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BANKWEST CURTIN ECONOMICS CENTRE

Employment and disability in Australia

ONLINE REPORT LAUNCH

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#BCECEmploymentDisability

Employment and disability in Australia

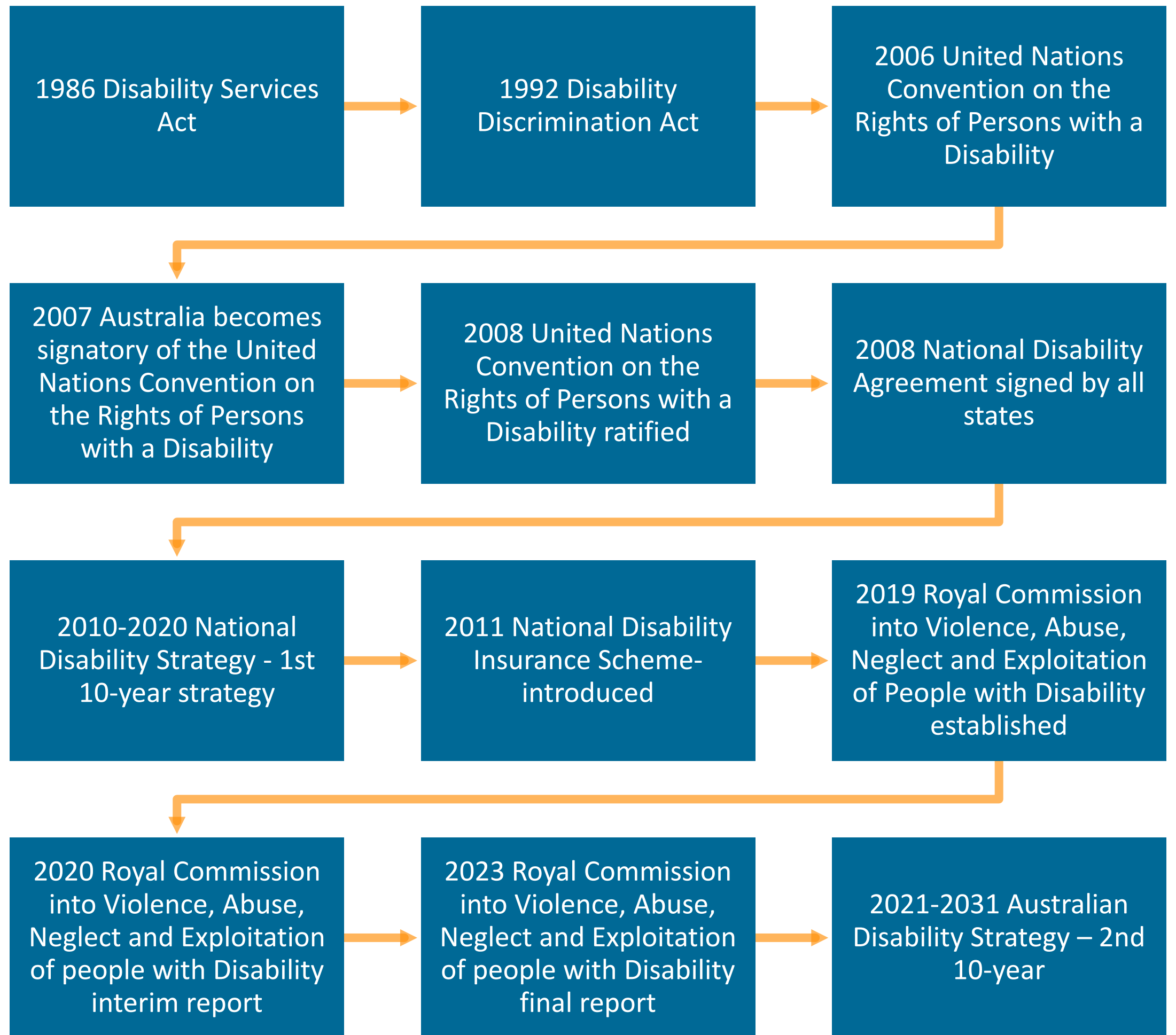
Improving employment outcomes for people with disability

BCEC Authors

- Alex Buckland
- Mike Dockery
- Alan Duncan
- Valentina Sanchez Arenas
- Panos Sotirakopoulos
- Chris Twomey
- Lili Loan Vu

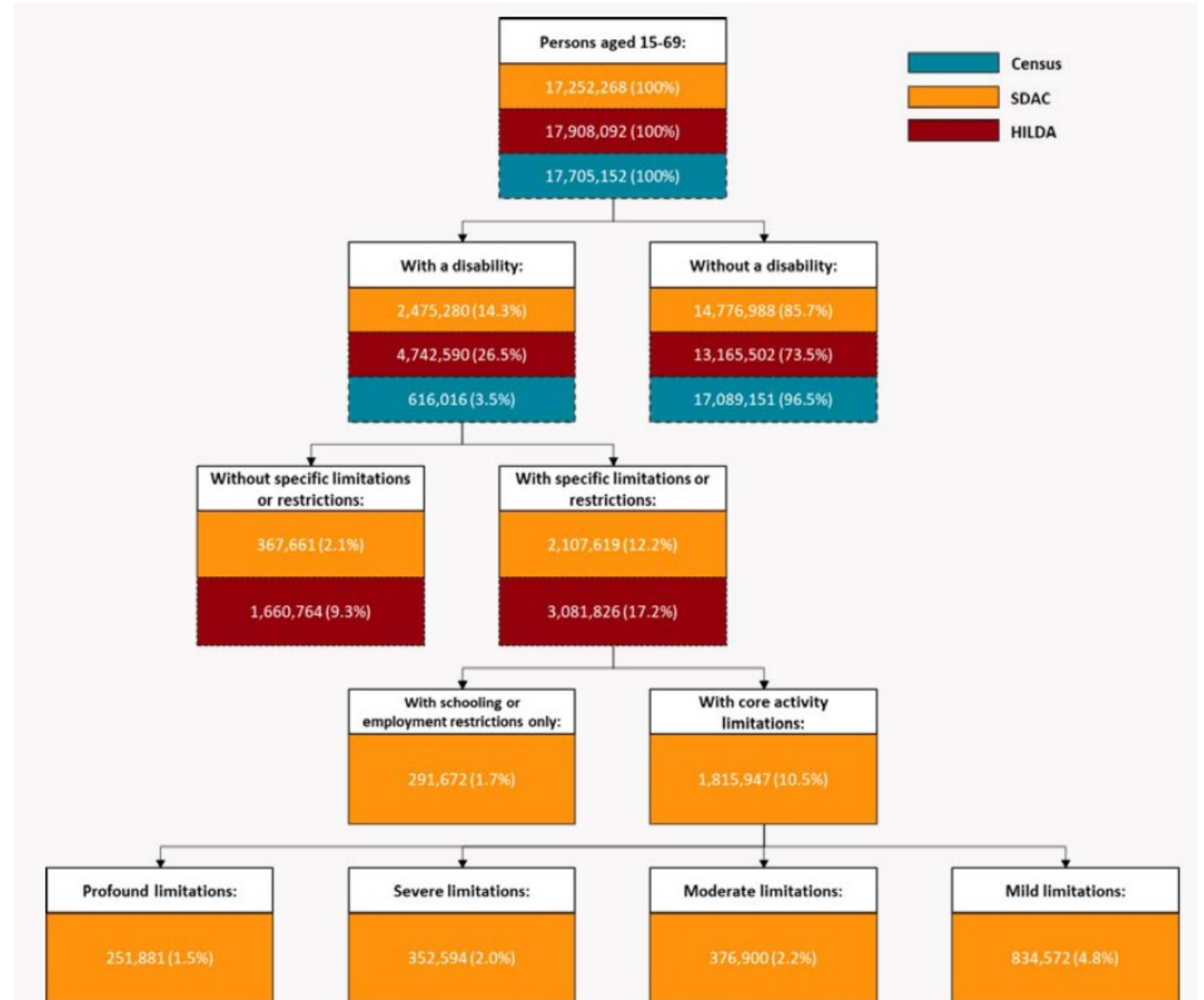


Timeline of major policy reforms & reviews



Conceptual framework

Prevalence and nature of disability – HILDA, SDAC, Census



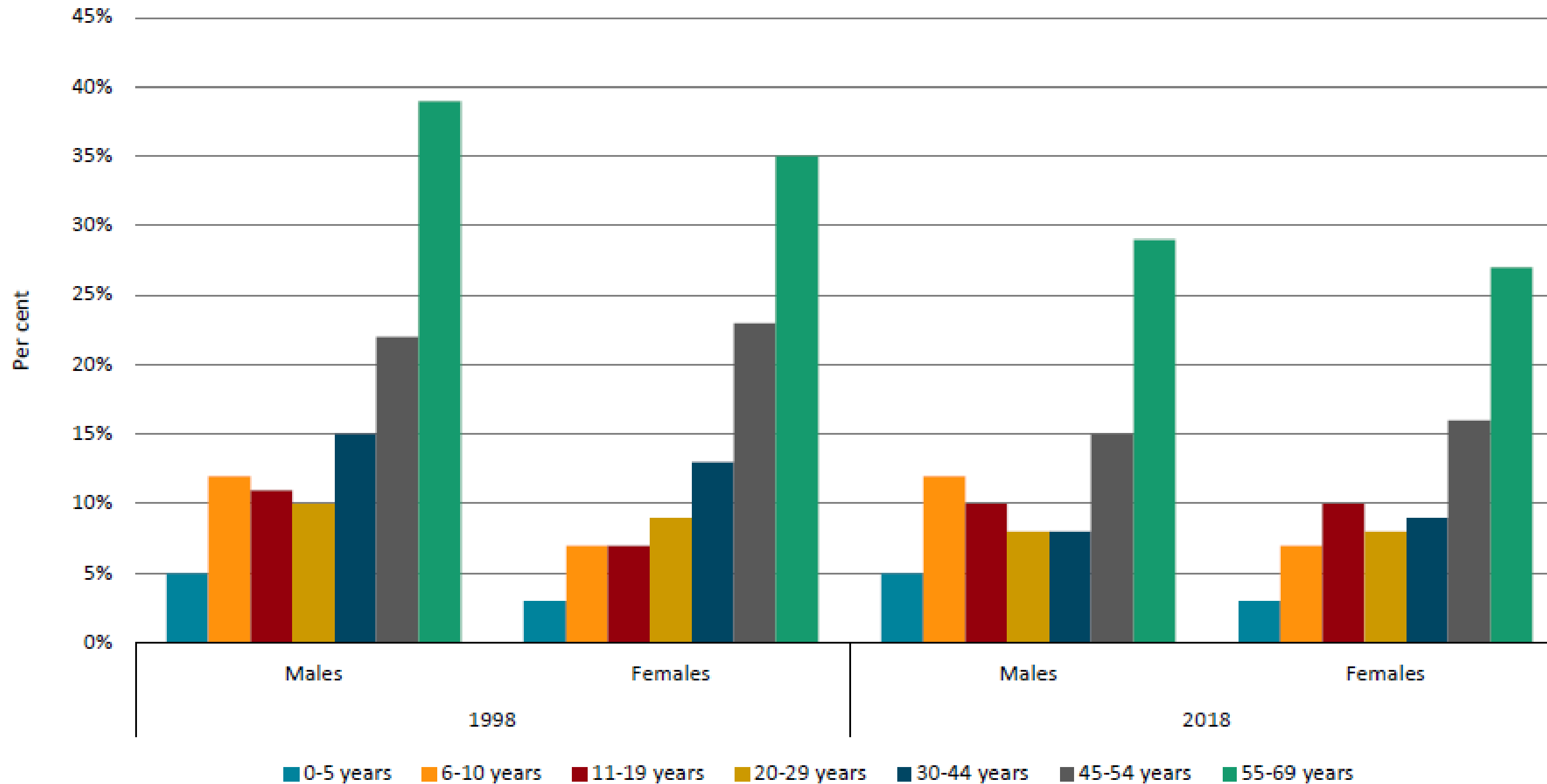
People with disability in Australia

Prevalence and employment outcomes



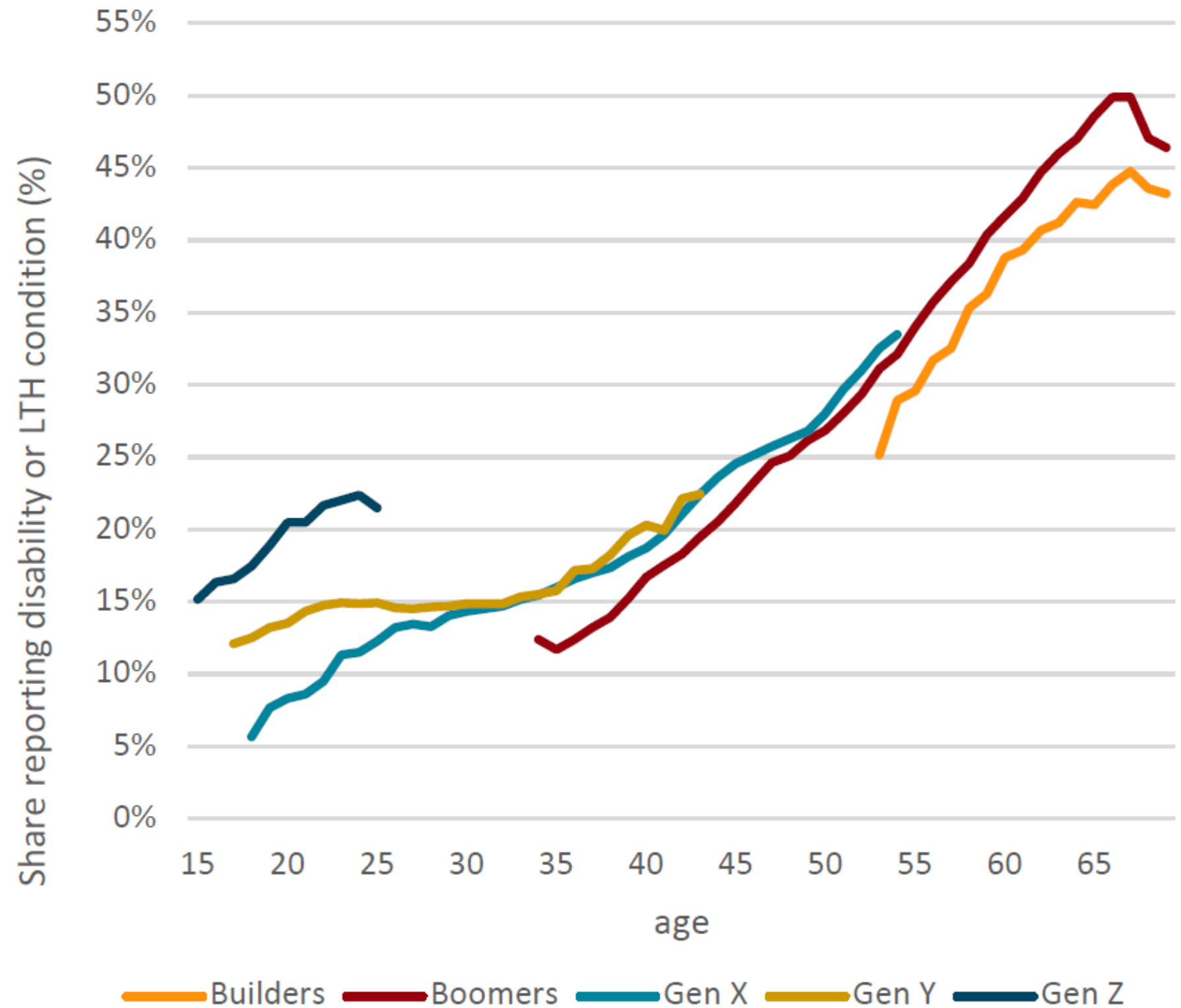
Disability prevalence

By age and gender 1998 to 2018



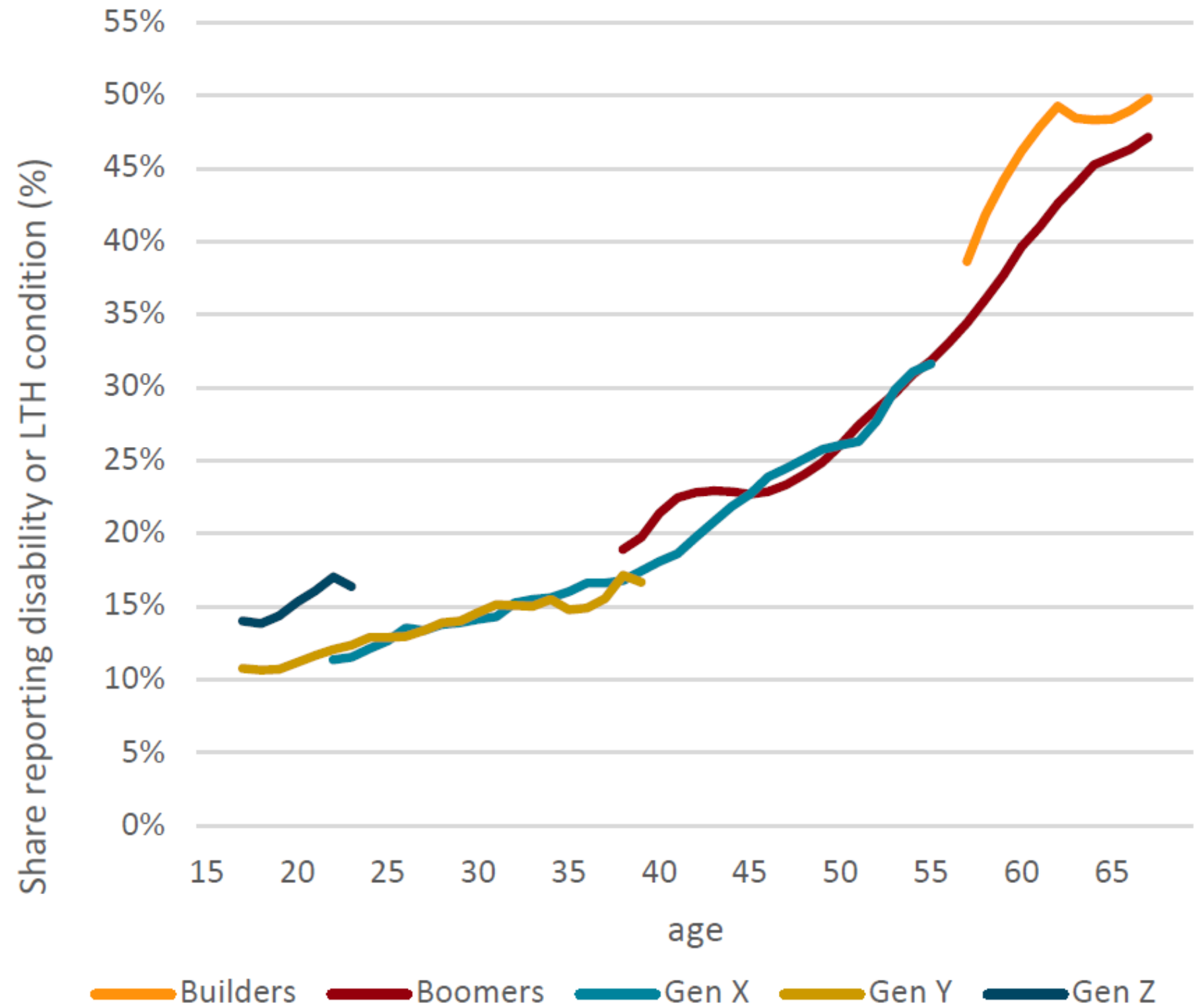
Disability prevalence

Females – by age and cohort, 2001 to 2022



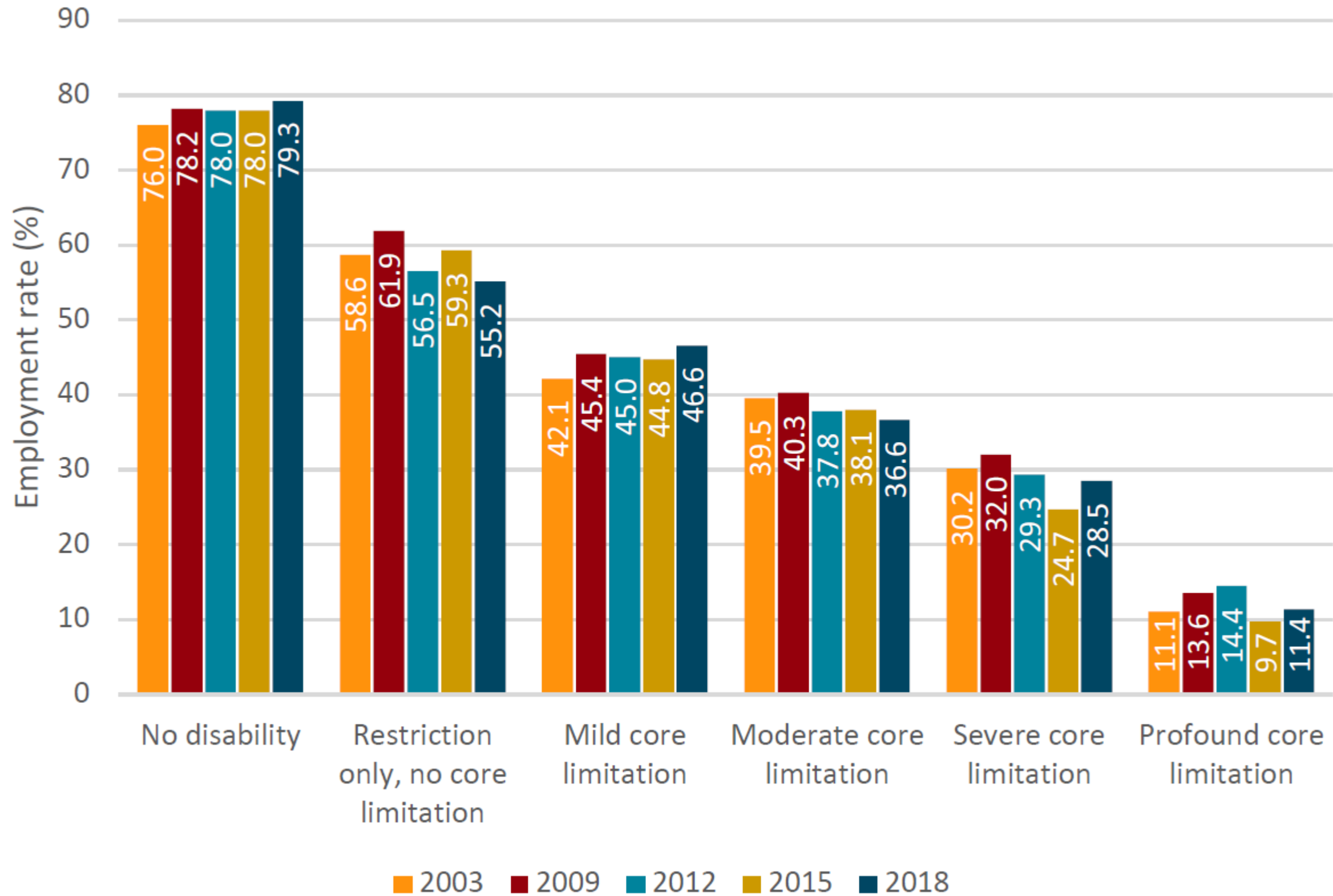
Disability prevalence

Males – by age and cohort, 2001 to 2022



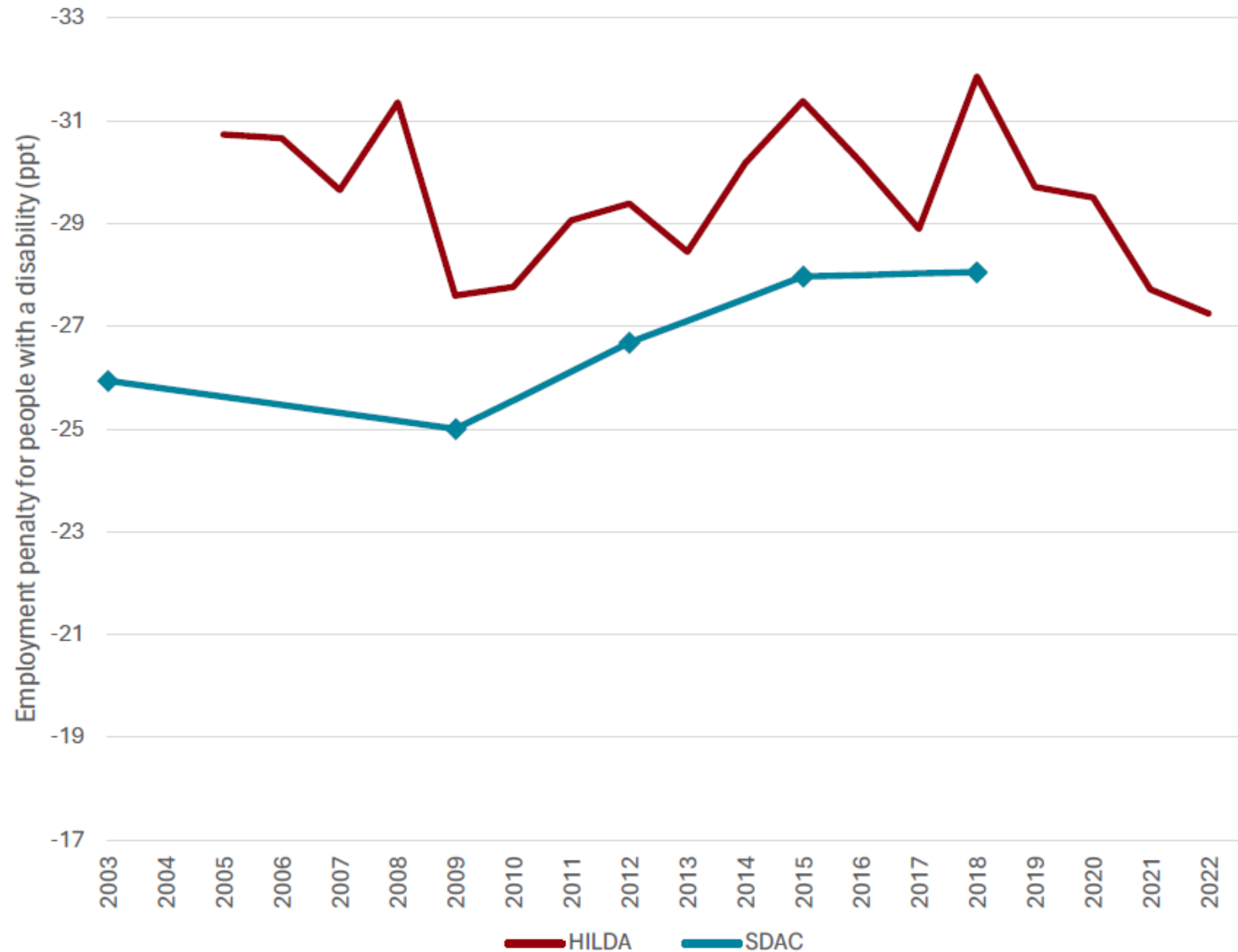
Employment rates by level of disability

Survey of Disability, Ageing and Carers: 2003 to 2018



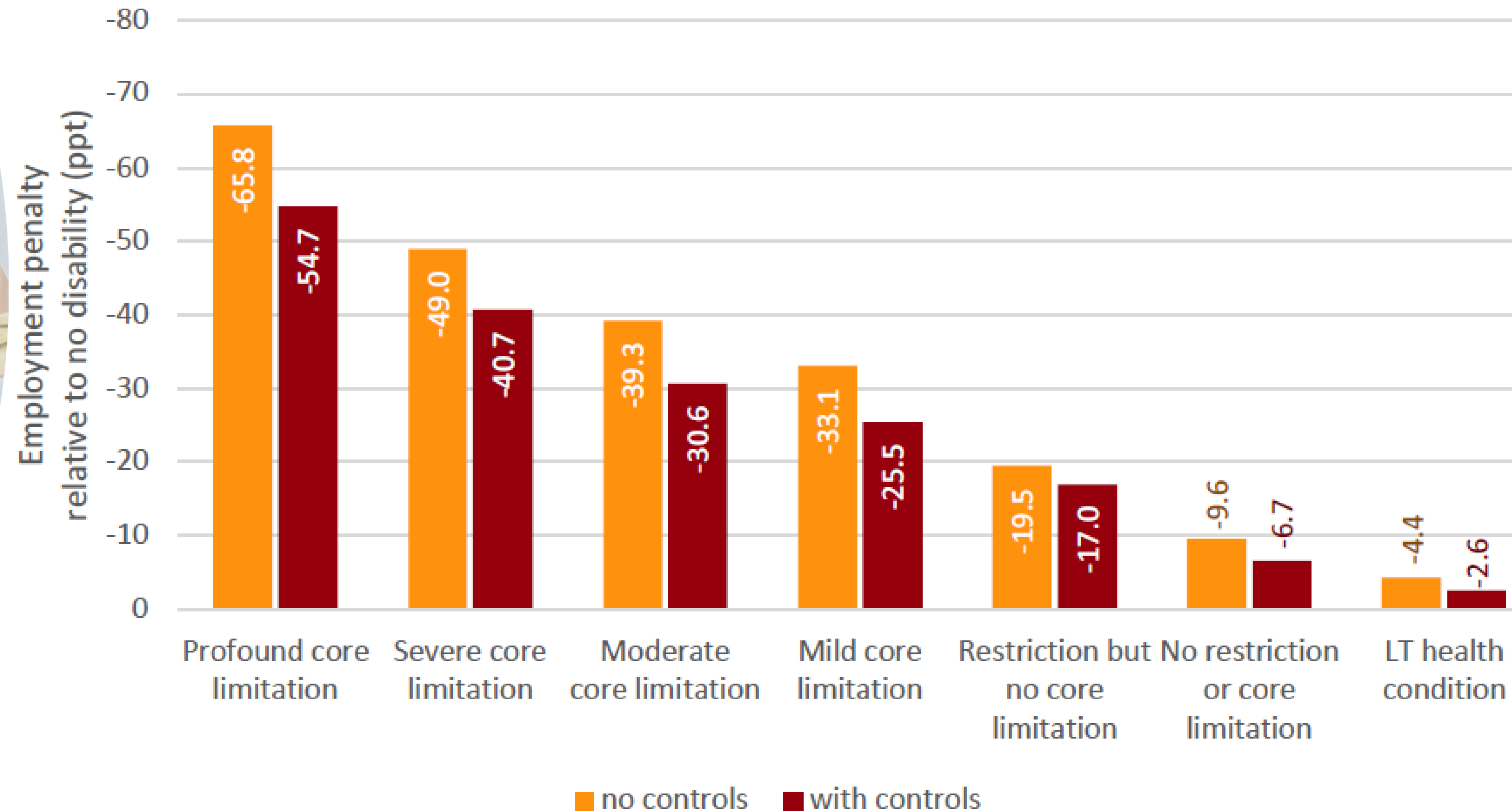
Employment penalty

Estimated employment penalty for people with disability 2003 to 2022



How does employment penalty vary?

Employment penalty by level of disability 1998 to 2018



Are our workplaces inclusive?

Workplace inclusion is more than simply being classified as employed

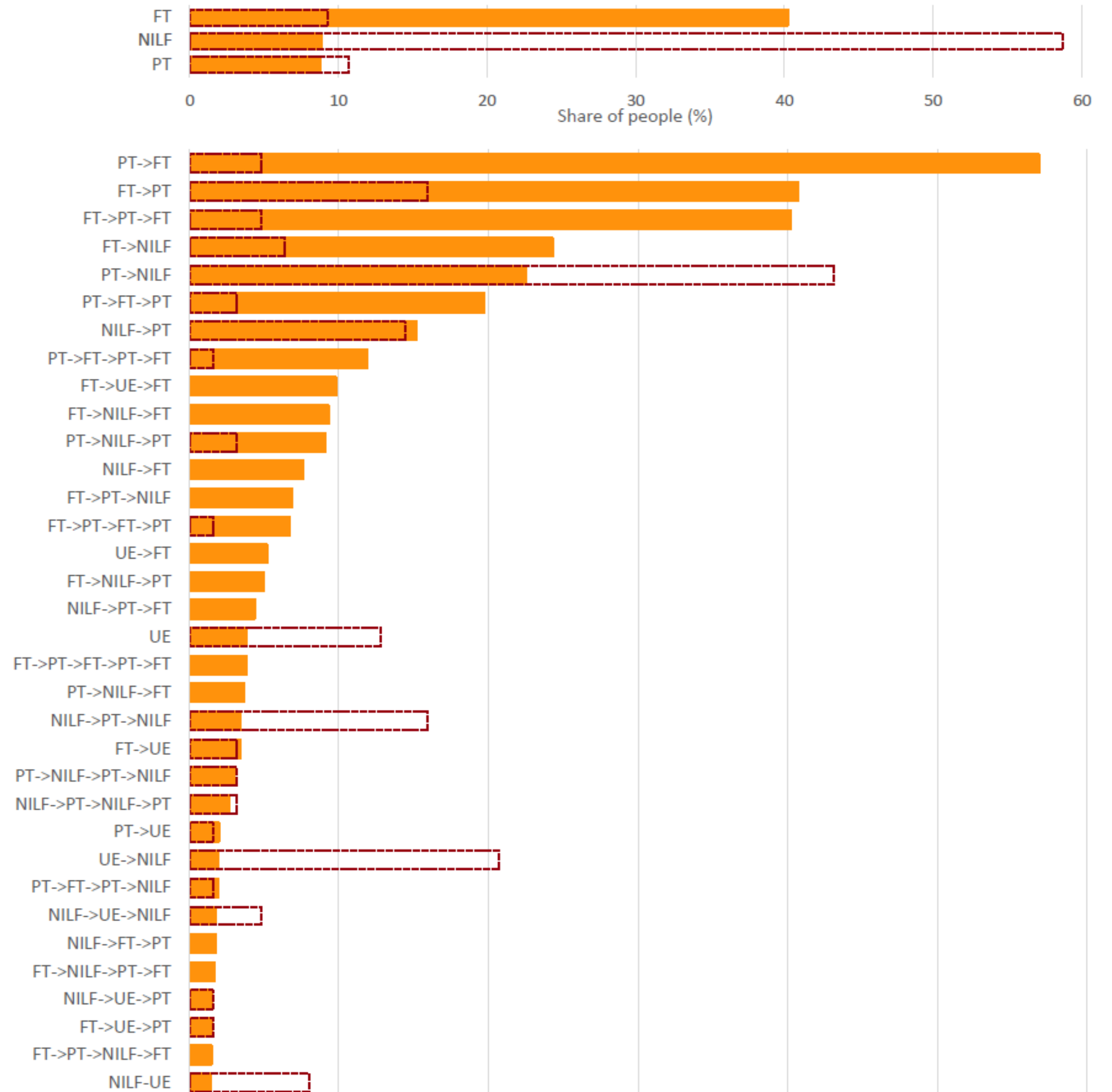
Workplace culture affects inclusion, productivity and wellbeing



Employment transitions and churn

Labour market trajectories for people with and without disability

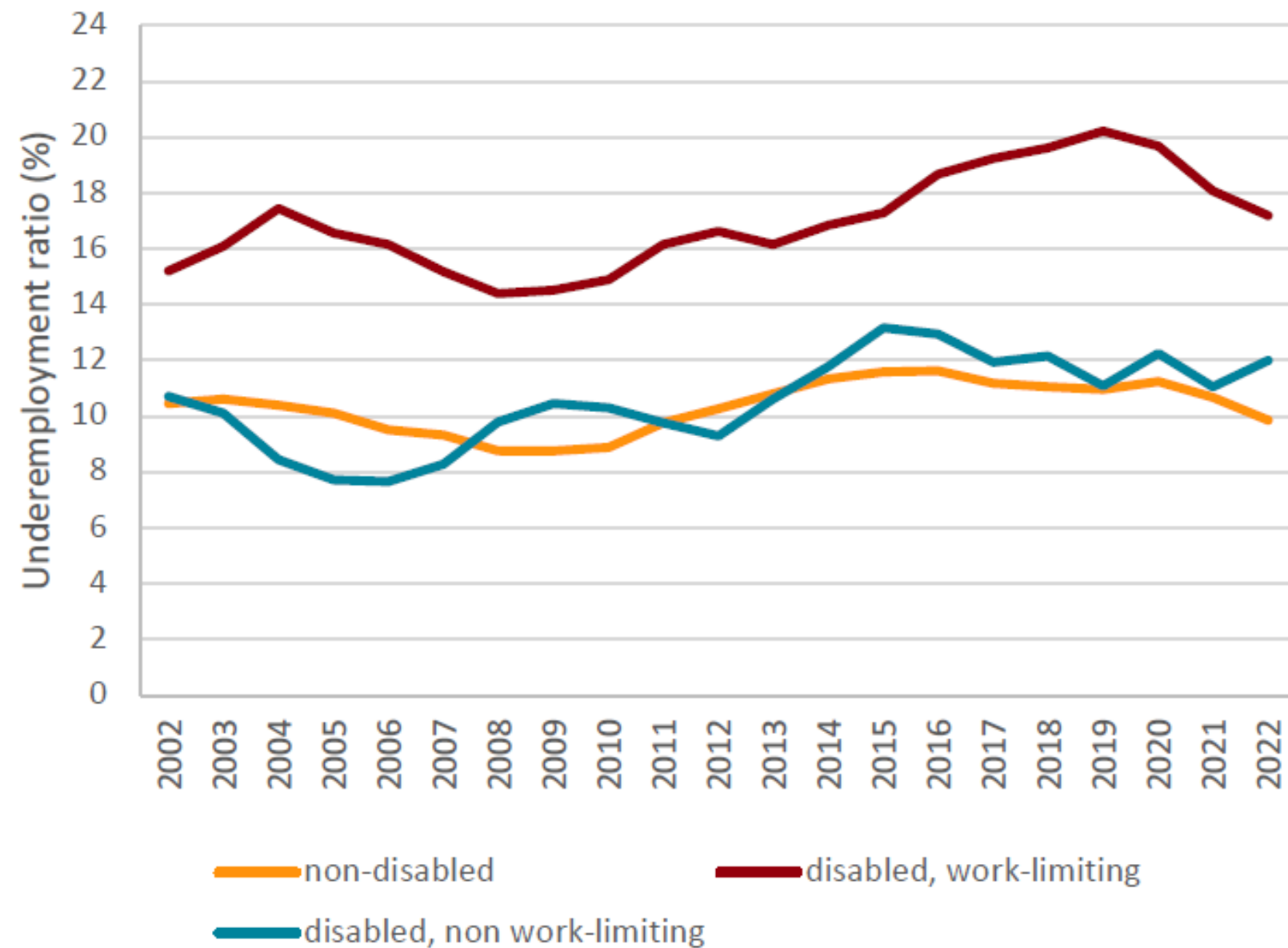
Household Income and Labour Dynamics in Australia (HILDA) survey, 2015 to 2022



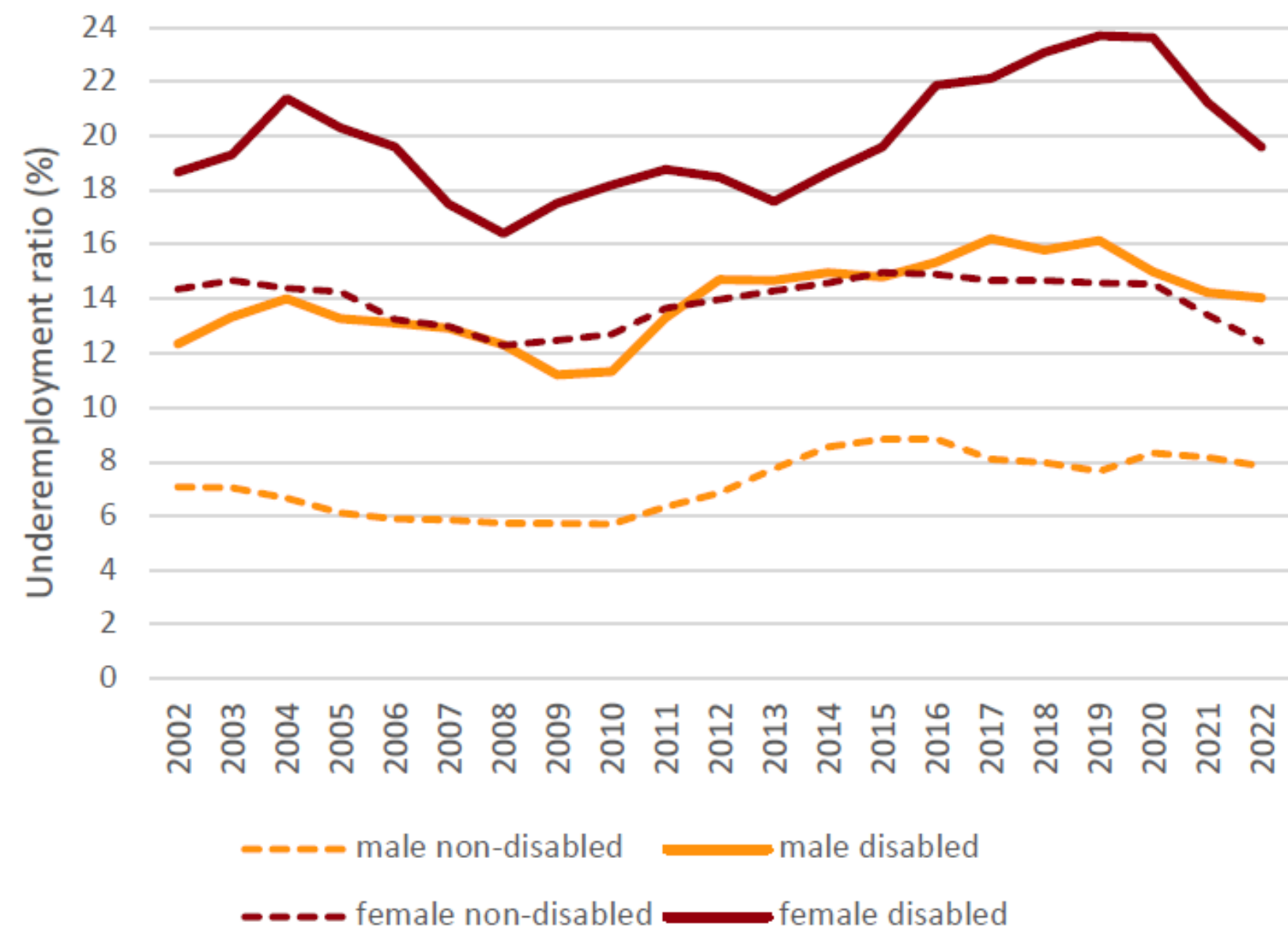
Underutilisation of people with disability

Underemployment ratio by gender and level of disability 2001 to 2022

(a) by level of disability

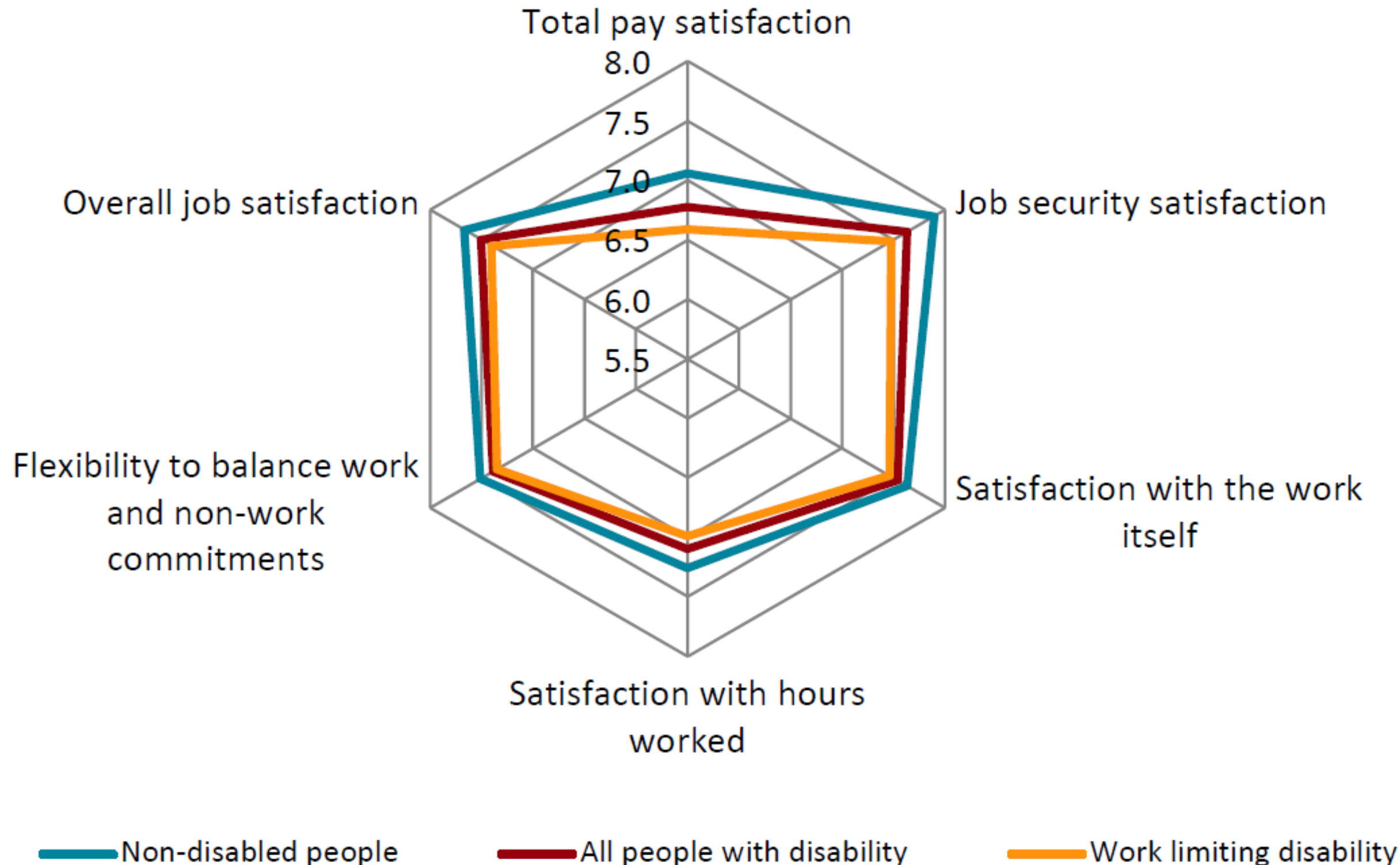


(b) by gender and disability status



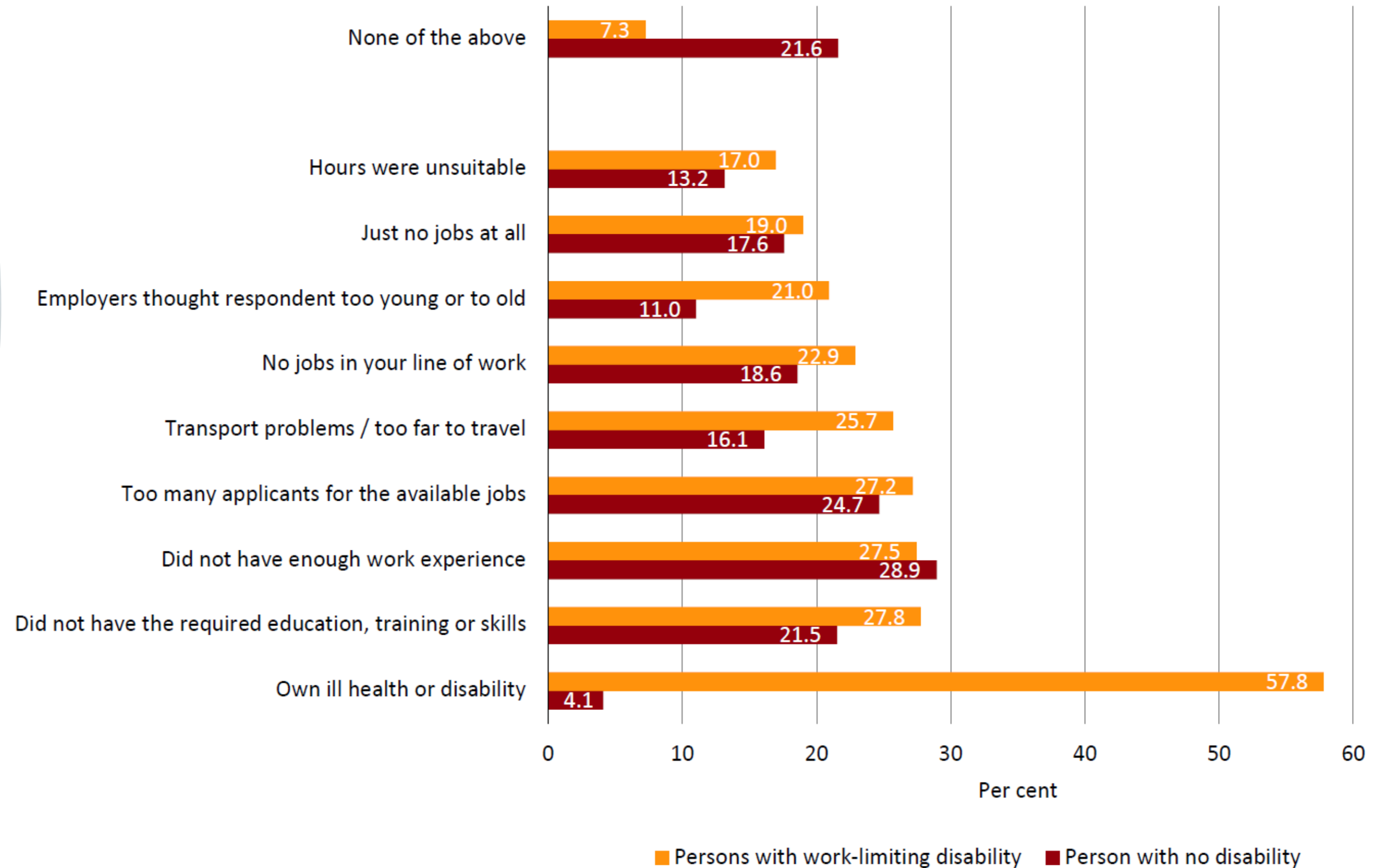
Are people satisfied with their jobs?

Average job satisfaction by disability status 2022



What barriers do people with disability face?

Reasons for difficulties getting a job: jobseekers with and without disability



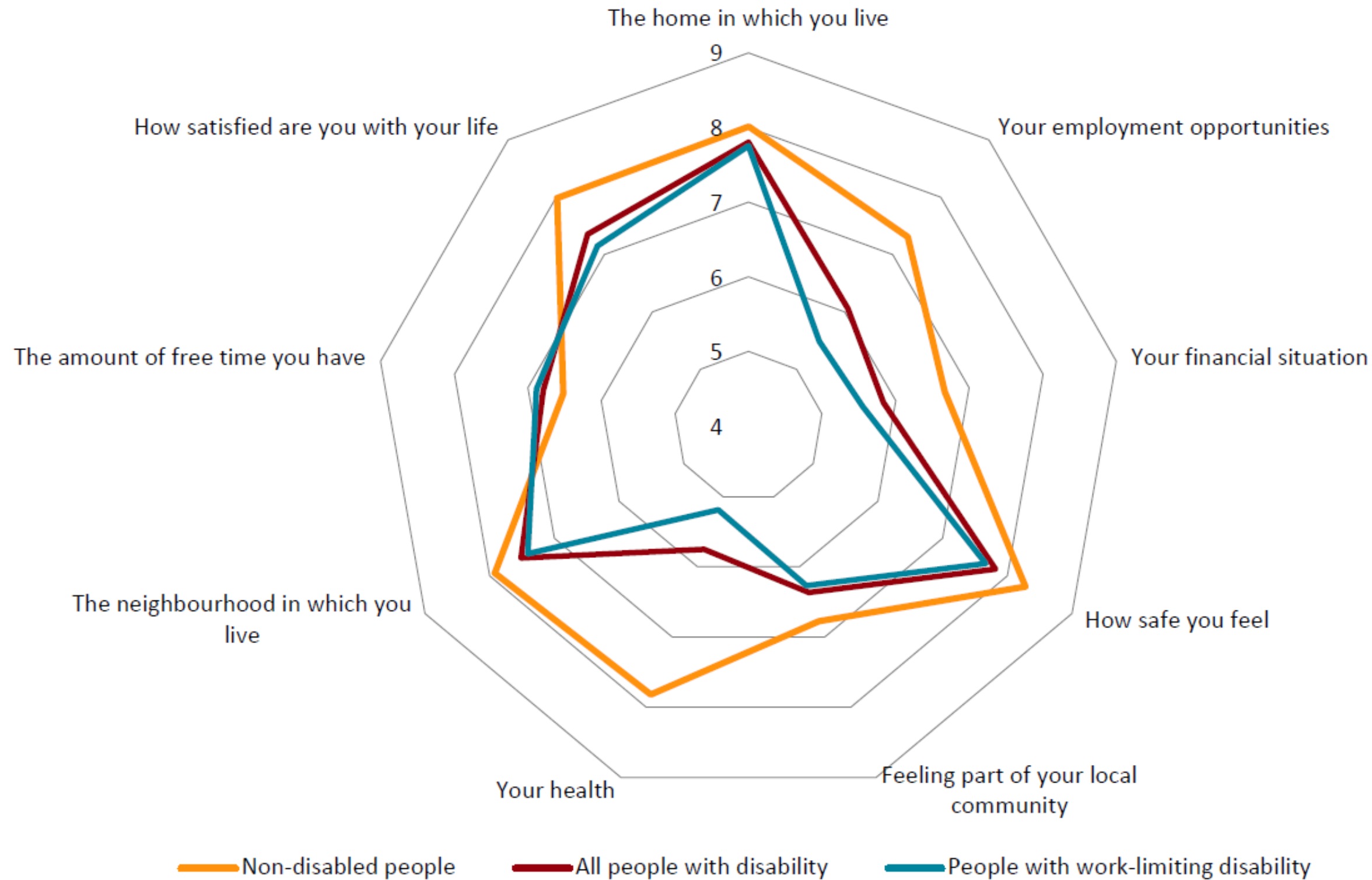
The wellbeing of people with disability and carers

Has wellbeing been improving for Australians with disability and their carers?
Does labour market engagement affect wellbeing?



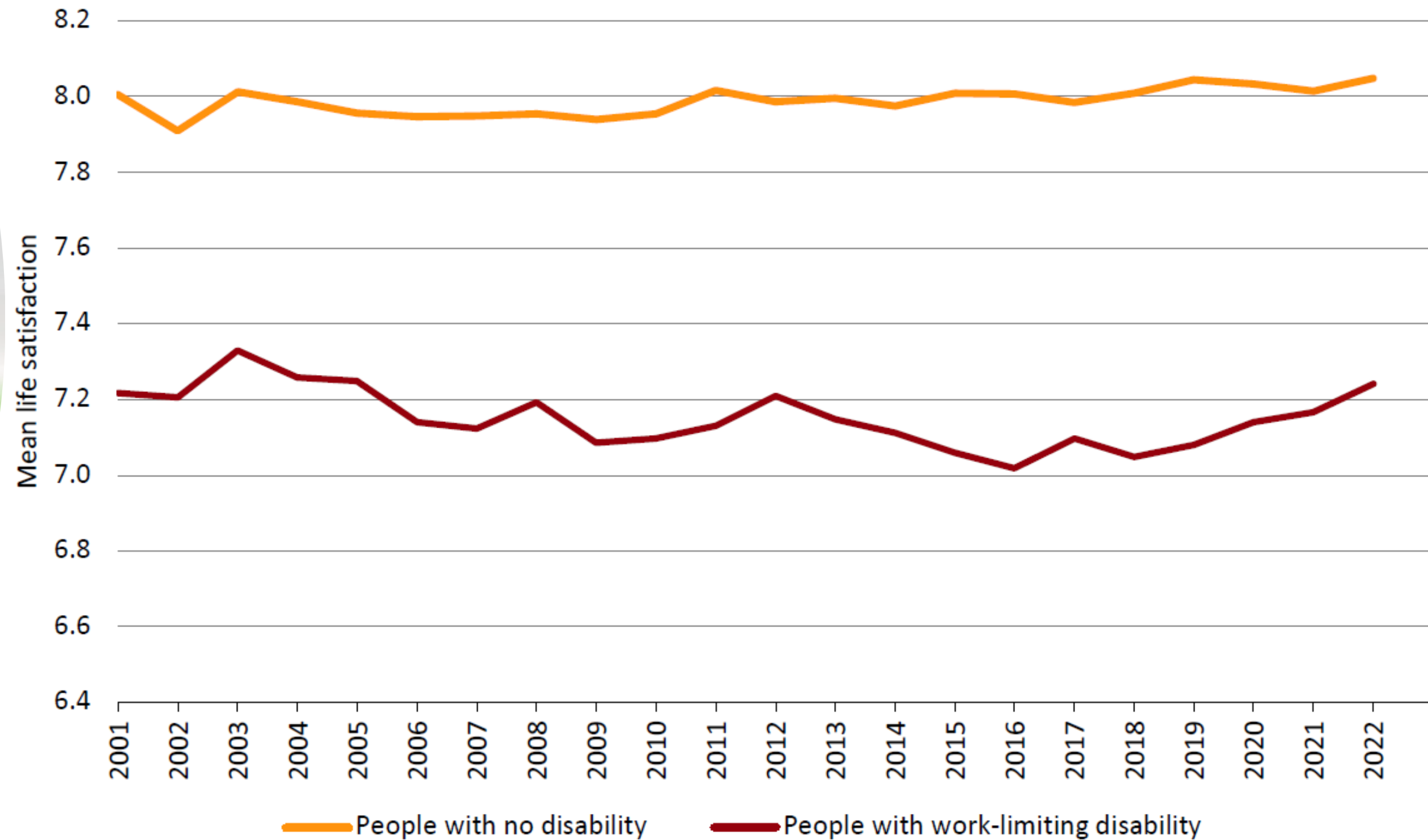
How satisfied are you with....

Life satisfaction by aspect of life: people with and without disability



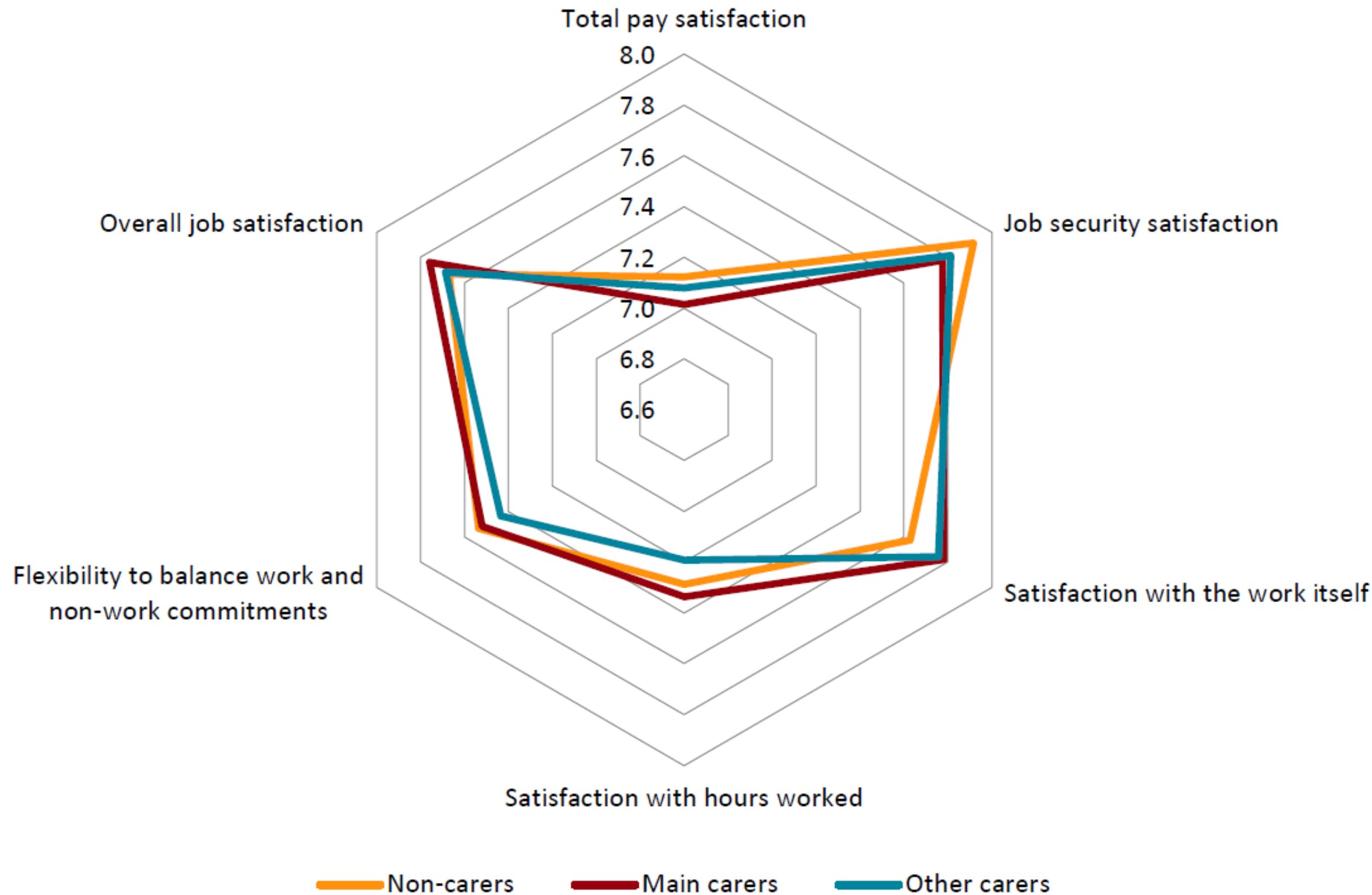
Has the wellbeing gap changed over time?

Life satisfaction by level of disability: 2001 to 2022



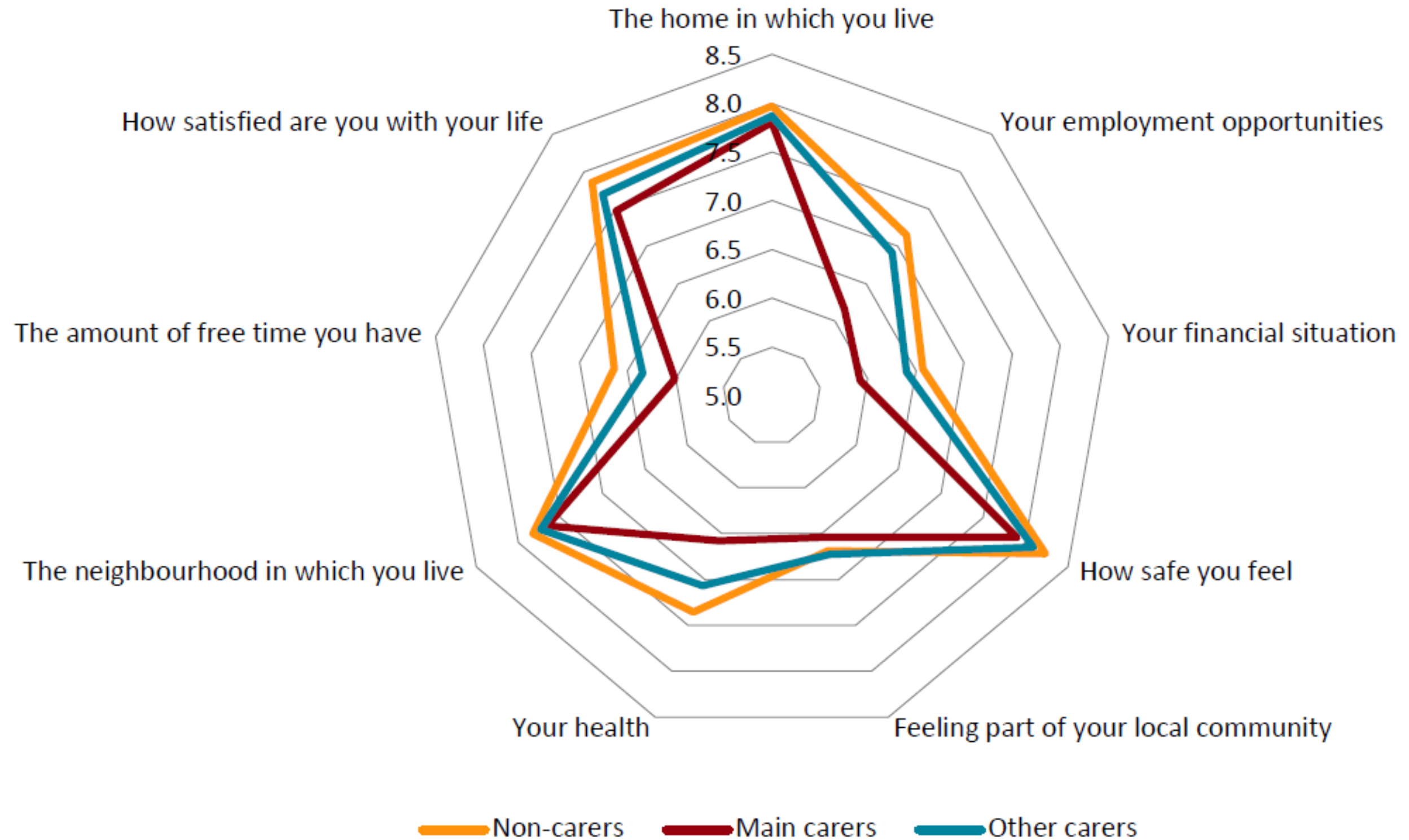
Are carers satisfied with their work?

Mean job satisfaction by carer status: 2005 to 2022



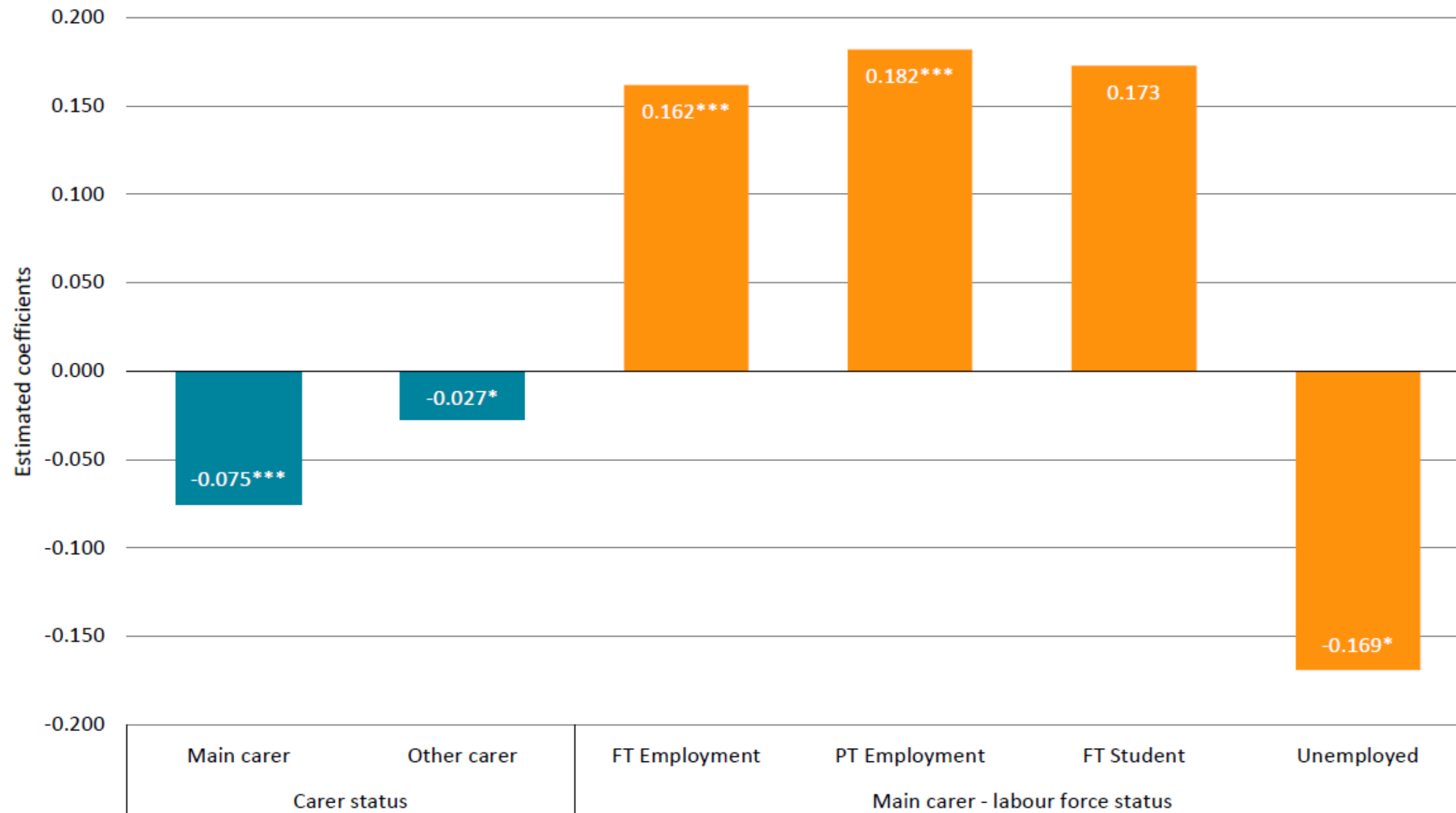
Are carers satisfied with their lives?

Life satisfaction by carer status: 2005 to 2022



Does work improve carers' life satisfaction?

Effects of caring role and labour force status on life satisfaction: 2005 to 2022



Shifting the dial

How can we broaden access to employment for people with disabilities?



A work first approach

- Labour market inclusion **must** be part of the solution
- Default assumption should be that people with disabilities are able to access meaningful work.

Establish a *National Disability Employment Agency*:

- Based on universal right to meaningful work
- Not mutual obligation or activity testing
- Representation of people with disabilities in policy formulation and oversight
- Coordinate and align existing employment services for people with disabilities
- **Regular** and **consistent** reporting of employment and wellbeing outcomes including measures of social inclusion, self-determination, and meaningful work.
- Undertake evaluations and research and disseminate information on best practice

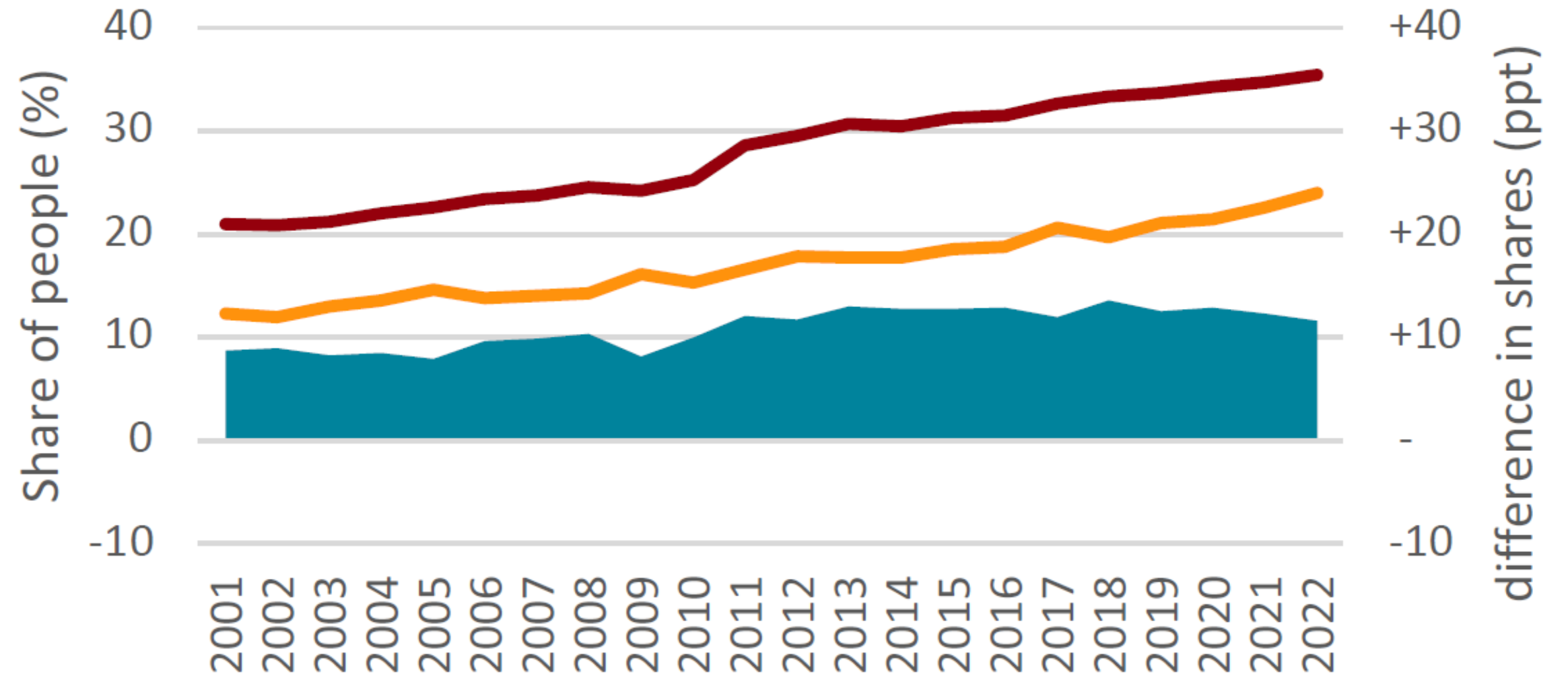
The economic return to inclusion of people with disability in Australia

Increasing the number of people with disability who are employed by **10 per cent** would raise national economic output by...

\$16 billion per year

Education matters...

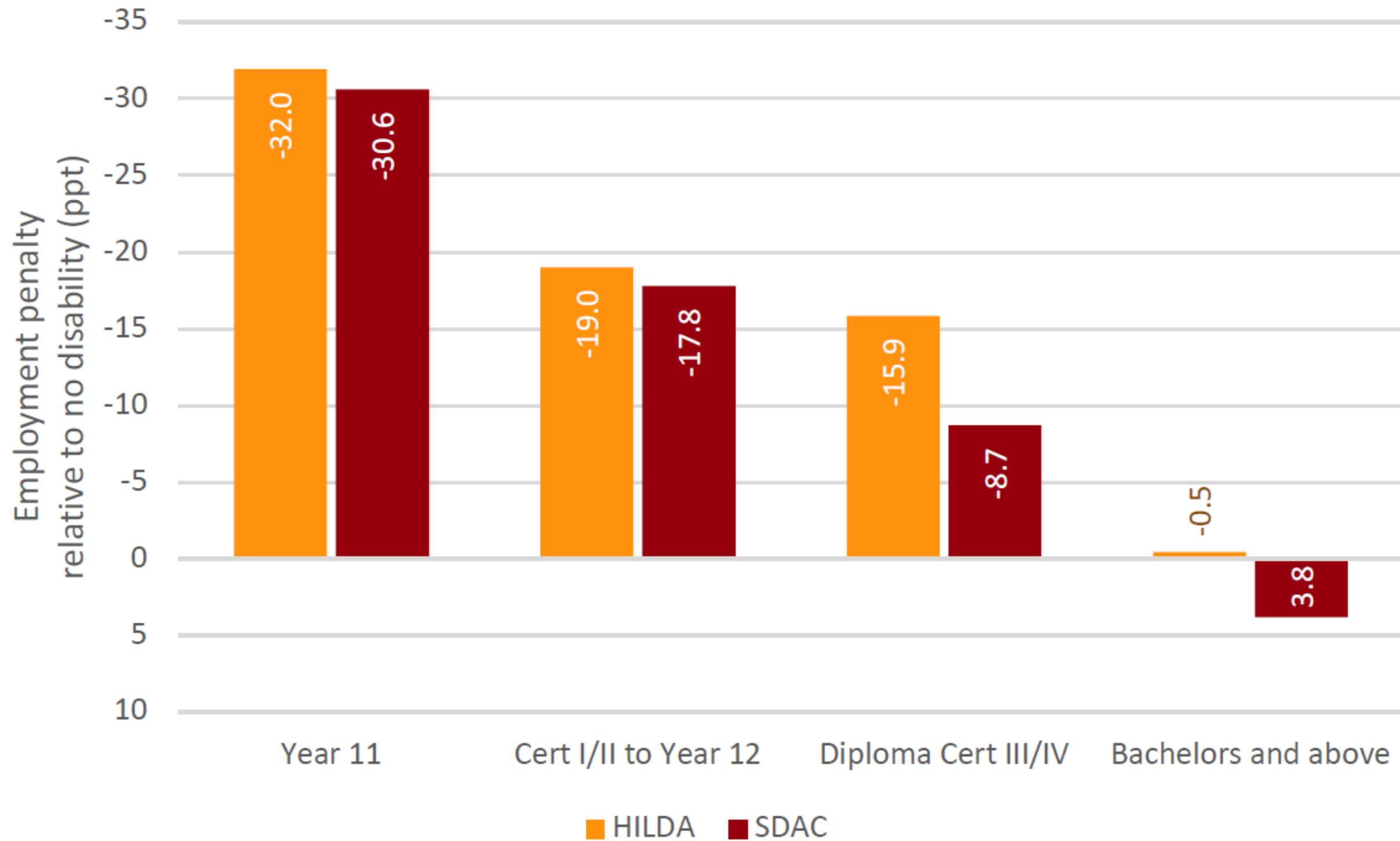
Share of people with Bachelor's degree and higher: 2001 to 2022



- Differences - non-disabled vs people with disability
- People with disability
- non-disabled people

Education matters...

Employment penalty by education level for people with disability: HILDA and SDAC



Summary & Recommendations

What policies and strategies can improve the employment prospects and workplace wellbeing of people with disabilities?



Key policy recommendations

Labour market inclusion **must** be part of the solution

A **work first** approach founded on the universal right to meaningful employment for people with disability

1. Establish a National Disability Employment Agency

- Similar to the US Office of Disability Employment Policy

2. Coordinate policy setting relating to employment

- Disability Employment Services, Australian Disability Enterprises the Disability Support Pension

3. Leverage the capacity of the corporate sector

Leverage the capacity of the corporate sector

Perceived barriers to employing people with disability

National Disability Employment Agency:



Leverage the capacity of the corporate sector

Perceived barriers to employing people with disability

- Don't know where to start

National Disability Employment Agency:

- Link employees, services and employers



Leverage the capacity of the corporate sector

Perceived barriers to employing people with disability

- Don't know where to start
- Complexity of dealing with multiple agencies

National Disability Employment Agency:

- Link employees, services and employers
- Integrate & coordinate policies



Leverage the capacity of the corporate sector

Perceived barriers to employing people with disability

- Don't know where to start
- Complexity of dealing with multiple agencies
- **Unsure about costs**

National Disability Employment Agency:

- Link employees, services and employers
- Integrate & coordinate policies
- **Subsidies for workplace adjustment & wage-productivity gap**
- **Payments based on outcomes**
- **Evaluation, communicate best practice**



Key policy recommendations

Labour market inclusion must be part of the solution

A work first approach founded on the universal right to meaningful employment for people with disability

4. Promote educational attainment & education-to-work transition

- Early intervention (from Year 9)
- National Partnership Agreement between states and territories

5. Leadership of public sector and community organisations

6. Change attitudes

- Of employers, workers, and the wider community



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