Employment Module
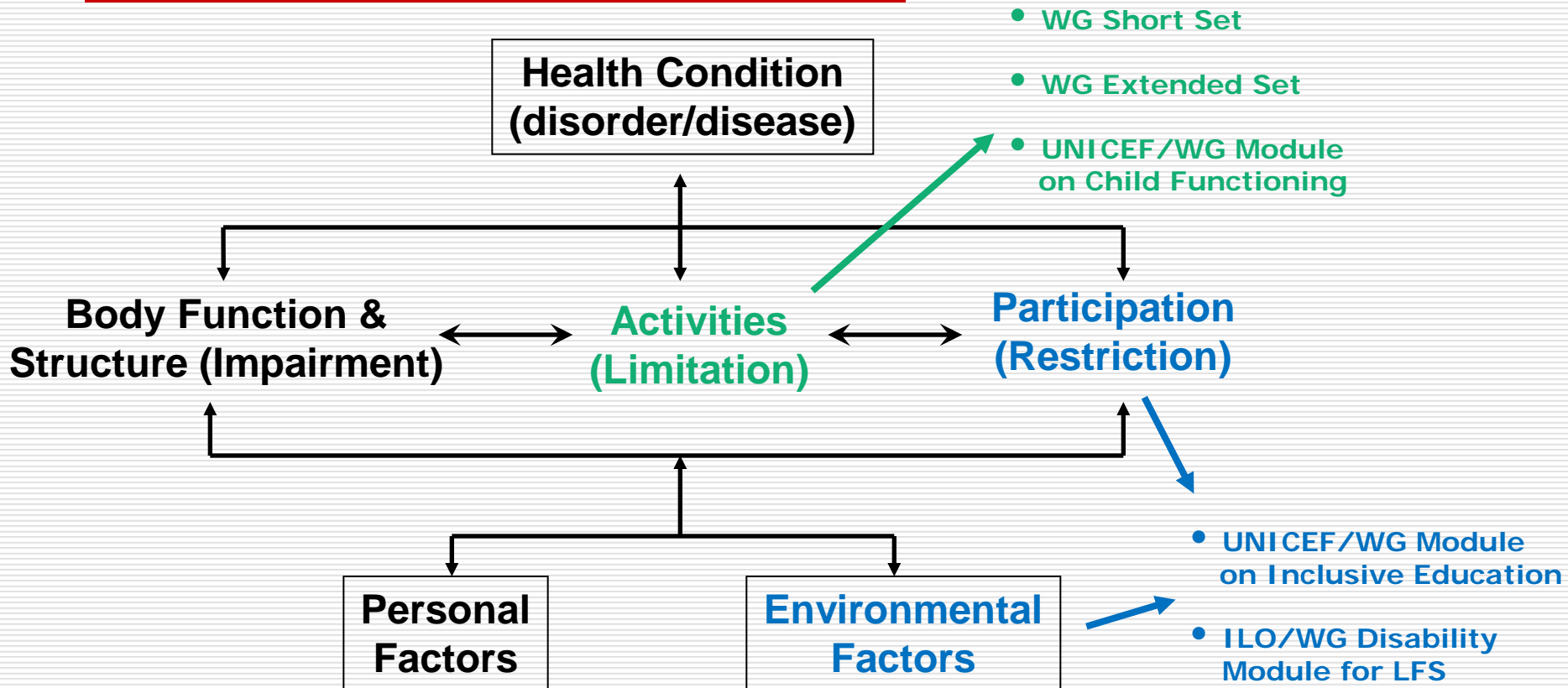
Daniel Mont

Center for Inclusive Policy

And

Washington Group on Disability Statistics

Washington Group on Disability Statistics
Annual Meetings
Sydney Australia

The ICF Model (2001)

- **WG Short Set**
- **WG Extended Set**
- **UNICEF/WG Module on Child Functioning**

Health Condition (disorder/disease)

Body Function & Structure (Impairment) ⟷ **Activities (Limitation)** ⟷ **Participation (Restriction)**

Personal Factors

Environmental Factors

- **UNICEF/WG Module on Inclusive Education**
- **ILO/WG Disability Module for LFS**

Rationale

- As with education, employment is essential to full participation in society
- People with disabilities less likely to be employed
- They face barriers in the environment

Approaches to disability in LFS from around the world

- Self-identification as having a "disability"

- Participation Level
- People who are facing work limitations because of barriers in the environment

- Equalization of Opportunities Model
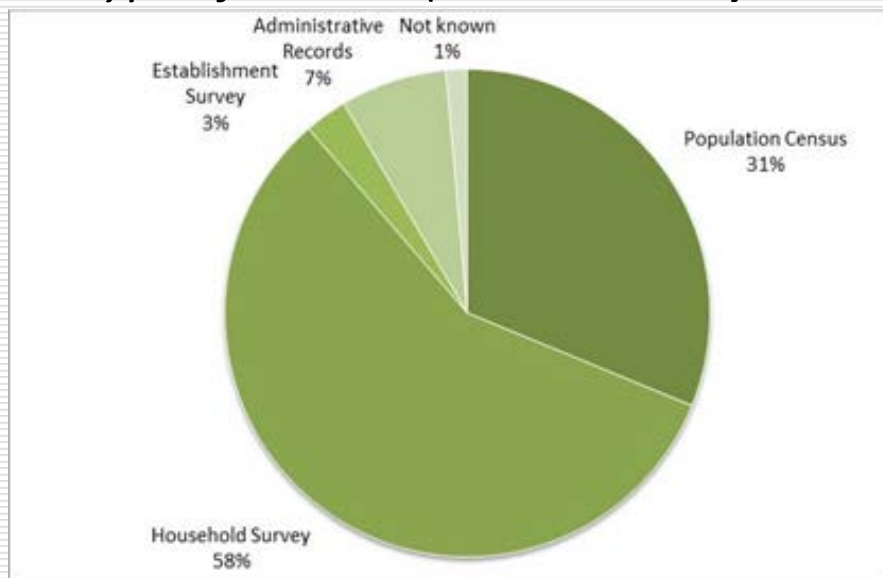 - People with activity limitations at risk of having a disability

Results from examination of surveys

- Most ask about "disability"
- Most have yes/no responses
- Some ask about impact on ability to work
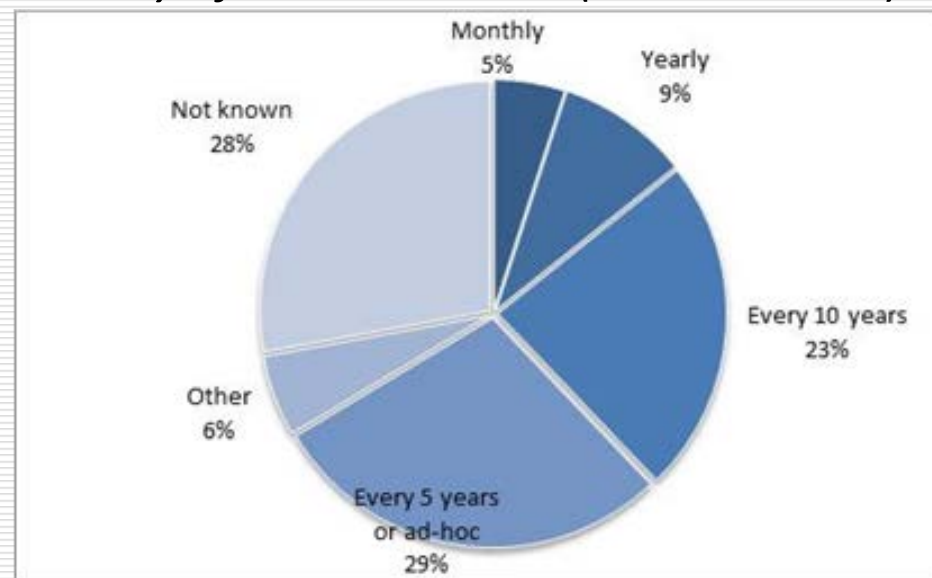- Very few have desired approach

Other Questions

- Needs for Assistance and Accommodation
- Disability as a reason for not working
- Cause
- Attitudes
- None with date of onset

Type of sources (118 countries)

Population Census 31%
Household Survey 58%
Establishment Survey 3%
Administrative Records 7%
Not known 1%

Periodicity of data collection (118 countries)

Monthly 5%
Yearly 9%
Every 10 years 23%
Every 5 years or ad-hoc 29%
Other 6%
Not known 28%

DRAFT LFS Disability Module

Purpose of Disability Labor Force Module

- Disaggregation of standard labor force indicators by disability
- Identification of labor market barriers for people with disabilities

Structure of Module in LFS

- Standard demographic data
- Disability identification questions
- Standard employment indicators
- If person with a disability:
  - special set of questions on why they are not working
  - special set of questions on attitudes
- People without disabilities get asked regular set of questions on why they are not working and different questions on attitudes

Disability Identification

Recommend Short Set Enhanced

- Short Set plus questions on upper body, anxiety, and depression
- Brevity and Lower Cost versus Better Identification and Classification of Type of Disability
- Compromise between SS and ES

Reasons don't include "disability"!

Barriers and Facilitators to Employment, continued

For those "employed and with at least a lot of difficulty":

- Work place/schedule/work task accommodations

For all respondents:

- Employer, co-worker attitudes

Social Protection

- Can include additional questions on social protection, in general, and disability benefits, in particular

First rounds of cognitive testing

Two rounds of cognitive testing in US showed worked relatively well

-Need to look further at "seek" vs. "find" , "work" vs. "employment"
-Changed screening to ask questions questions on searching for work to all unemployed people, regardless of disability status
-Some changes to response categories on accommodations to make it easier for those without work difficulties
-Change in wording on family support
-Make it clear assistive device are related to disability

Next Steps

- Cognitive testing to take place in India in January
- Looking for other countries willing to cognitively test the module, and then later to field test.
- Finalization of the module depends on how quickly we can find testing partners

Barriers

EW_1a Which of the following, if any, would make it more likely for [you/him/her] to find employment. Check all that apply.

1. Training to qualify for available jobs
2. Transportation from my home to available jobs
3. Help in locating available jobs
4. Greater belief that someone will hire me
5. Assistive devices, such as a wheel chair, or special technology to help with my difficulties
6. A work place that accommodates people with disabilities
7. Other: Please specify

ATT_3 In terms of you being employed, how supportive are your family members?

1.   Very supportive
2.   Somewhat supportive
3.   Not supportive

Accommodations

WA_1 Has [your/his/her] workplace been set up in a way to account for difficulties you have in doing certain activities?

1.   Yes, fully
2.   Yes, partially
3.   Not at all (go to WA_1a)
4.   I do not have difficulties that require accommodation

WA_1a Would you need any modification?
1.	Yes
2.	No

WA_2 Is [your/his/her] work schedule arranged to account for difficulties you have in doing certain activities?
1.	Yes, fully
2.	Yes, partially
3.	Not at all (go to WA_2a)
4.	I do not have difficulties that require accommodation

Go to WA_3

WA_2a Would you need any other arrangement of your work schedule?
1.   Yes
2.   No

WA_2b Would you need your work schedule to be changed?
1.   Yes
2.   No

WA_3 Are [your/his/her] work tasks arranged to account for difficulties you have in doing certain activities?
1. Yes, fully
2. Yes, partially
3. Not at all (go to WA_3a)
4. I do not have difficulties that require accommodation

(Go to SP_1)

WA_3a Would you need any other arrangement of your tasks?
1.   Yes
2.   No

WA_3b Would you need your tasks to be changed?
1.   Yes
2.   No

Social Protection

[For those with 'a lot of difficulty' and being employed]

SP_1 Do you receive any cash benefits from the government linked to your disability?
1.   Yes
2.   No (go to ATT_1)

SP_1a Do you know if the amount of the benefit will change if your salary increases?
1.   Yes
2.   No

(For those with "a lot of difficulty" and unemployed or inactive)

SP_2 Do you receive any cash benefits from the government linked to your disability?
1. Yes
2. No (go to ATT_1)

SP_2a Will you keep the benefit if you find a paid job?
1. Yes
2. Yes, but the amount will decrease
3. No

Attitudes

ATT_1 How willing are employers to hire people with disabilities?
1.   Unwilling
2.   Somewhat willing
3.   Very willing

ATT_2 How willing are people to work alongside people with disabilities?
1.   Unwilling
2.   Somewhat willing
3.   Very willing