



# Employment of adults with disability in Australia

**In Australia, those with disability are more likely to be unemployed, underemployed, or discriminated against when finding work, compared with their non-disabled peers.**

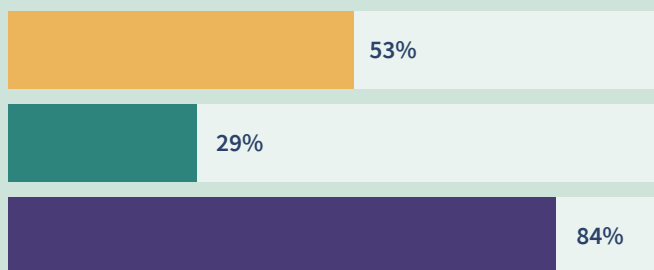
This fact sheet is part of a series reporting on inequalities in health and the social determinants of health that people with disability face. Social determinants are the factors that affect health through the conditions in which people are born, grow, live, work, and age, and which are, in turn, shaped by political, social, and economic forces.

This fact sheet is based on data for Australian men and women aged 15–64 years. Data in this fact sheet come from the: Survey of Disability, Ageing, and Carers 2018; General Social Survey 2014; and Household, Income and Labour Dynamics in Australia (HILDA) Survey, Wave 2018. We recognise not all people with disability are represented in these surveys.

## Employment

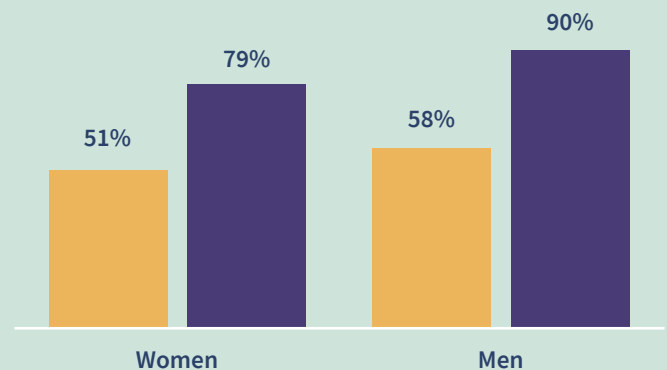
Only half of people with disability (49%) and a quarter of those with severe disability (25%) have a job. By comparison, the employment rate for people without disability is 81%.

### Adults in employment, education, or training



### Labour force participation\*

#### People that are in the labour force



#### Legend

● with disability   ● with severe disability   ● without disability

\*Labour force participation defined as employed or seeking employment

## Unemployment and youth employment



Long-term unemployment (at least 12 months) for people with disability in the labour force (2.3%) is 3.5 times more than people without disability (0.7%).



Young people (15-24 years) with disability have an unemployment rate of 24%, double the rate for young people without disability (12%).

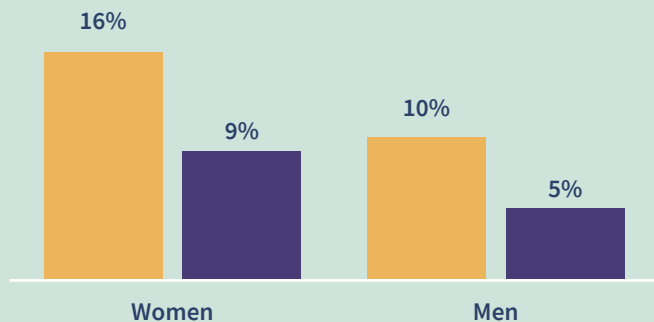
# Underemployment\*\*



## People that are underemployed

Men with disability are twice as likely to be underemployed (10%) than men without disability (5%).

### People that are underemployed



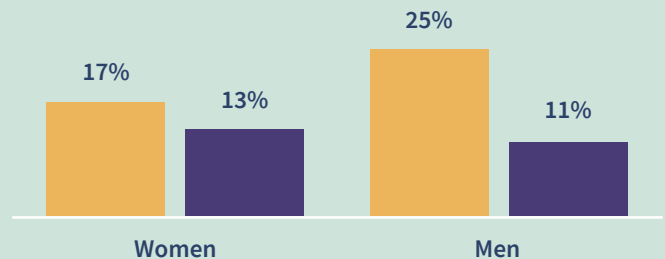
**Legend** ● with disability ● without disability



## Discrimination in the workplace

One in 5 people with disability (21%) have been unsuccessful in a job application because of discrimination. This is almost double the rate of discrimination reported by people without disability (12%).

### People that are discriminated against when finding work



\*\*Underemployment defined as working 34 hours or less per week and wanting to work more hours

## Housing and income data

This fact sheet uses data from the [Disability and Wellbeing Monitoring Framework: Baseline Indicator Data for Australians aged 18-64 years](#) report developed by the NHMRC Centre of Research Excellence in Disability and Health (CRE-DH). It provides a comprehensive structure for measuring and reporting inequalities between Australians with and without disability aged 18-64 years in relation to health and the social determinants of health.

The framework draws on Australian national population surveys that include disability identifiers and serves as a baseline for measuring change over time. Indicator data used in this fact sheet come from the: Survey of Disability, Ageing, and Carers 2018; General Social Survey 2014; and Household, Income and Labour Dynamics in Australia (HILDA) Survey, Wave 2018. Certain groups of people with disability may be missing or under-represented in these data sources, including people living in very remote areas; discrete Aboriginal and Torres Strait Islander communities; or non-private dwellings; and people who need assistance to complete the surveys.

'Crude' or un-standardised percentages for people with disability and age-standardised percentages for people without disability are reported in this fact sheet. Where possible, data are reported for the subgroup of people with 'severe disability',

that is, people who have severe or profound core activity limitation. Due to higher standard errors associated with small sample sizes, data are not further disaggregated by gender for people with severe disability.

The Disability and Wellbeing Monitoring Framework and Indicators was developed with an Expert Panel of Advice capturing lived experience of disability. This Expert Panel identified other meaningful employment topics that cannot be reported on as appropriate data are not available. These include pay and employment accommodations, such as job modifications and reasonable adjustments.

## Further information

The CRE-DH generates evidence to guide social and health policy reform with the aim of improving the health of Australians with disability aged 15-64 years and reducing inequitable, avoidable health and wellbeing disparities between Australians with and without disability.

This fact sheet was produced by the CRE-DH team and funded by the NHMRC (GNT1116385).

**E** [cre-dh@unimelb.edu.au](mailto:cre-dh@unimelb.edu.au)

**W** [www.credh.org.au](http://www.credh.org.au)

**T** [@DisabilityHlth](https://twitter.com/DisabilityHlth)

in partnership with

