**Disability and employment**

Disabled people are less likely to be employedEmployment rate (percent) for people aged 15-64 years, by group and year.

The following table shows the employment rate for disabled people, non-disabled people, and tāngata whaikaha Māori, from 2017-2024. All three rates remain relatively stable over this time frame, with tāngata whaikaha Māori having the lowest rate, followed by disabled people, and then non-disabled people.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Disabled | Non-disabled | Tāngata whaikaha Māori |
| 2017 | 39.2 percent | 77.3 percent | 34.4 percent |
| 2018 | 39.1 percent | 78.5 percent | 37.4 percent |
| 2019 | 40.2 percent | 78.6 percent | 26.9 percent |
| 2020 | 38.2 percent | 77.9 percent | 28.3 percent |
| 2021 | 42.6 percent | 78.9 percent | 37.9 percent |
| 2022 | 41.5 percent | 80.4 percent | 36.3 percent |
| 2023 | 39.4 percent | 81.7 percent | 27.9 percent |
| 2024 | 39.8 percent | 80.3 percent | 27.2 percent |

Source: Household Labour Force Survey 2024 June quarter

Disabled people less likely to have top qualificationsPercent of people, by highest qualification achieved and disability status

Disabled:

* No qualification: 27 percent
* Level 1-6 and overseas secondary: 57 percent
* Level 7 and postgraduate: 17 percent

Non-disabled:

* No qualification: 13 percent
* Level 1-6 and overseas secondary: 55 percent
* Level 7 and postgraduate: 32 percent

Source: Household Disability Survey 2023

Disabled people underutilised in the labour force  
Underutilisation rate (percent) for people aged 15-64 years, by disability status

Disabled:

* Underemployed: 6.5 percent
* Unemployed: 9.9 percent
* Potential Labour Force: 9.9 percent

Non-disabled:

* Underemployed: 3.9 percent
* Unemployed: 4.4 percent
* Potential Labour Force: 3.0 percent

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.

Disability pay gap at 7.6 percent in June 2024Hourly median wage gap between disabled and non-disabled people aged 15-64 years

|  |  |
| --- | --- |
| 2017 | 12.3 percent |
| 2018 | 7.9 percent |
| 2019 | 6.1 percent |
| 2020 | 7.4 percent |
| 2021 | 9.3 percent |
| 2022 | 15.1 percent |
| 2023 | 12.0 percent |
| 2024 | 7.6 percent |

Source: Household Labour Force Survey 2024 June quarter

Weekly pay gap at 14 percent in June 2024Median weekly income ($) from wages and salaries for people aged 15-64 years, by disability status

|  |  |  |
| --- | --- | --- |
|  | Disabled | Non-disabled |
| 2017 | $864 | $977 |
| 2018 | $901 | $1000 |
| 2019 | $958 | $1035 |
| 2020 | $924 | $1074 |
| 2021 | $960 | $1106 |
| 2022 | $960 | $1200 |
| 2023 | $1055 | $1280 |
| 2024 | $1155 | $1343 |

Disabled people are more likely to work part timePercent of employed people aged 15-64 years working 30 hours or fewer per week, by disability status

Disabled people:

* 33 percent

Non-disabled people:

* 18 percent

Source: Household Labour Force Survey 2024 June quarter

* 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.

Fewer disabled people satisfied with jobPercent of people satisfied with job (4-5 on a 1-5 scale)

Disabled people:

* 64 percent

Non-disabled people:

* 80 percent

Source: Household Disability Survey 2023

# Attitudes towards disabled people at work Percent of disabled people with, or who would like, a paid job by perceived willingness of employers and other people.

Willingness of other people to work alongside disabled people:

* Unwilling: 11 percent
* Somewhat willing: 65 percent
* Very willing: 24 percent

Willingness of employers to hire disabled people:

* Unwilling: 30 percent
* Somewhat willing: 58 percent
* Very willing: 12 percent

Source: Household Disability Survey 2023

Workplace accommodations receivedPercent of disabled employees who received workplace accommodations

|  |  |
| --- | --- |
| Modifications been made to work area or equipment | 13 percent |
| Additional equipment or technology to help at work | 17 percent |
| Support or help from others | 38 percent |
| In general, workplace has building features to make it more accessible (not necessarily used by respondent) | 65 percent |
| Ability to vary work schedule (eg, start and finish times, break times) | 73 percent |
| Ability to vary the tasks they do | 78 percent |

Source: Household Disability Survey 2023

A third of working disabled people have unmet need in the workplacePercent of employed disabled people with at least one unmet need for workplace accommodations: 34 percent

Source: Household Disability Survey 2023

Type of unmet workplace needsPercent of disabled employees with unmet need, by type of workplace accommodation

|  |  |
| --- | --- |
| Unmet need for support from others | 9 percent |
| Unmet need for modifications to work area, equipment, or technology | 10 percent |
| Unmet need for accessible building features at their workplace | 11 percent |
| Unmet need to vary tasks or change work schedule | 17 percent |

Source: Household Disability Survey 2023

Reasons for unmet needs include:

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

Main activity for disabled people not in labour forcePercent of people aged 15-64 and not in the labour force, by main activity and disability status

Disabled:

* Own care due to sickness/injury/disability: 39.9 percent
* Study or training: 5.5 percent
* Other: 54.6 percent

Non-disabled:

* Own care due to sickness/injury/disability: 7.5 percent
* Study or training: 36.5 percent
* Other: 56.0 percent

Source: Household Labour Force Survey 2024 June quarter

Most non-working disabled adults want a jobPercent of disabled adults aged 15-64 years who want a paid job, out of those who do not have one: 72 percent

Source: Household Disability Survey 2023

Factors that would help non-employed disabled adults find a jobPercent of non-employed disabled adults, by factor that would help them find a job

|  |  |
| --- | --- |
| The availability of equipment or technology (eg, modified tools or special seating) | 43 percent |
| Suitable transport to and from work | 49 percent |
| Help finding and applying for a suitable job | 50 percent |
| Support or help at work | 60 percent |
| More training, qualifications, or skills | 64 percent |
| More positive attitudes towards people with disabilities, conditions, or health problems | 68 percent |
| Flexible work arrangements (eg, able to work from home, able change work hours) | 77 percent |

Source: Household Labour Force Survey 2024 June quarter

Disabled people more likely to be sales workers or labourers, less likely to be professionalsPercent of people, by occupation of main job and disability status. \* indicates a statistically significant difference between disabled people and non-disabled people

|  |  |  |
| --- | --- | --- |
|  | Disabled | Non-disabled |
| Machinery operators and drivers | 7 percent | 6 percent |
| Sales workers\* | 10 percent | 7 percent |
| Community and personal service workers | 11 percent | 9 percent |
| Labourers\* | 11 percent | 8 percent |
| Technicians and trades workers | 11 percent | 13 percent |
| Clerical and administrative workers | 12 percent | 11 percent |
| Managers | 16 percent | 19 percent |
| Professionals\* | 22 percent | 28 percent |

Source: Household Disability Survey 2023

Industries disabled people work inPercent of disabled people, by industry of main job

|  |  |
| --- | --- |
| Transport, postal, and warehousing | 4 percent |
| Wholesale trade | 5 percent |
| Agriculture, forestry, and fishing/Mining | 6 percent |
| Arts, recreation, and other services | 6 percent |
| Information media and telecommunications/Financial and insurance services/Rental, hiring, and real estate services | 6 percent |
| Manufacturing/Electricity, gas, water, and waste services | 10 percent |
| Public administration and safety | 8 percent |
| Education and training | 9 percent |
| Professional, scientific, technical, administrative, and support services | 11 percent |
| Construction | 10 percent |
| Health care and social assistance | 11 percent |
| Retail trade, and accommodation, and food services | 16 percent |

Source: Household Disability Survey 2023