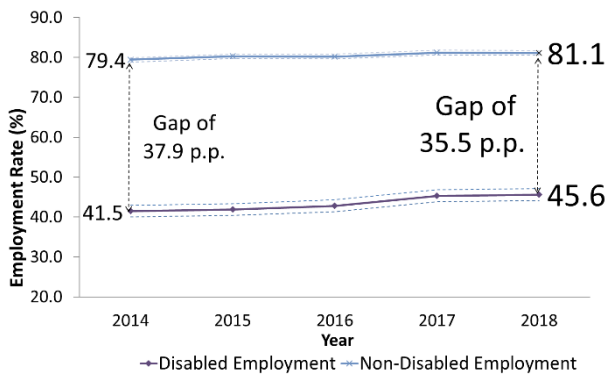


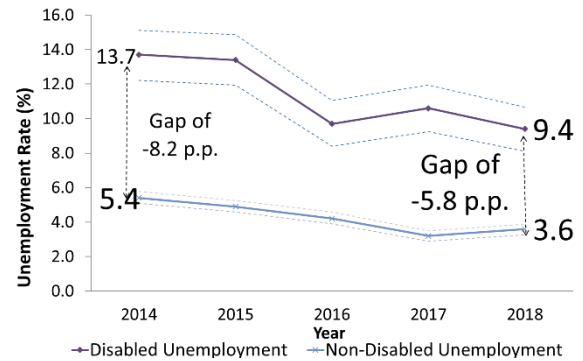
Economic Activity

Employment Rate (%) 2014 - 2018



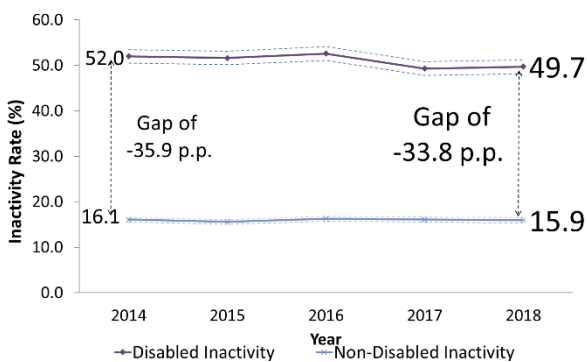
Since 2014, the employment rate (16-64 years) for disabled people in Scotland has increased and the employment gap between disabled and non-disabled people has decreased to 35.5 percentage points.

Unemployment Rate (%) 2014 - 2018



The unemployment gap has also reduced since 2014. Over the year to 2018, the unemployment rate for disabled people (16-64 years) in Scotland decreased to 9.4%. 5.8 percentage points higher than for non-disabled people.

Inactivity Rate (%) 2014 - 2018



The inactivity gap has reduced since 2014 but in 2018, still almost half of disabled people (16-64 years) in Scotland were inactive (49.7%), compared with 15.9% of non-disabled people.

Want to/ Don't want to Work

wanted to work

26.3% of economically inactive disabled people **wanted to work**, higher than 16.9% of economically inactive, non-disabled people.

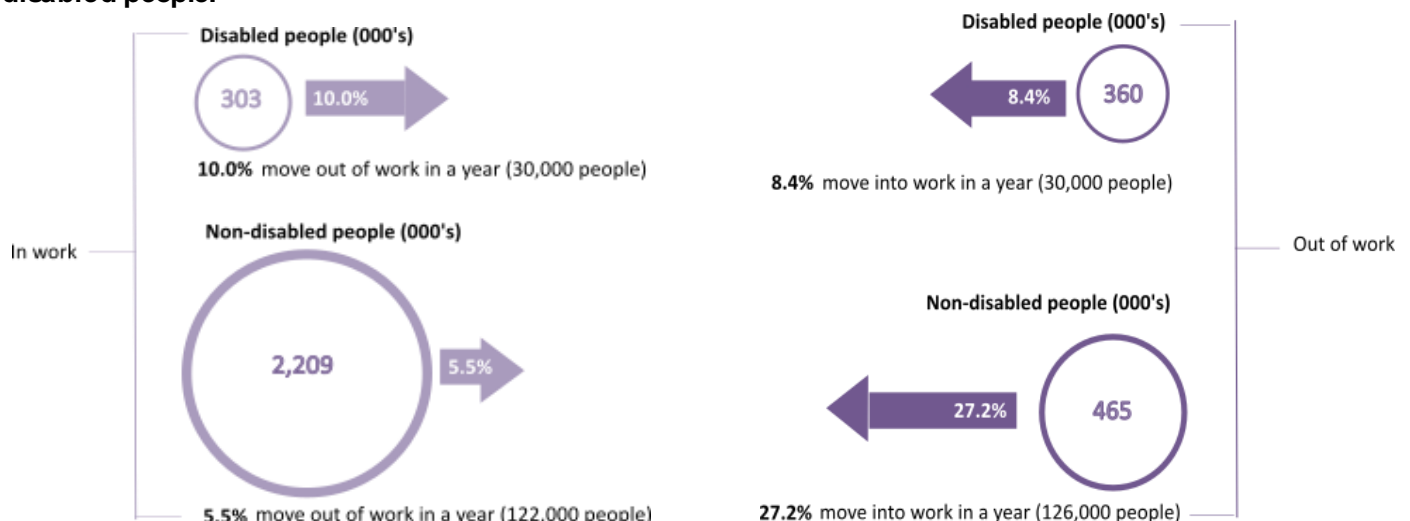
did not want to work

73.7% of economically inactive disabled people, **did not want to work**, lower than 83.1% of economically inactive non-disabled people.

Source: Annual Population Survey (Jan – Dec), Office for National Statistics. (16-64 years).
p.p – percentage point
All percentage points and percentage change based on unrounded data.

Flows into and out of work

Over the year to 2018, disabled people were almost twice as likely to move out of work compared with non-disabled people.



Source: Labour market flows use the Annual Population Survey, 2017-2018 experimental 2 year longitudinal dataset.

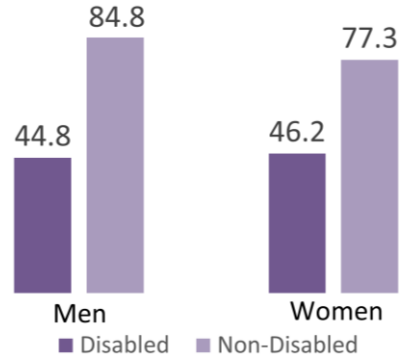
Age

Disabled people aged 16 to 24 had the lowest employment rate at **35.8%**. Non-disabled people aged 16 to 24 also had the lowest employment rate at **60.8%** but this was still **higher** than the employment rate for any disabled age groups.

Disabled people aged 35 to 49 had the highest employment rate at **52.7%**, lower than **91.0%** of non-disabled people in the same age group.

Gender

Employment Rates (%) by Gender



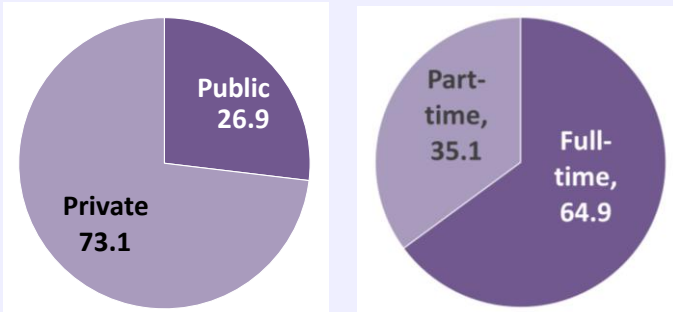
The employment gap between disabled and non-disabled people was wider for men (40.0 percentage points compared with 31.1 percentage points for women).

Sector and Working Pattern

Total in Employment (%)

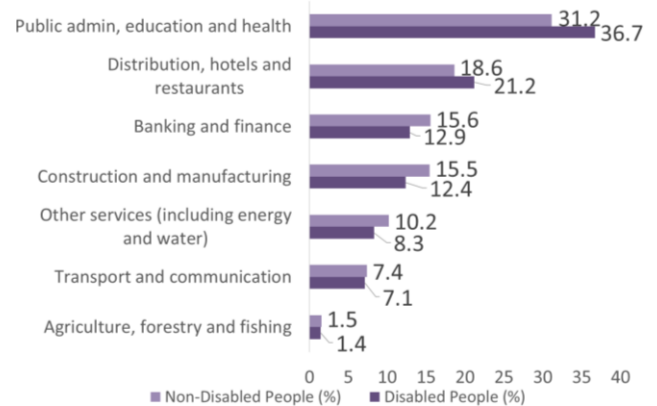
Percent by Sector

Percent by Work Pattern



In 2018, 26.9% of disabled people were employed in the public sector in Scotland, higher than for the non-disabled workforce (25.8%). 64.9% of disabled people work full-time, lower than for the non-disabled population (75.3%).

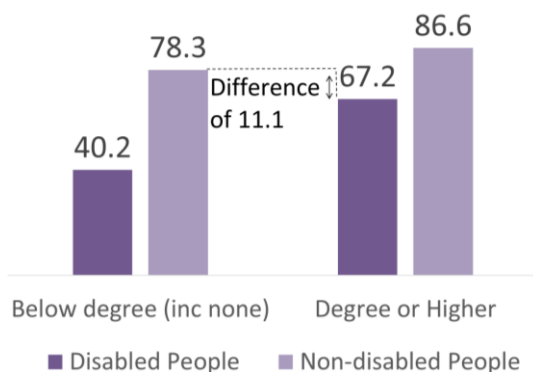
Total in Employment by Sector (%)



A greater proportion of disabled people were employed in public admin education and health and distribution, hotels and restaurants compared with the non-disabled population.

Qualifications

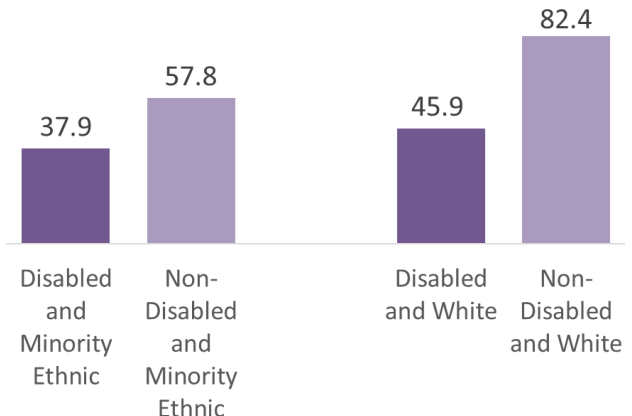
Employment Rate (%) by Qualification



The employment rate gap between disabled and non-disabled people is wider for people with qualifications below degree (including none). However the employment rate for disabled people with a degree (67.2%) is still lower than non-disabled people with qualifications below a degree (78.3%).

Ethnic Group

Employment Rate (%) by Ethnic Group



Disabled people who are in a minority ethnic group have an employment rate of 37.9%, lower than non-disabled minority ethnic people (57.8%).

Equality Act Disabled definition and variable

All information is sourced from the Annual Population Survey and the January to December dataset is compared in each year. The Equality Act Disabled variable is a derived variable which identifies those who are over 16 years old, who self reported a health condition lasting 12 months or more and who report that this condition reduces their ability to carry out day to day activities by a little or a lot.

From 2014 the definition of disability was changed to reflect the Equality Act 2010 legal definition of disabled, measured according to the Government Statistical Service Harmonised Standard. The data in this publication is from 2014 onwards.

Disability Employment Gap

The disability employment gap is calculated by taking the difference between the employment rates of non-disabled and disabled people. In 2016 the Scottish Government announced their commitment to at least halve Scotland's disability gap, and in 2018 published an initial action plan outlining the ambition to achieve this by 2038. The baseline (2016) disability employment gap was 37.4 percentage points. In 2018, the disability employment gap was 35.5 percentage points.

Age range 16-64 years

The age range has been restricted to 16-64 years as the disability variable is not robust for people aged 65 and over. Disability data is collected for people aged over 64 years at first contact only, resulting in a smaller sample size for this group which is not accounted for by the weighting. This means that data for those aged 65 and over will not be fully representative of the population.

Annual Population Survey (APS)

The APS is collected by the Office for National Statistics (ONS) and is classed as a National Statistic. The APS estimates the level of equality act disabled people living in Scotland and allows for a comparison with those in the UK as a whole. There are some limitations of the coverage of the APS for measuring number of disabled people in Scotland and the UK. The APS only includes those living in private households and some communal establishments (e.g. NHS accommodation and students who live away from parental home in student halls of residence during term time).

As the the Annual Population Survey (APS) is a sample survey, these estimates are subject to an associated sampling error that decreases as the sample size increases. It is the nature of sampling variability that the smaller the group whose size is being estimated, the (proportionately) less precise the estimate is. ONS have published a detailed guidance note on [this](#). Shading is one method used by ONS to indicate where estimates should be used with caution. Following this guidance none of the estimates in this infographic have required shading, although some of the estimates in the accompanying tables have required shading.

This analysis uses January – December Annual Population Survey datasets unless otherwise stated. The unemployment rate denominator is all those aged 16-64 who are economically active (employed and unemployed). The employment rate and inactivity rate denominators are all people aged 16-64. Economic Activity by disability, gender and age is updated quarterly and published in the Scottish Government tables and Charts and published externally at <https://www.gov.scot/collections/labour-market-statistics/>

Reasons for inactivity include people who are students, looking after family/home, sick, discouraged workers and those who are retired. A person inactive may also indicate that they would 'like' to have a regular paid job.

For definitions of other variables used in this analysis, see the [Regional Employment Patterns in Scotland](#) publication.

Industry sector is self-reported on the Annual Population Survey and could be subject to some inaccuracy. Industry definition based on Standard Industrial Classification 2007.

Flows in and out of employment estimate the movements between the three main labour market statuses of employment, unemployment and economic inactivity. This analysis uses the Annual Population Survey, 2017-2018 experimental 2 year longitudinal dataset and excludes people who were less than 16 or aged 65 and over in year 1 or who became aged 65 and over in year 2. There is some evidence that the longitudinal datasets are affected slightly by response error, which may result in some overestimates.

It is not possible to produce data by sexual orientation using the Annual Population Survey dataset.

Confidence Intervals

Confidence limits can be used to assess the range of values that the true value lies between. 95% confidence intervals are included in the Economic Activity section, with confidence intervals available for all analysis in the associated tables.

What does the 95% confidence limit mean?

If, for example, we have an APS estimate and confidence limit of 63% +/- 0.27%, this means that 19 times out of 20 we would expect the true rate to lie between 62.73% and 63.27%. Only in exceptional circumstances (1 in 20 times) would we expect the true rate to be outside the confidence interval around the APS estimate. Thus the smaller the confidence limits, the more reliable the estimate.

The confidence limits use a design factor of 1, which may not be likely in some cases but given the lack of further information an average design factor of 1 is assumed to be reasonable. Further information on estimating confidence intervals can be found in the [LFS manuals](#).



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