republic	2.1%	2.1%	2.3%	1.8%	1.9%	2.4%
Ecuador	2.8%	1.5%	3.0%	1.8%	2.6%	1.5%
Egypt	4.7%	3.3%	4.3%	3.1%	4.8%	3.3%
El Salvador	4.5%	4.4%	5.0%	5.0%	4.1%	4.1%
Gambia	0.5%	1.1%	0.5%	1.7%	0.6%	0.0%
Ghana	1.1%	1.1%	1.1%	1.2%	1.1%	1.1%
Liberia	1.3%	1.6%	0.8%	1.0%	1.7%	2.1%
Malawi	0.5%	0.4%	0.2%	0.1%	0.8%	0.7%
Maldives	3.5%	0.5%	1.6%	0.3%	7.2%	0.9%
Mali	0.3%	0.2%	0.3%	0.2%	0.4%	0.2%
Mexico	3.9%	1.9%	3.8%	1.7%	3.9%	2.0%
Nigeria	0.9%	0.0%	0.7%	0.0%	1.0%	0.0%
Panama	6.1%	3.2%	7.3%	3.2%	5.4%	3.2%
Rwanda	0.4%	0.1%	0.1%	0.0%	0.7%	0.1%
Senegal	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Sudan	0.7%	0.9%	0.3%	0.4%	1.0%	1.3%
United Republic of Tanzania	2.4%	1.8%	2.0%	1.6%	2.7%	2.0%
Timor-Leste	0.7%	1.0%	0.4%	0.0%	1.0%	2.0%
Uganda	0.3%	0.3%	0.3%	0.2%	0.5%	0.6%
Viet Nam	0.9%	0.4%	0.4%	0.1%	1.3%	0.5%
Yemen			0.9%	0.0%		
Zambia	1.0%	0.5%	0.6%	0.3%	1.2%	0.7%

Source: Leonard Cheshire, *Disability Data Review: A collation and analysis of disability data from 40 countries*, p.62, from data sources ranging 2006-2017

27.23 Percentage of persons with disabilities engaged in the informal sector economy as compared to other persons and to the overall rate, disaggregated by sex, age, and disability.

Level 3: Indicator for which acquiring data is more complex or requires the development of data collection mechanisms which are currently not in place

The ILO provides data on informal employment and the informal sector as a per cent of employment by sex, but not by disability status. However, as long as a labour force survey that collects such an indicator includes questions to identify persons with disabilities, the indicator could be produced.

The ILO recently approved a disability module for Labour Force Surveys that includes the WG Short Set on Disability Questions, with the option to add a few more questions that will identify more persons with psychosocial disabilities.

Table 7 presents an example from the Chilean Labour Force Survey, where data is disaggregated by sex.

Table 7: Percentage of women and men engaged in informal employment, Chile

	Total	Male	Female
Total			
Informal employment (%)	30	28.6	31.9
Employment outside the formal sector (%)	21	18	25.3
Non-Agriculture			
Informal employment (%)	28.3	26.3	30.9
Employment outside the formal sector (%)	19.9	16.2	24.9

Source: Chilean Labor Force Survey, *Encuesta Nacional de Empleo* (2017)

27.24 Percentage of persons with disabilities in part-time and temporary employment as compared to other persons and to the overall rate, disaggregated by age, sex and disability.

Level 1: Indicator for which data are already being produced and reported on in at least some countries

The ILO provides data on informal employment and the informal sector as a per cent of employment by sex but not by disability status. However, as long as a labour force survey that collects such an indicator includes questions to identify persons with disabilities, the indicator could be produced.

The ILO recently approved a disability module for Labour Force Surveys that includes the WG Short Set on Disability Questions, with the option to add a few more questions that will identify more persons with psychosocial disabilities.

Australia is an example of a country that does report this indicator, based on its Labour Force Survey, as presented in table 8.

Table 8: Labour Force Status by Sex and Disability, Australia, 2019

	With disability	Without disability
Labour force status	%	%
Male		
In the labour force	57.8	88.6
Employed	51.1	83.8
Employed working full-time	35.8	69.6
Employed working part-time	15.7	14.1
Unemployed	6.5	4.8
Not in the labour force	42.2	11.5
Total	100.0	100.0
Female		
In the labour force	49.4	77.9
Employed	45.2	74.0
Employed working full-time	18.8	38.1
Employed working part-time	26.2	35.9
Unemployed	4.1	3.9

	With disability	Without disability
Labour force status	%	%
Not in the labour force	50.8	22.1
Total	100.0	100.0
Total		
In the labour force	53.4	83.2
Employed	48.1	78.8
Employed working full-time	27.0	53.8
Employed working part-time	21.1	25.1
Unemployed	5.3	4.4
Not in the labour force	46.6	16.8
Total	100.0	100.0

Source: Australian Institute of Health and Welfare, “People with disability in Australia”, 2019.

Another example of this indicator, disaggregated by sex but not by disability, can be found in table 9, from the Armenian Labour Force Survey, which can be searched for on the [ILO STAT database](#).

Table 9: Incidence of part-time employment by sex, Household Labour force Survey, Armenia 2015

Sex	Per cent in part-time employment
Total	24.4
Male	16.9
Female	34.6

Source: Household Labour force Survey, Armenia 2015, ILO

27.25 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities (SDG indicator 8.5.1).

Level 1: Indicator for which data are already being produced and reported on in at least some countries

[Link to the metadata related to this SDG indicator](#)

According to the SDG metadata, the agency responsible for producing data on earnings is, usually, the national statistical office. While the ILO compiles this data from many countries, it does not disaggregate by disability.

The United Kingdom of Great Britain and Northern Ireland is an example of a country that reports on this indicator. The report “*Disability pay gaps in the UK, 2018*” shows that, in 2018, the pay gap was largest for managers, directors and senior officials, as presented in table 10.

Table 10: Median hourly earnings and percentage difference in median pay between employees with disabilities and employees without disabilities, for occupation, United Kingdom of Great Britain and Northern Ireland

Occupations	Non-disabled hourly earnings (£)	Disabled hourly earnings (£)	pay gap (%)
Elementary	8.1	8	1.2
Sales and Customer Service	8.59	8.18	4.8
Caring, Leisure and Other Service	8.65	8.49	1.8
Process, Plant and Machine	10.02	9.65	3.7
Administrative and Secretarial	10.67	10.29	3.6
All	12.11	10.63	12.2
Skilled Trades	11.55	11.06	4.2
Associate Professional and Technical	14.96	14.19	5.1
Managers, Directors and Senior Officials	18.7	16.25	13.1
Professional	18.55	17.55	5.4

Source: Office for National Statistics, “Disability pay gaps in the UK: 2018”, 2 December 2019, figure 8.

27.26 Number and percentage of persons in forced or compulsory labour, disaggregated by sex, age and disability.

Level 3: Indicator for which acquiring data is more complex or requires the development of data collection mechanisms which are currently not in place

The ILO publishes a [report estimating the number of people in compulsory labour](#), but it does not disaggregate by disability status.

No examples were found of countries directly reporting on compulsory labour. The ILO estimates are based, in large part, on the database of the International Organization for

Migration, containing records of assisted victims of trafficking who were registered during, or after, 2012. However, these data do not include disability status.

While data is not generally available, the issue of forced begging and trafficking of persons with disabilities is gaining more attention, as reported on https://ncvc.dspace.direct.org/bitstream/handle/20.500.11990/1023/CVR_Biblio_Trafficking_508.pdf. Efforts to raise awareness should include calls for determining disability status when collecting data.

27.27 Number and proportion of persons with disabilities among total population of active persons with disabilities, engaged in work outside the open labour market.

Level 2: Indicator that can be produced with existing data but has not been reported on

Excluding people in compulsory labour (see Indicator 27.26), this indicator would primarily include people working in sheltered workshops, formal, or informal segregated settings. This is probably too small a number of people to be obtained from Labour Force Surveys. However, in certain circumstances, administrative records may be available. In fact, as labour arrangements of this type can vary significantly by country, administrative records would be easier to collect, and more complete, in some countries than in others. For example, in Sweden, a large company owned by the State – Samhall – runs all the workshops and could provide information for this indicator, while in the Netherlands these workshops are mostly owned by local authorities.

In the United States of America, in order to pay persons with disabilities a subminimum wage, companies must hold or have applied for certificates issued under section 14(c) of the Fair Labour Standards Act. The certificates authorize employers to pay subminimum wages to workers with disabilities that impair their productivity for the work they perform. According to the list available at <https://www.dol.gov/agencies/whd/workers-with-disabilities/section-14c/certificate-holders>, roughly 100,000 persons with disabilities - mostly persons with intellectual or developmental disabilities - are paid subminimum wages. The great majority of these individuals are working in congregate work centres, sheltered workshops or other congregate working situations, such as work crews comprised of other persons with disabilities

In France, the workers of “Centre d’Aide par le Travail”, the majority of whom are persons with intellectual disabilities, do not have proper contracts. Workers in the “ateliers protégés” (sheltered workshops) would have a contract and a market salary. Overall, there are more than 1,300 employment rehabilitation establishments and services that employ almost 120,000 individuals on a full- or part-time basis. France submitted information on this type of employment in their [state report to the CRPD Committee](#).

In Spain, there are two types of employment in non-open settings: the “Centros Especiales de Empleo”, which can be not-for-profit or for-profit, in which persons with disabilities have a

contract and at least a national minimum wage - often the wages of the relevant sector -; and “Centros Ocupacionales”, where persons with disabilities do not have a labour contract and only get some cash (pocket money) compatible with their disability benefit.

The less centralized and formal employment is, the more difficult it will be to produce this indicator.