

Disability and the Labour Market in New Zealand in 2006

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Citation

Statistics New Zealand (2008). Disability and the Labour Market in New Zealand in 2006
Wellington: Statistics New Zealand

Published in October 2008 by

Statistics New Zealand
Tatauranga Aotearoa
Wellington, New Zealand

ISSN 978-0-478-31549-3 (online)

Preface

Disability and the Labour Market in New Zealand in 2006 is one of several reports that present information on the lives of people with disabilities in New Zealand, drawing on data from the 2006 Disability Survey. The focus of the report is the experience of disabled people in the labour force. It looks at their labour force participation, and describes how it varies by factors such as educational qualification and type of disability. It describes the types of industries and occupations that disabled people are employed in and compares them with those of non-disabled people. The report also examines the need for workplace modifications and support, and the extent to which these needs are currently met among employed disabled people.

Disability and the Labour Market in New Zealand in 2006 provides useful and relevant information for policy makers, practitioners and others with an interest in the labour market experiences and outcomes of people with disabilities. The report illustrates the type of labour force information that is available on people with disabilities from the 2006 Disability Survey. Tables are appended to the report for people wishing to undertake their own analyses. Further information can be obtained by contacting Statistics New Zealand.



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Standards and further information

Rounding procedures

On occasion, figures are rounded to the nearest thousand or some other convenient unit. This may result in a total disagreeing slightly with the total of the individual items as shown in tables. Where figures are rounded the unit is in general expressed in words below the table headings, but where space does not allow this the unit may be shown as (000) for thousands, etc.

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1. Disability and the labour market – the context

Access to employment is an important factor affecting the well-being of individuals and their families (Ministry of Social Development, 2008). The nature and extent of participation in the labour market is a major determinant of living standards, affecting the economic resources available for the purchase of goods and services. Income from paid work influences outcomes in many areas of life, such as housing, education and health. Returns from work can continue into retirement, providing material comfort and financial security. Access to meaningful employment is also an important factor affecting individual identity and self-worth. People without paid work may be at risk of poverty and isolation.

Internationally and in New Zealand, studies have consistently shown that people with disabilities are disadvantaged in the labour market (Jones, Jensen et al, 2005). This is recognised in the United Nations Convention on the Rights of Persons with Disabilities, which came into force on 4 May 2008, and was ratified by New Zealand on 26 September 2008. Article 27 of the Convention, which is about work and employment, states that.

States parties recognize the rights of people with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

In New Zealand, a range of legislation, strategies and initiatives has been put in place in recent years to remove barriers to the participation of disabled people in paid work. Some examples include the Human Rights Act 1993 (sections 22 [Employment] and 21(1)(h) [Prohibited grounds of discrimination]), the *New Zealand Disability Strategy 2001* (objective 4: Provide opportunities in employment and economic development for disabled people) and the 2007 repeal of the Disabled Persons Employment Promotion Act 1960. These have aimed to maximise employment opportunities for disabled people by ensuring that they have the same rights, responsibilities and protections of other workers.

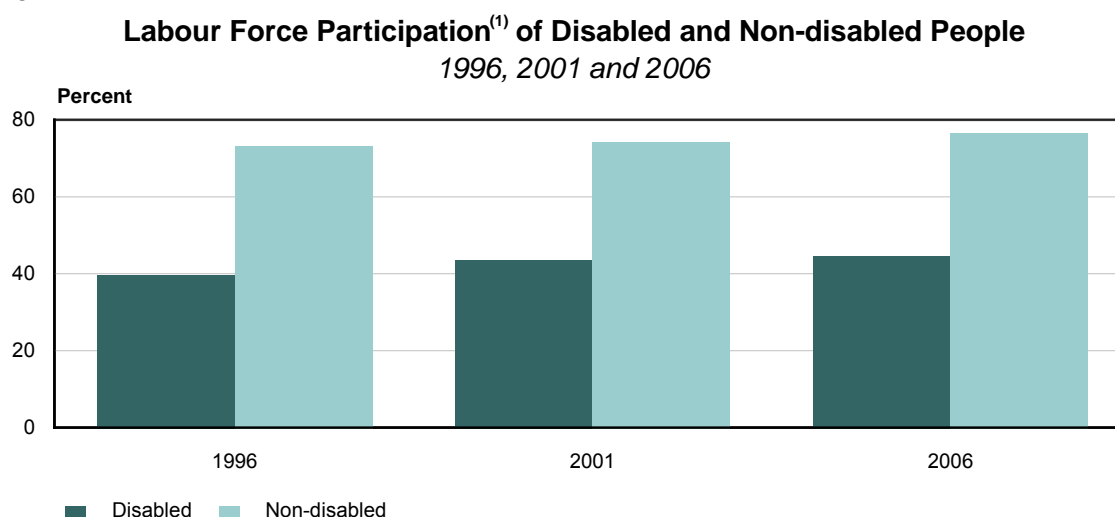
The aim of this report is to provide an overview of the labour market experience of New Zealand people with disabilities, and an analysis of the factors associated with their participation and non-participation in the labour market. It includes an examination of the demand for workplace modifications and support, by people with disabilities, and the extent to which these are met among those who are employed. The population analysed is the working-age population, defined as those aged 15 years and over living in private households.

The report is based on the Disability Survey which followed the 1996, 2001 and 2006 Censuses, and which is the most comprehensive source of official statistics on people with disabilities in New Zealand. The survey database contains detailed information on people with disabilities, including the type, cause, and age of onset of disability. It also contains information on current labour force status, occupation, industry, hours worked, educational qualifications, and requirements for workplace support and modifications. In the survey, people were identified as having a disability by using a series of screening questions, which asked about functional limitations that had lasted or were expected to last for six months or more. This definition of disability is based on the 1980 International Classification of Impairments, Diseases and Handicaps (ICIDH).

2. Labour force participation

In 2006, close to one in every six people of working age (aged 15 years and over) in New Zealand had a disability (17 percent). This translates to 539,000 people, of whom less than half (45 percent) were in the labour force, compared with over three-quarters (77 percent) of non-disabled people of working age. The labour force includes people who are employed, and those who are unemployed and actively seeking work. As figure 1 shows, people with disabilities consistently recorded lower rates of labour force participation¹ than those without disabilities over the 10-year period 1996–2006.

Figure 1



(1) For those in the working-age population (aged 15 years and over).

Note: Data for 2006 are not directly comparable with those for 1996 and 2001.

Participation by age, sex, ethnicity and education qualification

Labour force participation provides an indication of both the desire to perform paid work and the ability to obtain such work. It is likely that many people aged 65 and over may no longer wish to work. If the working-age population is narrowed to those aged 15–64 years, the labour force participation rate of disabled people in 2006 increases to 64 percent, but continues to remain considerably lower than that for non-disabled people (84 percent). This pattern of disabled people having lower levels of participation can be observed for men and women across all major age groups and ethnic groups (see figures 2 and 3).

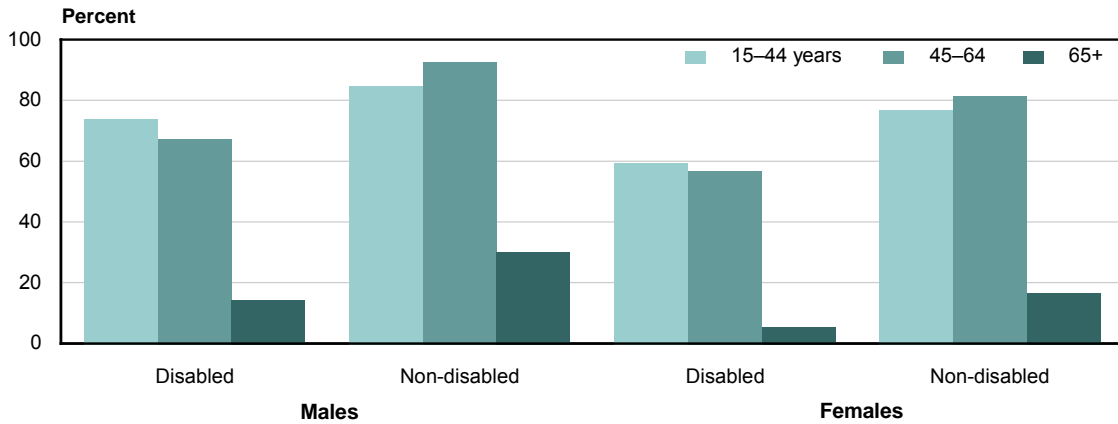
Labour force participation of disabled people varies by age and sex (see figure 2). As for the total population, participation rates for disabled men are higher than those for disabled women, across all age groups. For both men and women with disabilities, participation is highest at the younger working ages (15–44 years). This contrasts with the non-disabled population, where participation for men and women peaks at ages 45–64 years. At these ages, non-disabled people are around 40 percent more likely than disabled people to be members of the labour force. This differential widens at age 65 and over, where participation rates for non-disabled people are around double those of disabled people.

¹ The labour force participation rate is the total labour force (ie the employed and unemployed) expressed as a percentage of the working-age population (ie people aged 15 years and over).

Figure 2

Labour Force Participation⁽¹⁾ of Disabled and Non-disabled People
By age and sex

2006



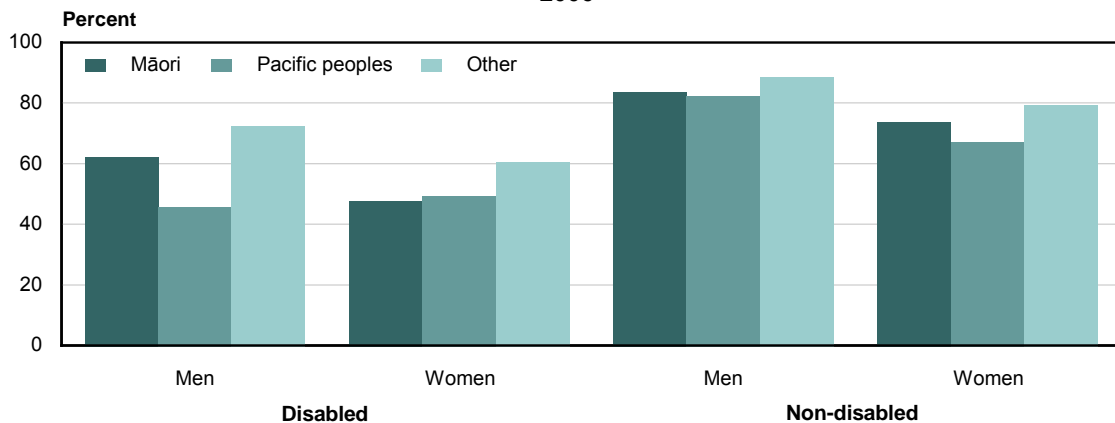
(1) For those in the working-age population (aged 15 years and over).

Ethnic variation in the labour force participation of disabled people is also evident among those in the main working-age group of 15–64 years (see figure 3). The stand-out feature is the much lower rate of participation of Pacific men with a disability (46 percent), compared with those belonging to the Māori (63 percent), and ‘Other’² ethnic groups (73 percent). Much less ethnic variation in labour force participation is evident among non-disabled men. Women have a slightly different pattern. While Māori and Pacific women with disabilities have similar levels of participation, they are less likely to be in the labour force than disabled women belonging to the ‘Other’ ethnic group.

Figure 3

Labour Force Participation of Disabled and Non-disabled People Aged 15–64 Years
By major ethnic group and sex

2006



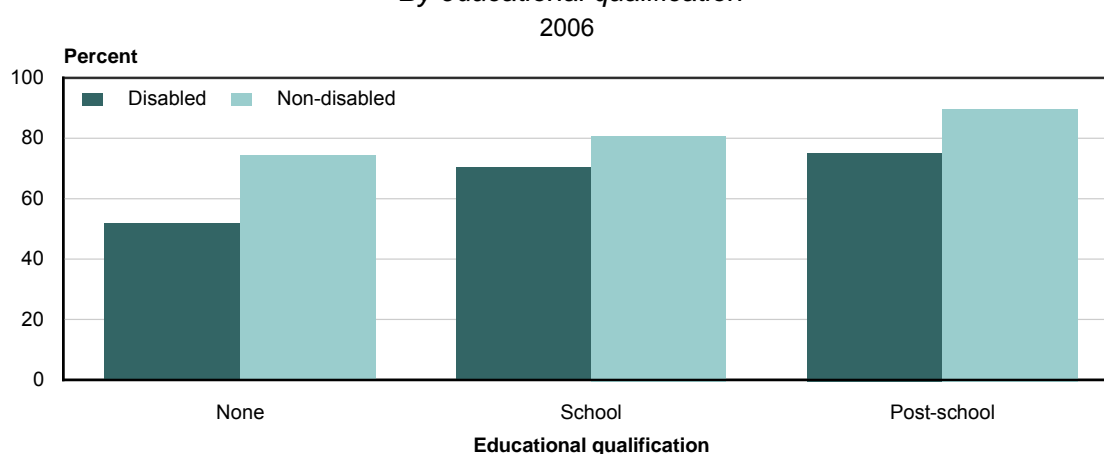
Note: Data are based on prioritised ethnicity. Prioritisation categorises a respondent who identifies with more than one ethnic group into a single ethnic group.

2 The ‘Other’ ethnic group includes all people of non-Māori and non-Pacific ethnicity.

There is a positive association between the level of educational attainment and labour force participation for both disabled and non-disabled people aged 15–64 years. Despite this, at every level of qualification, disabled people are less likely to be labour force participants than are non-disabled people (see figure 4). The gap in participation between disabled and non-disabled people is widest amongst people with no qualifications. In 2006, disabled people with no qualifications were about two-thirds as likely as their non-disabled counterparts to be in the labour force. A noteworthy feature of figure 4 is the participation rate of disabled people with post-school qualifications, which, at 76 percent, is about the same as that of non-disabled people with no qualifications. This highlights the extent to which disabled people are disadvantaged in the labour market.

Figure 4

Labour Force Participation of Disabled and Non-disabled People Aged 15–64 Years
By educational qualification



Characteristics of unemployed disabled people

As well as being less likely to participate in the labour force, people with a disability who do participate are less likely to be in work than those without a disability. In 2006, the unemployment rate³ for disabled men was 5 percent, compared with 3 percent for non-disabled men. For women the comparable rates were 9 percent and 5 percent, respectively. In total, there were 16,700 unemployed people with a disability in 2006, which is 20 percent of all unemployed people.

Like their non-disabled counterparts, disabled people are most likely to be unemployed at the younger working ages. Fourteen percent of disabled women and 9 percent of disabled men aged 15–44 were unemployed and seeking work in 2006. These rates were approximately double those of non-disabled people. Although unemployment was lower among disabled people aged 45–64, compared with those aged 15–44, the rates were higher than those for non-disabled people, particularly for women (see figure 5).

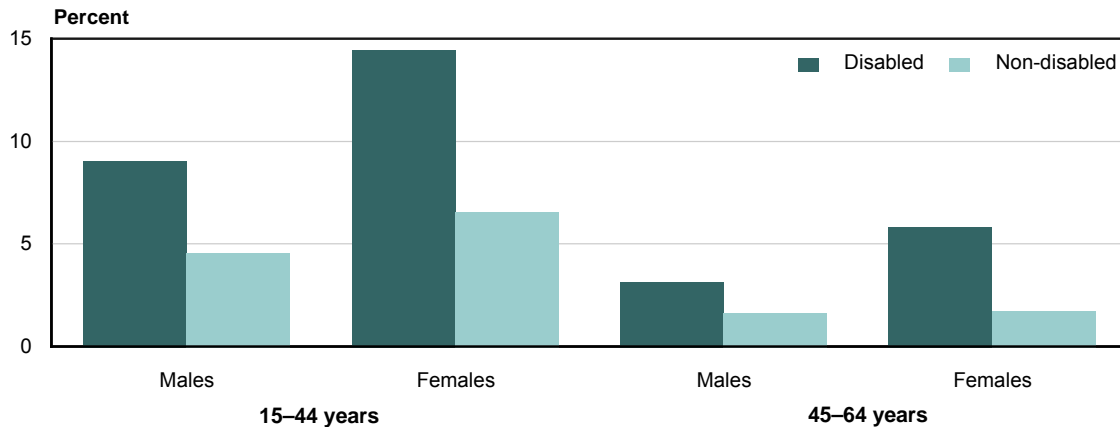
³ The unemployment rate is the number of unemployed expressed as a percentage of the labour force (ie the employed and unemployed).

Figure 5

Unemployment Rates for Disabled and Non-disabled People Aged 15–64 Years

By age and sex

2006



Unemployment rates are consistently higher for disabled than non-disabled people across the three ethnic groups. In 2006, the likelihood of being unemployed was highest for Māori and Pacific people with disabilities. Their unemployment rates were 16 percent and 20 percent, respectively, rates that were more than three times higher than those of disabled people belonging to the 'Other' ethnic group (5 percent). This ethnic differential in unemployment may be due in part to the younger age structure of the Māori and Pacific populations. Unemployment rates are typically higher at the younger working ages. Also contributing to the differential may be the lower levels of educational qualification of Māori and Pacific peoples.

Having a post-school qualification significantly reduces the chance of being unemployed. In 2006, 3 percent of disabled people with a post-school qualification were unemployed, compared with 9 percent of those with a school qualification and 8 percent of those with no qualifications. Because disabled members of the labour force are less likely than others to have post-school qualifications (38 percent compared with 46 percent), they are at higher risk of unemployment.

Characteristics of employed disabled people

In 2006, 225,400 employed people had a disability and they accounted for 11 percent of all people employed for one or more hours per week. Employed people with disabilities have an older age profile than those without disabilities. This means that disabled people make up a larger proportion of workers aged 45 and over (16 percent) than they do of younger workers (7 percent). The significance of this is that with the ageing of New Zealand's population, disabled people are likely to make up an increasing share of workers in the future. Issues associated with their employment are, therefore, likely to become more prominent, particularly if labour shortages become more acute.

International evidence suggests that disability affects the amount and type of work that a person can do, putting them at disadvantage in the workplace (Shur, 2003). Consequently, a person with a disability may be limited in their hours of work or choice of occupation. However, data from the Disability Survey shows that employed people with a disability are no less likely to work full time than those without a disability. In 2006, close to four in every five disabled and non-disabled workers (78 percent) were employed for 30 or more hours per week. When analysed by age, disabled workers aged 45–64 were slightly less likely than non-disabled workers of the same age to be working full time (79 percent compared with 83 percent).

Although disabled people work across all major industry groups, they are more likely than non-disabled people to work in some industries than others. In particular, they are more likely to work in health and community services (13 percent compared with 7 percent), agriculture, forestry and fishing (10 percent and 6 percent) and construction (11 percent and 8 percent). Industries in which disabled workers are under-represented include property and business services (11 percent compared with 15 percent), and to a lesser extent retail trade (10 percent and 13 percent).

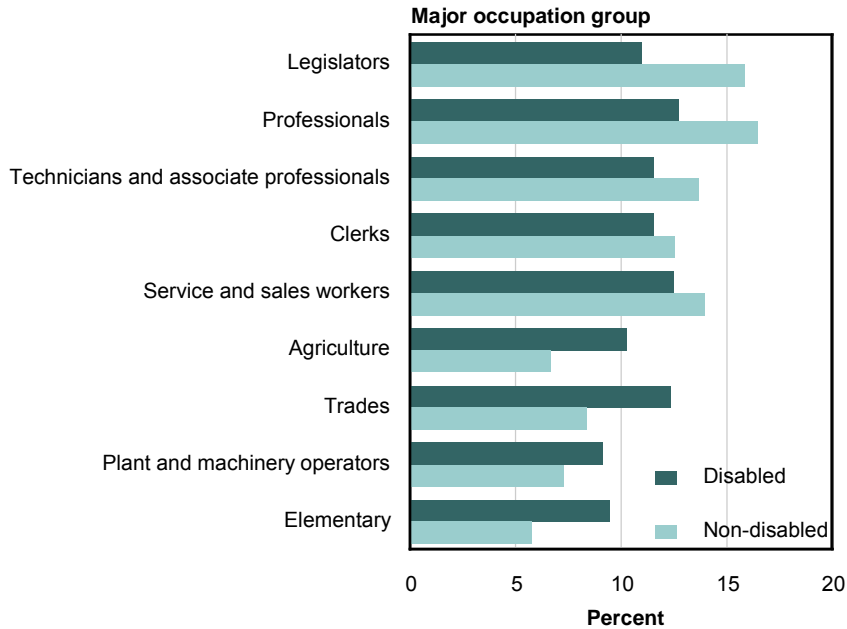
As might be expected from the educational profile of disabled people, they are generally under-represented in skilled occupations. Compared with non-disabled people, relatively few disabled people work as legislators, administrators and managers (11 percent compared with 16 percent), professional workers (13 percent and 16 percent) and as technicians and associate professionals (12 percent and 14 percent). Workers with disabilities are also slightly less likely than those without disabilities to be employed as service and sales workers.

Disabled people are more likely than non-disabled people to be trades workers, agriculture and forestry workers, plant and machine operators and assemblers, and workers in elementary occupations⁴ (see figure 6). The higher representation of disabled people in these occupations may be explained by the higher risk of injury associated with these occupations. This is supported by work-related injury statistics, which show that the incidence of work-related injury claims is highest in these occupations. In 2006, workers in elementary occupations had the highest incidence of work-related claims, with 277 claims per 1,000 full-time equivalent workers (FTEs). Agriculture and fishery workers, plant and machine operators and assemblers, and trades workers had the next-highest rates, with 259, 243 and 199 claims per 1,000 FTEs, respectively (Statistics New Zealand, 2007). The average injury rate across all occupations was 126 per 1,000 FTEs.

4 Elementary occupations are those in which the main tasks involve the use of hand-held tools and physical effort, and the knowledge and experience to perform elementary and routine tasks. Examples include labourers, refuse collectors and cleaners.

Figure 6

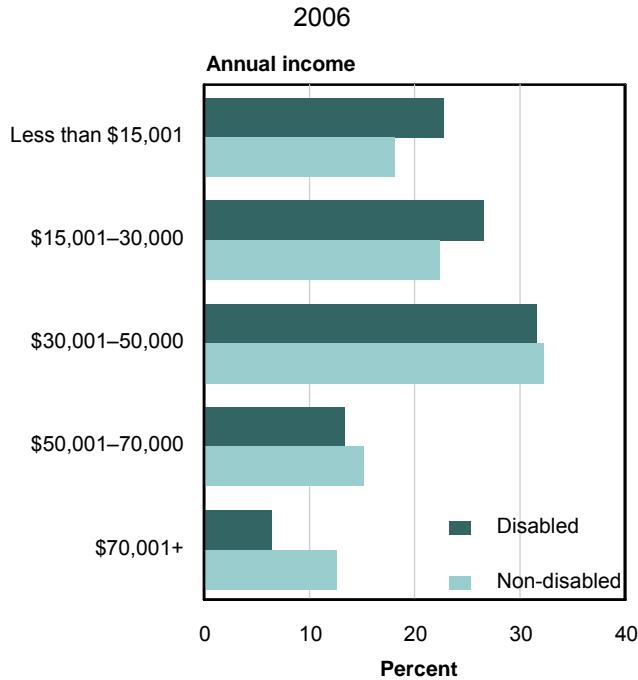
Distribution of Disabled and Non-disabled Employees
By major occupation group
 2006



The incomes of employed people with disabilities are lower on average than those without disabilities (see figure 7). In 2006, about half the disabled people in paid employment had a total annual income (from all sources) of \$30,000 or less, compared with 40 percent of non-disabled employed people. Around 20 percent of employed people with disabilities received an annual income of over \$50,000 compared with 28 percent of employed people without disabilities.

Figure 7

Distribution of Disabled and Non-disabled Employees
By annual income



The high percentage of employed disabled people receiving lower-than-average incomes is likely to be associated with their lower educational attainment, and their heavier concentration in manual work, which tends to pay less than white collar occupations. Because the statistics presented in this report are drawn from cross-sectional data, it is not possible to compare the incomes of disabled people before and after they became disabled. Evidence from Britain suggests that men from lower socio-economic groups are more likely to become disabled – many do manual work associated with low incomes and greater health-related risks. The longitudinal evidence for Britain indicates that the pre-disability incomes of men who become disabled are close to the incomes of those who are already disabled (Bardasi et al, 2000).

In 2006, around 3,800 disabled people, or 2 percent of all employed disabled people, worked in sheltered employment – employment set up to provide work specifically for people with disabilities. Employed people with intellectual (17 percent) or psychiatric/psychological disabilities (7 percent) were more likely to be working in sheltered employment than those with other types of disability. In 2007 the Disabled Persons Employment Promotion Act was repealed. As a result, people who work in sheltered employment now have the same rights as people in other workplaces.

3. Nature, cause and onset of disability

This section looks at the extent to which disability characteristics are related to involvement in the labour force. In particular, it examines the relationship between the nature of the disability (type, cause, duration and support levels), and labour force participation and unemployment.

Type of disability

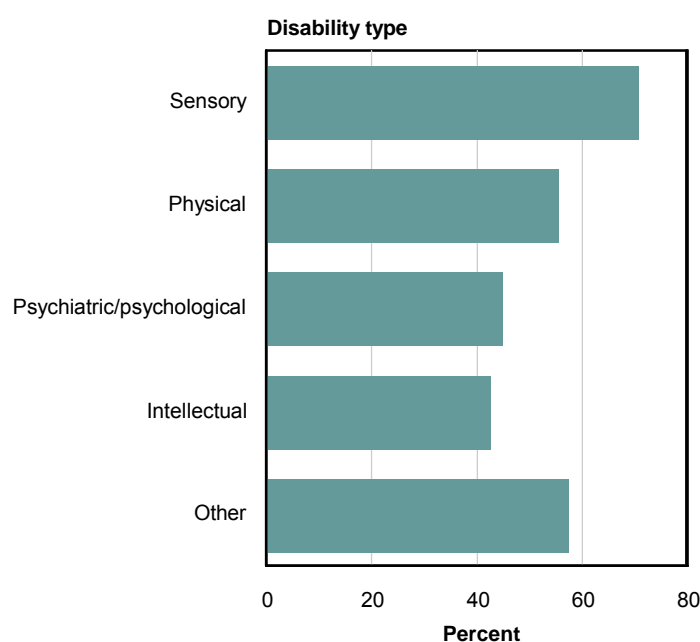
As with working-age people in general, labour force participants experience a range of disabilities. However, the chance of being in the labour force is greater for some types of disability than others.⁵ In particular, adults aged 15–64 with a sensory (seeing or hearing) disability are more likely to be in the labour force than those with other types of disability. People with psychiatric/psychological, and intellectual disabilities have the lowest levels of labour force participation (see figure 8).

Figure 8

Labour Force Participation of Disabled People

By disability type

2006



Note: People may have more than one type of disability.

The labour force disadvantage of people with psychiatric/psychological, and intellectual disabilities is confirmed by unemployment data. The data shows that these people are two or three times more likely to be unemployed than those with other disability types. People with sensory disabilities have the lowest unemployment rate of 5 percent, close to that for non-disabled people.

⁵ Around 60 percent of people aged 15 years and over who have a disability have more than one type of disability. In these cases, their involvement (or not) in the labour force may not necessarily be associated with the reported disability.

Whether people have a single disability, or multiple disabilities, has a close association with their labour market involvement. In 2006, adults with multiple disabilities were less likely to be participating in the labour force than those with a single disability (33 percent compared with 61 percent). Furthermore, people with multiple disabilities who were in the labour force were twice as likely to be unemployed than those with a single disability (10 percent compared with 5 percent). In total, some 93,000 employed people had multiple disabilities in 2006, 5 percent of all employed people. One in every 10 unemployed people (11 percent) had multiple disabilities.

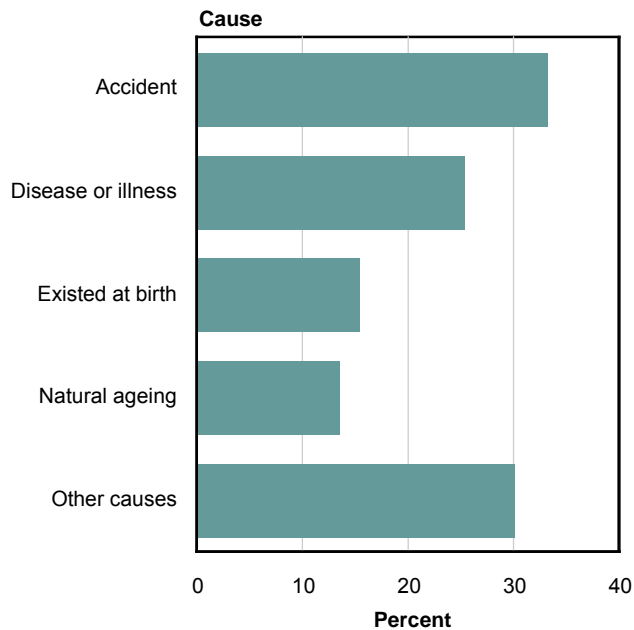
Level of support needed

The amount of support needed by disabled people to undertake activities of daily living is also related to their participation in the labour market. Using this measure, those with 'low support needs' are defined as requiring no assistance; those with 'moderate support needs' as those using, or having an unmet need for, some type of assistive device/aid or equipment; and those with 'high support needs' as people receiving daily assistance with tasks such as bathing and preparing meals.

Disabled people with high support needs are much less likely than those with low or medium support needs to be participating in the labour force. Just 24 percent of people with high support needs were in the labour force in 2006, compared with 44 percent of those with medium support needs and 53 percent of those with low support needs. Labour market participants with medium and high support needs were more likely to be unemployed (8 percent) than those with low support needs (5 percent). In 2006, there were 14,600 employed people with high support needs, 6 percent of all employed people with disabilities. Those with medium support needs were a much larger group, numbering 105,500, or 47 percent of employed people with disabilities.

Figure 9

Cause of Disability Among Disabled Labour Force Participants 2006



Note: People may have more than one cause of disability.

Cause of disability

Accidents are the single most commonly cited cause of disability among people in the labour force⁶ (see figure 9). Around one-third of labour force participants with disabilities in 2006 reported an accident as the cause of their disability. 'Other causes' were the next most commonly reported cause (30 percent), followed by disease or illness (25 percent). While unemployed people were most likely to cite their disability was a result of 'other causes', they were more likely than employed people and people outside the labour force to state that their disability 'existed at birth'. Almost one-quarter of unemployed people with disabilities had a disability that existed at birth, compared with 11 percent of employed people with disabilities. Disease or illness was the most common cause of disability among people outside the labour force, reflecting the older age structure of this group.

Length of disability

The length of time that people had been disabled does not appear to be strongly associated with their participation in the labour force or their likelihood of being unemployed. The most discernible feature is that those who had been disabled for fewer than five years were more likely to be in the labour force than those who had been disabled for longer periods. In 2006, 49 percent of people who had been disabled for fewer than five years were participating in the labour force, compared with around 43 percent of those who had been disabled for longer periods. Overall, around one-third of employed people with disabilities had been disabled for less than five years, while 51 percent had been disabled for 10 or more years. Unemployed people with disabilities were more likely to have been disabled for longer periods than their employed counterparts, with just one-quarter having been disabled for less than five years.

⁶ It is important to note that some people have more than one disability cause. In these cases, their involvement (or not) in the labour force may not necessarily be related to the reported cause.

4. Workplace modifications

Some people with disabilities need special workplace arrangements to participate in employment. The United Nations Convention on the Rights of Persons with Disabilities, which New Zealand has signed and plans to ratify, explicitly requires parties to take appropriate steps to ensure that reasonable accommodation is provided to people with disabilities in the workplace (article 27.1 (1)). 'Reasonable accommodation' is defined in article 2 as meaning, "necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms."

This section looks at the demand for workplace support for people with disabilities, including met and unmet needs. Modifications in the workplace, whether a change in hours, the use of special equipment, or an accessible toilet, can enable a disabled person to remain in or join the workforce. The population analysed in this section includes the employed, unemployed, and people not in the labour force. It excludes retired people, people whose condition completely stops them from working, and people who would not like to do paid work.

Type of support required

In 2006, three-quarters of disabled people in the defined population reported that they did not require any special equipment, or other modifications or support to work (see figure 10). Of the 69,000 people who reported needing some form of workplace support, the single largest group required modified hours. The next most common needs were for 'changes to the work area or equipment,' and 'modified duties'. Relatively small numbers required technical equipment (8,700), building modifications (7,000), a job coach or personal assistant (5,500), a person to help them at work (3,500), or communication services (1,400).

Special Equipment and Services Needed by Disabled People to Work 2006

Type of service/equipment	Percentage needing
Communication services	1
Person to help	1
Job coach or personal assistant	2
Building modifications	3
Technical equipment	3
ACC-funded vocational rehabilitation	3
Modified duties	7
Changes to work area or equipment	7
Modified hours	16
Other equipment or services	3
Total needing special equipment or modifications	25
Total not needing special equipment or modifications	75
Total	100

Note: The population includes people with disabilities who are employed, unemployed, and not in the labour force. It excludes retired people, people whose condition completely stops them from working, and people who would not like to do paid work. Met and unmet needs are included. ACC Accident Compensation Corporation.

Cause of disability and support required

The demand for workplace modification or support was associated with the cause of disability.⁷ People with disabilities caused by accidents, or by disease/illness, were more likely than those with disabilities resulting from other causes to report needing special equipment or workplace modification or support. Disabilities resulting from natural ageing were the least likely to be associated with any special workplace needs. Across all causes of disability, the need for modified hours was the most commonly reported requirement, ranging from 53 percent of those whose disability existed at birth, to 72 percent of those with disabilities caused by disease or illness.

Type of disability and support required

The requirement for workplace modification or support varied significantly according to disability type. Those with the highest needs in 2006 were people with intellectual or psychiatric/psychological disabilities, of whom half reported needing special equipment, or workplace modification or support. People with physical disabilities also had relatively high needs, with one-third requiring special workplace arrangements. People with sensory disabilities had the lowest need for workplace modification or support (19 percent).

The type of workplace modification or support needed was also related to disability type. People with psychiatric/psychological and intellectual disabilities reported the greatest need for modified hours (80 percent and 67 percent, respectively, of all those with needs). Those with intellectual disabilities were more likely than those with other types of disability to require a coach or personal assistant, while people with a sensory disability had the greatest demand for technical equipment (21 percent). Around one-third of people with a physical, sensory or intellectual disability requiring workplace modification or support needed changes to their work area or equipment. The need for ACC-funded (Accident Compensation Corporation) vocational rehabilitation was most commonly reported by people with intellectual and physical disabilities. Around one in five people with these types of disability who reported a need for workplace support said they required ACC-funded vocational rehabilitation.

⁷ It is important to note that some people have more than one disability cause. In these cases, the workplace modification or service required may not necessarily be related to the reported cause.

Support required in current job

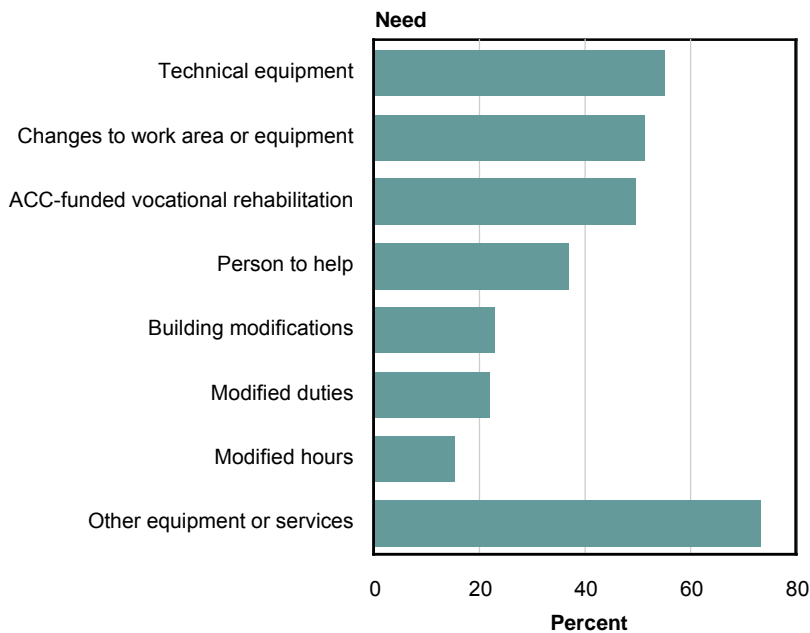
Looking just at employed people with disabilities, one in four required special equipment or services to work in their current job. This equates to 49,700 people reporting a need. Of these, half (51 percent) required modified hours, just over one-third (36 percent) required modified duties, and one-quarter (25 percent) required changes to their work area or equipment. The majority of employed people with a need for modified hours or modified duties reported that their need had been accommodated. Fewer than one-quarter reported unmet needs in these areas. Unmet needs were most common where the requirement was for technical equipment, changes to the work area or equipment, ACC-funded rehabilitation, or 'other equipment or services' (see figure 10). However, the numbers of people with unmet needs in these areas were relatively small – 6,200 had unmet needs for changes to the work area or equipment, 3,900 for technical equipment, and 2,400 for ACC-funded vocational rehabilitation.

Figure 10

Disabled People's Unmet Equipment and Service Needs

In current job

2006



Excluding the retired and those not wanting to work, there were 25,900 people with disabilities outside the labour force in 2006 whose condition did not prevent them from working. Significantly, the reasons given for not working were most commonly personal or education-related, such as a temporary illness/injury, or attending an educational institution. Few gave work-related reasons, such as being unable to find suitable hours, lack of particular equipment, or lack of work suited to their abilities.

5. Disability and the labour market – summary of findings

As a group, disabled people have poorer labour market outcomes than non-disabled people. The most notable dimension of that disadvantage is reflected in their lower chance of being in the labour force, compared with non-disabled people. Their lower rate of labour force participation raises issues associated with the well-being of disabled people, since the labour market plays a central role in determining people's living standards.

The adverse labour market outcomes experienced by people with disabilities are more pronounced for women and for older people. In view of the fact that the incidence of disability is higher for older people, the implications of disability are extremely important for a mature-age labour market. As New Zealand's population ages, the proportion of the working-age population aged 45 and over will grow.

While educational qualifications are associated with a greater chance of disabled people being in work, education on its own appears to be insufficient to explain the labour force disadvantage experienced by disabled people. Disabled people are less likely than non-disabled people to be participating in the labour force at every level of qualification.

Disabled people who are in work are less likely to be found in well-paid and highly-skilled occupations than their non-disabled counterparts. Many work in occupations where there is a greater risk of accident and injury. Accidents are the single most important cause of disability among labour force participants, accounting for about one-third of disabilities.

The type of disability is associated with labour market outcomes. In particular, it is notable that intellectual and psychiatric/psychological disabilities are associated with relatively low levels of labour force participation, while sensory disabilities are associated with participation rates approaching those of non-disabled people. Multiple disabilities, and disabilities requiring high support needs, are also associated with lower rates of participation in the labour force and higher rates of unemployment.

For the most part, people with disabilities do not report the need for special workplace support. Of those requiring support, the most common forms are modified hours, modified duties, or changes to the work area. Few disabled people outside the labour force report work-related reasons for not participating in paid employment.

Glossary

Definition of disability

The Disability Survey used a functional concept of disability:

any restriction or lack (resulting from impairment) of ability to perform an activity in the manner or within the range considered normal for a human being' (World Health Organisation)

This is the World Health Organisation (WHO) concept that was used in the 1996/97 and 2001 Disability Surveys. It was used again in 2006 so the data would be comparable. Using this concept, a disability was defined as any limitation in activity resulting from a long-term condition or health problem. The focus, therefore, was not on identifying the nature of the disorder or disabling condition, but rather the limitation resulting from it.

People were not considered to have a disability if an assistive device (such as glasses) completely eliminated their limitation. The concept of time was used as an additional filter; the disability must have lasted or be expected to last for six months or more.

Disability was determined by responses to a series of questions that assessed difficulties in performing certain day-to-day activities. Answers reflected respondents' own perception of their situation and were, therefore, subjective.

Disability type

Sensory – includes people with hearing or seeing disabilities.

Hearing – includes people who have difficulty hearing or cannot hear what is said in a conversation with one other person, and/or a conversation with a least three other people.

Seeing – includes people who have difficulty seeing or cannot see ordinary newsprint, and/or the face of someone from across a room, even when wearing corrective lenses.

Physical – includes people with mobility and/or agility disabilities.

Mobility – includes people who have difficulty with or cannot walk about 350 metres without resting; walk up or down a flight of stairs; carry an object as heavy as five kilograms for a 10 metre distance; move from room to room; or stand for periods for longer than 20 minutes.

Agility – includes people who have difficulty with or cannot bend over to pick something up off the floor; dress or undress themselves; cut their own toe-nails; grasp or handle small objects like scissors; reach in any direction; cut their own food; or get themselves out of bed.

Intellectual – includes people who need support or help from organisations, or who have been to a special school or received special education because of an intellectual disability or handicap.

Psychiatric/psychological – includes people who, because of a long-term emotional, psychological or psychiatric condition, have difficulty with or are stopped from doing everyday activities that people their age can usually do, including communicating, mixing with others and socialising.

Other – includes people who have difficulty speaking or being understood, and people who have a long-term condition or health problem that causes them ongoing difficulty with their ability to learn and remember, or causes them difficulty with or stops them from doing everyday activities which people their age can usually do.

Employed

People in the working-age population who during the reference period:

- (a) worked for one hour or more for pay or profit in the context of an employee/employer relationship or self-employment.
- (b) worked without pay for one hour or more in work which contributed directly to the operation of a farm, business or professional practice owned or operated by a relative.
- (c) had a job but were not at work due to:

- own illness or injury
- personal or family responsibilities
- bad weather or mechanical breakdown
- direct involvement in industrial dispute
- leave or holiday.

Ethnicity

Ethnicity is the ethnic group or groups that people identify with or feel they belong to. Ethnicity is a measure of cultural affiliation, as opposed to race, ancestry, nationality or citizenship. Ethnicity is self-perceived and people can belong to more than one ethnic group.

An ethnic group is made up of people who have some or all of the following characteristics:

- a common proper name
- one or more elements of culture which need not be specified, but may include religion, customs or language
- unique community of interests, feelings and actions
- a shared sense of common origins or ancestry
- a common geographic origin.

Labour force

The labour force includes all people aged 15 years and over who regularly work for one or more hours per week for financial gain, or as an unpaid worker in a family business. Also included are those people who are unemployed and actively seeking either full-time or part-time work.

Not in the labour force

Any person who is neither 'employed' nor 'unemployed and actively seeking work' is deemed to be not in the labour force. This category includes retired people; people with personal or family responsibilities such as unpaid household work and childcare; people attending educational institutions; people permanently unable to work due to disability; people who are temporarily unavailable for work, and people who are not actively seeking work.

Occupation

Refers to the job, trade, profession or type of work in which a person is employed for financial reward or as an unpaid worker in a family business.

Prioritised ethnicity

Prioritisation is the method of categorising the ethnicity of a respondent who belongs to more than one ethnic group to a single group. The prioritisation schedule used in the 2006 Disability Survey is as follows:

- if Māori is one of the ethnic groups reported, the respondent is assigned to the 'Māori' ethnic group
- if any Pacific group is reported, the respondent is assigned to 'Pacific'
- if an Asian ethnic group is reported, the assignment is 'Asian'
- if none of the above is reported, the assignment is to 'European/Other'.

For example, a respondent who is Māori and Samoan would be categorised as Māori. A respondent who is New Zealand European and Samoan would be categorised as Pacific.

Total personal income

The total gross income that a person aged 15 years or over received from all sources for the financial year ended 31 March.

Unemployed

Unemployed refers to people who are not working in a paid job, business, farm or profession at census date, but have actively looked for either full-time or part-time work in the preceding four weeks and would have started work in the week preceding the census had a job been available.

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[available from: www.stats.govt.nz]

Appendix: Tables

Table 1

Labour Force Status by Disability Status, Ethnic Group and Age Group

Males
2006

Ethnic group	Labour force status	Age group (years)	
		15-64	15+
With disability			
Māori	Employed	13,900	14,700
	Unemployed	2,300	2,400
	Not in the labour force	9,600	13,100
	Not specified	--	--
	Total	25,800	30,200
	Unemployment rate (%)	14	14
	Labour force participation rate (%)	63	57
Pacific peoples	Employed	2,500	2,600
	Unemployed	--	--
	Not in the labour force	3,700	5,200
	Not specified	..	..
	Total	6,200	7,800
	Unemployment rate (%)	22	21
	Labour force participation rate (%)	46	39
Other	Employed	101,300	113,000
	Unemployed	4,200	4,200
	Not in the labour force	39,400	109,000
	Not specified	..	..
	Total	144,900	226,200
	Unemployment rate (%)	4	4
	Labour force participation rate (%)	73	52
No disability			
Māori	Employed	96,800	98,500
	Unemployed	7,300	7,400
	Not in the labour force	19,600	23,000
	Not specified	8,400	8,800
	Total	132,100	137,700
	Unemployment rate (%)	7	7
	Labour force participation rate (%)	84	82
Pacific peoples	Employed	43,500	43,900
	Unemployed	3,200	3,200
	Not in the labour force	9,700	11,700
	Not specified	4,000	4,100
	Total	60,400	62,900
	Unemployment rate (%)	7	7
	Labour force participation rate (%)	83	80
Other	Employed	745,400	778,600
	Unemployed	21,200	21,700
	Not in the labour force	96,700	173,100
	Not specified	44,300	50,800
	Total	907,600	1,024,200
	Unemployment rate (%)	3	3
	Labour force participation rate (%)	89	82

Symbols:

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Table 2

Labour Force Status by Disability Status, Ethnic Group and Age Group
Females
2006

Ethnic group	Labour force status	Age group (years)	
		15-64	15+
With disability			
Māori	Employed	11,900	12,300
	Unemployed	2,800	2,900
	Not in the labour force	16,000	21,600
	Not specified	--	--
	Total	30,700	36,800
	Unemployment rate (%)	19	19
	Labour force participation rate (%)	48	41
Pacific peoples	Employed	3,100	3,100
	Unemployed	--	--
	Not in the labour force	3,800	6,000
	Not specified	..	..
	Total	6,900	9,100
	Unemployment rate (%)	18	18
	Labour force participation rate (%)	50	39
Other	Employed	74,200	79,700
	Unemployed	5,700	5,800
	Not in the labour force	51,600	141,400
	Not specified	..	..
	Total	131,500	226,900
	Unemployment rate (%)	7	7
	Labour force participation rate (%)	61	38
No disability			
Māori	Employed	91,500	92,900
	Unemployed	11,900	12,000
	Not in the labour force	36,100	40,700
	Not specified	8,026	8,200
	Total	147,526	153,800
	Unemployment rate (%)	12	11
	Labour force participation rate (%)	74	72
Pacific peoples	Employed	36,900	37,500
	Unemployed	3,700	3,700
	Not in the labour force	19,500	21,800
	Not specified	4,300	4,600
	Total	64,400	67,600
	Unemployment rate (%)	9	9
	Labour force participation rate (%)	68	65
Other	Employed	712,000	733,900
	Unemployed	26,500	26,900
	Not in the labour force	181,700	294,300
	Not specified	47,100	51,800
	Total	967,300	1,106,900
	Unemployment rate (%)	4	4
	Labour force participation rate (%)	80	72

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Table 3

Labour Force Status by Highest Qualification and Age Group
2006

Qualification	Labour force status	Age group (years)	
		15-64	15+
With disability			
No qualification	Employed	57,400	63,600
	Unemployed	5,100	5,100
	Not in the labour force	57,300	118,900
	Total	119,800	187,600
	Unemployment rate (%)	8	7
	Labour force participation rate (%)	37	52
School qualifications	Employed	55,900	59,900
	Unemployed	5,700	5,800
	Not in the labour force	25,600	63,300
	Total	87,200	129,000
	Unemployment rate (%)	9	9
	Labour force participation rate (%)	71	51
Post-school qualification	Employed	75,800	81,200
	Unemployed	2,600	2,600
	Not in the labour force	25,300	61,600
	Total	103,700	145,400
	Unemployment rate (%)	3	3
	Labour force participation rate (%)	76	58
Not specified or unidentifiable qualifications	Employed	17,900	20,700
	Unemployed	3,100	3,200
	Not in the labour force	16,100	52,400
	Total	37,100	76,300
	Unemployment rate (%)		
	Labour force participation rate (%)		
No disability			
No qualification	Employed	271,100	287,400
	Unemployed	19,000	19,300
	Not in the labour force	98,100	170,600
	Total	388,300	477,300
	Unemployment rate (%)	7	6
	Labour force participation rate (%)	75	64
School qualifications	Employed	609,500	622,700
	Unemployed	30,400	30,400
	Not in the labour force	149,000	197,600
	Total	788,900	850,700
	Unemployment rate (%)	5	5
	Labour force participation rate (%)	81	77
Post-school qualification	Employed	798,100	822,100
	Unemployed	20,200	20,900
	Not in the labour force	90,300	147,100
	Total	908,600	990,100
	Unemployment rate (%)	2	2
	Labour force participation rate (%)	90	85
Not specified or unidentifiable qualifications	Employed	47,400	53,200
	Unemployed	4,200	4,200
	Not in the labour force	25,800	49,400
	Total	77,500	106,800
	Unemployment rate (%)		
	Labour force participation rate (%)		

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Table 4

Distribution of Disabled and Non-disabled Employees
By major occupation group
 2006

Occupation group	Disability status	
	With disability	No disability
Legislators	21,200	271,700
Professionals	24,800	281,000
Technicians & assoc professionals	22,500	234,100
Clerks	22,500	214,600
Service & sales workers	24,100	239,100
Agriculture	19,900	113,200
Trades	24,000	142,900
Plant & machine operators	17,800	123,400
Elementary	18,400	98,300
Not specified	30,300	67,100
Total	225,400	1,785,400

Table 5

Distribution of Disabled and Non-disabled Employees*By age group, labour force status and annual income*

2006

Age group (years)	Work and labour force status	Total personal income						Total
		Less than \$15,001	\$15,001–\$30,000	\$30,001–\$50,000	\$50,001–\$70,000	\$70,001 +	Not specified	
With disability								
15-44	Employed	19,900	21,000	25,600	8,000	3,700	5,900	84,100
	Unemployed	6,200	1,700	--	..	..	2,500	10,800
	Not in the labour force	23,700	11,600	3,300	..	--	7,400	46,300
	Not specified	..	..	..	..	..	--	--
	Total	49,800	34,300	29,300	8,000	3,800	15,900	141,200
45-64	Employed	24,500	27,900	37,600	17,700	7,700	7,500	122,900
	Unemployed	2,200	1,600	1,100	..	--	--	5,700
	Not in the labour force	46,100	12,600	4,400	4,000	--	10,100	77,900
	Not specified	..	..	..	..	..	--	--
	Total	72,800	42,200	43,100	21,700	8,400	18,800	207,100
65+	Employed	3,500	6,800	3,300	2,100	2,000	--	18,400
	Unemployed	..	--	..	..	..	--	--
	Not in the labour force	82,200	55,100	10,000	2,100	1,600	21,000	172,000
	Not specified	..	..	..	..	..	--	--
	Total	85,700	62,000	13,300	4,300	3,600	22,100	190,900
Total	Employed	47,800	55,700	66,600	27,800	13,400	14,100	225,400
	Unemployed	8,400	3,500	1,400	--	--	3,300	16,700
	Not in the labour force	152,000	79,300	17,800	6,200	2,400	38,600	296,200
	Not specified	..	..	..	..	..	--	--
	Total	208,300	138,500	85,700	34,000	15,900	56,800	539,200
15-64	Employed	44,400	48,900	63,300	25,700	11,400	13,400	207,000
	Unemployed	8,400	3,400	1,400	..	--	3,200	16,500
	Not in the labour force	69,800	24,300	7,800	4,000	--	17,600	124,200
	Not specified	..	..	..	..	..	--	--
	Total	122,600	76,500	72,400	29,700	12,300	34,800	348,300
No disability								
15-44	Employed	224,300	228,000	328,000	136,900	100,100	31,900	1,049,100
	Unemployed	39,400	10,100	2,600	--	--	8,700	61,800
	Not in the labour force	179,800	32,000	11,100	2,200	1,600	33,600	260,200
	Not specified	..	..	..	..	..	77,000	77,000
	Total	443,500	270,000	341,800	139,800	102,000	151,100	1,448,100
45-64	Employed	75,700	135,800	216,800	121,100	112,400	15,200	677,100
	Unemployed	6,300	2,500	1,700	..	--	--	12,000
	Not in the labour force	53,600	18,900	11,900	2,800	2,700	13,100	103,000
	Not specified	..	..	..	..	..	39,100	39,100
	Total	135,700	157,200	230,400	123,900	116,100	68,000	831,300
65+	Employed	12,500	21,400	12,700	4,900	5,300	2,600	59,300
	Unemployed	--	..	..	..	..	..	1,000
	Not in the labour force	95,400	65,900	20,600	4,500	3,700	11,300	201,300
	Not specified	..	..	..	..	..	12,300	12,300
	Total	108,700	87,300	33,300	9,300	8,900	26,200	273,800

For symbols see end of table.

Distribution of Disabled and Non-disabled Employees
By age group, labour force status and annual income
 2006

Age group (years)	Work and labour force status	Total personal income						Total
		Less than \$15,001	\$15,001–\$30,000	\$30,001–\$50,000	\$50,001–\$70,000	\$70,001 +	Not specified	
Total	Employed	312,500	385,100	557,500	262,800	217,800	49,700	1,785,400
	Unemployed	46,600	12,600	4,400	--	1,300	9,200	74,800
	Not in the labour force	328,800	116,800	43,600	9,500	7,900	58,000	564,600
	Not specified	..	..	..	..	..	128,400	128,400
	Total		687,900	514,600	605,500	273,000	227,000	245,300	2,553,200
15-64	Employed	300,000	363,800	544,800	258,000	212,500	47,100	1,726,200
	Unemployed	45,700	12,600	4,300	--	1,300	9,200	73,800
	Not in the labour force	233,400	50,900	23,000	5,000	4,300	46,700	363,300
	Not specified	116,100	116,100
	Total		579,100	427,300	572,100	263,700	218,000	219,100

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Table 6

Disability Type
By labour force status and age group
2006

Disability type	Labour force status	Age group (years)	
		15-64	15+
Sensory	Employed	86,400	95,700
	Unemployed	4,900	5,000
	Not in the labour force	38,300	119,400
	Not specified	..	..
	Total	129,600	220,100
Physical	Employed	100,300	112,500
	Unemployed	9,300	9,500
	Not in the labour force	88,200	230,500
	Not specified	..	..
	Total	197,800	352,500
Intellectual	Employed	9,800	9,800
	Unemployed	2,300	2,300
	Not in the labour force	16,500	19,500
	Not specified	..	..
	Total	28,600	31,600
Psychiatric/psychological	Employed	25,700	26,400
	Unemployed	6,600	6,700
	Not in the labour force	40,100	49,300
	Not specified	..	..
	Total	72,400	82,400
Other	Employed	75,000	79,400
	Unemployed	6,000	6,200
	Not in the labour force	60,800	116,800
	Not specified	..	..
	Total	141,800	202,400
Total adult households	Employed	207,000	225,400
	Unemployed	16,500	16,700
	Not in the labour force	124,200	296,200
	Not specified
	Total	347,700	538,300

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Table 7

Level of Support Needed by Disabled People
By labour force status and age group
 2006

Level of support needed	Work and labour force status	Age group (years)				
		15-44	45-64	65+	Total	15-64
Low	Employed	43,100	54,500	7,600	105,200	97,600
	Unemployed	4,100	2,000	..	6,100	6,000
	Not in the labour force	22,100	27,600	47,700	97,400	49,700
	Not specified	--	--	..	--	--
	Total	69,300	84,700	55,300	209,200	154,000
Medium	Employed	34,300	61,500	9,700	105,500	95,800
	Unemployed	5,900	3,300	--	9,400	9,200
	Not in the labour force	15,200	37,500	95,100	147,800	52,700
	Not specified	..	..	..	..	..
	Total	55,400	102,300	105,000	262,800	157,700
High	Employed	6,600	6,900	1,100	14,600	13,500
	Unemployed	--	--	..	1,200	1,200
	Not in the labour force	9,100	12,800	29,200	51,100	21,800
	Not specified	..	..	--	--	..
	Total	16,500	20,100	30,600	67,200	36,600
Total	Employed	84,100	122,900	18,400	225,400	207,000
	Unemployed	10,800	5,700	--	16,700	16,500
	Not in the labour force	46,300	77,900	172,000	296,200	124,200
	Not specified	--	--	--	--	--
	Total	141,200	207,100	190,900	539,200	348,300

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Table 8

Cause of Disability
For labour force participants with disability
 2006

Cause of disability	Labour force status	Age group (years)	
		15-64	15+
Accident	Employed	70,000	75,900
	Unemployed	4,200	4,300
	Not in the labour force	40,400	79,400
	Not specified	--	--
	Total	114,600	159,600
Other causes	Employed	61,800	66,600
	Unemployed	6,100	6,100
	Not in the labour force	32,400	66,000
	Not specified	--	--
	Total	100,300	138,700
Disease or illness	Employed	49,900	56,400
	Unemployed	4,300	4,500
	Not in the labour force	51,300	128,500
	Not specified	--	--
	Total	105,500	189,400
Existed at birth	Employed	32,500	33,000
	Unemployed	3,900	3,900
	Not in the labour force	17,200	20,300
	Not specified	--	--
	Total	53,600	57,200
Natural ageing	Employed	24,200	30,900
	Unemployed	--	--
	Not in the labour force	14,100	102,800
	Not specified	--	--
	Total	38,300	133,700

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Table 9

**Special Equipment or Services Needed by Disabled People
to Work
2006**

Special equipment/service	Estimated number of people
Communication services	--
Person to help	3,500
Job coach or personal assistant	5,500
Building modifications	7,000
Technical equipment	8,900
ACC-funded vocational rehabilitation	9,100
Modified duties	18,000
Changes to work area or equipment	18,500
Modified hours	42,400
Other equipment or services	7,400
Any special equipment/modifications needed	69,400
No special equipment/modifications needed	203,100
Total modifications + no modifications (people in scope)	272,500
Total people with disability (includes people not in the labour force)	539,200

Note: ACC Accident Compensation Corporation

Symbols:

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Table 10

**Disabled People's Unmet Equipment or Service Needs in
Current Job
2006**

Type of unmet need	Estimated number of people
Other equipment or service	3,600
Technical equipment	4,000
Changes to work area or equipment	6,200
ACC-funded vocational rehabilitation	2,400
Person to help	900
Building modifications	1,000
Modified duties	400
Modified hours	3,800
Total people with disability (employed)	223,400

Note: ACC Accident Compensation Corporation