Data sources guidance for outcome indicators on article 27:

Work and employment

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27.19: Employment rate of persons with disabilities compared to other persons and to the overall employment rate, disaggregated by type of employment (public, private or self-employed), type of position (such as managerial or 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 through ILOSTAT, the database of the International Labour Organization (ILO). A description of how ILO collects data and makes them available can be found at the "Data collection and production" web page.

Note that this indicator, like all disaggregated indicators, hinges on how persons with disabilities are identified in surveys. ILO has recently approved a disability module for labour force surveys that includes the Washington Group short set of questions on functioning, with the option to add a few more questions that will identify more persons with psychosocial disabilities. These can be found through ILOSTAT, 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 on 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 various 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 Washington Group on Disability Statistics also collected information on this indicator for a number of countries for its document entitled "2030 Agenda for Sustainable Development: selected SDG indicators disaggregated by disability status".

A good example of a data source for this indicator comes from the current population survey in the United States of America, 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 (in thousands)	Persons with no disability (in thousands)
Men, 16–64 years of age		
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, 16–64 years of age		
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 of age 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: United States Bureau of Labor Statistics, "Table A-6: employment status of the civilian population by sex, age, and disability status, not seasonally adjusted", (July 2020).

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

Table 2: Employed persons by disability status, occupation and sex, United States, 2019 annual averages (percentage distribution)

	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 percentage 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: United States Bureau of Labor Statistics, "Persons with a disability: labor force characteristics – 2019", news release, 26 February 2020, p. 9.

Another example (from Australia) can be found in table 3.

Table 3: Percentage distribution of occupation of employed working-age people, by disability status and sex, Australia, 2015

	With disability (percentage)			*Without disability (percentage)*		
	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

	With disability (percentage)			*Without disability (percentage)*		
	Male	Female	Total	Male	Female	Total

Source: Australian Institute of Health and Welfare, "People with disability in Australia: labour force participation supplementary data tables", (2015), table S3. Available at www.aihw.gov.au/getmedia/13a1379a-e629-4eab-9fe0-1182da476be5/aihw-dis-72-employment_rate-2015.xlsx.aspx.

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 Sustainable Development Goal 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 Sustainable Development Goal 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 or other type of household survey 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 refer not to unemployment (as defined for the purposes of this indicator, using the three criteria of being without a job, seeking employment and being available for employment) but to registered unemployment and, thus, it would not be comparable with Sustainable Development Goal 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, ministry of labour, etc.), requesting the latest annual data available and any revisions on numerous labour market topics and indicators, including many Sustainable Development Goal indicators. Indicator 8.5.2 is calculated from statistics submitted to ILO through 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.
>
> Data on the indicator are widely available based on real observations provided by countries and derived from national labour force surveys, other types of household surveys or population censuses.

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

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 survey in Senegal in 2015, which can be searched for on the ILOSTAT database by choosing "Sustainable Development Goal 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 (percentage)	No disability (percentage)
Total	6.4	6.8
Male	7.4	6.4
Female	5.2	7.3

Source: Based on the Enquête Nationale sur l'Emploi (labour force survey) of Senegal (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 on the Convention on the Rights of Persons with Disabilities, this indicator can be obtained from labour force surveys that include questions identifying persons with disabilities. As mentioned under those indicators, these data are compiled by ILO.

The Economic and Social Commission for Western Asia reported employment statistics from various sources for 15 countries in *Disability in the Arab Region 2018*. The tables in the publication provide the number of people in Egypt for each employment category (employed, unemployed and not in the labour force), based on data from the labour force survey of 2016. The percentages shown in table 5 below were computed from the raw numbers in the report.

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

	Total population (percentage)			*Total population with disability (percentage)*		
Age (years)	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
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: Based on data from Economic and Social Commission for Western Asia, "Arab disability statistics in numbers 2017". Available at https://archive.unescwa.org/sub-site/arab-disability-statistics-2017.

27.22: Proportion of women in managerial positions (Sustainable Development Goal 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 Sustainable Development Goal 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 International Standard Classification of Occupations 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 the International Standard Classification of Occupations that are used should be taken into account.

Collection process

This indicator is calculated from statistics submitted to the ILO Department of Statistics through 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 sex

	All (percentage)		*Female (percentage)*		*Male (percentage)*	
County	**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	–
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	–	0.7	–	1.0	–
Panama	6.1	3.2	7.3	3.2	5.4	3.2
Rwanda	0.4	0.1	0.1	–	0.7	0.1
Senegal	–	–	–	–	–	–
South Sudan	0.7	0.9	0.3	0.4	1.0	1.3

County	*All (percentage)*		*Female (percentage)*		*Male (percentage)*	
	With disability	Without disability	With disability	Without disability	With disability	Without disability
Timor-Leste	0.7	1.0	0.4	–	1.0	2.0
Uganda	0.3	0.3	0.3	0.2	0.5	0.6
United Republic of Tanzania	2.4	1.8	2.0	1.6	2.7	2.0
Viet Nam	0.9	0.4	0.4	0.1	1.3	0.5
Yemen	..	..	0.9	–	..	..
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.

Note: Data sources range from 2006 to 2017.

27.23: Percentage of persons with disabilities engaged in the informal 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 that are not currently in place

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

ILO recently approved a disability module for labour force surveys that includes the Washington Group short set of questions on functioning, with the option to add a few more questions to identify more persons with psychosocial disabilities.

Table 7 presents an example from the labour force survey of Chile, in which data are disaggregated by sex.

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

	Total (percentage)	Male (percentage)	Female (percentage)
Total (percentage)			
Informal employment	30.0	28.6	31.9
Employment outside the formal sector	21.0	18.0	25.3
Non-Agriculture			
Informal employment	28.3	26.3	30.9
Employment outside the formal sector	19.9	16.2	24.9

Source: Chile, 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

ILO provides data on informal employment and on the informal sector as a percentage of employment by sex but not by disability status. However, if a labour force survey included questions to identify persons with disabilities, the indicator could be produced.

ILO recently approved a disability module for labour force surveys that includes the Washington Group short set of questions on functioning, with the option to add questions to identify more persons with psychosocial disabilities.

Australia is an example of a country that does report on this indicator, based on its labour force survey, as presented in table 8.

Table 8: Labour force status by sex and disability, Australia, 2019

Labour force status	With disability (percentage)	Without disability (percentage)
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
Not in the labour force	50.8	22.1
Total	100.0	100.0
Totals		
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 data on this indicator, disaggregated by sex but not by disability, can be found in table 9, extracted from a labour force survey in Armenia, which can be searched for on the ILOSTAT database.

Table 9: Incidence of part-time employment by sex, Armenia, 2015

Sex	Percentage in part-time employment
Total	36.9
Male	27.0
Female	47.7

Source: ILOSTAT. Available at ILO Data Explorer.

27.25: Average hourly earnings of employees, by occupation, age and persons with disabilities (Sustainable Development Goal 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 Sustainable Development Goal indicator

According to the metadata:

> The agency responsible for producing data on earnings is usually the national statistical office. While ILO compiles these 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 entitled "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, by occupation, United Kingdom of Great Britain and Northern Ireland, 2018

Occupation	Non-disabled hourly earnings (in pounds)	Disabled hourly earnings (in pounds)	Pay gap (percentage)
Elementary	8.10	8.00	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

Occupation	Non-disabled hourly earnings (in pounds)	Disabled hourly earnings (in pounds)	Pay gap (percentage)
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	18.70	16.25	13.1
Professional	18.55	17.55	5.4

Source: Office for National Statistics, "Disability pay gaps in the UK: 2018", 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 that are not currently in place

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. ILO estimates are based in large part on the database of the International Organization for Migration, containing records of assisted victims of trafficking in persons who were registered during or after 2012. However, these data do not include disability status.

While data are not generally available, the issue of forced begging and trafficking in persons with disabilities is gaining more attention, as reported on by the Center for Victim Research. Efforts to raise awareness should include calls for determining disability status when collecting data.

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

Level 2: Indicator 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 in 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 of 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, 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 Labor 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 through the United States Department of Labor, 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 persons with disabilities.

In France, workers of the Établissements et Services d'Aide par le Travail (sheltered workshops), the majority of whom are persons with intellectual disabilities, do not have work contracts. Workers of the *entreprises adaptées* (adapted companies) do 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 its report to the Committee on the Rights of Persons with Disabilities. (CRPD/C/FRA/1).

In Spain, there are two types of employment in non-open settings: through Centros Especiales de Empleo, which can be either not for profit or for profit, where persons with disabilities have a contract and receive at least a national minimum wage (often the wages of the relevant sector); and through Centros Ocupacionales, where persons with disabilities do not have a labour contract and receive only some cash (pocket money) compatible with their disability benefit.

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