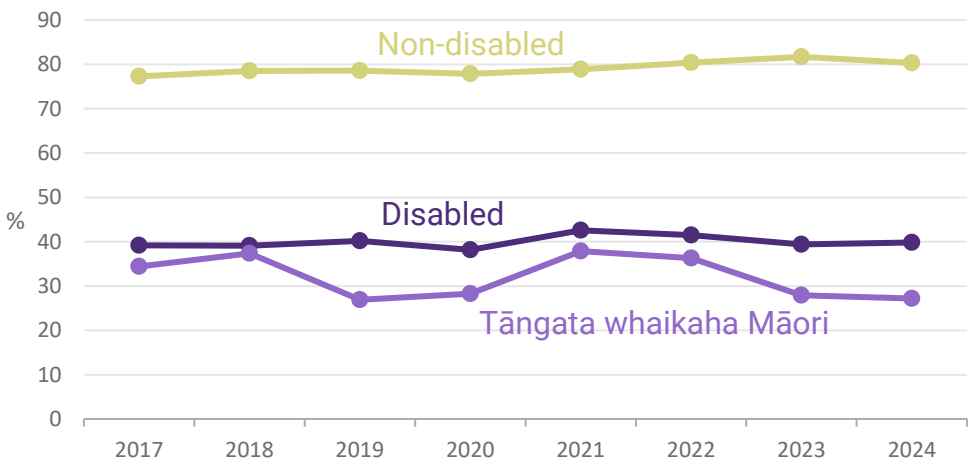


Disabled people less likely to be employed

Employment rate (%) for people aged 15-64 years, by group

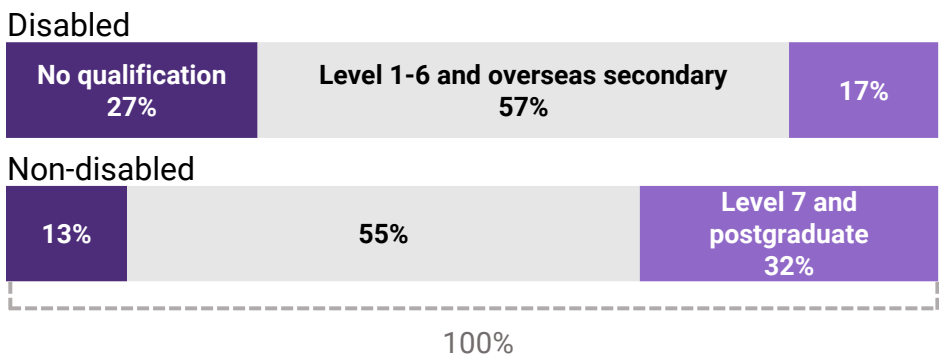


Source: Household Labour Force Survey 2024 June quarter

- The **underutilisation rate** gives a broader measure of unused capacity in the labour market, including the **labour force** and **potential labour force**.
- The **potential labour force** includes people who are available and want to work but are not looking for a job, as well as people who cannot start work now but are looking for work and will be available in the next month.

Disabled people less likely to have top qualifications

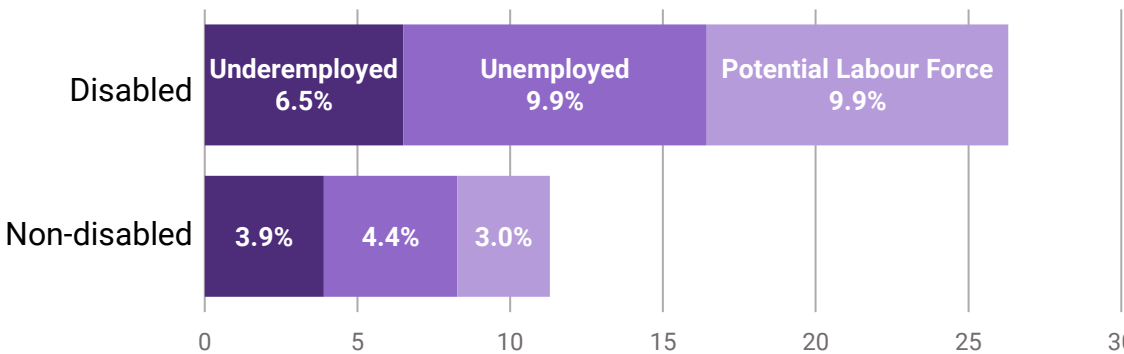
% of people, by highest qualification achieved and disability status



Source: Household Disability Survey 2023

Disabled people underutilised in the labour force

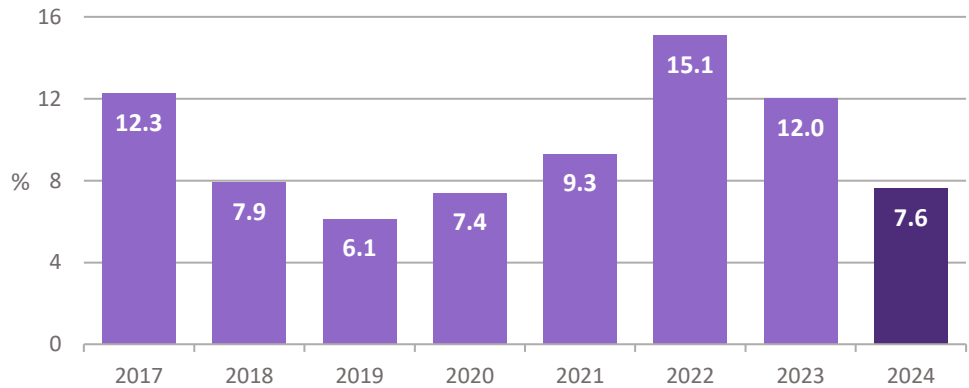
Underutilisation rate (%) for people aged 15-64 years, by disability status



Source: Household Labour Force Survey 2024 June quarter

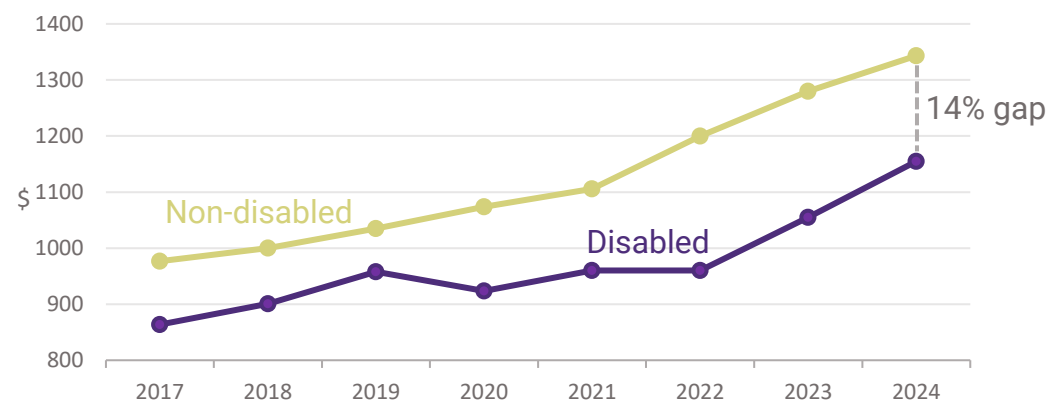
Disability pay gap at 7.6% in June 2024

Hourly median wage gap between disabled and non-disabled people aged 15-64 years



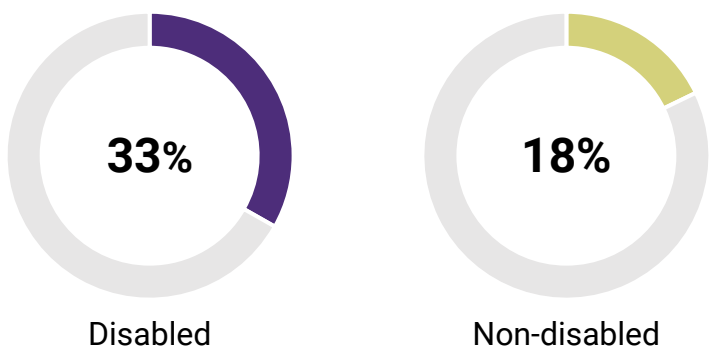
Weekly pay gap at 14% in June 2024

Median weekly income from wages and salaries for people aged 15-64 years, by disability status



Disabled people more likely to work part time

% of employed people aged 15-64 years working 30 hours or fewer per week, by disability status



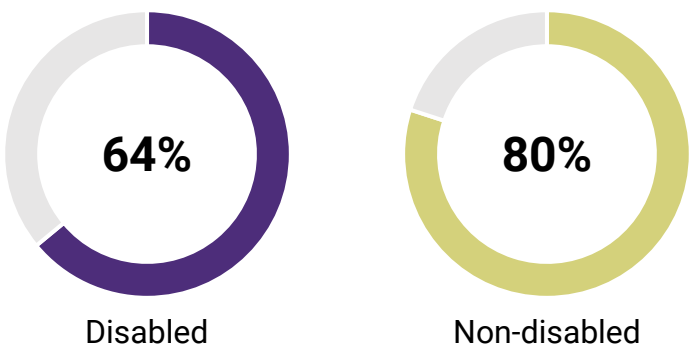
The **disability pay gap** is the percentage difference in median earnings between non-disabled and disabled people.

The **weekly pay gap** is larger than the **hourly pay gap**. Some of this difference is likely due to disabled people being **more likely to work part-time**, and working, on average, **fewer hours** than non-disabled people, whilst some is due to **lower median hourly wages**.

Source for all data: Household Labour Force Survey 2024 June quarter

Fewer disabled people satisfied with job

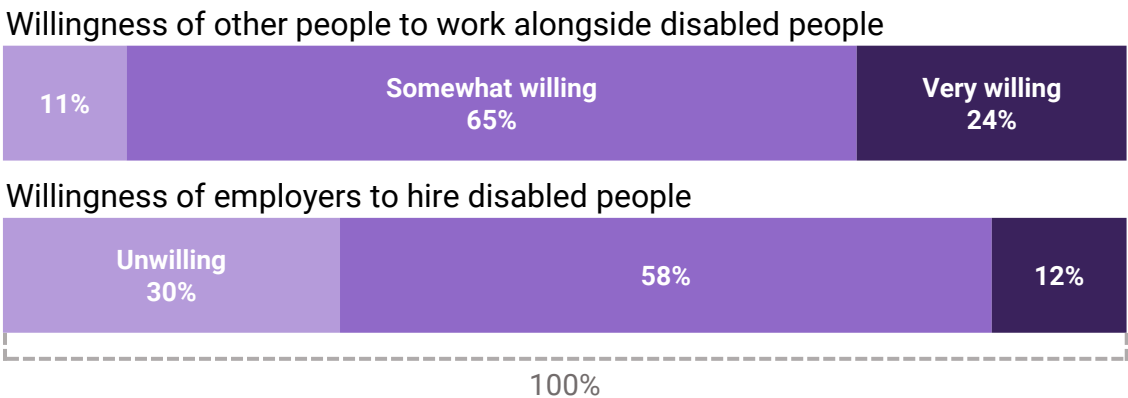
% of people satisfied with job (4-5 on a 1-5 scale)



Source for all data: Household Disability Survey 2023

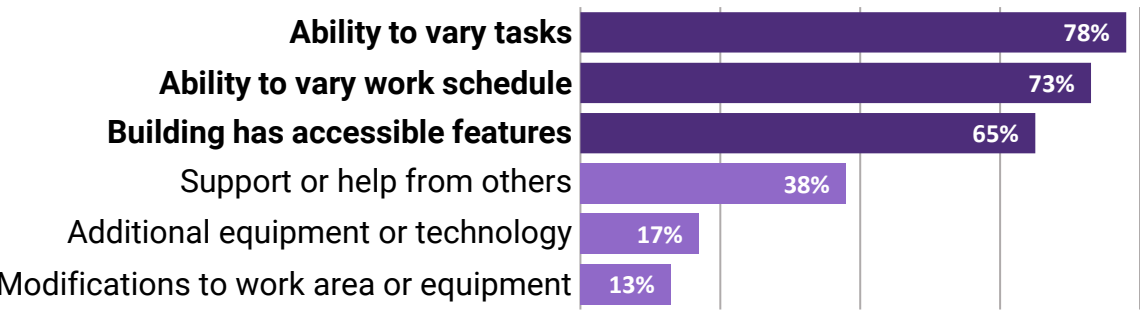
Attitudes towards disabled people at work

% of disabled people with, or who would like, a paid job by perceived willingness of employers and other people



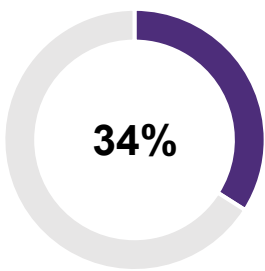
Workplace accommodations received

% of disabled employees who received workplace accommodations



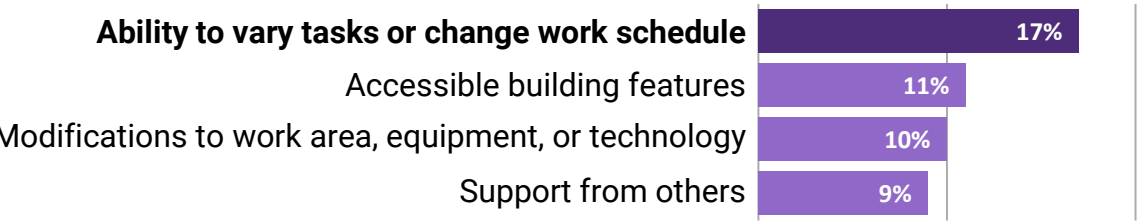
A third of working disabled people have unmet need in the workplace

% of employed disabled people with at least one unmet need for workplace accommodations



Type of unmet workplace needs

% of disabled employees with unmet need, by type of workplace accommodation



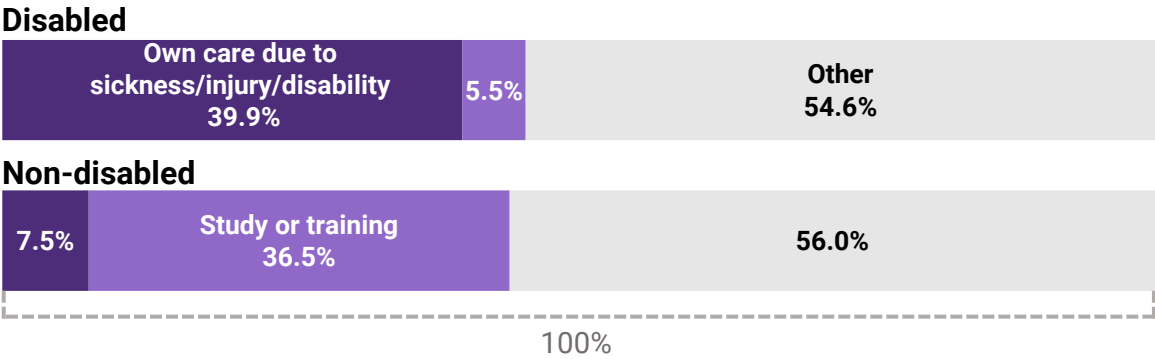
Reasons for **unmet needs** include:

- A lack of understanding of disability
- Discrimination
- Lack of internal policies and budget provision
- Disabled people not disclosing accommodation needs for fear of job insecurity.

Source for all data: Household Disability Survey 2023

Main activity for disabled people not in labour force

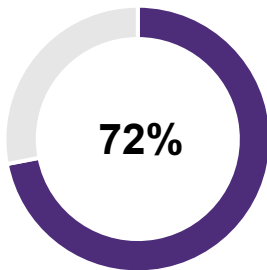
% of people aged 15-64 and not in the labour force, by main activity and disability status



Source: Household Labour Force Survey 2024

Most non-working disabled adults want a job

% of disabled adults aged 15-64 years who want a paid job, out of those who do not have one

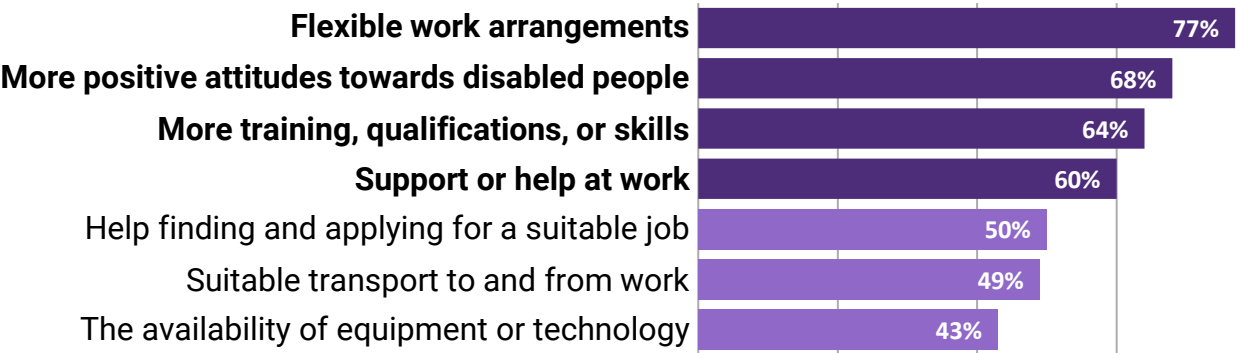


Source: Household Disability Survey 2023

- The data shows that many **working age disabled people** who are not in employment would like to be working.
- Implementing the reasonable accommodations identified by disabled people may assist them in finding employment and allow employers to make use of an underutilised population.

Factors that would help non-employed disabled adults find a job

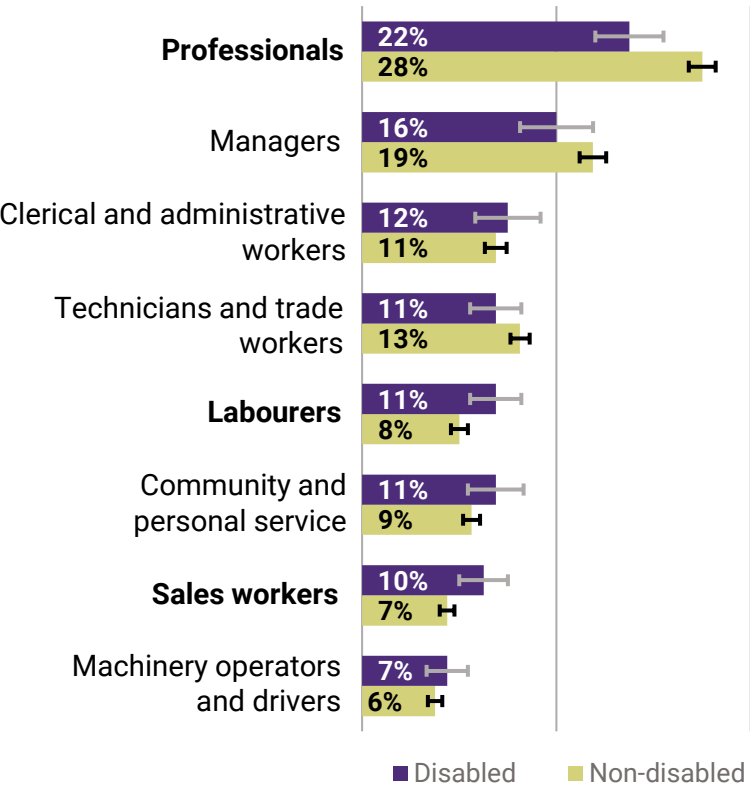
% of non-employed disabled adults aged 15-64, by factor that would help them find a job



Source: Household Disability Survey 2023

Occupations disabled people work in

% of people, by occupation of main job and disability status



Source for all data: Household Disability Survey 2023

Industries disabled people work in

% of disabled people, by industry of main job

