

#### BANKWEST CURTIN ECONOMICS CENTRE

### **Employment and disability in Australia**

**ONLINE REPORT LAUNCH** 



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**#BCECEmploymentDisability** 



## Employment and disability in Australia

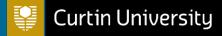
Improving employment outcomes for people with disability



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







### **BCEC Authors**





### **Timeline of** major policy reforms & reviews

1986 Disability Services Act

2007 Australia becomes signatory of the United Nations Convention on the Rights of Persons with a Disability

2010-2020 National Disability Strategy - 1st 10-year strategy

2020 Royal Commission into Violence, Abuse, Neglect and Exploitation of people with Disability interim report





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#### 1992 Disability **Discrimination Act**

2006 United Nations Convention on the Rights of Persons with a Disability

2008 United Nations Convention on the Rights of Persons with a **Disability ratified** 

2008 National Disability Agreement signed by all states

2011 National Disability **Insurance Scheme**introduced

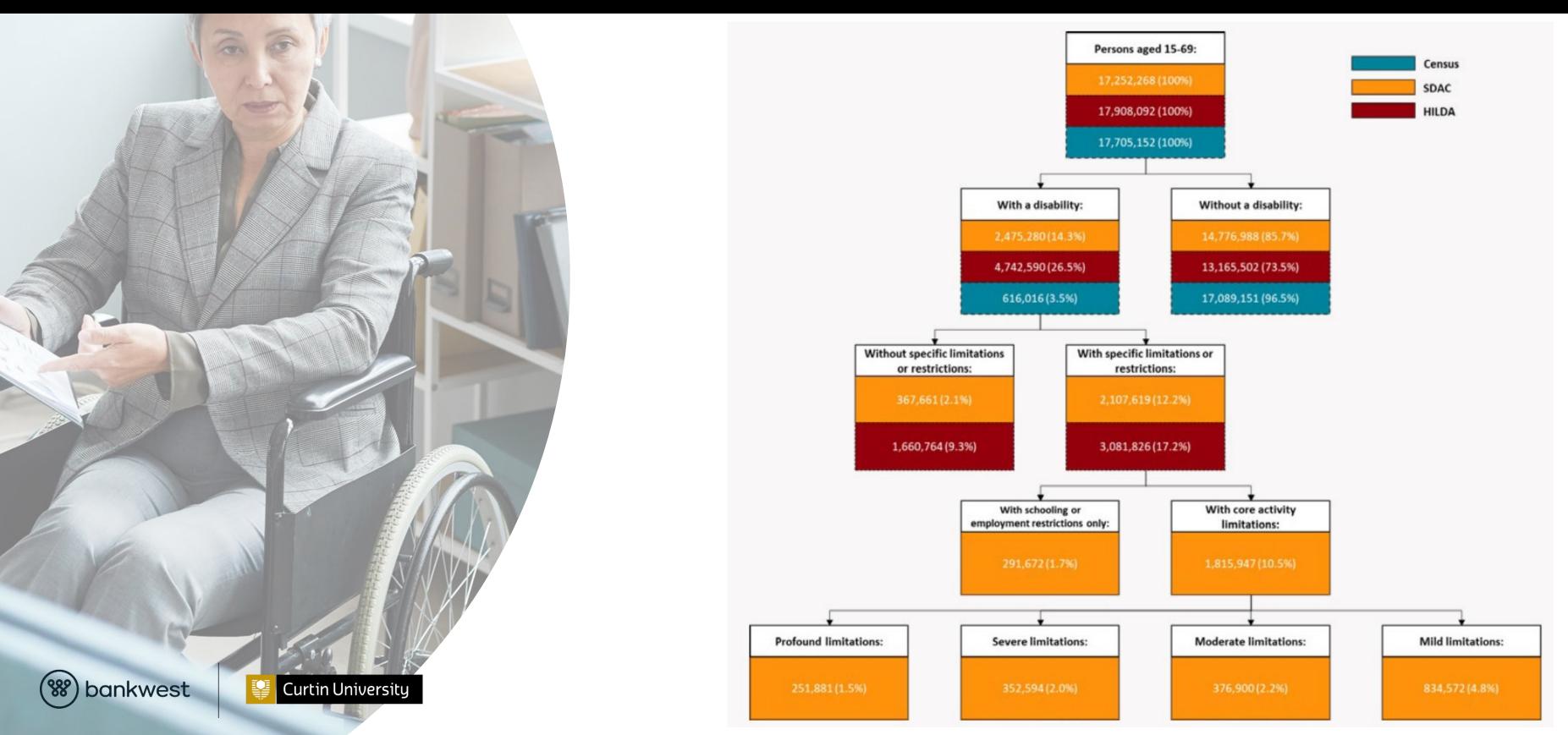
2019 Royal Commission into Violence, Abuse, **Neglect and Exploitation** of People with Disability established

2023 Royal Commission into Violence, Abuse, Neglect and Exploitation of people with Disability final report

2021-2031 Australian Disability Strategy – 2nd 10-year

### Conceptual framework

#### Prevalence and nature of disability – HILDA, SDAC, Census



# People with disability in Australia

### Prevalence and employment outcomes



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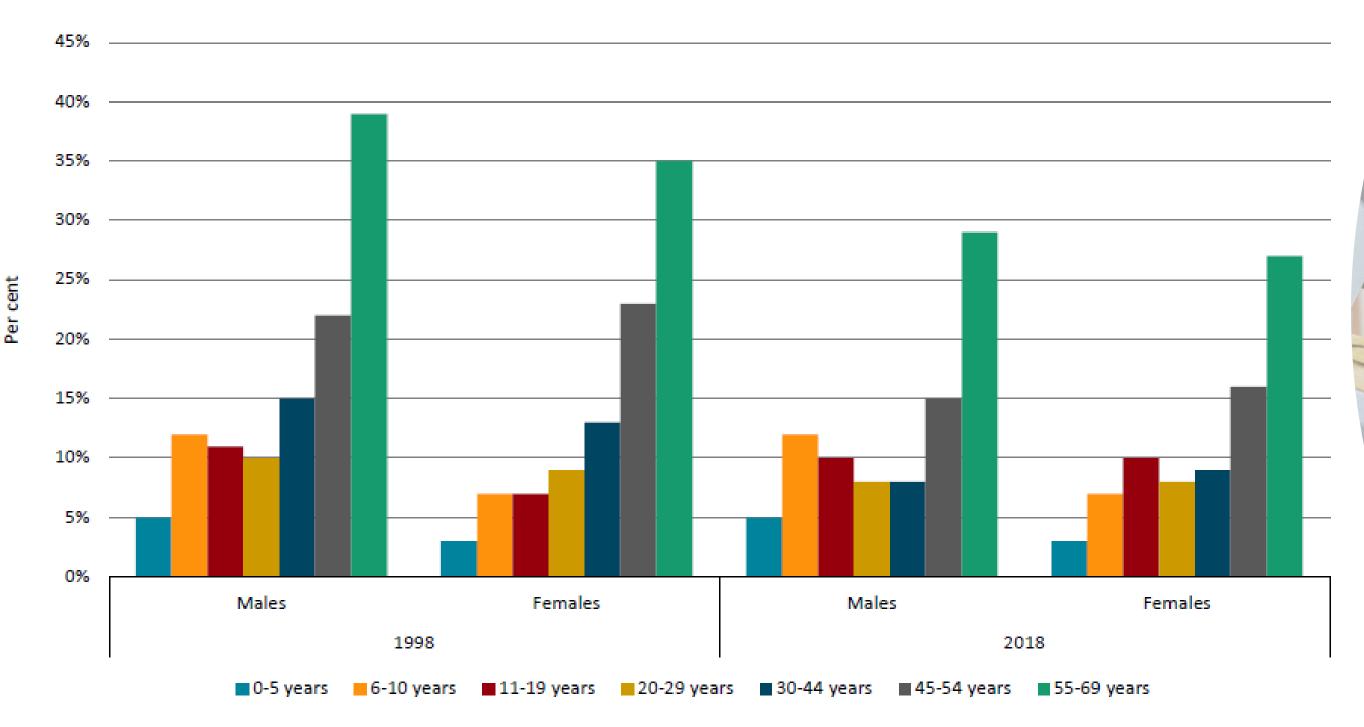




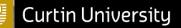


### Disability prevalence

#### By age and gender 1998 to 2018

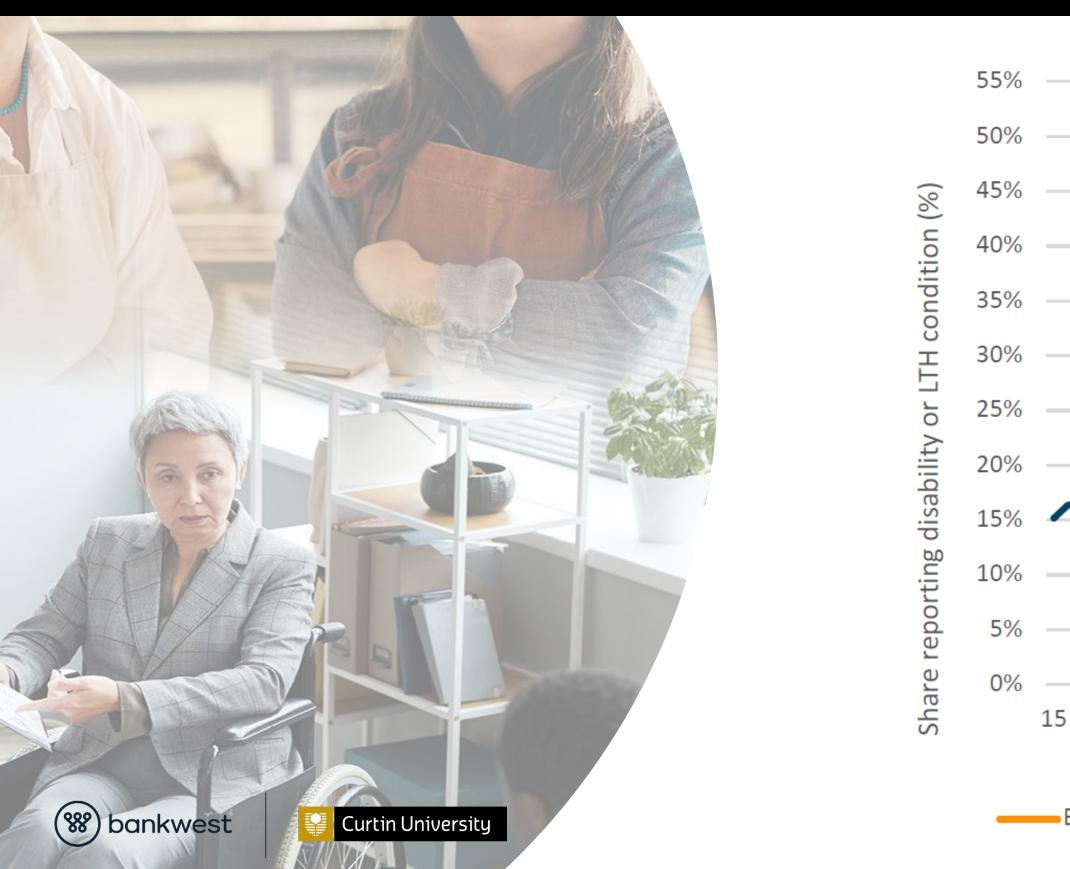


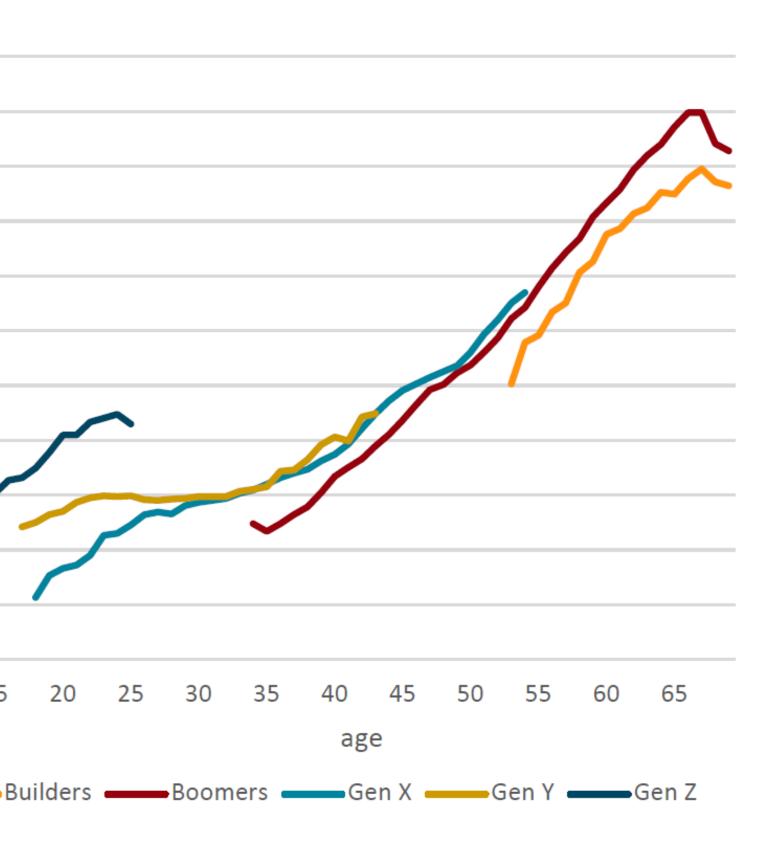




### **Disability prevalence**

#### Females – by age and cohort, 2001 to 2022





20

### **Disability prevalence**

#### Males – by age and cohort, 2001 to 2022

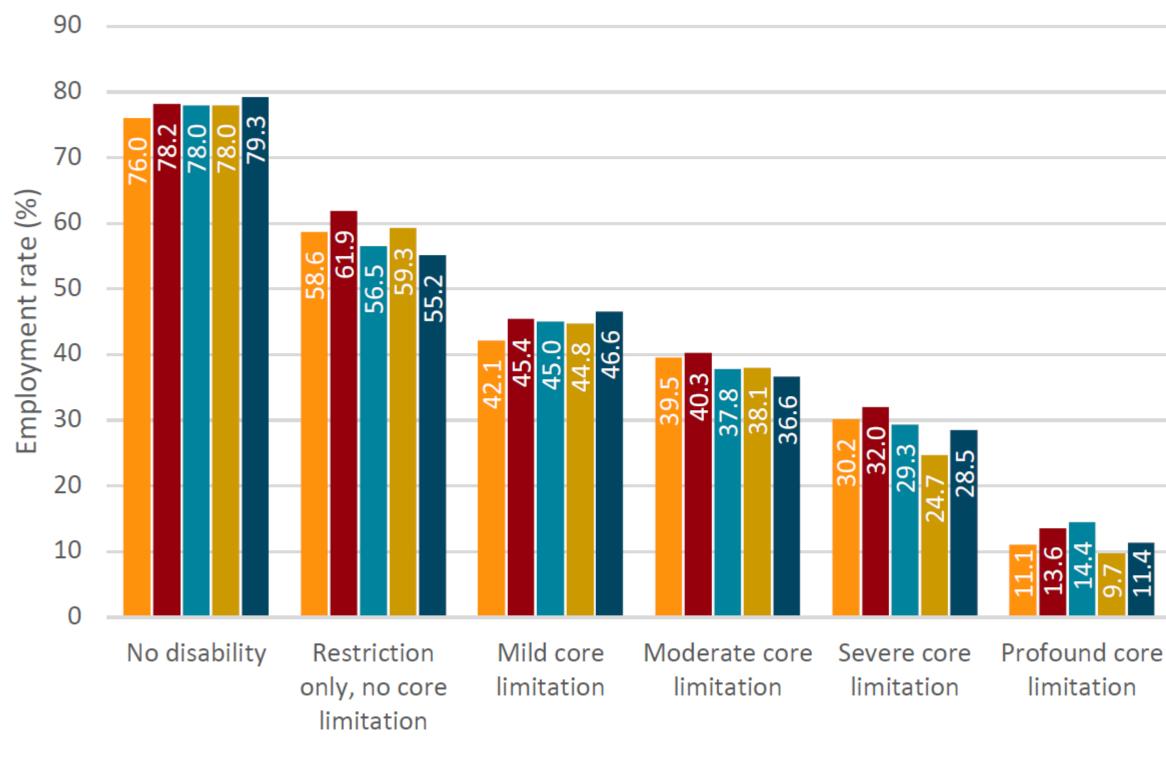


	55%			
reporting alsability or LLH condition (%)	50%			
	45%			
	40%			
	35%			
	30%			
	25%			
	20%			
	15%		/	
	10%	_		
	5%			
onare r	0%			
N N		15	20	2



### **Employment rates by level of disability**

#### Survey of Disability, Ageing and Carers: 2003 to 2018



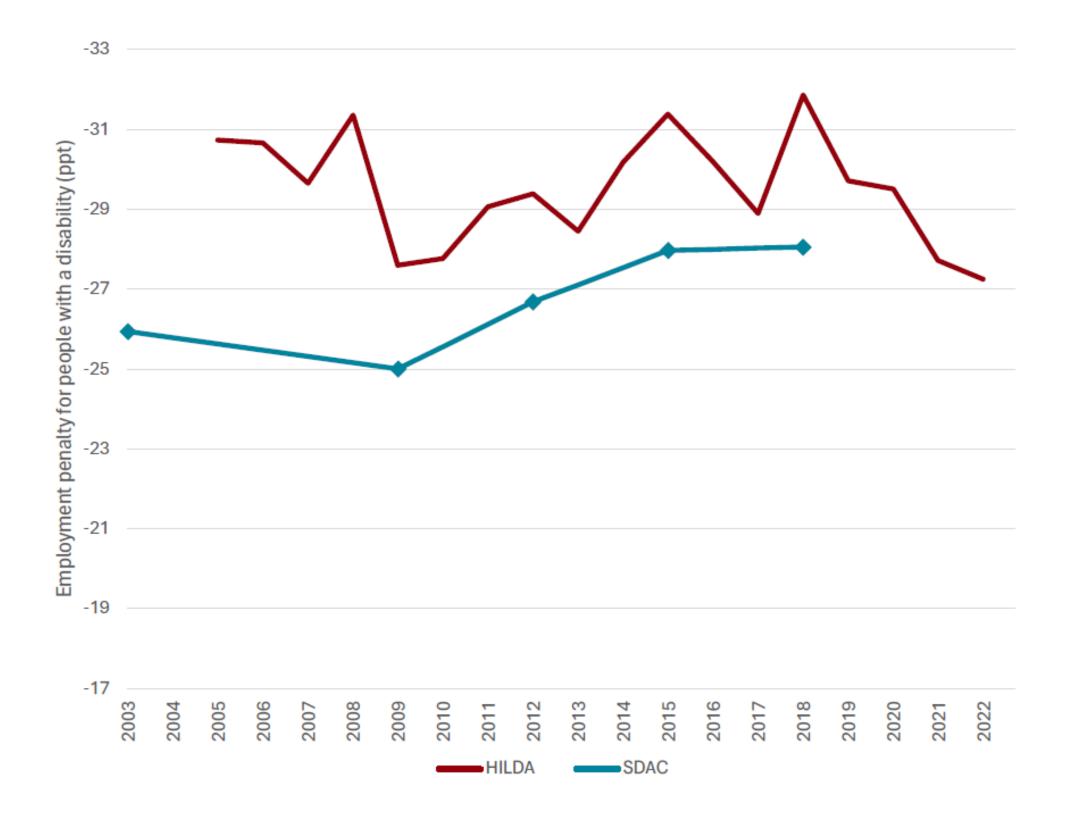
■ 2009 ■ 2012 ■ 2015 ■ 2018 2003



(%) bankwest Curtin University

### **Employment penalty**

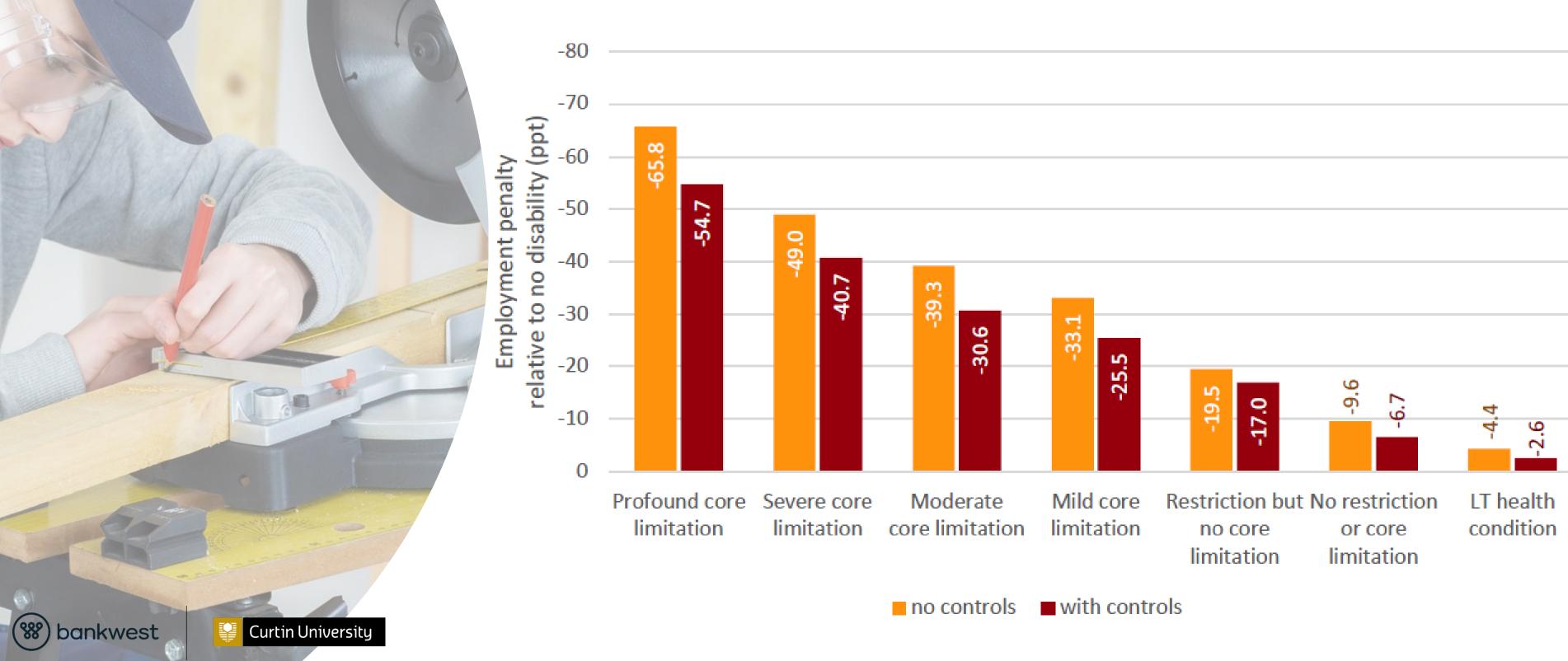
#### **Estimated employment penalty for people with disability** 2003 to 2022





### 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



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### Employment transitions and churn

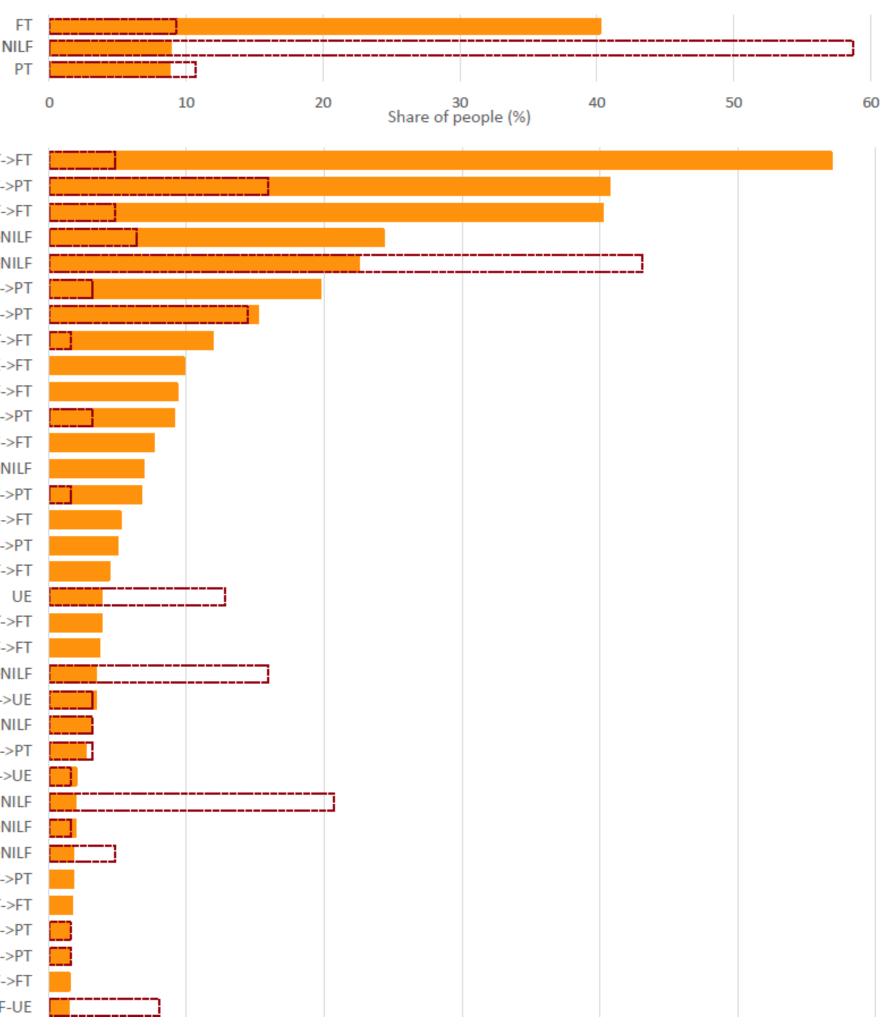
Labour market trajectories for people with and without disability

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





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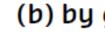


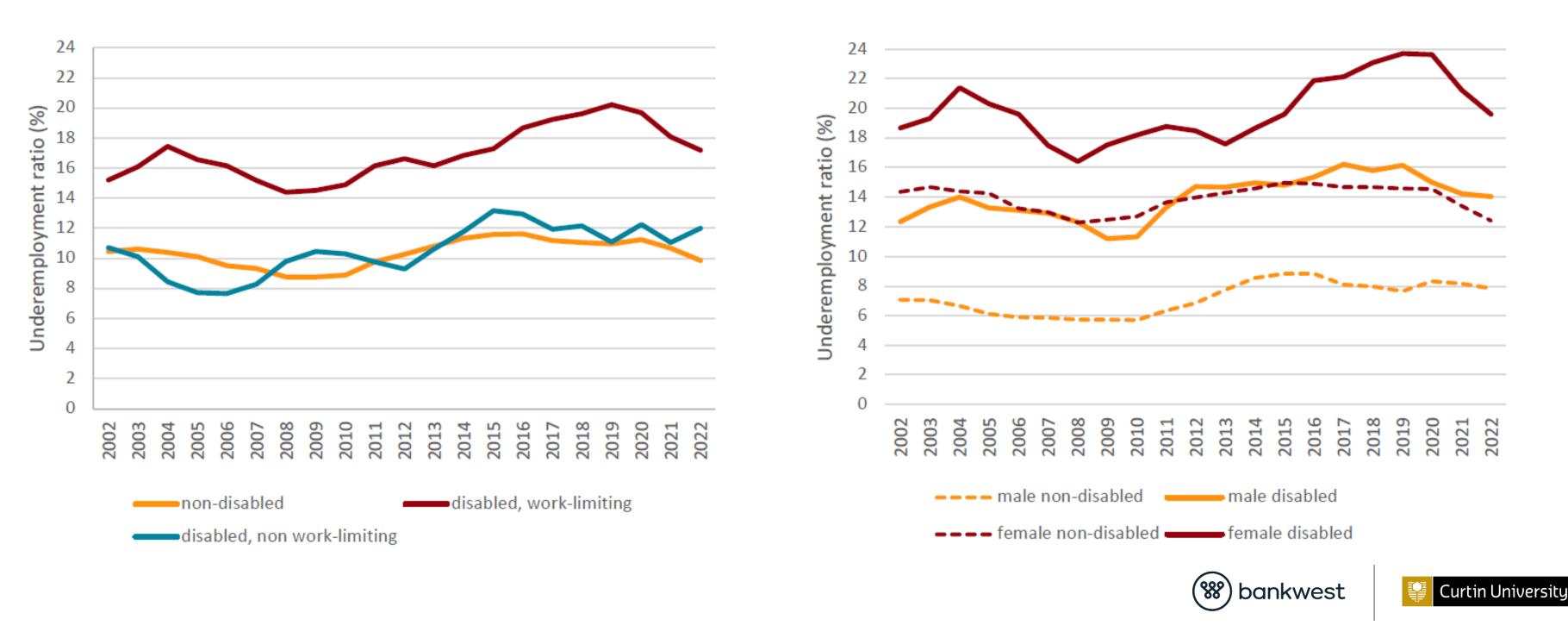
PT->FT FT->P1 FT->PT->FT FT->NILF PT->NILF PT->FT->PT NILF->PT PT->FT->PT->FT FT->UE->FT FT->NILF->FT PT->NILF->PT NILF->F FT->PT->NILF FT->PT->FT->PT UE->F FT->NILF->PT NILF->PT->FT FT->PT->FT->FT PT->NILF->FT NILF->PT->NILF FT->UE PT->NILF->PT->NILF NILF->PT->NILF->PT PT->UE UE->NILF PT->FT->PT->NILF NILF->UE->NILF NILF->FT->PT FT->NILF->PT->FT NILF->UE->PT FT->UE->PT FT->PT->NILF->FT NILF-UE

### 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**





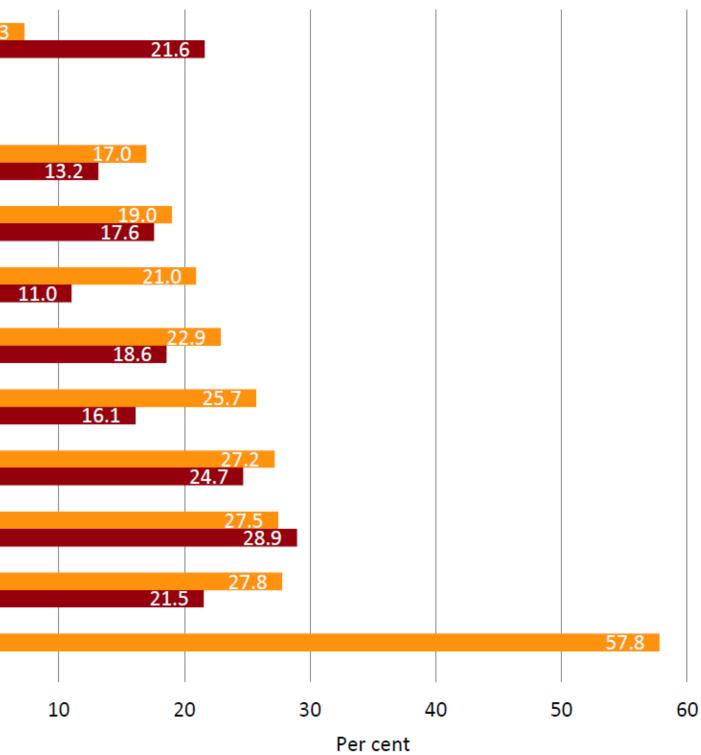
### What barriers do people with disability face?

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



7.3 None of the above Hours were unsuitable Just no jobs at all Employers thought respondent too young or to old No jobs in your line of work Transport problems / too far to travel Too many applicants for the available jobs Did not have enough work experience Did not have the required education, training or skills Own ill health or disability 41

0



Persons with work-limiting disability Person with no 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?



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### How satisfied are you with....

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





### Has the wellbeing gap changed over time?

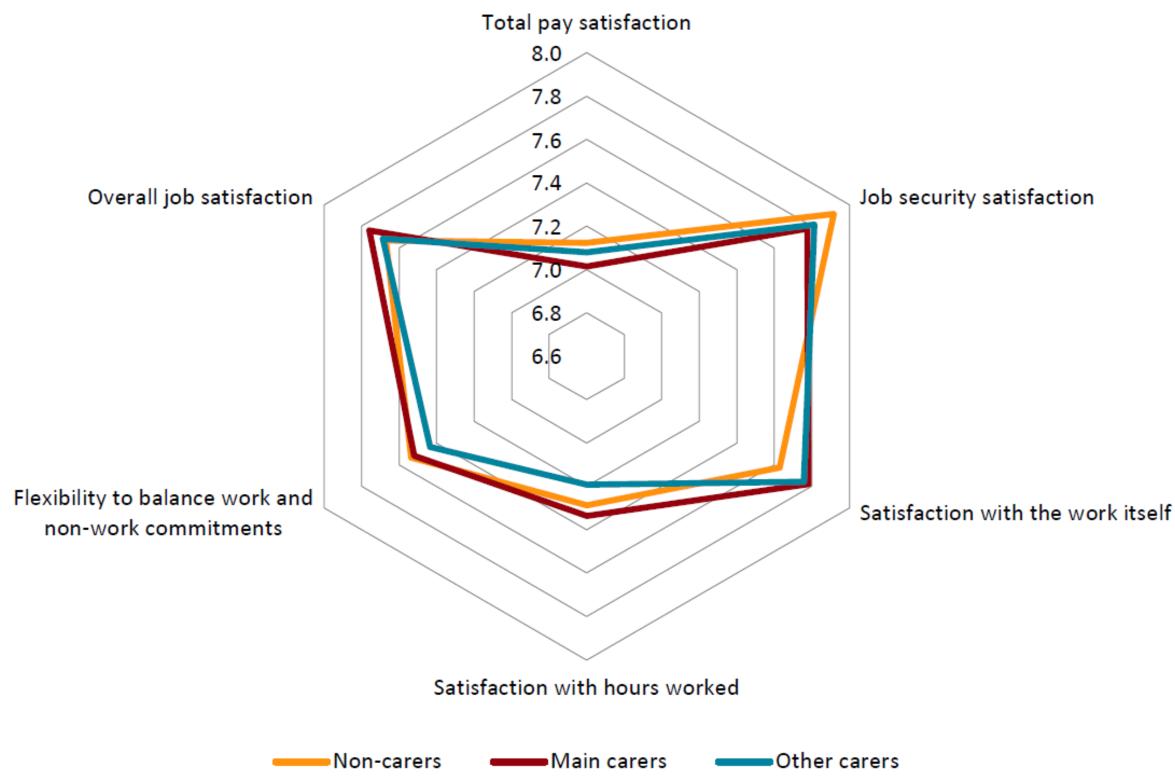
#### Life satisfaction by level of disability: 2001 to 2022





### Are carers satisfied with their work?

#### Mean job satisfaction by carer status: 2005 to 2022

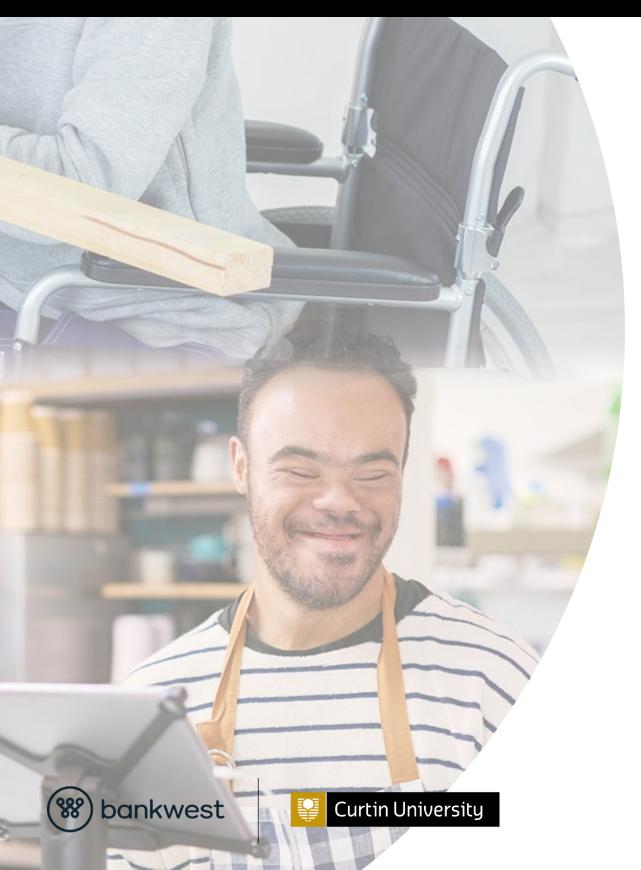






### Are carers satisfied with their lives?

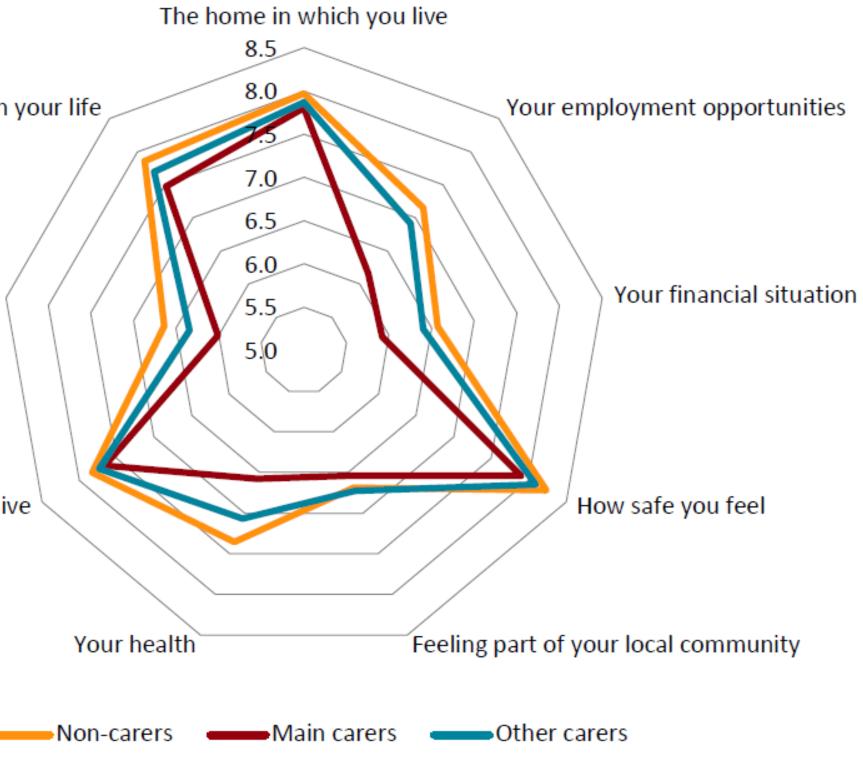
#### Life satisfaction by carer status: 2005 to 2022



How satisfied are you with your life

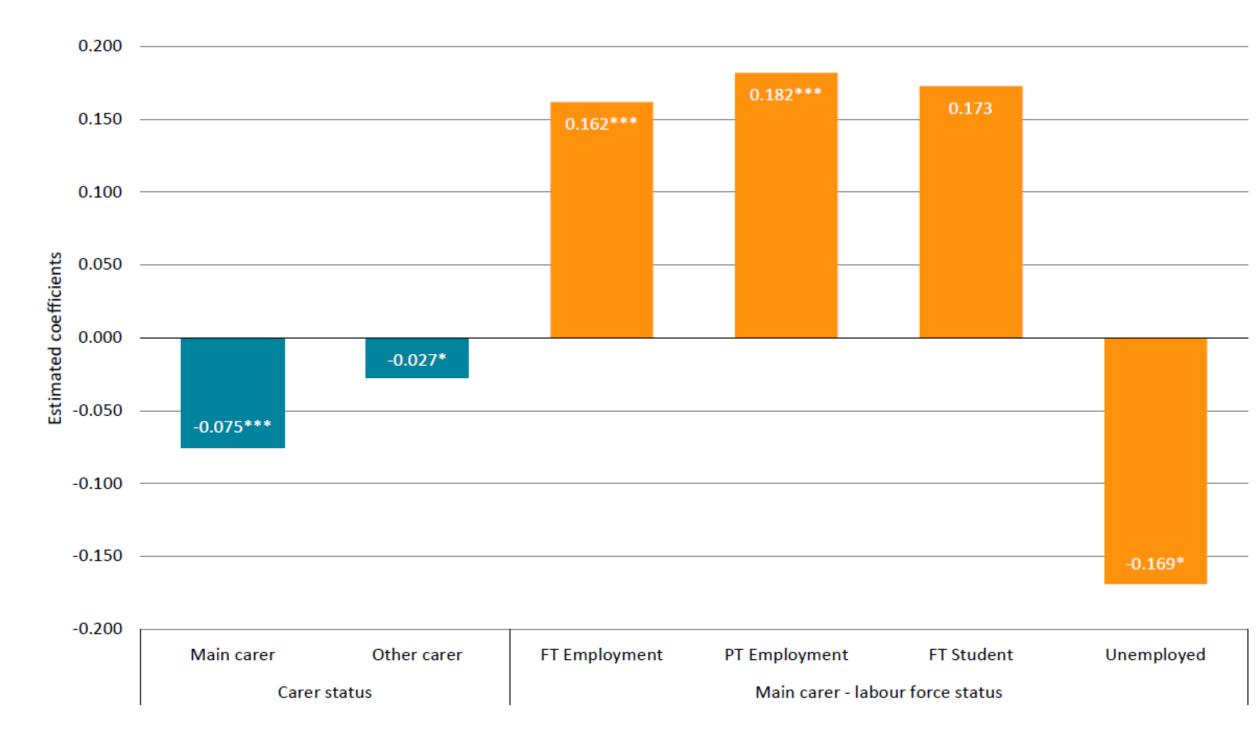
The amount of free time you have

The neighbourhood in which you live



### 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?



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### 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 *I* 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, selfdetermination, and meaningful work.
- Undertake evaluations and research and disseminate information on best practice

#### Establish a National Disability Employment





### 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...

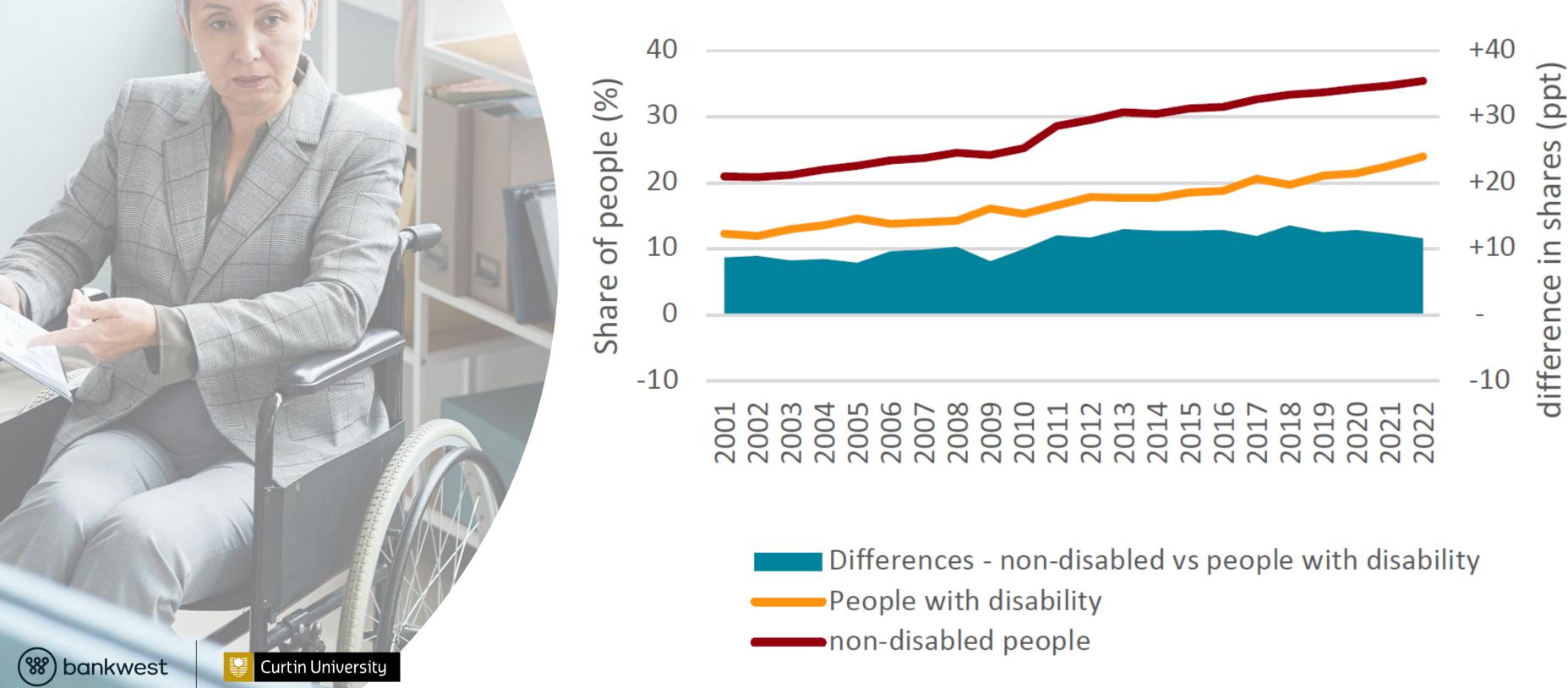
## \$16 billion per year





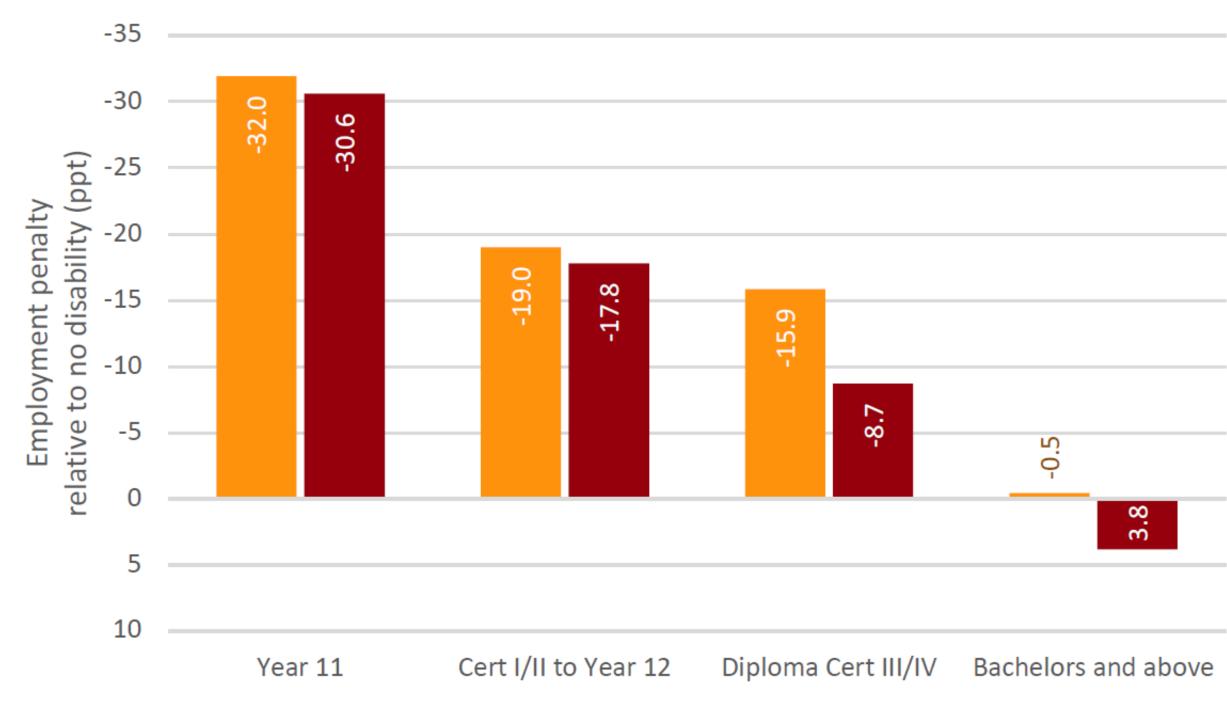
### **Education matters...**

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



### Education matters...

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



HILDA SDAC

(%) bankwest

## Summary & Recommendations

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



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### 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**

- lacksquare

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

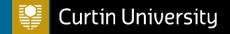




Perceived barriers to employing people with disability

National Disability Employment Agency:



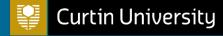




- Perceived barriers to employing people with disability
- Don't know where to start

- National Disability Employment Agency:
- Link employees, services and employers





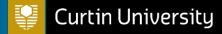


- Perceived barriers to employing people with disability
- Don't know where to start
- Complexity of dealing with multiple agencies

National Disability Employment Agency:

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





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### 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





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tivity gap es est 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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