

Data Management and Analysis Group

Disabled people and the labour market in London: key facts



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Disabled people and the labour market in London: key facts

Analysis of the 2005 Annual Population Survey

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Summary of findings

This *Briefing* presents key statistics about disabled Londoners and their labour market participation. The analysis is based on the Annual Population Survey (APS), a large sample survey of UK households, carried out by the Office for National Statistics. Data refer to the survey period January–December 2005 and relate to the working age population¹.

A profile of disabled Londoners

- Disabled Londoners comprise 16 per cent of London's working age population, around 800,000 people². **Disabled people** are defined here as those who have a current long-term disability according to the DDA³ definition **and/or** the APS work-limiting definition of disability.
- Almost two thirds (62 per cent) of London's disabled population are disabled according to both the DDA **and** APS work-limiting definitions - ten per cent of the working age population. The remainder are disabled according to one disability definition only.
- Around one in eight disabled Londoners (12 per cent) suffer from mental health problems.

Demographic profile of disabled Londoners (working age)

- The prevalence of disability increases with age. Eight per cent of young Londoners (aged 16–24) are disabled relative to one third (33 per cent) of those aged 55 to retirement age. The strong association between disability and age is evident for both men and women, though women have slightly higher rates of disability than men across most age groups. Overall, sixteen per cent of women aged 16–59 are disabled relative to 14 per cent of men aged 16–59.
- One third of all working age disabled people are from Black, Asian and minority ethnic (BAME) groups. Overall, the percentage of White Londoners who are disabled is the same as the percentage for BAME Londoners at 16 per cent. However, once rates have been standardised for age, the prevalence of disability is slightly higher among the BAME population (17 per cent) than the White population (15 per cent).
- One third (34 per cent) of London's disabled working age population are parents with dependent children. For parents, the prevalence of disability is particularly high among lone mothers: 22 per cent of London's lone mothers are disabled relative to 12 per cent for mothers in couples. Nine per cent of the disabled population are lone mothers.
- Consistent with their older age profile, disabled Londoners are less likely to be in full-time education than non-disabled Londoners. Five per cent of the working age disabled population are in full-time education relative to 11 per cent of non-disabled people.

¹ 16–59 for women and 16–64 for men.

² GLA estimate calculated by applying 16 per cent to the official mid-year estimate for 2005.

³ Disability Discrimination Act 1995 – See section 2 for a full explanation of DDA and APS disability definitions.

- Disabled people are less well qualified than their non-disabled counterparts. Disabled people are far more likely to have no qualifications compared with the non-disabled population (29 and 12 per cent)⁴. Conversely, almost one third of London's non-disabled working age population (32 per cent) have degree level qualifications, double the proportion of disabled Londoners (16 per cent). The gap in qualifications levels between disabled and non-disabled people persists within every age group.

The labour market position of disabled Londoners

- In general, disabled people have lower rates of economic activity and employment than their non-disabled counterparts and experience far higher levels of worklessness. In London, half the disabled working age population (50 per cent) are economically active⁵ relative to 79 per cent of non-disabled Londoners. The economically active population, otherwise known as the labour force, comprises all those in work and those who are unemployed and actively seeking work. Disabled people make up 11 per cent of the London's resident labour force.
- The remaining 50 per cent of the disabled population are economically inactive. The two main reasons given by disabled people for economic inactivity are: sickness or disability (32 per cent) and caring for family or home (ten per cent). Of all those who are economically inactive, one quarter (26 per cent) say they would like to work.⁶
- Forty-five per cent of London's disabled (working age) population are in employment relative to three quarters (74 per cent) of the non-disabled population. The gender gap in employment rates is fairly narrow in the disabled population, where employment rates remain low for both disabled men and women (46 and 43 per cent). Disabled people make up ten per cent of all Londoners in work.
- The unemployment rate⁷ for disabled Londoners is 11 per cent relative to seven per cent for non-disabled Londoners.

Employment rates⁸ by disability and nature of impairment

- The large difference in employment rates between disabled (45 per cent) and non-disabled Londoners (74 per cent) disguises considerable variation in circumstances within the disabled population. Those people who are disabled according to both the DDA and APS work-limiting definitions of disability have a very low employment rate at 30 per cent.
- Those who are disabled according to the DDA definition but **not** according to the work-limiting definition have a much higher employment rate (77 per cent), which is similar to the employment rate for the non-disabled population (74 per cent). By definition, this

⁴ Analysis relates to persons working age and excludes those in full-time education.

⁵ See Appendix A for definitions of economic activity, unemployment and employment.

⁶ 'Want to work' data are limited in their application as they are purely notional and do not provide any sort of predictor of whether people will actually move into work or not.

⁷ The unemployment rate expresses the number unemployed as a proportion of the labour force (the economically active population: those unemployed and those in employment).

⁸ The employment rate expresses the number in employment as a percentage of the relevant population.

group have said that their health problem does not affect the type or amount of work they can do, consistent with their higher participation rates. The employment rate for all those who are work-limiting disabled but **not** DDA disabled is 62 per cent.

- Disabled people who report problems relating to mental illness have – by far – the lowest employment rate of all groups. In London, the employment rate for this group is 19 per cent, similar to the rate nationally (20 per cent). UK data show that people with learning difficulties also have a very low employment rate of 25 per cent relative to other groups (Data was not available for this group in London).

Employment rates for key groups by disability

- Disabled Londoners from BAME and migrant groups have lower employment rates relative to their White and UK-born counterparts.
 - The employment rate for disabled Londoners from BAME groups is 36 per cent relative to 49 per cent for White disabled Londoners.
 - Disabled Londoners who were born outside the UK have an employment rate of 38 per cent relative to 49 per cent for UK-born disabled Londoners.
- Employment rates of disabled parents are low relative to their non-disabled counterparts. In London, one third of disabled mothers (34 per cent) are in work relative to 58 per cent for non-disabled mothers. Similarly, the employment rate for disabled fathers is far lower (57 per cent) than the rate for non-disabled fathers (90 per cent).
- Qualifications are strongly associated with levels of labour market participation. The employment rate of disabled Londoners with degree level qualifications is 74 per cent – three times as high as the rate for disabled people with no qualifications (20 per cent). The gap in employment rates between disabled and non-disabled Londoners is evident in similarly educated groups, but is widest for those with no or ‘other’ qualifications.

Employment rates by disability and region

- The employment rate for disabled people living in London (45 per cent) is lower than the rate for those in the rest of the UK (50 per cent). Within the non-disabled population, rates are also lower in London relative to those in the rest of the UK (74 and 81 per cent). Within London, the employment rate is far lower for disabled Londoners in Inner London (36 per cent) than in Outer London where the employment rate is 51 per cent, similar to the national average.
- Employment rate differentials between London & the rest of the UK are particularly wide among disabled people who are parents, especially mothers. One third (34 per cent) of disabled mothers in London are in work compared with almost half (48 per cent) of those outside London. There is a similar differential among non-disabled mothers, though their employment rates are generally higher (58 and 72 per cent). The employment rate is particularly low for those living in Inner London. One quarter (24 per cent) of disabled mothers in Inner London are in work relative to 41 per cent in Outer London.

Patterns of employment and earnings

- Disabled workers are more likely to work part-time than non-disabled workers. In London, 28 per cent of disabled workers are employed on a part-time basis relative to 19 per cent for non-disabled workers.
- Disabled people are under-represented in managerial, professional and technical occupations⁹ relative to non-disabled workers. Forty-two percent of disabled workers were employed in these occupations relative to 54 per cent of non-disabled workers. Disabled workers were particularly over-represented in routine and elementary occupations.
- A higher proportion of disabled workers are employed in the public sector relative to their non-disabled counterparts. 29 per cent of disabled workers are employed in the public sector compared with 22 per cent of non-disabled workers. Of all disabled workers, one in eight (13 per cent) work in the local government sector.
- The concentration of disabled people in certain occupational groups and their higher rates of part-time working have a significant impact on relative earnings levels. Gross earnings for disabled employees average £12.46 per hour – some 12 per cent less than the level for non-disabled employees (£14.13).
- Within the disabled population, those who are disabled according to **both** DDA and APS work-limiting definitions of disability have lower earnings (£11.49) than those who are disabled according to one definition only (£13.79 for the ‘DDA only’ group and £11.99 for the ‘work limited only’ group). Groups of disabled workers most likely to experience very low rates of pay include those working part-time (£9.37); those working in routine¹⁰ occupations (£7.13 per hour) and those with no qualifications (£7.18 per hour).

⁹ Occupational groups 1-3, based on the Standard Occupational Classification 2000

¹⁰ NS-SEC occupational categories are used here (instead of Standard Occupational Group, where data was more limited due to small samples in some categories).

1 Introduction

1.1 About this Briefing

This *Briefing* presents key statistics on the theme of disabled Londoners and their labour market experience. Data are based on the recently released Annual Population Survey (APS) for 2005¹¹.

The main aims of the analysis are to:

- profile disabled Londoners and their socio-economic characteristics
- measure levels of labour market participation among key groups of disabled people
- profile disabled workers and their employment patterns
- quantify, using various measures, the degree of labour market disadvantage disabled Londoners face.

The report focuses on London's working age population and presents data on a range of labour market topics. Demographic data are presented first and are intended to contextualise the labour market analysis that follows.

This report is based on analysis of the APS dataset for 2005, obtained under special licence from the Office for National Statistics¹². This dataset allows for more flexible and tailored analysis and enables the GLA to draw out findings of particular relevance to London.

1.2 About the Annual Population Survey

The Annual Population Survey is a large sample survey of UK households, carried out by the Office for National Statistics. The APS was introduced in 2004 and replaced the annual Labour Force Survey (LFS). The APS is designed to collect a wide range of data about people and their labour market circumstances. The two key strengths of the APS are:

- **Large sample** size of almost 500,000 individuals in UK households, including around 29,000 in Greater London¹³, of which 2,900 are working age disabled Londoners.
- **Wide topic** coverage (including demography, labour market, educational participation, disability and health problems).

The main limitations of the APS are:

- **Sampling variability:** As the APS is a sample survey, all figures are estimates not precise measures and are subject to a degree of sampling variability. This means data need to be interpreted with some care, particularly those relating to smaller population groups (eg people with particular health problems or impairments).

¹¹ Survey period is January to December 2005

¹² A special licence is required because the data are heavily restricted to protect respondent confidentiality.

¹³ London has a low share of the overall UK APS sample relative to its share of the UK population. The GLA has recently written to the Office for National Statistics to register its concern over this issue.

- **Coverage issues:** While the APS is regarded as a high quality survey, response rates are relatively low in London and it is likely that some groups of Londoners may be slightly under-represented in the overall sample (eg certain groups of temporary and/or foreign workers, those not fluent in English, those in multi-occupancy accommodation).
- **Grossing issues:** APS data for 2005 are weighted using population data that have now been superseded. So APS population estimates are low relative to the latest population estimates for London.

For all these reasons, the data are best viewed as statistics that are stronger at profiling the characteristics of the population than estimating the precise size of different groups.

Despite these limitations, APS data remain the best available source of quantitative data on labour market participation among disabled people in London.

Appendix A provides more detail about the APS.

2 Defining disability

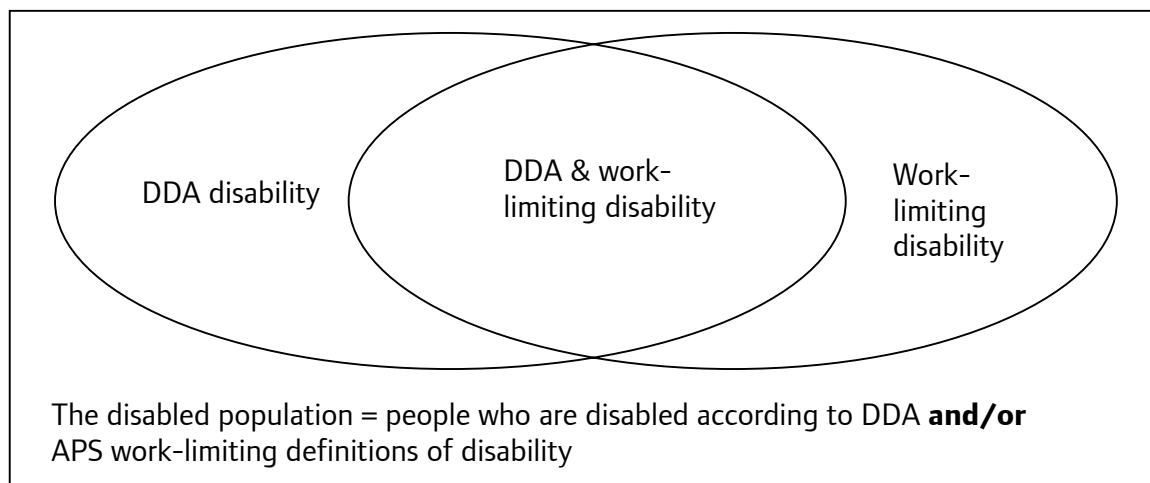
It is recognised that there are major difficulties relating to the definition of disability and that the concept itself is both complex and controversial. The Greater London Authority has adopted the social model of disability¹⁴ but the standard definitions used by official surveys, including the APS, tend to focus on medically derived definitions and terminology. These do not fit easily with the social model in that the questions asked aggregate both impairment and long-term health needs. However, while limited, the data do allow a quantitative analysis of the association between impairment and disadvantage in the labour market and are able, to some extent, to distinguish between the labour market experience of people with different types of impairments. In this sense, they remain valuable data which help quantify the degree of labour market exclusion disabled Londoners face.

The APS uses two different (but overlapping) definitions of disability to categorise respondents:

- the DDA definition
- the APS work-limiting definition

In the APS, people are defined as having a current long-term disability if they are disabled according to the DDA (Disability Discrimination Act) definition **and/or** the APS 'work-limiting' definition of disability. People can be disabled according to one or both definitions (Figure 1).

Figure 1 The disabled population by DDA and work limiting definitions of disability



A range of questions on health and disability is asked to determine whether respondents are disabled according to these definitions (See Figure 2).

¹⁴ The Disability Discrimination Act (DDA) defines disability as 'a physical or mental impairment, which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities'. However, disabled people's organisations prefer a social approach, which defines disability as 'the loss or limitation of opportunities that prevent people who have impairments from taking part in the life of the community on an equal level with others due to physical and social barriers'.

Figure 2 APS questions on disability

'Do you have any health problems or disabilities that you expect will last more than a year?'

Those who answer 'yes' are then asked a series of follow up questions:

'Does this health problem affect the kind of paid work that you might do?'

'Does this health problem affect the amount of paid work that you might do?'

If a respondent says yes to either of these two questions, they are defined as having a **work-limiting disability**.

Respondents are also asked to say, out of a list of 17 different health problems/disabilities, which they have. If they list more than one, they are also asked to specify which is their main health problem/disability. One of the categories is: *'progressive illness not specified elsewhere (eg Cancer, multiple sclerosis, symptomatic HIV, Parkinson's disease, muscular dystrophy)'*, which is used as one of the criteria to determine whether someone is disabled according to the 1995 DDA – see below.

After these questions, respondents are then asked:

'Do these health problems or disabilities, when taken singly or together, substantially limit your ability to carry out normal day to day activities? If you are receiving medication or treatment, please consider what the situation would be without the medication or treatment.'

Those who answered yes to this question or said they had a progressive illness (as specified above) are defined as having a **current DDA disability**.

The **DDA definition** relates to those who identify themselves as having a current disability covered by the 1995 DDA. This covers people who said they had a health problem or disability they felt would last for more than a year and who said this problem or disability would 'substantially limit their ability to carry out normal day-to-day activities' Additionally, people with progressive illnesses (eg cancer, multiple sclerosis, symptomatic HIV, Parkinson's disease, muscular dystrophy) are also included under this definition. It should be noted that there have been changes to the DDA definition since 1995 but the APS data presented is based on the 1995 definition.

The APS **work-limiting** definition of disability relates to people who said they had a health problem or disability they felt would last for more than a year and who said that the health problem or disability in question affected either the kind or amount of paid work they could do.

People who have a current long-term impairment according to one or both of these definitions are referred to as **disabled people** in this report. APS data on disability is only available for working age respondents (16-59 for women and 16-64 for men).

3 Key facts

The sections that follow present data on the following topics:

- Demographic profile
 - Population estimates by disability
 - Disability by main health problem or impairment
 - Disability by age, gender, ethnicity and family status
 - Educational participation and qualifications by disability

- Labour market participation
 - Labour market position of disabled people: overview
 - Employment rates by gender and disability
 - Employment rates of disabled people by type of health problem or impairment
 - Employment rates by age and disability
 - Employment rates by gender, family status and disability
 - Employment rates by disability, country of birth and ethnicity
 - Employment rates by disability and qualifications
 - Employment rates by disability and region
 - Employment rates of disabled parents: London & UK

- Occupation and earnings of disabled workers
 - Part-time employment by disability
 - Employment by occupation and disability
 - Disabled people by socio-economic group
 - Public and private sector employment by disability
 - Hourly earnings by disability

Technical notes:

All data relate to the working age population (16-59 for women, 16-64 for men)

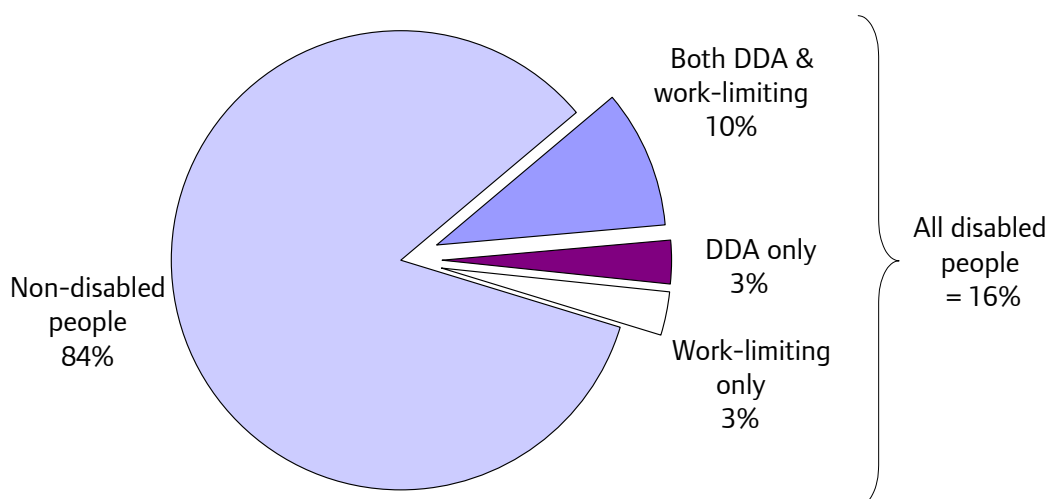
All data relate to the survey period January to December 2005. Most percentages quoted in the narrative are rounded to the nearest percentage point.

The data tables that underpin the summary analysis are presented in full in Appendix B. These provide more detail and are available in excel format on request.

3.1 Population by disability

- APS estimates for 2005 suggest that London's working age population numbers around 4.823 million. APS population estimates are slightly lower than other demographic estimates for London. This is because they relate mainly to those living in private households (ie exclude most residents living in communal establishments) and also because the survey is grossed up using older population data which have now been superseded. The latest official ONS mid-year estimate for 2005 puts the London working age population at 5.035 million¹⁵, four per cent higher than the APS estimate.
- Figure 3 shows the working age population of London by disability according to APS disability definitions. Disabled Londoners comprise 16 per cent of London's working age population, around 760,000 people, according to APS estimates. Applying the 16 per cent to the official mid-year estimate would give a higher estimate of around 800,000.
- Of the total disabled population, almost two thirds (62 per cent) are disabled according to both the DDA and work-limiting definitions – ten per cent of the working age population. The remainder are disabled according to one disability definition only.
- In total, 13 per cent of Londoners are disabled according to the DDA definition of disability and 13 per cent according to the APS work-limiting definition.

Figure 3 Working age population by disability, Greater London, 2005



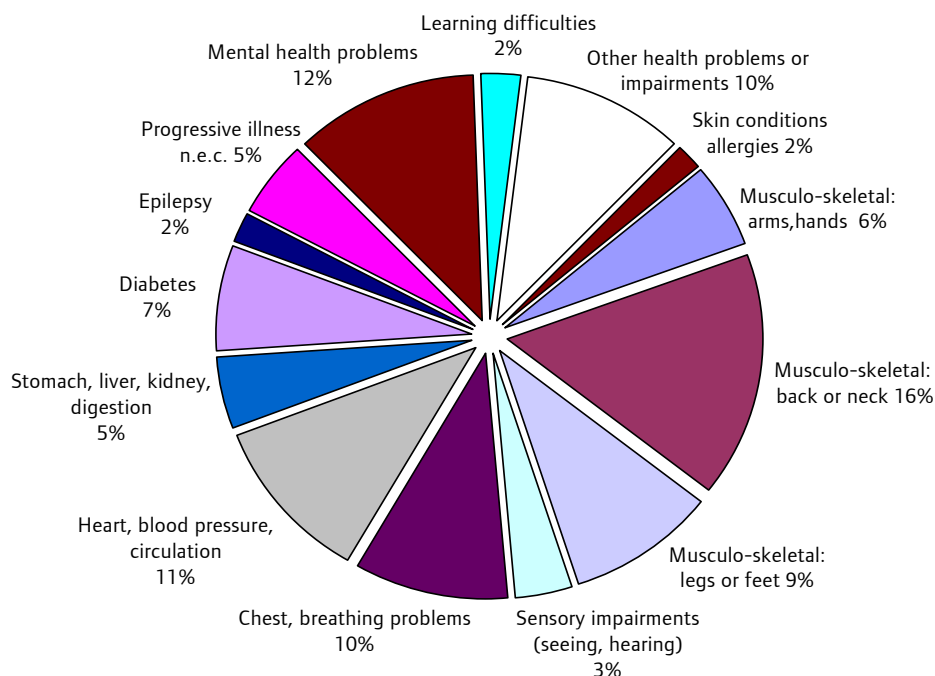
Source: Annual Population Survey 2005 (January-December)

¹⁵ Office for National Statistics, MYE released in August 2006.

3.2 Disability by type of health problem or impairment¹⁶

- The APS collects data on the main impairment/health problem reported by disabled people. Almost one third (31 per cent) of disabled Londoners reported musculo-skeletal problems as their main impairment. Within this group, the largest group were those reporting problems with their back or neck (16 per cent). A further nine per cent reported problems with their legs or feet and six per cent with their arms or hands. Eleven per cent of disabled Londoners reported heart, blood pressure and circulation as their main problem and ten per cent cited problems with their chest and breathing. Seven per cent reported diabetes as their main health problem.
- Around one in eight disabled Londoners (12 per cent) suffer from mental health problems, which include those suffering from depression, bad nerves, mental illness, phobia and panics.
- Other problems reported included: stomach and digestive problems; progressive illnesses; epilepsy; sensory impairments (ie seeing/hearing), learning difficulties; skin conditions or allergies. These groups were smaller in size each comprising between 1-5 per cent of the disabled population and estimates were less reliable due to small sample size. One in ten disabled people has a main health problem or impairment that was classed as 'Other', with no further disaggregation.

Figure 4 Disabled people by main health problem or impairment, persons working age, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)
 Notes: All figures which are 7 per cent or less are based on relatively small samples (ie 50-200) and are subject to high levels of sampling variability.
 Base = 760,000 (disabled people working age)

¹⁶ See section 2 for a discussion on the limitations of APS disability definitions, which are based around the medical model of disability as opposed to the social model (which the GLA has adopted).

3.3 Disability by age, gender, ethnicity and family status

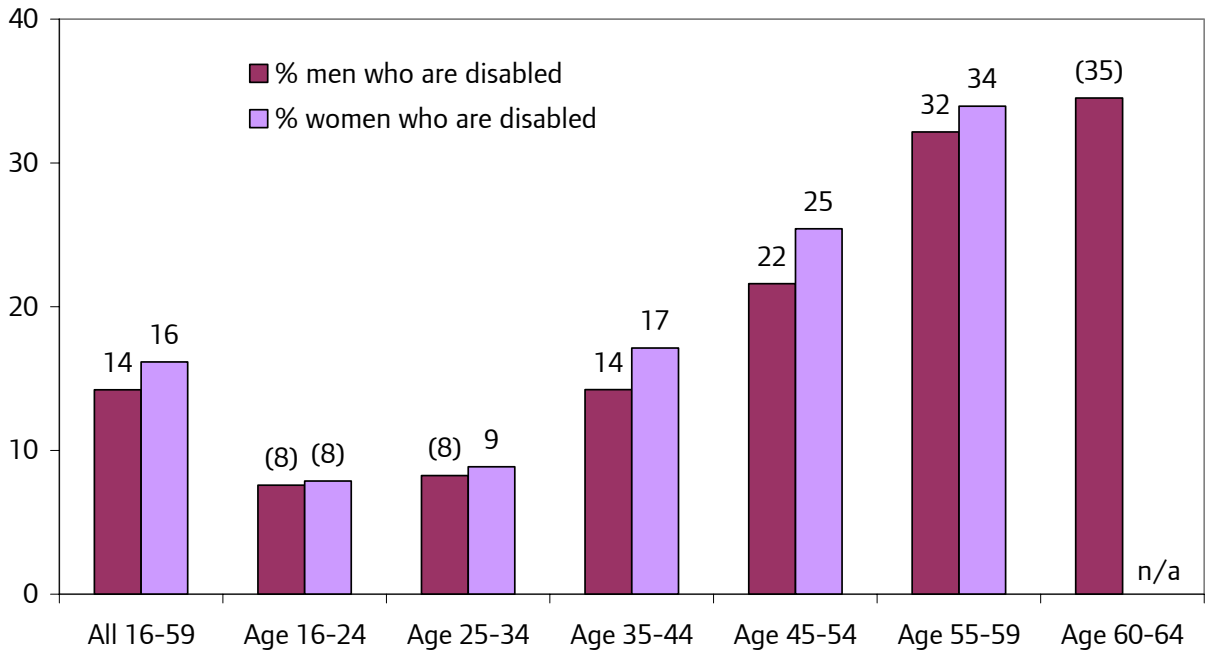
- The prevalence of disability increases with age. Eight per cent of young Londoners (aged 16-24) are disabled relative to one third (33 per cent) of those aged 55 to retirement age. The strong association between disability and age is evident for both men and women, though women have slightly higher rates of disability than men across most age groups. Overall, sixteen per cent of women aged 16-59 are disabled relative to 14 per cent of men aged 16-59.
- Figure 6 shows the proportion of the population that are disabled by ethnicity and age. Analysis is limited to consideration of two aggregations of ethnic groups: White and BAME (Black, Asian and minority ethnic) groups. It is recognised that there is considerable diversity within London's White and BAME populations but unfortunately sample size is too small to explore this further.
- Overall, the percentage of White Londoners who are disabled is the same as the percentage for BAME Londoners at 16 per cent. However, the BAME population has a younger age structure than that of the White population, so the data have also been standardised for age to produce a more meaningful 'like for like' comparison. Standardised rates, which estimate what the prevalence of disability would be if both populations had an age structure the same as the overall population, are slightly higher among the BAME population (17 per cent) than the White population (15 per cent). This difference is driven by divergence in rates among the over 45s, where the percentage of BAME Londoners who are disabled is considerably higher than for White Londoners.
- The prevalence of disability has also been analysed by parenthood. In general, there is little difference in prevalence rates between groups of men and women with and without dependent children. But for mothers, those who are lone mothers are far more likely to be disabled than couple mothers. Of all mothers with dependent children, 15 per cent are disabled women, but for lone mothers the figure is 22 per cent compared with 12 per cent for mothers in couples. For men, 14 per cent of fathers are disabled relative to 16 per cent for those without children.
- Of all disabled Londoners of working age, one third (34 per cent) are parents with dependent children: 11 per cent are mothers in couples; nine per cent are lone mothers and 14 per cent are fathers (mainly in couples).

Table 1 Disability by parenthood, persons working age, Greater London, 2005

	All persons	Women with dep. children	Lone mother	Couple mother	Women without dep. children	Men with dep. children	Men without dep. children
% who are disabled	16	15	22	12	17	14	16

Source: Annual Population Survey 2005 (January-December)

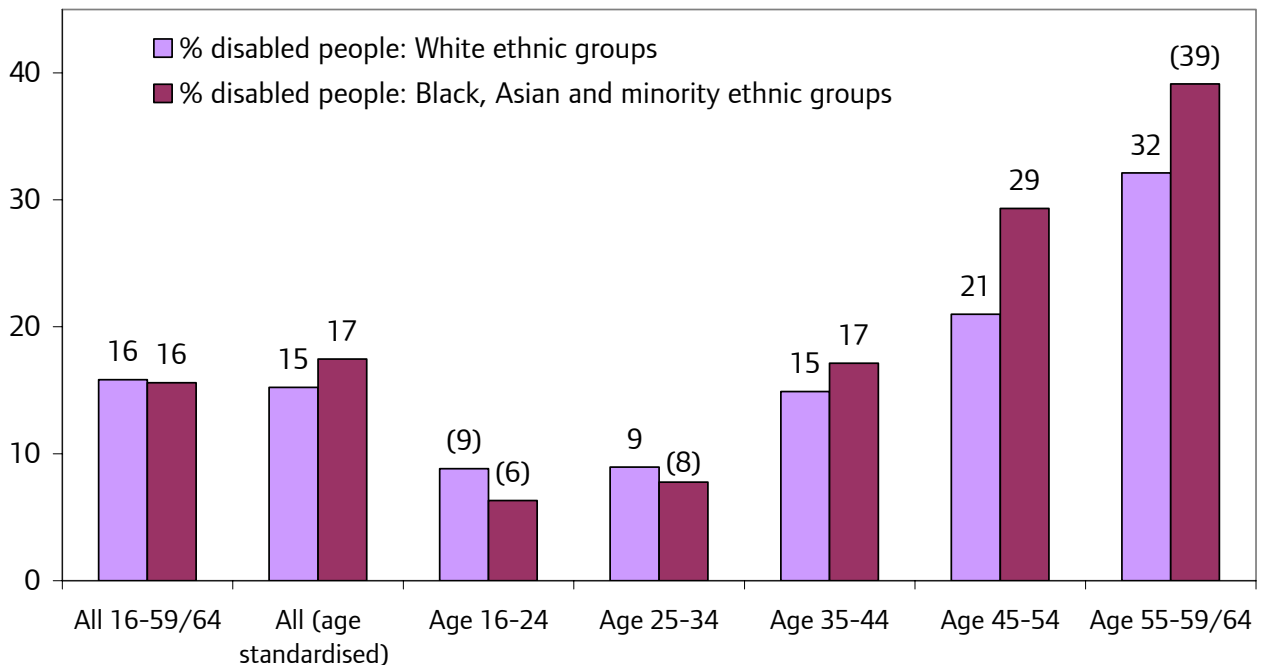
Figure 5 Disability by age and gender, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)

Notes: Data not available for women aged 60-64. Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

Figure 6 Disability by age and ethnicity, Greater London, 2005



Source: Annual Population Survey 2005 (January-December).

Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

3.4 Educational participation and qualifications by disability

- Consistent with their older age profile, disabled Londoners are less likely to be in full-time education than non-disabled Londoners. Five per cent of the working age disabled population are in full-time education relative to 11 per cent of non-disabled people. For those aged 16-24, who comprise the majority of full-time students, the percentage of disabled people in full-time education is 38 per cent, still lower than the rate for their non-disabled counterparts (45 per cent). Six per cent of disabled people of working age are in some form of part-time education, the same as the proportion of non-disabled Londoners.

Table 2 Participation in education by disability, Greater London, 2005

	Percentage of working age population:				% of 16-24 year olds in FT education
	All =100%	In full-time education	In part-time education	Not in education	
All	100	10	6	84	44
Disabled people	100	(5)	(6)	89	(38)
Non-disabled people	100	11	6	83	45

Source: Annual Population Survey 2005 (January-December)

Notes: Figures which are based on relatively small samples (ie approx 100-200) are shown in brackets to emphasise their higher levels of sampling variability.

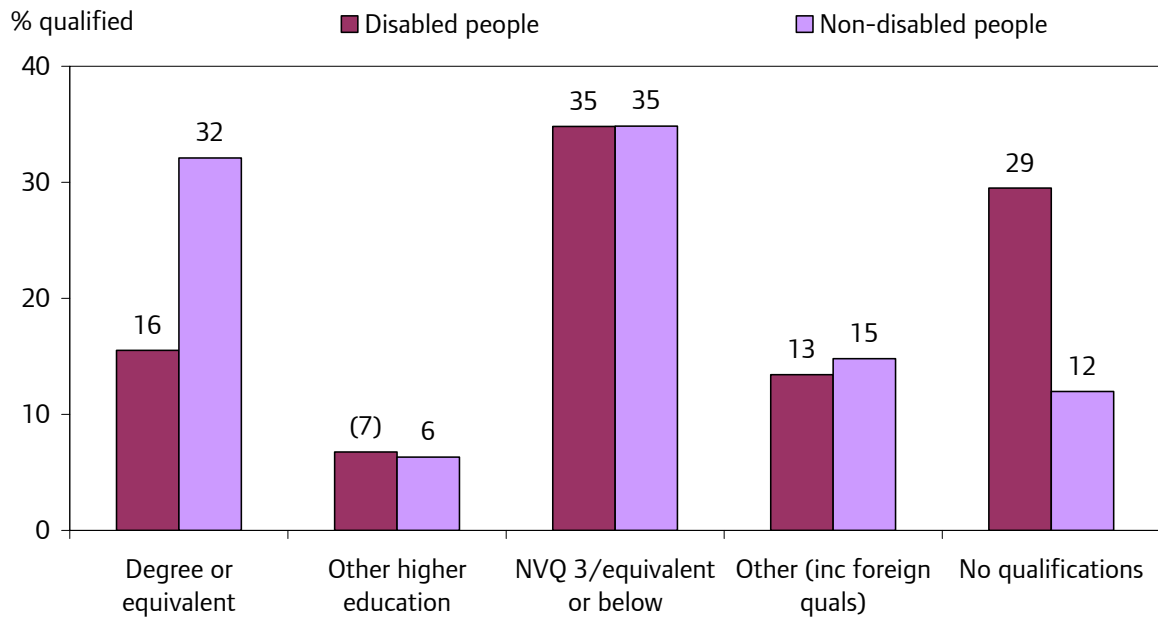
- Disabled people are less well qualified than their non-disabled counterparts¹⁷. Almost one third of London's non-disabled population (32 per cent), of working age, have degree level qualifications, double the proportion of disabled Londoners (16 per cent). Conversely, disabled people are far more likely to have no qualifications at all compared with the non-disabled population (29 and 12 per cent).
- Figure 8 examines qualifications differentials by age, for those aged over 25¹⁸. The chart clearly shows that the gap in qualifications levels between disabled and non-disabled people persists in every age group, and is widest for those aged 25-34. In this age group, 28 per cent of the disabled population hold higher level¹⁹ qualifications relative to almost half (47 per cent) of the non-disabled population. For older people, who are generally less likely to hold higher level qualifications than younger people, the gap is narrower (22 and 30 per cent).
- The data show that within the non-disabled population, qualifications levels have been steadily increasing over time, as the proportion with higher level qualifications has risen from 30 per cent for those over 55 to retirement age, up to 47 per cent among the younger population. For disabled people the improvement in attainment levels appears to have been far less pronounced (22 to 28 per cent), though these conclusions remain tentative as the data are based on relatively small samples.

¹⁷ Analysis excludes those in full-time education who are still in the process of gaining their qualifications.

¹⁸ The sample size of disabled 16-24 year olds was too small to use for this analysis so was excluded.

¹⁹ Higher level qualifications includes those with degree level qualifications and also those with other higher level qualifications (NVQ level 4 and above).

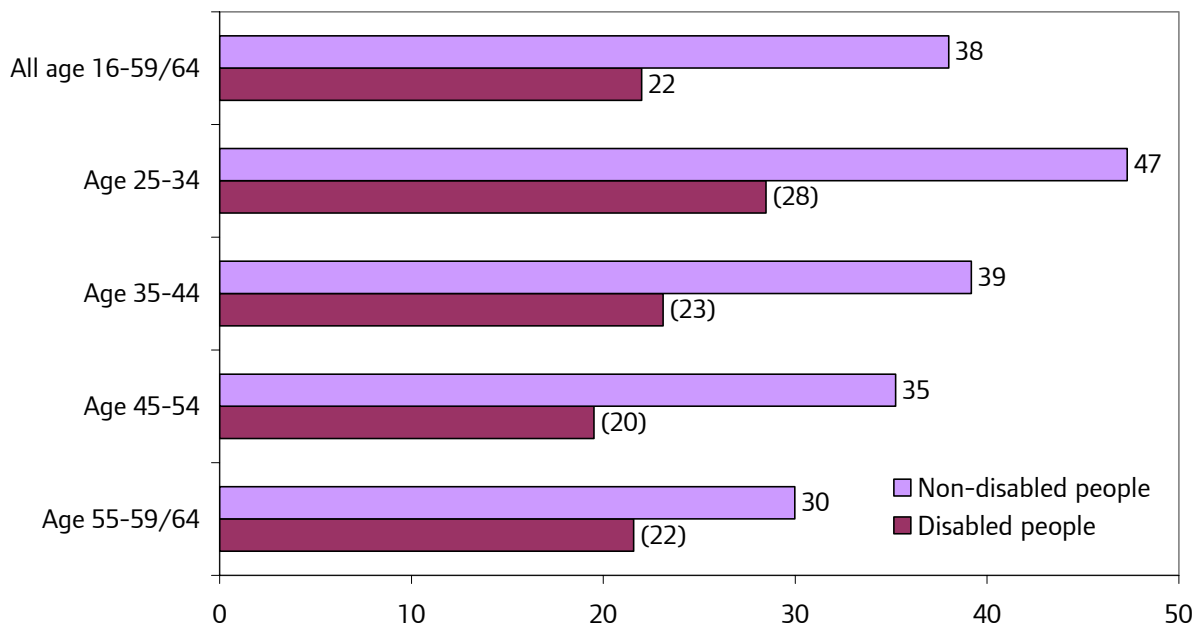
**Figure 7 Qualifications levels by disability, Greater London, 2005
(Persons working age, excluding full-time students)**



Source: Annual Population Survey 2005 (January-December)

Notes: Figures based on relatively small samples (ie 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

Figure 8 Percentage (%) with higher level qualifications by age and disability, Greater London, 2005 (Persons working age, excluding full-time students)



Source: Annual Population Survey 2005 (January-December)

Notes: Figures based on relatively small samples (ie 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

3.5 Labour market position of disabled people: overview

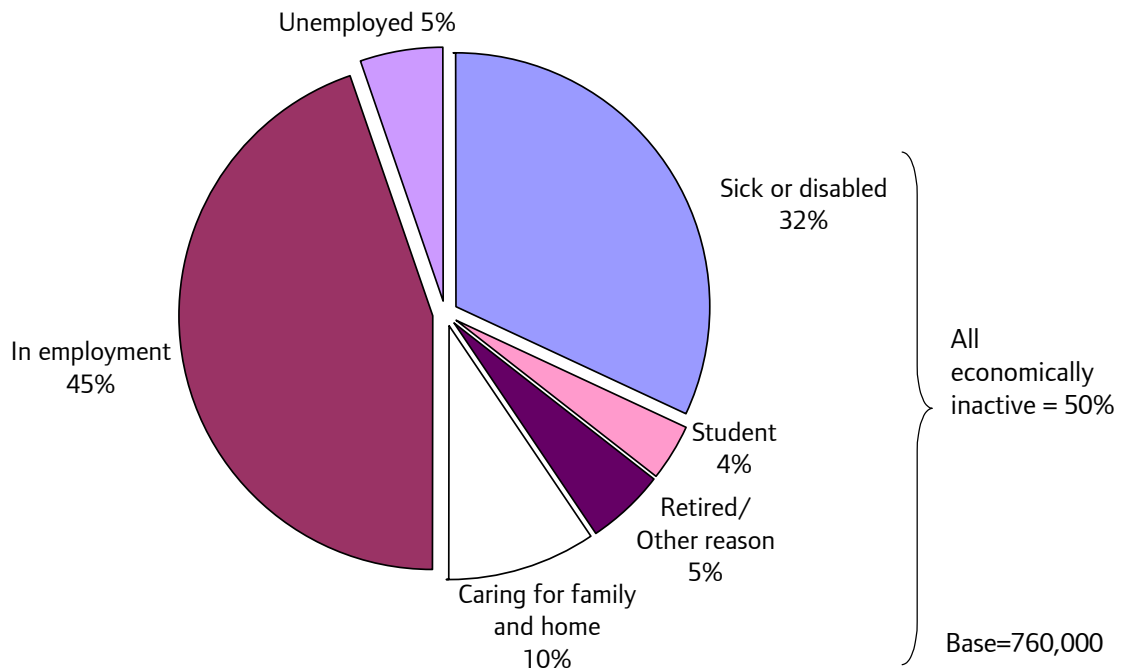
- The labour market profile of disabled people is quite distinct to that of non-disabled people. In general, disabled people have lower rates of economic activity and employment than their non-disabled counterparts and experience far higher levels of worklessness.
- In London, half the disabled working age population (50 per cent) are economically active relative to 79 per cent of non-disabled Londoners. The economically active population, otherwise known as the labour force, comprises all those in work and those who are unemployed and actively seeking work²⁰. Disabled people make up 11 per cent of the London's resident labour force.
- Forty-five per cent of London's disabled (working age) population are in employment relative to three quarters (74 per cent) of the non-disabled population. Disabled people make up ten per cent of all Londoners in work. Disabled Londoners not in work comprise two groups: those who are economically inactive and those who are unemployed. Unemployed disabled people are distinct from those who are economically inactive as they are actively seeking work. The majority (90 per cent) of the workless disabled population are economically inactive.
- One half (50 per cent) of all working age disabled people are economically inactive relative to one fifth (21 per cent) of non-disabled people. The two main reasons given for economic inactivity are: sickness or disability impairment (32 per cent) and caring for family or home (ten per cent). One quarter (26 per cent) of all disabled people who are economically inactive say they would like to work, slightly higher than the proportion of the non-disabled people who are economically inactive (24 per cent). *'Want to work' data need to be interpreted with care as they are notional and do not provide any sort of predictor of whether people will actually move into work or not.*
- The unemployment rate²¹ for disabled Londoners is 11 per cent relative to seven per cent for non-disabled Londoners. While disabled people make up 16 per cent of the working age population, they comprise 28 per cent of London's workless population (ie all those unemployed or economically inactive).
- Qualitative research commissioned by the GLA²², which explores the barriers that disabled people face in accessing paid work, found that many disabled people were involved in voluntary work. The research also found that the inflexibility and complexity of the benefits system was seen as a major disincentive to taking up paid employment.

²⁰ See Appendix A for definitions of economic activity, unemployment and employment.

²¹ The unemployment rate expresses the number unemployed as a proportion of the labour force (the economically active population: those unemployed and those in employment). These rates are different to the percentages shown on Figures 9 and 10 which are population based.

²² Towards joined up lives, Mayor of London, March 2006

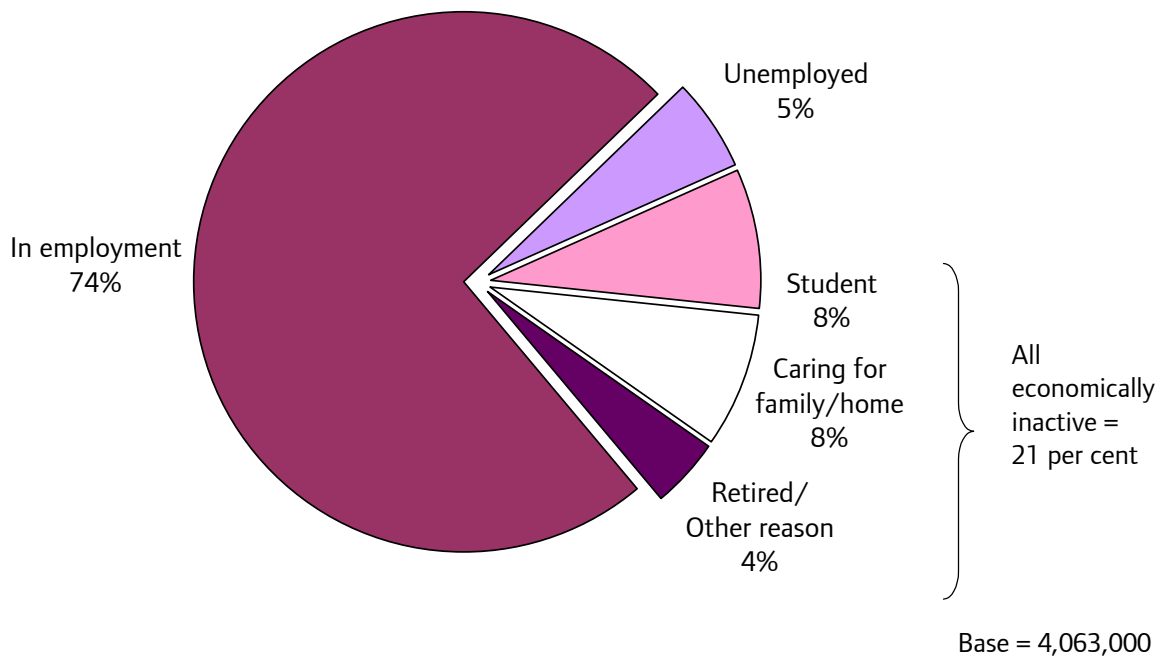
Figure 9 Disabled people by economic activity, persons working age, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)

Notes: Data rounded to nearest percentage point. Figures of 5 per cent or less are based on relatively small samples (ie 50-200) and are subject to high levels of sampling variability.

Figure 10 Non-disabled people by economic activity, persons working age, Greater London, 2005



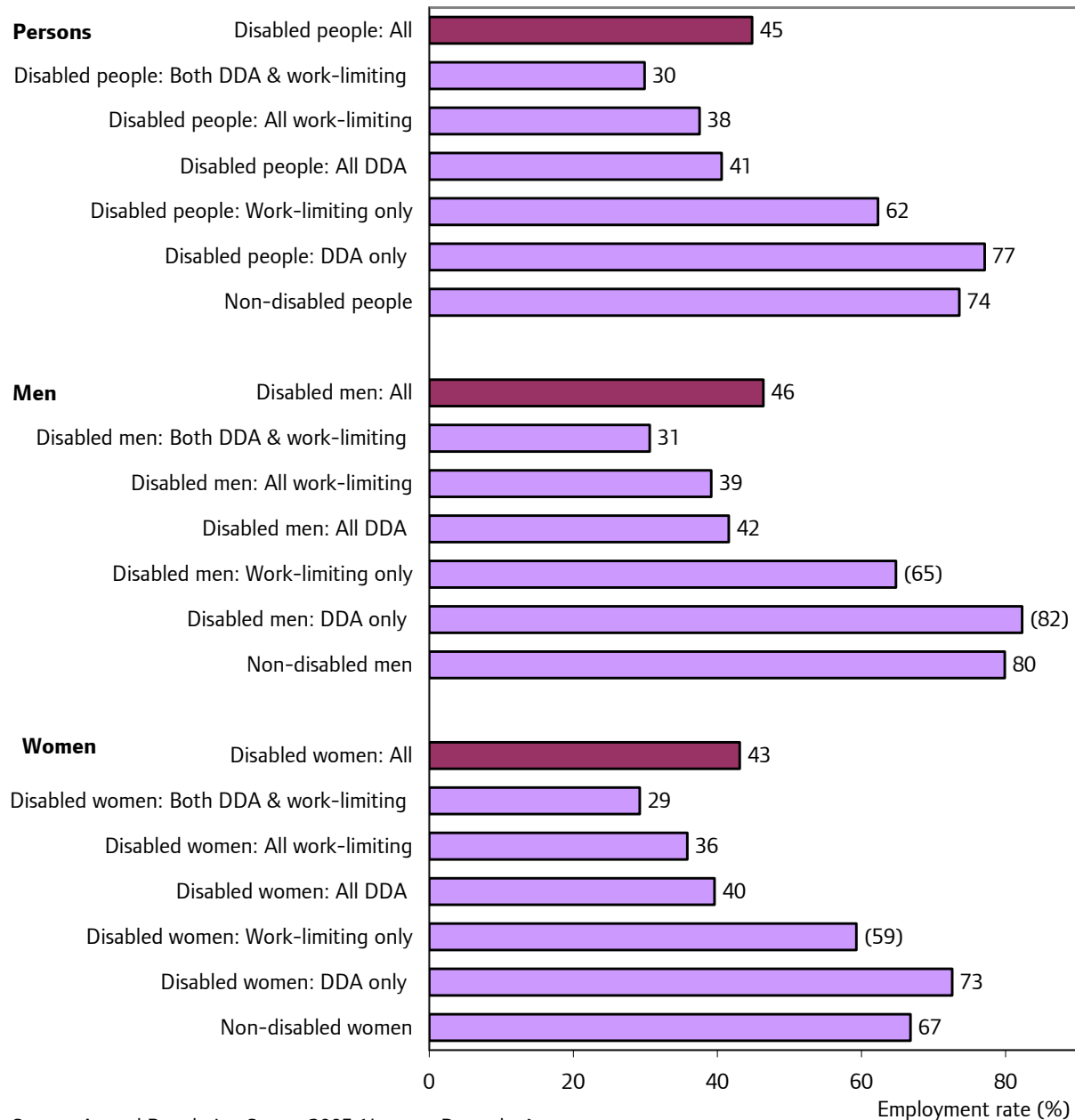
Source: Annual Population Survey 2005 (January-December)

Notes: Data rounded to nearest percentage point.

3.6 Employment rates by disability and gender

- The large difference in employment rates between disabled (45 per cent) and non-disabled Londoners (74 per cent) disguises considerable variation in circumstances within the disabled population. Figure 11 shows the employment rate of disabled people according to whether they are disabled on both or one of the two APS definitions of disability.
- Within the disabled population, those people who are disabled according to **both** the DDA and APS 'work-limiting' definitions of disability have – by far - the lowest employment rate (30 per cent).
- The employment rate for all those who are disabled according to the DDA definition is 41 per cent. The rate for all those people who have a work-limiting disability is similar at 38 per cent.
- Those who are disabled according to the DDA definition but **not** according to the work-limiting definition have a much higher employment rate (77 per cent), which is similar to the employment rate for the non-disabled population (74 per cent). By definition, this group have said that their health problem does not affect the type or amount of work they can do, consistent with the higher participation rates. For example, a person who has a progressive illness and would be disabled according to the DDA definition, may well report that their illness does not affect the kind or amount of paid work they can do, so would not be disabled according to the work-limiting APS definition.
- Those who are disabled according to the work-limiting definition but not according to the DDA definition have a lower employment rate of 62 per cent. This group have a health problem or disability that are not DDA disabilities but that can limit the work they can do.
- When analysed by gender similar patterns exist for both men and women. Employment rates are generally quite low for both disabled men and women and the size of the gender gap is fairly narrow within the disabled population relative to the non-disabled population. This reflects the very low employment rates of disabled men relative to their non-disabled counterparts.

Figure 11 Employment rates by disability and gender, using APS and DDA definitions of disability, persons working age, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)

Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

Table 3 Employment rates of disabled people by main health problem or impairment, Greater London and UK, 2005

	Greater London	UK
All disabled people (working age)	45	49
<i>By main health problem or impairment:</i>		
Musculo-skeletal	46	48
- Arms, hands	(48)	50
- Legs or feet	(46)	47
- Back or neck	46	49
Sensory impairments	(59)	56
- Difficulty in seeing	**	(47)
- Difficulty in hearing	**	65
Other physical illnesses/health problems	53	58
- Chest, breathing problems	(57)	65
- Heart, blood pressure, circulation	(55)	57
- Stomach, liver, kidney, digestion	(49)	56
- Diabetes	(61)	66
- Epilepsy	**	44
- Progressive illness n.e.c.	**	41
Mental health	(19)	20
- Depression, bad nerves	**	25
- Mental illness, phobia, panics	**	(11)
Other health problems and impairments	(39)	49
- Learning difficulties	**	(25)
- Skin conditions, allergies	**	68
- Other	(39)	53

Source: Annual Population Survey 2005 (January-December)

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

** These estimates are based on samples of less than 50 (approx) and are suppressed due to very poor reliability.

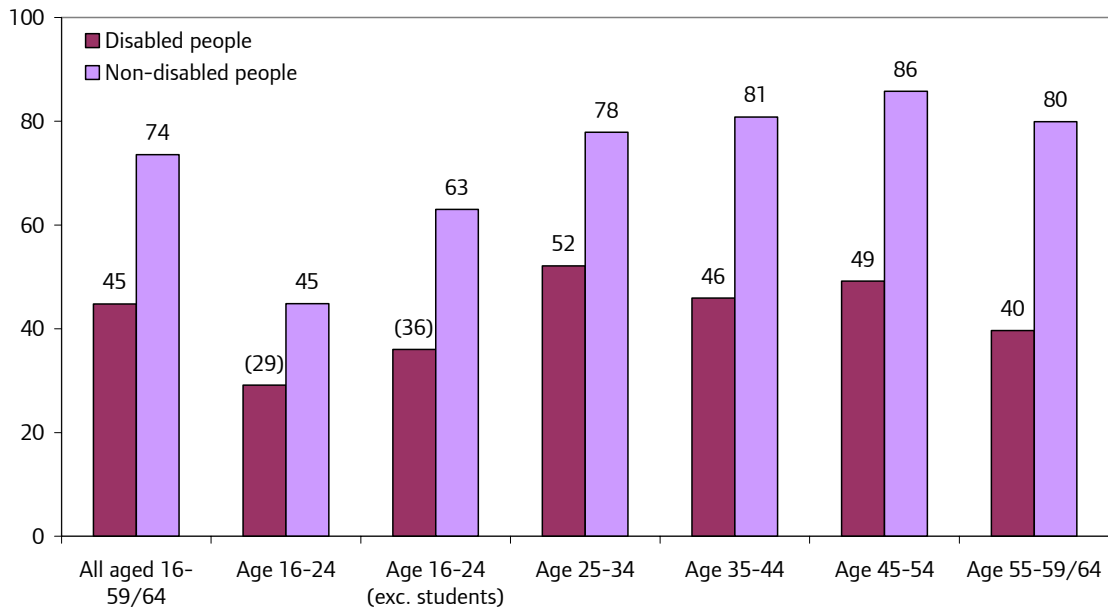
3.7 Employment rates by main health problem or impairment

- The severity or nature of a person's disability is closely associated with their likely levels of labour market participation. Table 3 explores this by showing employment rates for disabled people by the nature of their main health problem or impairment. Data for London are patchy as the sample size for some groups is very small, resulting in some data being unavailable, and most estimates being prone to considerable sampling variability. To help overcome this, national data are also presented to complement the London data and help provide a more complete picture.
- Those who report problems relating to mental illness have – by far – the lowest employment rate of all groups. In London, the employment rate for this group is 19 per cent, similar to the rate nationally (20 per cent). UK data also show that people with learning difficulties have a very low employment rate of 25 per cent (Data were not available for this group in London).
- In London, those with musculo-skeletal impairments have an employment rate of 46 per cent, around the average for all disabled people. Within this group, rates are similar regardless of whether the impairment is associated with arms or hands (48 per cent), legs or feet (46 per cent), or back or neck (46 per cent). The picture is similar nationally, though rates are slightly higher.
- In London, those with sensory impairments have an average employment rate of 59 per cent, similar to the rate nationally (56 per cent). However within this group, national data shows that the employment rate for those with visual impairments have a significantly lower employment rate (47 per cent) than those with hearing impairments (65 per cent).
- In London, people reporting health problems such as chest or breathing problems, diabetes or heart, circulation or blood pressure problems have employment rates of between 55–61 per cent, higher than the average for disabled people generally. No London estimate was available for people with epilepsy but nationally the employment rate for this group was 44 per cent.

3.8 Employment rates by age and disability

- The wide differential in employment rates between disabled and non-disabled Londoners is persistent across all age groups. Employment rates are lowest for young people (aged 16-24) in both the disabled and non-disabled populations (29 per cent and 45 per cent). The gap in employment rates between disabled and non-disabled young people widens further when students are excluded from calculations (36 and 63 per cent), reflecting the lower rates of educational participation among disabled young people.
- For people aged 25 and over, the differential in employment rates widens with age and is widest for those aged 55 up to pensionable age. Within this group, the employment rate for non-disabled people is twice as high (80 per cent) as the employment rate for disabled people (40 per cent).

Figure 12 Employment rates by age and disability, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)

Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

3.9 Employment rates by gender, family status and disability

- Family status has an important impact on the labour market patterns of both women and men in London. For women, the employment rate is far lower for those with dependent children (54 per cent) than for those without dependent children (69 per cent), whereas for men, rates are affected in the opposite way, and fathers have a far higher employment rate (85 per cent) than those men without children (70 per cent).
- The same patterns are evident in both the disabled and non-disabled populations, but employment rates are generally much lower across all groups for disabled Londoners.
- One third of disabled mothers (34 per cent) are in work relative to 58 per cent for their non-disabled counterparts. Similarly, the employment rate for disabled fathers is far lower (57 per cent) than the rate for non-disabled fathers (90 per cent).
- For disabled women without children, the employment rate is 49 per cent relative to 73 per cent for their non-disabled counterparts. For men without children, the gap in rates is even wider between disabled and non-disabled men (42 and 75 per cent).
- Among the non-disabled population, men and women without children have similar employment rates (75 and 73 per cent) whereas for disabled people without children, the employment rate is in fact higher for women than men (49 and 42 per cent).
- In terms of population composition, disabled mothers comprise 15 per cent of all working age mothers, ten per cent of those mothers in work and 22 per cent of all those not in work.

Table 4 Employment rates by gender, parenting and disability, Greater London, 2005

	Employment rate (%), persons working age			Difference in rates (disabled - non-disabled people)
	All	Disabled people	Non- disabled people	
Parents:				
Men with dependent children	85	57	90	-33
Women with dependent children	54	(34)	58	-24
Not parents:				
Men without dependent children	70	42	75	-33
Women without dependent children	69	49	73	-24

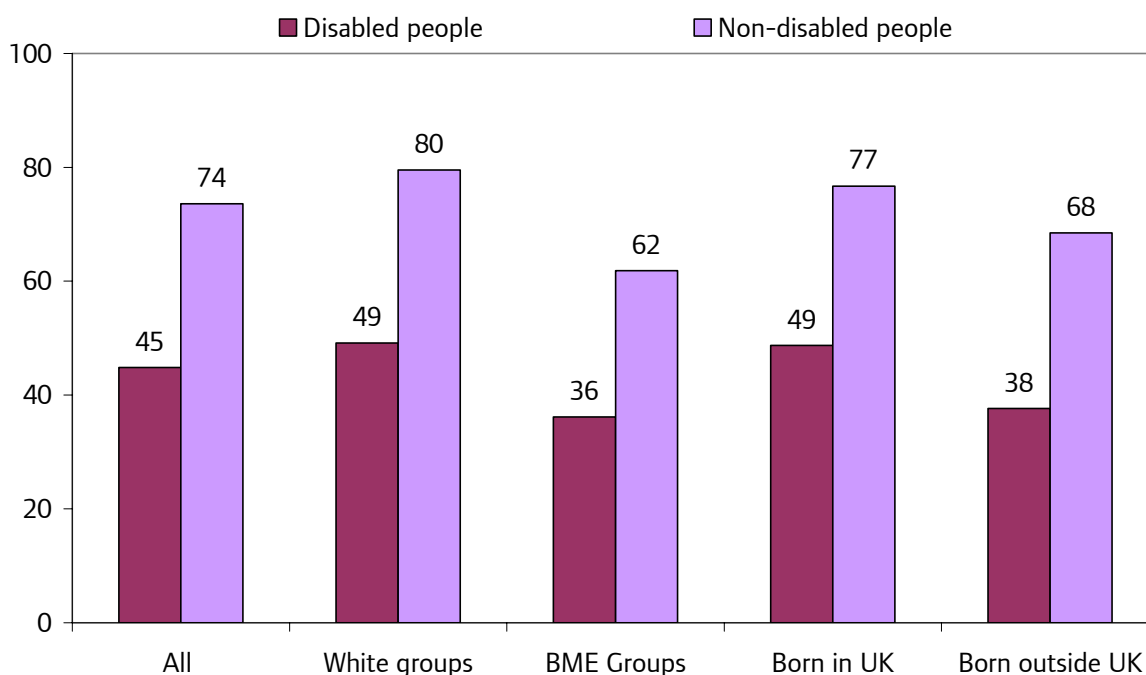
Source: Annual Population Survey 2005 (January-December)

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates.

3.10 Employment rates by disability, country of birth and ethnicity

- Disabled Londoners from BAME²³ and migrant groups have lower employment rates relative to their White and UK-born counterparts. The employment rate for disabled Londoners from BAME groups is 36 per cent relative to 49 per cent for White disabled Londoners. For non-disabled Londoners, the ethnic gap in employment rates is also evident (62 and 80 per cent) but rates are generally much higher.
- A similar picture emerges when considering the UK-born and migrant populations in London. Disabled Londoners who were born outside the UK have an employment rate of 38 per cent relative to 49 per cent for UK-born disabled Londoners. The employment rates for non-disabled Londoners born in and outside the UK are 77 and 68 per cent respectively.
- Rates by ethnicity and country of birth have also been calculated for men and women (Appendix Table B14) and these show that the gender gap in employment rates is fairly marginal within the disabled population. Employment rates for disabled women from BAME and migrant groups are only 2-3 percentage points lower than the rates for men. Employment rates for disabled men and women from BAME and migrant groups are generally low ranging from 35-39 per cent. The gender gap in rates is also negligible for UK-born and White disabled Londoners.

Figure 13 Employment rates (%) by ethnicity, country of birth and disability, Greater London, 2005



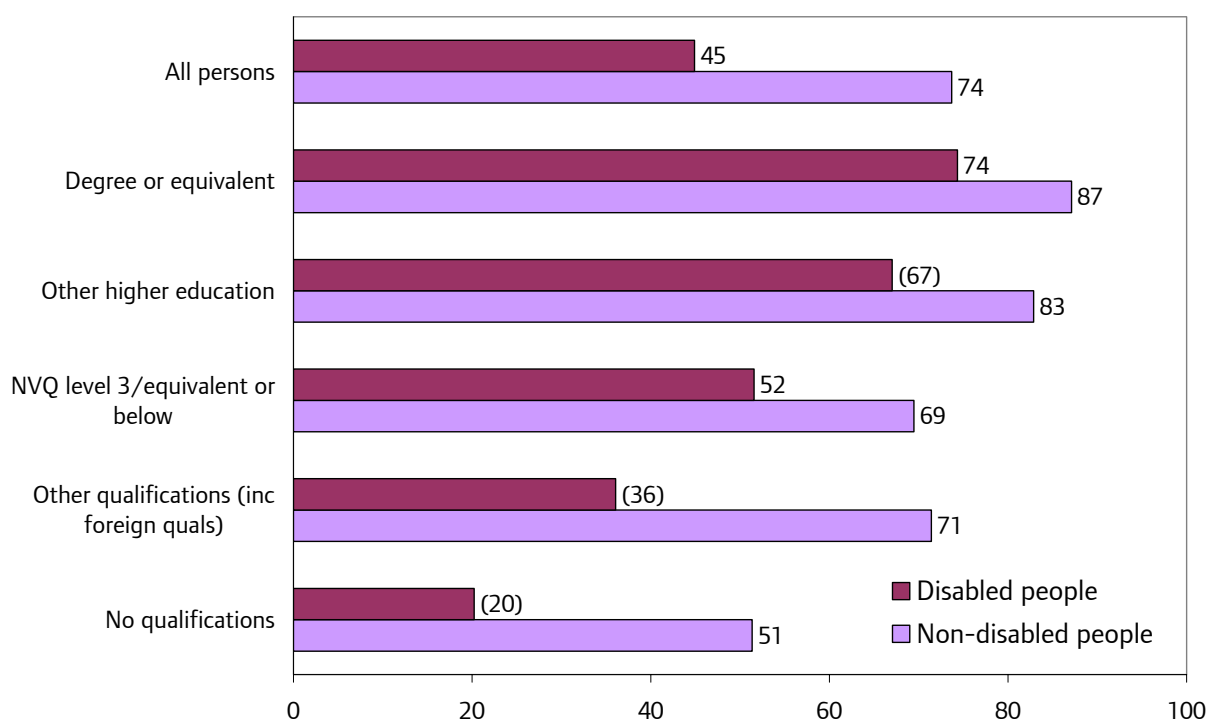
Source: Annual Population Survey 2005 (January-December)

²³ BAME = Black, Asian and minority ethnic (groups).

3.11 Employment rates by disability and qualifications levels

- Qualifications are strongly associated with levels of labour market participation, in both the disabled and non-disabled populations. People with higher level qualifications have much higher employment rates than those with lower level (or no) qualifications (Figure 14).
- The employment rate of disabled Londoners with degree level qualifications is 74 per cent – three times as high as the rate for disabled people with no qualifications (20 per cent).
- The employment rate for disabled people with ‘Other’ qualifications is also low at 36 per cent, which includes those with foreign qualifications (where the level is not known).
- The gap in employment rates between disabled and non-disabled Londoners persists within similarly educated groups, but is particularly wide for two groups: those with no qualifications and those with ‘other’ qualifications. The gap in employment rates is narrowest for those with degree level qualifications (74 and 87 per cent).

Figure 14 Employment rates by qualifications level and disability, persons working age, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)

Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

3.12 Employment rates by disability and region

- The employment rate for disabled people living in London (45 per cent) is lower than the rate for those living in the rest of the UK (50 per cent). Within the non-disabled population, the employment rate is also lower for those living in London (74 per cent) than in the rest of the UK (81 per cent).
- By region, employment rates for disabled people are lowest in Northern Ireland (34 per cent), the North East (41 per cent) and Wales (42 per cent). Rates are highest for disabled people living in the South East (61 per cent). Within all regions, employment rates are far lower for disabled people than non-disabled people. The differential in rates in London (29 percentage points) is similar to that nationally.
- Within London, the employment rate is far lower for disabled Londoners in Inner London (36 per cent) than in Outer London where employment rates average 51 per cent for disabled people, closer to the national average.
- Data are available on the employment rates of disabled people by London Borough but these are based on very small samples and are subject to very high confidence intervals so are not discussed in any detail here. However they are provided for reference in the Appendix Table B27.

Table 5 Employment rates by disability and region, 2005

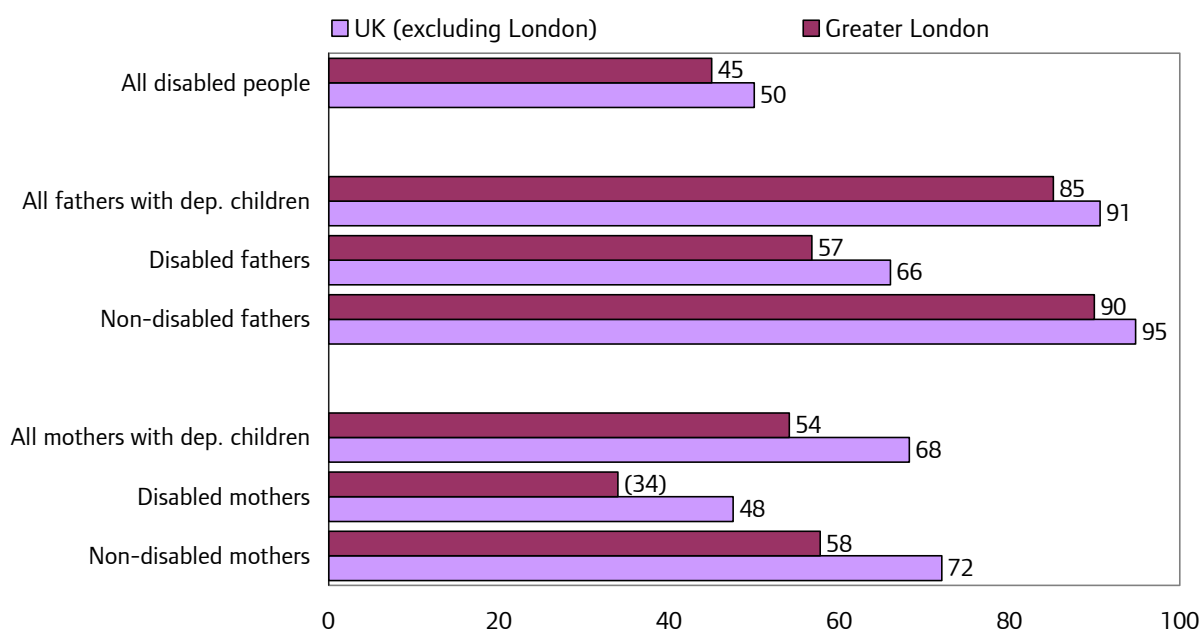
Base: persons working age	Employment rate (%)			Difference (disabled - non-disabled people)	Disabled people as % of population
	All persons	Disabled people	Non-disabled people		
UK	74	49	80	-31	19
<i>UK (exc. London)</i>	75	50	81	-31	19
North East	71	41	80	-39	23
North West	73	44	80	-36	20
Yorkshire & Humb.	74	50	80	-31	20
East Midlands	76	53	82	-28	20
West Midlands	73	48	79	-31	19
Eastern	78	58	82	-24	16
London	69	45	74	-29	16
- Inner London	64	36	70	-34	16
- Outer London	72	51	76	-25	16
South East	79	61	83	-22	17
South West	78	58	82	-25	18
Wales	71	42	80	-38	23
Scotland	75	46	82	-37	20
Northern Ireland	69	34	77	-43	20

Source: Annual Population Survey 2005 (January-December)

3.13 Employment rates of disabled parents compared: London & UK

- Employment rate differentials between London & the rest of the UK are particularly wide among those who are parents, especially mothers. Just over half (54 per cent) of London's mothers²⁴ are in employment relative to 68 per cent in the rest of the UK. For disabled mothers, the differential is also wide: one third (34 per cent) of disabled mothers in London are in work compared with almost half (48 per cent) of those outside London. There is a similar differential among non-disabled mothers, though their employment rates are generally higher (58 and 72 per cent).
- Employment rates are particularly low for those mothers living in Inner London. One quarter (24 per cent) of disabled mothers in Inner London are in work relative to 41 per cent in Outer London and 48 per cent outside London (See Appendix table B25).
- Disabled fathers in London also fare less well than those outside London in terms of levels of labour market participation. The employment rate of disabled fathers in London is 57 per cent, 9 percentage points lower than the rate for their counterparts outside London (66 per cent). Within London, the employment rate is lower for those living in Inner London (46 per cent) than Outer London (62 per cent).

Figure 15 Employment rates (%) by disability and parenthood, Greater London & UK, 2005



Source: Annual Population Survey 2005 (January-December)

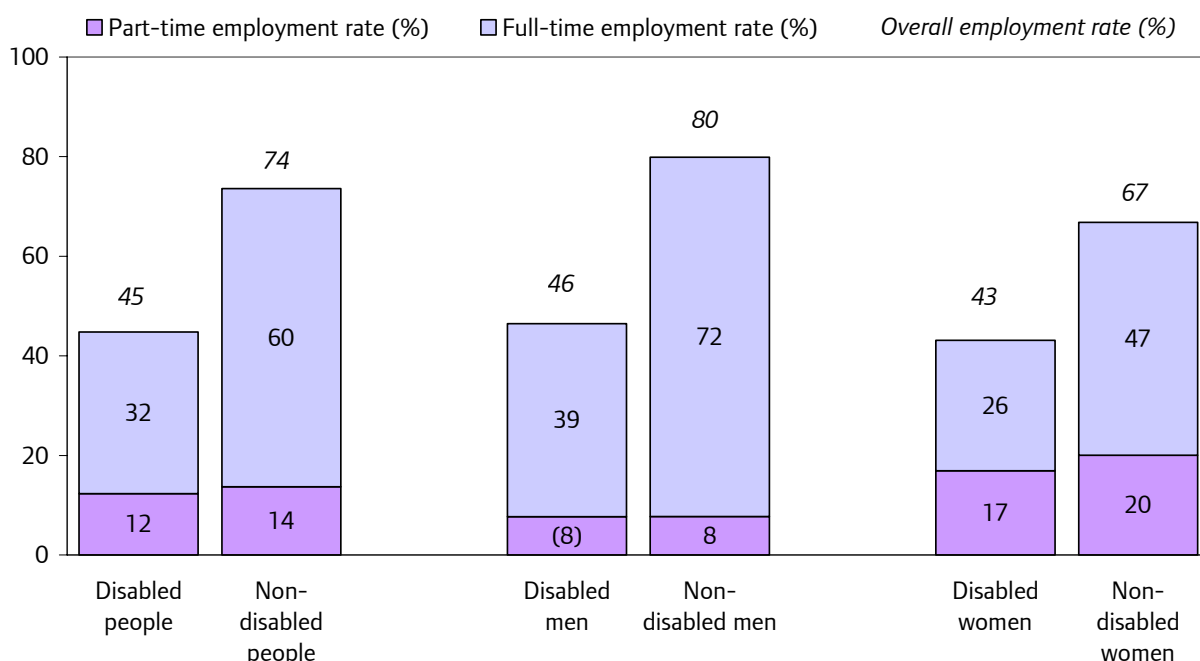
Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

²⁴ The terms mother and father are used in this context to refer to those women and men with dependent children in their family unit (See Appendix A for more detail on definitions).

3.14 Part-time employment by disability

- Disabled workers are more likely to work part-time than non-disabled workers. In London, 20 per cent of workers²⁵ are employed on a part-time basis, but for disabled workers the percentage is 28 per cent relative to 19 per cent for non-disabled workers.
- The rate of part-time working is relatively high for both disabled men and women, though levels of part-time working are higher among women.
 - 39 per cent of disabled women workers are employed part-time relative to 30 per cent of non-disabled women.
 - 17 per cent of disabled men in work are employed part-time relative to ten per cent of non-disabled men.
- Figure 16 shows part and full-time employment rates for disabled and non-disabled Londoners by gender. These rates express the number in part-time and full-time work as a proportion of the population, so the part-time and full-time employment rate sum to the overall employment rate. The chart shows that the overall difference in employment rates between disabled and non-disabled Londoners is driven by lower full-time employment rates among the disabled population. Part-time employment rates among disabled and non-disabled are fairly close relative to the large gap in full-time employment rates, for both men and women.

Figure 16 Part and full time employment rates by disability, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)

Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates. All data rounded to nearest percentage point.

²⁵ This statistic relates to people of working age.

3.15 Employment by occupation and disability

All data in this section relate to London residents in employment (ie they do not include in-commuters, but do include those Londoners who work outside Greater London).

- While disabled people are broadly represented in all occupations, they are under-represented in managerial, professional and technical occupations²⁶ relative to non-disabled workers. Forty-two percent of disabled workers were employed in these occupations relative to 54 per cent of non-disabled workers.
- Disabled workers were particularly over-represented in the following occupational groups:
 - Personal service occupations: ten per cent of disabled workers are employed in these occupations relative to six per cent of non-disabled workers. These occupations include caring occupations such as care assistants and childminders.
 - Administrative and secretarial occupations: 18 per cent of disabled workers are employed in these occupations relative to 13 per cent of non-disabled workers.
 - Elementary occupations: 11 per cent of disabled workers are employed in these occupations relative to eight per cent generally. These occupations are typically low paid and include jobs such as cleaners, kitchen staff and bar staff.

Table 6 Employment by occupational group & disability, Greater London, 2005

	Percentage totals			% workers who are disabled people
	All persons	Disabled people	Non-disabled people	
Base: persons working age				
All in employment	100	100	100	10
1 Managers and senior officials	18	(14)	18	(8)
2 Professional occupations	16	(13)	17	(8)
3 Associate professional & technical	19	(16)	19	(8)
4 Administrative and secretarial	13	18	13	13
5 Skilled trades occupations	8	(8)	8	(11)
6 Personal service occupations	7	(10)	6	(15)
7 Sales & customer service	6	(5)	6	(8)
8 Process, plant & machine	5	(6)	5	(12)
9 Elementary occupations	8	(11)	8	(14)
All groups 1-3	53	42	54	8
All groups 4-9	47	58	46	12

Source: Annual Population Survey 2005 (January-December)

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

²⁶ Occupational groups 1-3, based on the Standard Occupational Classification 2000.

3.16 Disabled people by socio-economic group (NS-SEC²⁷)

- To complement the analysis by occupation, data is also presented on disabled people classified according to their National Statistics Socio-economic Classification (NS-SEC). This is an occupationally based classification but has rules to provide coverage of the whole population, taking account of current or last occupation, as well as coverage of those who have never worked or are long term unemployed. NS-SEC also considers information about self-employment, supervisory responsibilities and size of workplace, providing another dimension to the standard occupational classification. Table 7 shows the NS-SEC of the working age disabled and non-disabled population.
- Within the disabled population, 62 per cent were classified to groups 1-7 which were based on current or previous occupation. The remaining 38 per cent were classified under the 'never worked, unemployed and other' group, far higher than the proportion of the non-disabled population (22 per cent) in this category. While disabled people make up 16 per cent of the working age population generally, they comprise one quarter (25 per cent) of all those in the 'never worked, unemployed and other' group.
- Table 7 also compares the profile of the disabled and non-disabled population who were classified into groups 1-7. The 'never worked' group have been excluded to provide a better 'like with like' comparison. Within this population, disabled people are particularly under-represented in the higher managerial and professional group. 11 per cent of disabled people were in this group relative to 20 per cent of the non-disabled population. This group includes occupations such as doctors, lawyers and professional engineers etc.
- Disabled people are better represented in the lower managerial and professional group, though still less well than their non-disabled counterparts: 28 per cent of disabled people are in this group relative to 32 per cent of the non-disabled population. This group includes occupations such as teachers, journalists and nurses.
- Disabled people are over-represented in both the routine and semi-routine occupation groups. Over one quarter (27 per cent) of disabled people are classified to these two groups relative to 19 per cent of the non-disabled population. These groups include occupations such as shop assistants, security guards, care assistants (all 'semi-routine') and cleaners, bus drivers, waiters (all classed as 'routine').
- In terms of population composition, disabled people comprise 13 per cent of all those in groups 1-7, seven per cent of those in higher managerial and professional and 19 per cent of all those in routine occupations.

²⁷ National Statistics Socio-economic Classification (NS-SEC) was introduced in 2001 to replace Social Class based on occupation, formerly the Registrar General's Social Class and Socio-Economic Group.

Table 7 Employment by NS-SEC and disability, Greater London, 2005

	All persons	Disabled people	Non- disabled people	% disabled people
All persons working age	100	100	100	16
1. Higher managerial and professional	14	(7)	16	(7)
2. Lower managerial and professional	24	17	25	11
3. Intermediate occupations	9	8	10	13
4. Small employers & own account workers	8	7	8	15
5. Lower supervisory and technical	6	(6)	6	(17)
6. Semi-routine occupations	9	9	9	16
7. Routine occupations	6	7	6	19
8. Never worked, unemployed, and other	24	38	22	25
<i>Base</i>	<i>4,823,000</i>	<i>760,000</i>	<i>4,063,000</i>	
All persons working age (excluding 'never worked, unemployed and other' group)	100	100	100	13
1. Higher managerial and professional	19	(11)	20	(7)
2. Lower managerial and professional	31	28	32	11
3. Intermediate occupations	12	13	12	13
4. Small employers & own account workers	10	12	10	15
5. Lower supervisory and technical	7	(10)	7	(17)
6. Semi-routine occupations	12	15	11	16
7. Routine occupations	8	12	8	19
<i>Base</i>	<i>3,643,000</i>	<i>468,000</i>	<i>3,175,000</i>	

Source: Annual Population Survey 2005 (January-December)

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

3.17 Public and private sector employment by disability

- Table 8 shows the proportion of those employed in the public, private and voluntary sectors by disability. In the APS, the public sector is defined as that ‘owned, funded or run by central or local government’ and comprises central government, local government (including schools, police and fire), further education, the health authorities or NHS trusts and a range of other organisations.
- Overall, two-thirds (67 per cent) of disabled workers are employed in the private sector, lower than the three quarters (75 per cent) of non-disabled workers.
- A higher proportion of disabled workers are employed in the public sector relative to their non-disabled counterparts. 29 per cent of disabled workers are employed in the public sector compared with 22 per cent of non-disabled workers. Of all disabled workers, one in eight (13 per cent) work in the local government sector.
- In terms of composition of the employed population, disabled workers comprise ten per cent of all workers, but comprise 13 per cent of all those employed in the public sector and nine per cent of those employed in the private sector. Disabled people make up 16 per cent of all those employed in the central government and the civil service sector.
- Disabled workers are also over-represented in the voluntary sector where they comprise 14 per cent of all workers, though the overall size of this sector is far smaller, accounting for only four per cent of all disabled workers.

Table 8 Employment by public and private sector, Greater London, 2005

By public/private sector	Percentage totals (%)			% of workers who are disabled people
	All persons	Disabled people	Non-disabled people	
All in employment (working age)	100	100	100	10
Private firm or business	74	67	75	9
Charity, voluntary organisation or trust	3	(4)	3	(14)
Public sector	23	29	22	13
- Central government/civil service	4	(6)	3	(16)
- Local government, police and fire	10	(13)	10	(13)
- Health authority or NHS trust	5	(5)	5	(11)
- Other public sector	4	(5)	4	(11)

Source: Annual Population Survey 2005 (January-December)

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

3.18 Hourly earnings by disability

- APS data on earnings are limited as they are known to understate actual levels of earnings relative to data provided by employers, via the Annual Survey of Hours and Earnings (ASHE)²⁸. However, unlike the APS, ASHE provides no data on disability so is limited in its application. APS data are presented here, with the caveat that while they are considered to be good at exploring relativities between groups, they are less accurate predictors of absolute levels of earnings.
- The concentration of disabled people in certain occupational groups and their higher rates of part-time working have a significant impact on relative earnings levels. The gross hourly earnings²⁹ for disabled employees average £12.46 per hour – some 12 per cent less than the level for non-disabled employees (£14.13).
- Within the disabled population, those who are disabled according to **both** DDA and APS work-limiting definitions of disability have lower earnings (£11.49) than those who are disabled according to one definition only (£13.79 for the ‘DDA only’ group and £11.99 for the ‘work limited only’ group).
- Disabled women earn an average of £11.61 per hour, 14 per cent less than the pay of disabled men (£13.44). The pay gap between disabled and non-disabled employees is particularly wide for male employees.
- Disabled people working part-time earn far less (£9.37) than those working full-time (£13.54). Median part-time earnings for disabled people, which are a better measure of what the typical employee earns, are lower still at £7.58 per hour (See Appendix B20 for median pay rates). The pay gap between non-disabled and disabled employees is evident among both part and full-time employees.
- Disabled people working in routine³⁰ occupations are on very low pay rates which average £7.13 per hour, around one third of the pay rates for disabled workers in higher managerial and professional occupations (£20.04). Within all occupational groups, disabled people earn less than their non-disabled counterparts, with the exception of those in semi-routine occupations. In this group, disabled people earn more than non-disabled people on average, though actual levels of pay are quite low for both groups (ie around £7-8 per hour).

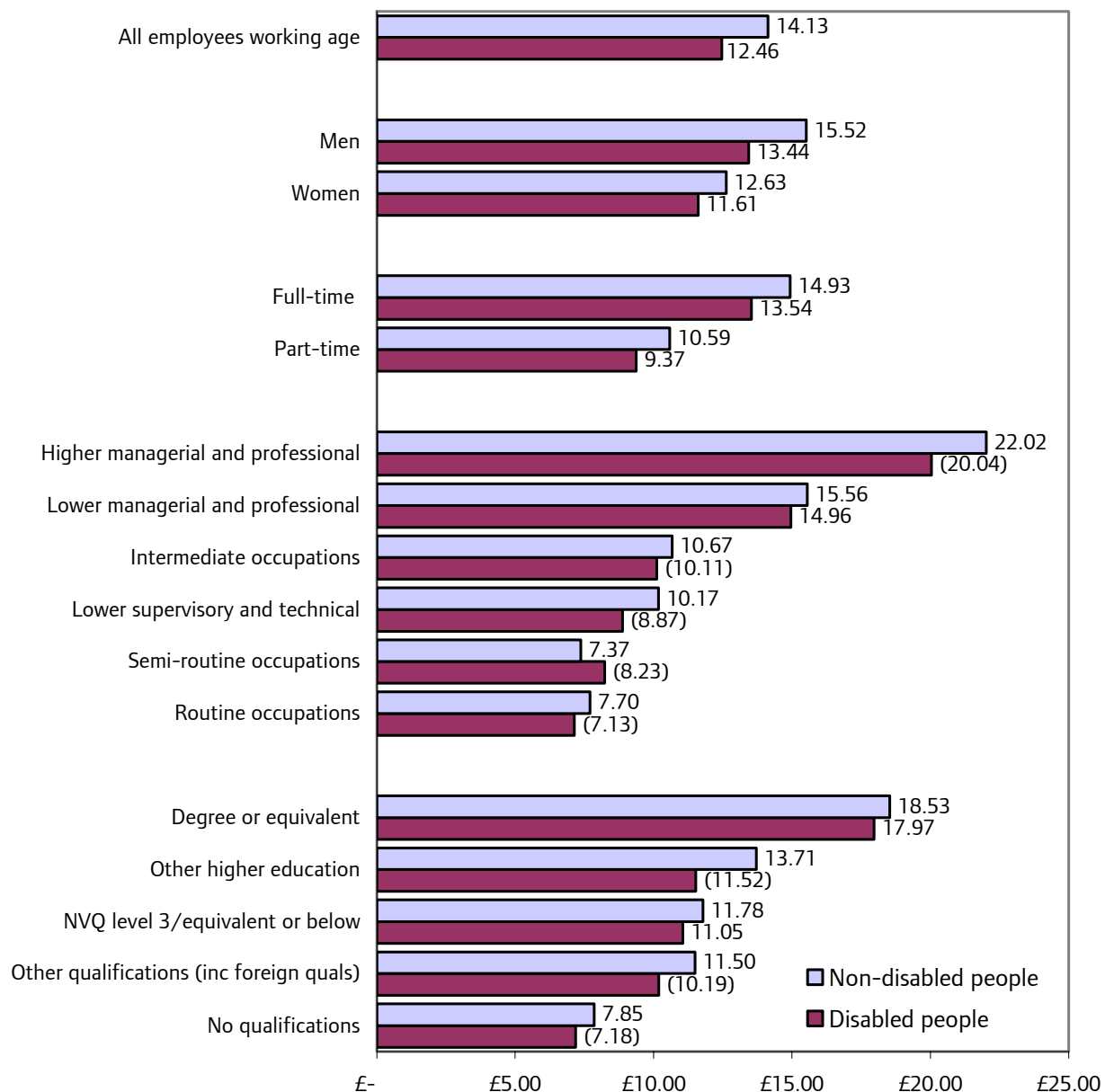
²⁸ ASHE is run by the Office for National Statistics.

²⁹ The average quoted relates to the mean which is a simple average calculated by adding up the earnings of all employees and dividing by the number of employees. Data on median earnings are also provided in Appendix B. The median is a type of average that divides the earnings distribution in half, with median earnings being right in the middle, so half the employees earn less than the median figure and half earn more. Mean earnings capture the impact of very high earners in the overall average, whereas median earnings provide a better measure of what a ‘typical’ employee earns.

³⁰ NS-SEC occupational categories are used here (instead of Standard Occupational Group, where data was more limited due to small samples in some categories).

- Qualifications levels have a considerable impact on likely earnings levels. Disabled people with degree level qualifications earn an average of £17.97 per hour, more than twice as much as those with no qualifications (£7.18 per hour). The data indicate that the pay gap between disabled and non-disabled people persists at all qualifications levels, albeit to varying degrees. *Note: the sample size for sub-groups by occupation and qualifications is relatively small for many of the groups being compared, so data should be interpreted with care.*

Figure 17 Gross average hourly earnings for employees by disability, Greater London, 2005



Source: Annual Population Survey 2005 (January-December)
 Notes: Data based on small samples (50-200) are in brackets to emphasise the higher levels of sampling variability attached to these estimates.

Appendix A: About the Annual Population Survey

The Annual Population Survey (APS) is carried out by the Office for National Statistics (ONS) and replaces its predecessor (the annual LFS) as the largest regular household survey in the UK. The survey questionnaire is large and collects a wide range of data about people and their labour market circumstances.

The APS has a panel survey design and respondents are interviewed more than once. The interviews are carried out in person or by telephone. The APS comprises three key elements:

- Data from the core LFS quarterly surveys
- LFS annual boosts for England, Wales and Scotland
- The APS boost: A new additional boost to the existing LFS sample, for a core set of topics only. The boost is on the APS for 2004 and 2005 but has recently been dropped so will not appear in future APS datasets.

The LFS annual core data from quarterly surveys (96,000 households)

The annual LFS is based on four successive quarters of the regular quarterly LFS survey and created by taking waves 1 and 5 from each of the consecutive quarters to give an annually representative sample of around 96,000 households. (Each quarter's sample is made up of five "waves" of around 12,000 households. Each wave is interviewed in 5 successive quarters, such that in any one quarter, one wave will be receiving their first interview, one their second, and so on, with one receiving their fifth and last interview). This means that the sample drawn avoids the inclusion of responses from the same household twice. More information about the methodology is summarised in LFS User Guide Volume 6³¹ on local area LFS data.

LFS annual survey boosts (74,000 households)

Since 2000/01, the core annual sample has been increased substantially by various annual boost samples, first in England (2000/01), additionally in Wales (2001/02) and later in Scotland (2003/04). The 2003/04 annual LFS was the largest ever and comprised 170,000 households. Each household in the boost sample is interviewed annually for four years.

The APS boost (65,000 households)

In 2004 and 2005, the Annual Population Survey boost took effect. This focused on providing enhanced samples across England providing at least 510 economically active persons for each unitary authority/local authority district and 450 economic actively persons in the case of London Boroughs. Like the annual survey boosts, each household in the annual boost sample is interviewed annually for four years, however, the range of topics covered is a sub-set of the main suite of LFS/APS questions.

In total, the APS comprises 235,000 households and around 500,000 people. The recent boost does not improve sample size for London as the target samples for London Boroughs remain lower than for other local authority districts.

³¹ Available at the ONS website: <http://www.statistics.gov.uk/statbase/Product.asp?vlnk=1537>

The other difference between the LFS and the APS is the time period covered. Previously, LFS data were released on quarterly and annual basis (the latter providing a larger but less timely sample). The APS provides annual data but on a rolling basis every quarter. So while the first APS dataset relates to the calendar year of 2004 (January–December), the next release covers April 2004 to March 2005 and so on.

Reliability of data and 95% confidence intervals

As the APS is a sample survey, all estimates are subject to sampling variability. As a rule, the smaller the estimate the greater the margin of error as a proportion of the estimate. The degree of variability attached to an estimate is often expressed through '95% confidence intervals'. These allow the user to take a view, based on statistical probability theory, about how close an estimate is likely to be to the true population value. For example, if the employment rate for Inner London was 71.3% and this figure was estimated from the APS, then 95 times out of 100, the APS employment rate estimate would fall in the range of 69.8% to 72.8% (ie ± 1.5 percentage points). Sampling variability can be very high for some groups in the population (eg data at London borough level or for ethnic groups) and should be considered when drawing conclusions from data.

In this report, estimates based on small samples (ie approximately between 50–200) have been highlighted using parenthesis in tables and charts. Estimates based on very small samples (ie approximately <50) have been suppressed or disregarded due to poor reliability.

APS grossing and population data for London

As the APS is a sample survey, all data need to be grossed up/weighted to reflect the size and composition of the general population. The datasets are usually grossed up according to the most up to date (official) population data available at the time of the data release. Grossing factors take account of the composition of the local population by age and gender. APS population estimates are usually slightly lower than the official ONS mid-year estimates and the GLA's own demographic estimates based upon them. This is because:

- ONS APS/LFS datasets are often grossed up using the latest data at the time, which is quickly superseded, but their systems are unable to incorporate the latest revisions. This means the datasets available for analysis are weighted up using out of date population data (Note: ONS is currently revamping their systems to improve the timing).
- APS/LFS data relate mainly to those living in private households and exclude many groups living in communal establishments who are usually included on official population estimates.

In the case of the 2005 dataset, this means that APS population estimates presented here are low relative to more up to date demographic estimates.

Working age population estimates for London	
APS 2005 population estimate	4.823m
ONS mid-year estimate for 2005	5.035m

APS: Glossary of terms

The APS employs a range of concepts and definitions to explore and measure labour market activity: some of the key definitions are presented below.

Dependent children

Children aged under 16 and those aged 16-18 who are never married and in full-time education.

Disability definitions used on the APS/LFS

See Section 2.

Earnings

The earnings data presented here refer to gross average hourly earnings of employees (they do not include earnings of self employed). Data relate to earnings in the most recent period from the main job and are based on usual hours worked per week. The key limitation of the APS earnings measure is that earnings data are supplied by the employee not the employer, this can lead to poorer accuracy because a) individuals tend to slightly underestimate what they earn and b) some earnings data are given by proxy (supplied by one household member on behalf of another) which can further undermine accuracy. While the data are considered to be good at exploring relativities between groups, they are less accurate predictors of absolute levels of earnings.

Economic activity

Economic activity is one of the key measures used in the APS to describe the economic status of respondents. Economically active people are those aged over 16 who are either in employment or ILO unemployed (defined below). This group of people are those active in the labour force.

Economic activity rate (%)

The economic activity rate is the number of people who are in employment or unemployed as a percentage of the total population. Rates can be calculated for any population group.

Economically inactive

People who are neither in employment nor unemployed (on the ILO measure). This group includes, for example, people who caring for their family or retired (as well as those aged under 16).

Employment

People aged 16 or over who did some paid work in the reference week (whether as an employee or self-employed); those who had a job that they were temporarily away from (eg on holiday); those on government supported training and employment programmes; and those doing unpaid family work (ie working in family business).

Employment rate (%)

The number of people in employment expressed as a percentage of the population in that age group.

Ethnic groups

Ethnic groups are defined using the National Statistics interim standard classification of ethnic groups. The final categories presented are broadly similar to those used in the 2001 Census (though there is no separate 'White Irish' category). The term BAME (Black, Asian & minority ethnic) groups is used in this context to refer to all ethnic groups except White groups.

Family

A family unit comprises either a single person or a married/co-habiting couple on their own, or with children (who are never married and who have no children of their own) or lone parents with such children.

Full-time/part-time employment

The LFS classification of employees as part-time or full-time is generally on the basis of self-assessment. People on government-supported training and employment programme who are at college in the survey reference week are classified, by convention, as part-time.

Full-time education

In the LFS, this is defined to include those people over the age of 16 who state that they are still at school or in some other form of full-time education, including sandwich courses. People on part-time courses, day or block release courses, or government training schemes are NOT included.

ILO unemployment

The International Labour Organisation's (ILO) measure of unemployment refers to people without a job who were able to start work in two weeks following their APS interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained. This measure is different to the claimant count measure of unemployment that is based solely on eligibility for benefits (ie Jobseekers' Allowance). The ILO measure is generally accepted to be a more comprehensive measure and is usually higher than the claimant count for any given period, especially for women.

ILO unemployment rate (%)

The percentage of economically active people who are unemployed on the ILO measure, usually refers to those aged 16 and over or those of working age.

Lone parents

Are women or men with dependent children who head a lone parent family unit (ie are not living with a partner or spouse).

NS-SEC

National Statistics Socio-economic Classification (NS-SEC) was introduced in 2001 to replace Social Class based on occupation, formerly the Registrar General's Social Class and Socio-Economic Group). More detail about the basis of NS-SEC and the 8 key classifications can be found on the ONS website:

<http://www.statistics.gov.uk/about/data/classifications/current/default.asp>

Occupation (SOC 2000)

The latest LFS annual dataset (2002-03) classifies respondents' occupation on the basis of the Standard Occupational Classification (SOC 2000), introduced in June 2000. This replaces the old SOC 1990. Detail on the SOC categories can be found on the ONS website at the following link:

<http://www.statistics.gov.uk/about/data/classifications/current/default.asp>

Qualifications Levels

Higher level qualifications generally relates to those qualified to NVQ 4 level and above (includes degrees and other higher level qualifications above A level).

Parents

Parents are fathers and mothers who have one or more dependent children living with them or away at boarding school or university halls of residence. Adoptive and step-parents are included but foster parents and those who live in a separate household from their children are not. In this analysis, only parents of working age are covered.

Public Sector

The APS defines the public sector as 'that owned, funded or run by central or local government'. The private sector is defined as everything else and includes the voluntary sector.

Appendix B: Tables

B1	Working age population by gender and disability, Greater London, 2005
B2	Disability by age and gender, Greater London, 2005
B3	Disability by age and ethnicity, Greater London, 2005
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B18	Employment by NS-SEC and disability, Greater London, 2005
B19	Employment in the public sector by disability, Greater London, 2005
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B21	Earnings by employees by disability and qualifications, Greater London, 2005
B22	Earnings of employees by disability and socio-economic group, Greater London, 2005
B23	Employment rates for regions by disability, 2005
B24	Employment rates for disabled and non-disabled people, London & UK, 2005
B25	Employment rates of parents by gender and disability, London & UK, 2005
B26	Disability by London borough, persons working age, 2005
B27	Employment rates by disability, persons working age, London Boroughs, 2005

B1 Working age population by gender and disability, Greater London, 2005

	Number	As % of working age population
Persons working age (16-59/64)	4,823,000	100.0
Disabled people	760,000	15.8
- Both DDA & work-limiting disabled	475,000	9.8
- DDA disabled only	139,000	2.9
- Work-limiting disabled only	146,000	3.0
<i>All with DDA disability</i>	<i>614,000</i>	<i>12.7</i>
<i>All with work-limiting disability</i>	<i>620,000</i>	<i>12.9</i>
Non-disabled people	4,063,000	84.2
Males aged 16-64	2,477,000	100.0
Disabled people	381,000	15.4
- Both DDA & work-limiting disabled	238,000	9.6
- DDA disabled only	64,000	2.6
- Work-limiting disabled only	79,000	3.2
<i>All with DDA disability</i>	<i>302,000</i>	<i>12.2</i>
<i>All with work-limiting disability</i>	<i>316,000</i>	<i>12.8</i>
Non-disabled people	2,097,000	84.6
Females aged 16-59	2,346,000	100.0
Disabled people	379,000	16.2
- Both DDA & work-limiting disabled	237,000	10.1
- DDA disabled only	75,000	3.2
- Work-limiting disabled only	67,000	2.9
<i>All with DDA disability</i>	<i>312,000</i>	<i>13.3</i>
<i>All with work-limiting disability</i>	<i>304,000</i>	<i>13.0</i>
Non-disabled people	1,967,000	83.8

Source: Annual Population Survey 2005

Notes: See Section 1 for a full explanation of APS disability definitions.

B2 Disability by age and gender, Greater London, 2005

	All persons	Number		% total			% disabled people
		Disabled people	Non-disabled people	All persons	Disabled people	Non-disabled people	
All working age	4,823,000	760,000	4,063,000	100	100	100	16
Age 16-24	873,000	68,000	806,000	18	9	20	8
Age 25-34	1,281,000	110,000	1,172,000	27	14	29	9
Age 35-44	1,242,000	195,000	1,048,000	26	26	26	16
Age 45-54	898,000	211,000	687,000	19	28	17	24
Age 55-59/64	528,000	177,000	351,000	11	23	9	33
Men							
All aged 16-64	2,477,000	381,000	2,096,000	100	100	100	15
Age 16-24	432,000	(33,000)	399,000	17	(9)	19	(8)
Age 25-34	641,000	(53,000)	588,000	26	(14)	28	(8)
Age 35-44	629,000	90,000	539,000	25	24	26	14
Age 45-54	446,000	96,000	350,000	18	25	17	22
Age 55-64	329,000	109,000	220,000	13	29	10	33
Age 55-59	188,000	61,000	128,000	8	16	6	32
Age 60-64	140,000	(48,000)	92,000	6	(13)	4	(35)
All aged 16-59	2,337,000	332,000	2,005,000	94	87	96	14
Women							
All aged 16-59	2,346,000	379,000	1,967,000	100	100	100	16
Age 16-24	441,000	(35,000)	406,000	19	(9)	21	(8)
Age 25-34	640,000	57,000	584,000	27	15	30	9
Age 35-44	613,000	105,000	508,000	26	28	26	17
Age 45-54	452,000	115,000	337,000	19	30	17	25
Age 55-59	199,000	68,000	132,000	8	18	7	34

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

B3 Disability by age and ethnicity, Greater London, 2005

	Number			% total			% disabled people
	All persons	Disabled people	Non-disabled people	All persons	Disabled people	Non-disabled people	
All working age	4,823,000	760,000	4,063,000	100	100	100	16
Age 16-24	873,000	68,000	806,000	18	9	20	8
Age 25-34	1,281,000	110,000	1,172,000	27	14	29	9
Age 35-44	1,242,000	195,000	1,048,000	26	26	26	16
Age 45-54	898,000	211,000	687,000	19	28	17	24
Age 55-59/64	528,000	177,000	351,000	11	23	9	33
White groups							
All working age	3,206,000	508,000	2,699,000	100	100	100	16
Age 16-24	496,000	(44,000)	452,000	15	(9)	17	(9)
Age 25-34	846,000	76,000	770,000	26	15	29	9
Age 35-44	821,000	122,000	699,000	26	24	26	15
Age 45-54	621,000	130,000	491,000	19	26	18	21
Age 55-59/64	423,000	136,000	287,000	13	27	11	32
BAME (Black, Asian and minority ethnic groups)							
All working age	1,607,000	251,000	1,357,000	100	100	100	16
Age 16-24	376,000	(24,000)	353,000	23	(9)	26	(6)
Age 25-34	433,000	(34,000)	399,000	27	(13)	29	(8)
Age 35-44	419,000	72,000	347,000	26	29	26	17
Age 45-54	275,000	81,000	195,000	17	32	14	29
Age 55-59/64	104,000	(41,000)	63,000	6	(16)	5	(39)

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

B4 Demographic profile of Londoners by disability, 2005

	All	Disabled people	Number Non-disabled people	All	Disabled people	% total Non-disabled people	% disabled people
Persons working age	4,823,000	760,000	4,063,000	100	100	100	16
Male	2,477,000	381,000	2,096,000	51	50	52	15
Female	2,346,000	379,000	1,967,000	49	50	48	16
Age 16-24	873,000	68,000	806,000	18	9	20	8
Age 25-34	1,281,000	110,000	1,172,000	27	14	29	9
Age 35-44	1,242,000	195,000	1,048,000	26	26	26	16
Age 45-54	898,000	211,000	687,000	19	28	17	24
Age 55-59/64	528,000	177,000	351,000	11	23	9	33
Parenthood							
Women: with dep. children	958,000	146,000	811,000	20	19	20	15
- lone parent	301,000	67,000	234,000	6	9	6	22
- couple mother	657,000	80,000	578,000	14	11	14	12
Women: no dep. children	1,377,000	232,000	1,145,000	29	31	28	17
Men: with dep. children	749,000	109,000	640,000	16	14	16	14
Men: no dep. children	1,709,000	270,000	1,439,000	36	36	36	16
Ethnicity, country of birth and nationality							
White groups	3,206,000	508,000	2,699,000	67	67	67	16
BAME Groups	1,607,000	251,000	1,357,000	33	33	33	16
Born in UK	3,031,000	489,000	2,542,000	63	64	63	16
- White groups	2,541,000	433,000	2,108,000	53	57	52	17
- BAME groups	487,000	56,000	431,000	10	7	11	11
Born outside UK	1,788,000	270,000	1,518,000	37	36	37	15
- White groups	666,000	75,000	592,000	14	10	15	11
- BAME groups	1,120,000	195,000	925,000	23	26	23	17
UK national	3,753,000	641,000	3,112,000	78	84	77	17
Foreign national	1,069,000	118,000	950,000	22	16	23	11

Source: Annual Population Survey 2005

Notes: Figures may not sum exactly to overall population totals due to some missing data on ethnicity and family status. BAME=Black, Asian and minority ethnic (groups).

B5 Participation in education by disability, Greater London, 2005

	Number			% total			% disabled people
	All persons	Disabled people	Non-disabled people	All persons	Disabled people	Non-disabled people	
All working age	4,815,000	759,000	4,056,000	100	100	100	16
In full-time education	487,000	(37,000)	451,000	10	(5)	11	(8)
In part-time education	297,000	(49,000)	248,000	6	(6)	6	(17)
Not in education	4,031,000	674,000	3,357,000	84	89	83	17
Age 16-24	871,000	68,000	804,000	100	100	100	8
In full-time education	384,000	(26,000)	359,000	44	(38)	45	(7)
In part-time education	(43,000)	**	(38,000)	(5)	**	(5)	11
Not in education	444,000	(37,000)	407,000	51	(55)	51	(8)
Age 25-59/64	3,944,000	692,000	3,252,000	100	100	100	18
In full-time education	103,000	**	92,000	3	**	3	11
In part-time education	254,000	(44,000)	210,000	6	6	6	(17)
Not in education	3,587,000	636,000	2,951,000	91	92	91	18

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Estimates based on samples of less than 50 (approx) are suppressed due to poor reliability and are denoted by asterisks (**).

B6 Qualifications levels by disability and age, Greater London, 2005

	Persons (excluding students)			% total			% disabled people
	All	Disabled people	Non-disabled people	All	Disabled people	Non-disabled people	
Persons working age (excluding students)	4,280,000	717,000	3,564,000	100	100	100	17
NVQ 4 and above	1,528,000	160,000	1,368,000	36	22	38	10
- Degree or equivalent	1,255,000	111,000	1,144,000	29	16	32	9
- Other higher education	273,000	(48,000)	225,000	6	(7)	6	(18)
Other qualifications	2,115,000	346,000	1,769,000	49	48	50	16
- NVQ 3 or below	1,491,000	249,000	1,242,000	35	35	35	17
- Other (& foreign quals)	624,000	96,000	527,000	15	13	15	15
No qualifications	638,000	211,000	426,000	15	29	12	33
Age 16-24	481,000	(42,000)	440,000	100	(100)	100	(9)
NVQ 4 and above	122,000	**	114,000	25	**	26	**
Other qualifications	289,000	(22,000)	267,000	60	(54)	61	(8)
No qualifications	70,000	**	59,000	15	**	13	**
Age 25-34	1,199,000	104,000	1,094,000	100	100	100	9
NVQ 4 and above	547,000	(30,000)	518,000	46	(28)	47	(5)
Other qualifications	538,000	54,000	484,000	45	52	44	10
No qualifications	113,000	(20,000)	93,000	9	(19)	8	(18)
Age 35-44	1,202,000	191,000	1,011,000	100	100	100	16
NVQ 4 and above	440,000	(44,000)	396,000	37	(23)	39	(10)
Other qualifications	602,000	95,000	507,000	50	50	50	16
No qualifications	160,000	(52,000)	108,000	13	(27)	11	(32)
Age 45-54	876,000	205,000	671,000	100	100	100	23
NVQ 4 and above	276,000	(40,000)	237,000	32	(20)	35	(14)
Other qualifications	436,000	100,000	336,000	50	49	50	23
No qualifications	164,000	65,000	99,000	19	32	15	40
Age 55-59/64	522,000	175,000	347,000	100	100	100	34
NVQ 4 and above	142,000	(38,000)	104,000	27	(22)	30	(27)
Other qualifications	250,000	74,000	175,000	48	42	51	30
No qualifications	131,000	63,000	68,000	25	36	20	48

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Estimates based on samples of less than 50 (approx) are suppressed due to very poor reliability and are denoted by asterisks (**). Data exclude those with missing data on qualifications.

B7 Economic activity by disability and gender, Greater London, 2005

	Persons working age			All	Disabled people	% total Non-disabled people	% who are disabled people
	All	Disabled people	Non-disabled people				
All persons working age	4,823,000	760,000	4,063,000	100	100	100	16
Economically active	3,591,000	381,000	3,211,000	74	50	79	11
In employment	3,330,000	340,000	2,990,000	69	45	74	10
- Employees	2,804,000	285,000	2,519,000	58	37	62	10
- Self-employed	526,000	56,000	471,000	11	7	12	11
Unemployed	261,000	(40,000)	221,000	5	(5)	5	(15)
<i>Unemployment rate (%)</i>				7	11	7	
Economically inactive	1,232,000	379,000	852,000	26	50	21	31
<i>Main reason for inactivity</i>							
Student	371,000	(27,000)	344,000	8	(4)	8	(7)
Looking after family/home	394,000	72,000	322,000	8	10	8	18
Sick or disabled	259,000	242,000	(16,000)	5	32	(<1)	94
Retired	(44,000)	**	(31,000)	(1)	**	(1)	**
Other reason	164,000	(24,000)	140,000	3	(3)	3	(15)
<i>All not in employment</i>	<i>1,493,000</i>	<i>420,000</i>	<i>1,073,000</i>	<i>31</i>	<i>55</i>	<i>26</i>	<i>28</i>
All men aged 16-64	2,477,000	381,000	2,096,000	100	100	100	15
Economically active	2,010,000	203,000	1,807,000	81	53	86	10
In employment	1,852,000	177,000	1,675,000	75	46	80	10
Unemployed	157,000	(26,000)	131,000	6	(7)	6	(17)
Economically inactive	467,000	177,000	290,000	19	47	14	38
<i>All not in employment</i>	<i>625,000</i>	<i>204,000</i>	<i>421,000</i>	<i>25</i>	<i>54</i>	<i>20</i>	<i>33</i>
All women aged 16-59	2,346,000	379,000	1,967,000	100	100	100	16
Economically active	1,582,000	177,000	1,404,000	67	47	71	11
In employment	1,478,000	163,000	1,315,000	63	43	67	11
Unemployed	104,000	**	90,000	4	**	5	**
Economically inactive	764,000	202,000	563,000	33	53	29	26
<i>All not in employment</i>	<i>868,000</i>	<i>216,000</i>	<i>652,000</i>	<i>37</i>	<i>57</i>	<i>33</i>	<i>25</i>

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Estimates based on samples of less than 50 (approx) are suppressed due to very poor reliability and are denoted by asterisks (**).

B8 Employment rates by gender and disability, Greater London, 2005

	In employment (working age)	All persons working age	Employment rate (%)
Persons			
Disabled people	340,000	760,000	45
- Both DDA & work-limiting disabled	142,000	475,000	30
- DDA disabled only	107,000	139,000	77
- Work-limiting disabled only	91,000	146,000	62
<i>All with DDA disability</i>	<i>249,000</i>	<i>614,000</i>	<i>41</i>
<i>All with work-limiting disability</i>	<i>233,000</i>	<i>620,000</i>	<i>38</i>
Non-disabled people	2,990,000	4,063,000	74
Males			
Disabled people	177,000	381,000	46
- Both DDA & work-limiting disabled	73,000	238,000	31
- DDA disabled only	(53,000)	64,000	(82)
- Work-limiting disabled only	(51,000)	79,000	(65)
<i>All with DDA disability</i>	<i>126,000</i>	<i>302,000</i>	<i>42</i>
<i>All with work-limiting disability</i>	<i>124,000</i>	<i>316,000</i>	<i>39</i>
Non-disabled people	1,676,000	2,097,000	80
Females			
Disabled people	163,000	379,000	43
- Both DDA & work-limiting disabled	69,000	237,000	29
- DDA disabled only	54,000	75,000	73
- Work-limiting disabled only	(40,000)	67,000	(59)
<i>All with DDA disability</i>	<i>124,000</i>	<i>312,000</i>	<i>40</i>
<i>All with work-limiting disability</i>	<i>109,000</i>	<i>304,000</i>	<i>36</i>
Non-disabled people	1,315,000	1,967,000	67

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

B9 Employment rates by age and disability, Greater London, 2005

	Persons working age			Employment rate (%)
	All persons	In employment	Not in employment	
All persons				
All aged 16-59/64	4,823,000	3,330,000	1,493,000	69
Age 16-24	873,000	381,000	492,000	44
<i>Age 16-24 (excluding students)</i>	<i>487,000</i>	<i>295,000</i>	<i>192,000</i>	<i>61</i>
Age 25-34	1,281,000	969,000	312,000	76
Age 35-44	1,242,000	936,000	306,000	75
Age 45-54	898,000	693,000	205,000	77
Age 55-59/64	528,000	351,000	177,000	66
Disabled people				
All aged 16-59/64	760,000	340,000	420,000	45
Age 16-24	68,000	(20,000)	(48,000)	(29)
<i>Age 16-24 (excluding students)</i>	<i>(42,000)</i>	<i>15,000</i>	<i>(27,000)</i>	<i>(36)</i>
Age 25-34	110,000	57,000	(53,000)	52
Age 35-44	195,000	89,000	105,000	46
Age 45-54	211,000	104,000	107,000	49
Age 55-59/64	177,000	70,000	107,000	40
Non-disabled people				
All aged 16-59/64	4,063,000	2,990,000	1,073,000	74
Age 16-24	806,000	361,000	445,000	45
<i>Age 16-24 (excluding students)</i>	<i>445,000</i>	<i>280,000</i>	<i>165,000</i>	<i>63</i>
Age 25-34	1,172,000	912,000	259,000	78
Age 35-44	1,048,000	847,000	201,000	81
Age 45-54	687,000	589,000	98,000	86
Age 55-59/64	351,000	281,000	71,000	80

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

B10 Employment rates of disabled people by main health problem or impairment, Greater London, 2005

	Disabled people, working age			
	Persons	% total	In employment	Employment rate (%)
All disabled people (working age)	748,000	100	338,000	45
Musculo-skeletal	233,000	31	108,000	46
- Arms, hands	(42,000)	(6)	(20,000)	(48)
- Legs or feet	71,000	9	(33,000)	(46)
- Back or neck	120,000	16	55,000	46
Sensory impairments	(26,000)	(3)	(15,000)	(59)
- Difficulty in seeing	**	**	**	**
- Difficulty in hearing	**	**	**	**
Physical illnesses/health problems	294,000	39	156,000	53
- Chest, breathing problems	74,000	10	(42,000)	(57)
- Heart, blood, pressure, circulation	79,000	11	(44,000)	(55)
- Stomach, liver, kidney, digestion	(36,000)	(5)	(18,000)	(49)
- Diabetes	(53,000)	(7)	(32,000)	(61)
- Epilepsy	(15,000)	(2)	**	**
- Progressive illness n.e.c.	(37,000)	(5)	**	**
Mental health	87,000	12	(17,000)	(19)
- Depression, bad nerves	(49,000)	(7)	**	**
- Mental illness, phobia, panics	(38,000)	(5)	**	**
Other health problems & impairments	108,000	14	(42,000)	(39)
- Learning difficulties	(18,000)	(2)	**	**
- Skin conditions, allergies	**	**	**	**
- Other	77,000	10	(30,000)	(39)

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Estimates based on samples of less than 50 (approx) are suppressed due to very poor reliability and are denoted by asterisks (**).

B11 Employment rates of disabled people by main health problem or impairment, UK, 2005

	Disabled people, working age			
	Persons	% total	In employment	Employment rate (%)
All disabled people (working age)	6,787,000	100	3,359,000	49
Musculo-skeletal	2,250,000	33	1,090,000	48
- Arms, hands	418,000	6	210,000	50
- Legs or feet	726,000	11	339,000	47
- Back or neck	1,107,000	16	541,000	49
Sensory impairments	209,000	3	117,000	56
- Difficulty in seeing	107,000	2	(50,000)	(47)
- Difficulty in hearing	102,000	2	66,000	65
Other physical illnesses/health problems	2,749,000	40	1,586,000	58
- Chest, breathing problems	762,000	11	493,000	65
- Heart, blood, pressure, circulation	767,000	11	437,000	57
- Stomach, liver, kidney, digestion	341,000	5	192,000	56
- Diabetes	392,000	6	259,000	66
- Epilepsy	151,000	2	67,000	44
- Progressive illness n.e.c.	335,000	5	139,000	41
Mental health	715,000	11	144,000	20
- Depression, bad nerves	476,000	7	118,000	25
- Mental illness, phobia, panics	239,000	4	(26,000)	(11)
Other health problems and impairments	864,000	13	422,000	49
- Learning difficulties	173,000	3	(44,000)	(25)
- Skin conditions, allergies	103,000	2	70,000	68
- Other	588,000	9	309,000	53

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

B12 Employment rates by gender, parenting and disability, Greater London, 2005

	In employment (working age)	All persons working age	Employment rate (%)
Men with dependent children	637,000	749,000	85
Disabled fathers	62,000	109,000	57
Non-disabled fathers	576,000	640,000	90
Women with dependent children	518,000	958,000	54
Disabled mothers	(50,000)	146,000	(34)
Non-disabled mothers	468,000	811,000	58
Men without dependent children	1,199,000	1,709,000	70
Disabled men	114,000	270,000	42
Non-disabled men	1,085,000	1,439,000	75
Women without dependent children	950,000	1,377,000	69
Disabled women	113,000	232,000	49
Non-disabled women	837,000	1,145,000	73

Source: Annual Population Survey 2005

Notes: See Appendix A for a full explanation of APS disability definitions. Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates. Data exclude respondents with missing data on family status.

B13 Employment rates by disability, gender and country of birth, Greater London, 2005

	In employment	All persons	Persons working age Employment rate (%)
All persons aged 16-59/64	3,329,000	4,819,000	69
- Born in UK	2,188,000	3,031,000	72
- Born outside UK	1,141,000	1,788,000	64
Disabled people	340,000	759,000	45
- Born in UK	238,000	489,000	49
- Born outside UK	102,000	270,000	38
Non-disabled people	2,989,000	4,060,000	74
- Born in UK	1,950,000	2,542,000	77
- Born outside UK	1,039,000	1,518,000	68
All men aged 16-64	1,852,000	2,476,000	75
- Born in UK	1,213,000	1,592,000	76
- Born outside UK	639,000	883,000	72
Disabled men	177,000	381,000	46
- Born in UK	127,000	255,000	50
- Born outside UK	(49,000)	125,000	(39)
Non-disabled men	1,675,000	2,095,000	80
- Born in UK	1,085,000	1,337,000	81
- Born outside UK	590,000	758,000	78
All women aged 16-59	1,477,000	2,344,000	63
- Born in UK	975,000	1,439,000	68
- Born outside UK	502,000	905,000	55
Disabled women	163,000	379,000	43
- Born in UK	111,000	234,000	47
- Born outside UK	(52,000)	145,000	(36)
Non-disabled women	1,314,000	1,965,000	67
- Born in UK	864,000	1,205,000	72
- Born outside UK	450,000	760,000	59

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Respondents whose country of birth was unknown are excluded from this table, for this reason, totals and percentages may be slightly different to those on other tables.

B14 Employment rates by disability, gender and ethnicity, Greater London, 2005

	Persons working age		
	In employment	All persons	Employment rate (%)
Persons			
All persons aged 16-59/64	3,325,000	4,813,000	69
- White groups	2,395,000	3,206,000	75
- BAME Groups	930,000	1,607,000	58
Disabled people	340,000	758,000	45
- White groups	250,000	508,000	49
- BAME Groups	91,000	251,000	36
Non-disabled people	2,985,000	4,055,000	74
- White groups	2,146,000	2,699,000	80
- BAME Groups	839,000	1,357,000	62
Men			
All men aged 16-64	1,849,000	2,472,000	75
- White groups	1,341,000	1,688,000	79
- BAME Groups	509,000	784,000	65
Disabled men	177,000	380,000	47
- White groups	132,000	261,000	51
- BAME Groups	(44,000)	119,000	(37)
Non-disabled men	1,673,000	2,092,000	80
- White groups	1,208,000	1,427,000	85
- BAME Groups	464,000	665,000	70
Women			
All women aged 16-59	1,475,000	2,341,000	63
- White groups	1,054,000	1,518,000	69
- BAME Groups	421,000	823,000	51
Disabled women	163,000	378,000	43
- White groups	117,000	247,000	47
- BAME Groups	(46,000)	132,000	(35)
Non-disabled women	1,312,000	1,963,000	67
- White groups	937,000	1,271,000	74
- BAME Groups	375,000	691,000	54

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Respondents whose ethnic group was unknown are excluded from this table, for this reason, totals may be lower than those on other tables. BAME=Black, Asian and minority ethnic (groups).

B15 Employment rates by qualifications level and disability, Greater London, 2005

	Persons working age			Employment rate (%)
	All persons	In employment	Not in employment	
All persons	4,761,000	3,292,000	1,469,000	69
Degree or equivalent	1,310,000	1,126,000	184,000	86
Other higher education	292,000	234,000	58,000	80
NVQ level 3/equivalent or below	1,795,000	1,198,000	596,000	67
Other qualifications (inc foreign quals)	674,000	447,000	228,000	66
No qualifications	690,000	286,000	404,000	41
Disabled people	753,000	338,000	415,000	45
Degree or equivalent	115,000	85,000	(29,000)	74
Other higher education	(49,000)	(33,000)	(16,000)	(67)
NVQ level 3/equivalent or below	271,000	140,000	131,000	52
Other qualifications (inc foreign quals)	99,000	(36,000)	63,000	(36)
No qualifications	219,000	(44,000)	175,000	(20)
Non-disabled people	4,009,000	2,954,000	1,055,000	74
Degree or equivalent	1,195,000	1,041,000	154,000	87
Other higher education	243,000	201,000	(42,000)	83
NVQ level 3/equivalent or below	1,524,000	1,059,000	465,000	69
Other qualifications (inc foreign quals)	576,000	411,000	165,000	71
No qualifications	471,000	242,000	229,000	51

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Respondents whose qualifications levels were unknown are excluded from this table, for this reason, totals may be slightly different to those on other tables.

B16 Full and part-time employment by gender and disability, Greater London, 2005

	All persons	Disabled people	Non-disabled people
Persons working age	4,819,000	760,000	4,060,000
All in employment	3,326,000	340,000	2,986,000
- In full-time employment	2,677,000	247,000	2,430,000
- In part-time employment	650,000	94,000	556,000
<i>% of workers employed part-time</i>	20	28	19
Men aged 16-64	2,475,000	381,000	2,094,000
All in employment	1,850,000	177,000	1,673,000
- In full-time employment	1,658,000	147,000	1,511,000
- In part-time employment	192,000	(29,000)	162,000
<i>% of workers employed part-time</i>	10	(17)	10
Women aged 16-59	2,344,000	379,000	1,965,000
All in employment	1,476,000	163,000	1,313,000
- In full-time employment	1,018,000	99,000	919,000
- In part-time employment	458,000	64,000	394,000
<i>% of workers employed part-time</i>	31	39	30

	All persons	Employment rates (%) Disabled people	Non-disabled people	Difference in rates (Disabled - non-disabled)
Persons working age				
Employment rate (%)	69	45	74	-29
Full-time employment rate (%)	56	32	60	-27
Part-time employment rate (%)	13	12	14	-1
Men aged 16-64				
Employment rate (%)	75	46	80	-33
Full-time employment rate (%)	67	39	72	-33
Part-time employment rate (%)	8	(8)	8	(0)
Women aged 16-59				
Employment rate (%)	63	43	67	-24
Full-time employment rate (%)	43	26	47	-21
Part-time employment rate (%)	20	17	20	-3

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability.

B17 Employment by occupational group and disability, Greater London, 2005

	Persons working age			% disabled people
	All persons	Disabled people	Non-Disabled people	
All in employment	3,311,000	337,000	2,974,000	10
1 Managers and senior officials	590,000	(47,000)	543,000	(8)
2 Professional occupations	537,000	(44,000)	493,000	(8)
3 Associate professional and technical	620,000	(52,000)	568,000	(8)
4 Administrative and secretarial	441,000	59,000	382,000	13
5 Skilled trades occupations	258,000	(28,000)	231,000	(11)
6 Personal service occupations	221,000	(33,000)	188,000	(15)
7 Sales and customer service occupations	205,000	(16,000)	189,000	(8)
8 Process, plant and machine operatives	162,000	(19,000)	143,000	(12)
9 Elementary occupations	276,000	(39,000)	237,000	(14)
All groups 1-3	1,747,000	143,000	1,604,000	8
All groups 4-9	1,564,000	194,000	1,370,000	12
				% totals
All in employment	100	100	100	
1 Managers and senior officials	18	(14)	18	
2 Professional occupations	16	(13)	17	
3 Associate professional and technical	19	(16)	19	
4 Administrative and secretarial	13	18	13	
5 Skilled trades occupations	8	(8)	8	
6 Personal service occupations	7	(10)	6	
7 Sales and customer service occupations	6	(5)	6	
8 Process, plant and machine operatives	5	(6)	5	
9 Elementary occupations	8	(11)	8	
All groups 1-3	53	42	54	
All groups 4-9	47	58	46	

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Respondents whose employment status was unknown are excluded from this table, for this reason, employment totals may be slightly different to those on other tables.

B18 Employment by NS-SEC and disability, Greater London, 2005

	All persons	Disabled people	Non-disabled people	% disabled people
All persons working age	4,823,000	760,000	4,063,000	16
Higher managerial and professional	684,000	(51,000)	633,000	(7)
Lower managerial and professional	1,141,000	129,000	1,011,000	11
Intermediate occupations	454,000	59,000	395,000	13
Small employers and own account workers	367,000	57,000	311,000	15
Lower supervisory and technical	271,000	(46,000)	225,000	(17)
Semi-routine occupations	432,000	70,000	362,000	16
Routine occupations	294,000	56,000	239,000	19
Never worked, unemployed, and those not classified elsewhere	1,180,000	292,000	888,000	25
	% totals			
All persons working age	100	100	100	
Higher managerial and professional	14	(7)	16	
Lower managerial and professional	24	17	25	
Intermediate occupations	9	8	10	
Small employers and own account workers	8	7	8	
Lower supervisory and technical	6	(6)	6	
Semi-routine occupations	9	9	9	
Routine occupations	6	7	6	
Never worked, unemployed, and those not classified elsewhere	24	38	22	
	% totals (excluding 'never worked, long term unemployed' etc)			
All persons working age (excluding 'never worked group')	100	100	100	
Higher managerial and professional	19	(11)	20	
Lower managerial and professional	31	28	32	
Intermediate occupations	12	13	12	
Small employers and own account workers	10	12	10	
Lower supervisory and technical	7	(10)	7	
Semi-routine occupations	12	15	11	
Routine occupations	8	12	8	

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Respondents whose employment status was unknown are excluded from this table, for this reason, employment totals may be slightly different to those on other tables.

B19 Employment by public and private sector, Greater London, 2005

By public/private sector	Persons working age			% disabled people
	All persons	Disabled people	Non-disabled people	
All in employment (working age)	3,308,000	336,000	2,972,000	10
Private firm or business	2,449,000	226,000	2,224,000	9
Charity, voluntary organisation or trust	93,000	(13,000)	80,000	(14)
Public sector	766,000	98,000	668,000	13
- Central government/civil service	120,000	(19,000)	101,000	(16)
- Local government, police and fire	345,000	(45,000)	300,000	(13)
- Health authority or NHS trust	159,000	(18,000)	141,000	(11)
- Other public sector	142,000	(16,000)	126,000	(11)
			% totals	
All in employment (working age)	100	100	100	
Private firm or business	74	67	75	
Charity, voluntary organisation or trust	3	(4)	3	
Public sector	23	29	22	
- Central government/civil service	4	(6)	3	
- Local government, police and fire	10	(13)	10	
- Health authority or NHS trust	5	(5)	5	
- Other public sector	4	(5)	4	

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise their higher levels of sampling variability. Respondents whose employment status was unknown are excluded from this table, for this reason, employment totals may be slightly different to those on other tables.

B20 Earnings by disability and gender, Greater London, 2005

Base: employees resident in Greater London	Gross average hourly earnings (£), working age employees			
	Mean	Median	Percentile 25 (25% earn less than...)	Percentile 75 (75% earn less than...)
All employees working age	13.93	11.75	7.92	17.11
Disabled people	12.46	10.47	7.30	15.94
- DDA and work-limiting	11.49	10.00	6.93	14.83
- DDA only	13.79	11.00	7.89	17.31
- Work-limiting only	11.99	10.50	6.67	14.87
Not disabled	14.13	11.87	8.00	17.30
Male employees	15.30	12.68	8.55	19.21
Disabled men	13.44	11.05	7.50	17.88
- DDA and work-limiting	(11.98)	(9.61)	(6.87)	(15.59)
- DDA only	(15.37)	(12.14)	(8.61)	(20.24)
- Work-limiting only	(12.74)	(11.28)	(6.35)	(16.83)
Non-disabled men	15.52	12.82	8.65	19.23
Female employees	12.50	10.86	7.33	15.40
Disabled women	11.61	10.13	7.21	14.92
- DDA and work-limiting	(11.13)	(10.00)	(6.93)	(14.29)
- DDA only	(12.42)	(10.32)	(7.64)	(16.02)
- Work-limiting only	(11.17)	(10.21)	(7.19)	(13.55)
Non-disabled women	12.63	10.94	7.34	15.58
Full-time employees	14.78	12.63	8.87	17.80
Disabled people	13.54	11.55	8.33	16.83
Non-disabled people	14.93	12.70	8.97	17.96
Part-time employees	10.40	7.60	5.56	12.10
Disabled people	9.37	7.58	5.64	10.85
Non-disabled people	10.59	7.64	5.56	12.50
Pay gap (Disabled people's pay as % of non-disabled people's pay)				
All employees	88	88	91	92
Men	87	86	87	93
Women	92	93	98	96
Full-time employees	91	91	93	94
Part-time employees	88	99	101	87

Source: Annual Population Survey 2005

Notes: Data exclude the self employed and relate only to London residents. Following ONS convention, the data exclude the small number of very high earning respondents (ie those earning £100 an hour or more). Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates. APS data are known to under-estimate earnings levels.

B21 Earnings by disability and qualifications levels, Greater London, 2005

Gross average hourly earnings (£), working age employees				
Base: working age employees resident in Greater London	Mean	Median	Percentile 25 (25% earn less than...)	Percentile 75 (75% earn less than...)
All employees	13.93	11.75	7.92	17.11
Degree or equivalent	18.48	16.18	12.00	22.44
Other higher education	13.39	12.63	9.37	16.44
NVQ level 3/equivalent or below	11.69	9.89	7.14	13.80
Other qualifications (inc foreign quals)	11.38	9.06	6.54	13.50
No qualifications	7.72	7.08	5.35	9.44
Disabled employees (all)	12.46	10.47	7.30	15.94
Degree or equivalent	17.97	16.74	12.14	21.36
Other higher education	(11.52)	(11.53)	(7.58)	(14.37)
NVQ level 3/equivalent or below	11.05	9.37	7.30	12.63
Other qualifications (inc foreign quals)	(10.19)	(8.73)	(6.67)	(12.14)
No qualifications	(7.18)	(6.05)	(5.00)	(8.75)
Non-disabled employees (all)	14.13	11.87	8.00	17.30
Degree or equivalent	18.53	16.18	11.95	22.46
Other higher education	13.71	12.78	9.63	16.71
NVQ level 3/equivalent or below	11.78	10.00	7.11	13.86
Other qualifications (inc foreign quals)	11.50	9.07	6.50	13.66
No qualifications	7.85	7.29	5.47	9.58
Pay gap (Disabled people's pay as % of non-disabled people's pay)				
All employees	88	88	91	92
Degree or equivalent	97	103	102	95
Other higher education	(84)	(90)	(79)	(86)
NVQ level 3/equivalent or below	94	94	103	91
Other qualifications (inc foreign quals)	(89)	(96)	(103)	(89)
No qualifications	(91)	(83)	(91)	(91)

Source: Annual Population Survey 2005

Notes: Data exclude the self employed and relate only to London residents. Following ONS convention, the data exclude the small number of very high earning respondents (ie those earning £100 an hour or more). Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates. APS data are known to under-estimate earnings levels.

B22 Earnings by disability and NS-SEC, Greater London, 2005

Base: working age employees resident in Greater London	Gross average hourly earnings (£), working age employees			
	Mean	Median	Percentile 25	Percentile 75
			(25% earn less than...)	(75% earn less than...)
All employees	13.93	11.75	7.92	17.11
Higher managerial and professional	21.87	19.23	14.09	26.10
Lower managerial and professional	15.49	13.84	10.58	18.13
Intermediate occupations	10.60	9.63	7.70	12.49
Lower supervisory and technical	10.00	9.00	6.67	11.96
Semi-routine occupations	7.50	7.00	5.67	8.81
Routine occupations	7.61	7.11	5.36	9.23
Disabled employees (all)	12.46	10.47	7.30	15.94
Higher managerial and professional	(20.04)	(18.40)	(13.89)	(24.58)
Lower managerial and professional	14.96	13.89	10.17	18.02
Intermediate occupations	(10.11)	(9.37)	(7.71)	(11.53)
Lower supervisory and technical	(8.87)	(7.89)	(6.17)	(10.58)
Semi-routine occupations	(8.23)	(7.30)	(5.73)	(9.39)
Routine occupations	(7.13)	(6.50)	(5.28)	(8.65)
Non-disabled employees (all)	14.13	11.87	8.00	17.30
Higher managerial and professional	22.02	19.23	14.09	26.32
Lower managerial and professional	15.56	13.84	10.63	18.18
Intermediate occupations	10.67	9.68	7.69	12.83
Lower supervisory and technical	10.17	9.20	6.86	12.03
Semi-routine occupations	7.37	7.00	5.67	8.80
Routine occupations	7.70	7.28	5.38	9.44
Pay gap (Disabled people's pay as % of non-disabled people's)				
All employees	88	88	91	92
Higher managerial and professional	(91)	(96)	(99)	(93)
Lower managerial and professional	96	100	96	99
Intermediate occupations	(95)	(97)	(100)	(90)
Lower supervisory and technical	(87)	(86)	(90)	(88)
Semi-routine occupations	(112)	(104)	(101)	(107)
Routine occupations	(93)	(89)	(98)	(92)

Source: Annual Population Survey 2005

Notes: Data cover relevant NS-SEC categories only. Following ONS convention, the data exclude the small number of very high earning respondents (ie those earning £100 an hour or more). Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates. APS data are known to under-estimate earnings levels. See Appendix A for more detail.

B23 Employment rates by disability and region, 2005

Base: persons working age	In employment	Total	Employment rate (%)	% disabled people
All persons				
UK	27,095,000	36,458,000	74	19
North East	1,077,000	1,525,000	71	23
North West	2,978,000	4,100,000	73	20
Yorkshire & Humberside	2,259,000	3,047,000	74	20
East Midlands	1,967,000	2,588,000	76	20
West Midlands	2,346,000	3,196,000	73	19
Eastern	2,593,000	3,327,000	78	16
London	3,330,000	4,823,000	69	16
South East	3,924,000	4,961,000	79	17
South West	2,313,000	2,968,000	78	18
Wales	1,246,000	1,750,000	71	23
Scotland	2,339,000	3,123,000	75	20
Northern Ireland	722,000	1,050,000	69	20
Disabled people				
UK	3,375,000	6,840,000	49	
North East	145,000	356,000	41	
North West	368,000	838,000	44	
Yorkshire & Humberside	303,000	612,000	50	
East Midlands	269,000	505,000	53	
West Midlands	293,000	611,000	48	
Eastern	314,000	545,000	58	
London	340,000	760,000	45	
South East	501,000	825,000	61	
South West	314,000	544,000	58	
Wales	165,000	397,000	42	
Scotland	291,000	636,000	46	
Northern Ireland	72,000	210,000	34	
Non-disabled people				
UK	23,719,000	29,617,000	80	
North East	932,000	1,169,000	80	
North West	2,610,000	3,261,000	80	
Yorkshire & Humberside	1,955,000	2,435,000	80	
East Midlands	1,699,000	2,083,000	82	
West Midlands	2,053,000	2,584,000	79	
Eastern	2,279,000	2,782,000	82	
London	2,990,000	4,063,000	74	
South East	3,424,000	4,136,000	83	
South West	1,999,000	2,424,000	82	
Wales	1,082,000	1,353,000	80	
Scotland	2,048,000	2,487,000	82	
Northern Ireland	649,000	839,000	77	

Source: Annual Population Survey 2005

B24 Employment rates for disabled and non-disabled people, London & UK, 2005

	Employment rates (%), disabled people			Difference in rates (London-UK exc London)
	Greater London	UK (excluding London)	UK	
Disabled people aged 16-59/64	45	50	49	-5
Excluding full-time students	46	51	50	-5
Male	46	52	51	-5
Female	43	48	48	-5
Age 16-24	(29)	45	44	-(16)
Excluding full-time students	(36)	51	50	-(16)
Age 25-44	48	56	55	-8
Age 45-59/64	45	47	47	-2
Qualifications level				
NVQ 4 and above	72	72	72	0
Other qualifications	47	56	55	-8
No qualifications	(20)	24	23	-(4)
Ethnicity and country of birth				
White groups	49	51	50	-1
BAME groups	36	36	36	0
Born in UK	49	50	50	-2
Born outside UK	38	43	41	-5
Non-disabled people aged 16-59/64				
Non-disabled people aged 16-59/64	74	81	80	-8
Excluding full-time students	79	85	84	-6
Male	80	86	85	-6
Female	67	76	75	-9
Age 16-24	45	62	60	-17
Excluding full-time students	63	77	75	-14
Age 25-44	79	86	85	-7
Age 45-59/64	84	86	86	-2
Qualifications level				
NVQ 4 and above	86	90	89	-3
Other qualifications	70	81	79	-11
No qualifications	51	64	62	-13
Ethnicity and country of birth				
White groups	80	82	82	-3
BAME groups	62	65	63	-3
Born in UK	77	82	81	-5
Born outside UK	68	72	71	-4

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates.

B25 Employment rates by gender, parenting and disability, London & UK, 2005

	Employment rates (%), persons working age					Difference in rates	
	Inner London	Outer London	Greater London	UK (exc. London)	UK	Inner-Outer	London-UK (exc London)
All men working age	71	78	75	79	79	-7	-4
Disabled men	(35)	54	46	52	51	-(19)	-5
Non-disabled men	77	82	80	86	85	-5	-6
All women working age	58	66	63	71	70	-8	-8
Disabled women	37	47	43	48	48	-10	-5
Non-disabled women	62	70	67	76	75	-8	-9
Men with dep. children	80	88	85	91	90	-7	-5
Disabled fathers	(46)	(62)	57	66	65	-(16)	-9
Non-disabled fathers	86	92	90	95	94	-6	-5
Women with dep. children	45	60	54	68	66	-15	-14
Disabled mothers	(24)	(41)	(34)	48	46	-(16)	-(14)
Non-disabled mothers	49	63	58	72	70	-14	-14
Men no dep. children	67	72	70	74	73	-5	-3
Disabled men	(31)	50	42	47	46	-(19)	-5
Non-disabled men	74	77	75	81	80	-3	-6
Women no dep. children	66	71	69	73	72	-5	-4
Disabled women	(45)	51	49	48	48	-(6)	0
Non-disabled women	70	75	73	79	79	-5	-6

Source: Annual Population Survey 2005

Notes: Figures which are based on relatively small samples (ie approx 50-200) are shown in brackets to emphasise the higher levels of sampling variability attached to these estimates.

B26 Disability by London borough, persons working age, 2005

	All	Persons working age Disabled people	Disabled people as % of population	Confidence interval (+/-) attached to percentage
Barking and Dagenham	98,800	21,200	21.4	±3.5
Barnet	217,700	28,900	13.3	±3.2
Bexley	135,300	18,300	13.5	±3.1
Brent	173,100	34,700	20.0	±3.5
Bromley	183,200	29,700	16.2	±3.1
Camden	143,000	24,400	17.1	±3.4
Croydon	218,000	37,200	17.1	±3.0
Ealing	207,700	30,300	14.6	±2.7
Enfield	176,800	24,900	14.1	±3.1
Greenwich	138,900	21,700	15.6	±2.9
Hackney	140,400	25,200	17.9	±3.1
Hammersmith and Fulham	126,200	16,700	13.2	±2.6
Haringey	149,900	22,300	14.9	±2.7
Harrow	139,600	25,300	18.1	±3.5
Havering	135,200	18,300	13.5	±3.1
Hillingdon	160,800	26,700	16.6	±3.1
Hounslow	139,700	29,100	20.8	±3.3
Islington	123,100	18,500	15.0	±2.9
Kensington and Chelsea	120,200	18,600	15.4	±2.9
Kingston-upon-Thames	102,700	12,800	12.4	±2.8
Lambeth	178,000	23,800	13.4	±2.9
Lewisham	168,700	28,100	16.6	±3.0
Merton	129,500	15,500	12.0	±2.9
Newham	157,200	31,600	20.1	±3.2
Redbridge	155,100	23,200	15.0	±3.1
Richmond-upon-Thames	121,000	16,300	13.5	±2.8
Southwark	162,400	23,200	14.3	±2.9
Sutton	115,500	20,000	17.3	±3.3
Tower Hamlets	136,300	23,200	17.0	±2.9
Waltham Forest	138,600	24,800	17.9	±3.0
Wandsworth	187,500	26,600	14.2	±3.1
City of Westminster	136,600	18,700	13.7	±2.7
Inner London	1,936,100	300,700	15.5	±0.8
Outer London	2,887,000	459,000	15.9	±0.7
Greater London	4,823,100	759,700	15.8	±0.5

Source: Annual Population Survey 2005

Notes: Borough level APS data are based on relatively small samples and are subject to very large confidence intervals. On this table 95% confidence intervals (CIs) attached to the percentage figure are shown (in percentage points).

B27 Employment rates by disability, persons working age, London Boroughs, 2005

	Disabled people			Non-disabled people		
	In emp- loyment	Emp- loyment rate (%)	CI (+/-) attached to percentage	In emp- loyment	Emp- loyment rate (%)	CI (+/-) attached to percentage
Barking & Dagenham	5,800	27.6	±8.2	56,200	72.3	±4.3
Barnet	13,100	45.2	±12.6	140,200	74.3	±4.4
Bexley	9,700	53.2	±12.2	97,400	83.3	±3.6
Brent	16,800	48.4	±9.4	100,100	72.3	±4.4
Bromley	19,000	63.8	±10.0	130,400	85.0	±3.3
Camden	9,400	38.6	±10.7	80,200	67.7	±4.6
Croydon	23,800	64.0	±9.0	138,900	76.8	±3.7
Ealing	12,100	40.0	±9.7	130,900	73.7	±3.7
Enfield	10,400	41.9	±11.6	109,600	72.2	±4.3
Greenwich	7,800	35.9	±9.5	87,500	74.7	±3.8
Hackney	6,400	25.3	±8.4	68,600	59.5	±4.4
Hammersmith & Fulham	6,000	35.8	±9.7	83,200	76.0	±3.5
Haringey	8,700	39.1	±9.6	92,200	72.2	±3.6
Harrow	13,400	52.9	±10.7	87,300	76.3	±4.3
Havering	7,800	42.4	±12.3	94,400	80.7	±3.8
Hillingdon	15,000	56.0	±9.8	100,200	74.7	±4.0
Hounslow	15,000	51.5	±8.8	88,300	79.9	±3.7
Islington	4,700	25.6	±9.0	73,800	70.5	±4.0
Kensington & Chelsea	7,200	38.8	±10.1	71,900	70.8	±4.0
Kingston-upon-Thames	6,600	51.6	±11.7	69,100	76.9	±3.8
Lambeth	10,700	44.9	±11.3	106,900	69.3	±4.2
Lewisham	12,900	46.0	±9.9	106,100	75.5	±3.8
Merton	8,400	54.0	±12.5	83,500	73.2	±4.2
Newham	9,500	30.1	±8.1	79,900	63.6	±4.2
Redbridge	12,400	53.6	±11.1	90,400	68.6	±4.4
Richmond-upon-Thames	12,200	74.9	±9.5	81,400	77.8	±3.6
Southwark	6,600	28.4	±9.9	96,300	69.2	±4.2
Sutton	12,800	64.1	±10.1	81,300	85.1	±3.5
Tower Hamlets	5,700	24.6	±8.1	71,000	62.8	±4.0
Waltham Forest	10,000	40.5	±9.1	83,500	73.3	±3.9
Wandsworth	15,100	56.6	±11.7	122,300	76.0	±4.1
City of Westminster	5,000	27.0	±9.2	81,600	69.1	±3.9
Inner London	107,900	35.9	±2.7	1,139,600	69.7	±1.1
Outer London	232,200	50.6	±2.4	1,850,400	76.2	±0.9
Greater London	340,100	44.8	±1.8	2,990,000	73.6	±0.7

Source: Annual Population Survey 2005

Notes: These borough level APS data are based on very small samples and are subject to very large confidence intervals. 95% confidence intervals (CIs), in percentage points, are quoted where available, these demonstrate the volatility of the data. Figures should not be quoted without the attached confidence intervals.

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Vietnamese

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Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

Bengali

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Urdu

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