The employment of persons with disabilities

Statistics

Data 2020

Stefanos Grammenos

Centre for European Social and Economic Policy

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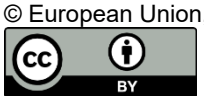

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INTRODUCTION

The European Union (EU) is strongly committed to ensuring equal opportunities and removing economic and social barriers for people with disabilities, as demonstrated by the ratification of the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

The European Union and all its Member States are party to the CRPD. This important treaty entered into force for the EU in January 2011 and has guided the content of the European Disability Strategy 2010-2020. Furthermore, in March 2021, the European Commission adopted the Strategy for the Rights of Persons with Disabilities 2021-2030.

European Disability Expertise (EDE) provides independent scientific support to the Commission's Disability Policy Unit. It aims to mainstream disability equality in EU policy processes, including through implementation of the Convention on the Rights of Persons with Disabilities.

The aim of Task 2.1 is to collect, provide and analyse independent data and information on the situation of persons with disabilities. It is important to note here the power of quantitative indicators in convincing people when personal perceptions and past attitudes elicit resistance to change. However, this requires a high quality of statistical data and related estimates.

1. Disability in the European and international policy context

The CRPD is an important guiding tool in the collection of quantitative data, the elaboration of indicators and the analysis of these data. Article 31 of the CRPD notes that statistical and research data need to be collected to help policymakers to develop policies that are relevant to the Convention. Furthermore, it adds that the proposed quantitative indicators ought to help policymakers monitor and assess the different policies.

The UN General Assembly has adopted the 2030 Agenda for Sustainable Development, which includes 17 Sustainable Development Goals and 169 underlying indicators.[1] In May 2017, the Commission published the 'EU SDG indicator set: Indicators for Monitoring the Sustainable Development Goals (SDGs) in an EU Context'. This set of indicators includes most of the indicators included in EU 2020 and the European Pillar of Social Rights.

The European Commission, in its Communication concerning the Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030, notes that 'Monitoring the progress in Member States will rely on improved statistical data collection on the situation of persons with disabilities, and information on national policies and practices complementing reporting by the Member States to the dedicated UN Committee. A new dashboard will present progress made in implementing the activities at EU level

[1] See http://www.un.org/sustainabledevelopment/development-agenda/.

under this Strategy as well as those in which the Commission calls on Member States for action.'[2]
The Strategy highlights the need to 'develop a strategy for data collection, steer Member States accordingly and provide an analysis of existing data sources and indicators including administrative data'.

The European Commission has set out strategic guidance for the implementation of the Recovery and Resilience Facility in its 2021 Annual Sustainable Growth Strategy (ASGS).[3] The facility is the key recovery instrument at the heart of Next Generation EU, which will help the EU to emerge stronger and more resilient from the current crisis.

The Commission's recommendations provide, in particular, that Member States should outline the most important national challenges in terms of gender equality and equal opportunities for all, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation. They note that everyone has the right to equal treatment and opportunities regarding employment, social protection, education and access to goods and services available to the public (principle 3 of the European Pillar of Social Rights).

The Commission's recommendations add that Member States should explain how the reforms and investments supported by the plan will be instrumental in overcoming the equality challenges identified by replying, notably, to the following question: How does the plan ensure respect for the rights of people with disabilities in conformity with the Convention on the Rights of Persons with Disabilities and the rights of other disadvantaged and marginalised populations? In this regard, Member States are invited, for example, to explain how the plan ensures disability-inclusive reforms (and reforms that are inclusive in other ways) of education, the labour market, the health sector, the accessibility of buildings, services and websites and the transition from institutional to community-based services.

In addition, Member States are invited to disaggregate the data they present by gender, age, disability and racial or ethnic origin wherever possible,[4] in line with the principles of the European Pillar of Social Rights.

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2 European Commission, Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, 'Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030', 3 March 2021.
The Commission notes that the resilience and recovery plans should identify relevant indicators to monitor the contribution of the facility to the reduction of disparities. The indicators can be chosen among those regularly used to report on cohesion policy as a whole, such as the unemployment and employment rates, including youth unemployment and employment, the EU social scoreboard, and performance indicators for education and training systems. See 'Commission Staff Working Document: Guidance to Member States – Recovery and Resilience Plans', Brussels, 22.1.2021 SWD (2021) 12 final, part 1/2; *Alert Mechanism Report 2021* (prepared in accordance with Articles 3 and 4 of Regulation (EU) No 1176/2011 on the prevention and correction of macroeconomic imbalances) {COM (2020) 745 final}).

3 The Annual Sustainable Growth Strategy 2021 (ASGS) was published in September 2020.This frames the context for strategic development in relation to the green transition, the digital transition and fairness (as well as macroeconomic stability).
European Commission (2020), 'Annual Sustainable Growth Strategy 2021', COM(2020) 575 final, https://eur-lex.europa.eu/legal-content/en/TXT/?qid=1600708827568&uri=CELEX:52020DC0575.

4 European Commission: Commission Staff Working Document: Guidance to Member States – Recovery and Resilience Plans', Brussels, 22.1.2021, SWD(2021) 12 final, part 1/2, p. 11, https://ec.europa.eu/info/sites/default/files/document_travail_service_part1_v2_en.pdf.

In the light of the wider EU policy context, EU disability policies should support the implementation of the European Pillar of Social Rights,[5] notably in relation to equal treatment and the inclusion in society of persons with disabilities.
The Pillar is supported by a scoreboard of key indicators to screen the employment and social performances of participating Member States. The scoreboard serves as a reference framework to monitor 'societal progress'.

In March 2021, the Commission presented the European Pillar of Social Rights Action Plan.[6] The action plan presents three targets to be achieved by 2030: (1) At least 78 % of the population aged 20 to 64 should be in employment by 2030; (2) At least 60 % of all adults should participate in training every year; (3) The number of people at risk of poverty or social exclusion should be reduced by at least 15 million by 2030.

Together with a revised social scoreboard, they will allow the Commission to monitor Member States' progress under the European Semester.

The Porto declaration (May 2021)[7] endorsed the EU-level 2030 headline targets and confirmed the European Semester as the main tool to monitor progress toward the targets. It also welcomed the proposal for a revised social scoreboard (taking into account different national circumstances).

Finally, the renewed list of headline indicators was endorsed by the ministers of employment and social affairs of the European Union in June 2021. The disability employment gap is part of these headline indicators.

2. Employment of persons with disabilities

Article 27 of the UN Convention, on 'Work and employment', begins: 'States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.'

On 25 September 2015, the UN General Assembly adopted a resolution on 'Transforming our world: the 2030 Agenda for Sustainable Development'. Goal 8 recognises the importance of sustained economic growth and high levels of economic productivity for the creation of well-paid quality jobs and more efficient production. It calls for providing opportunities for full employment and decent work for all. Decent employment for all, including women, people with disabilities, youth, the elderly and migrants, is crucial for improving the wellbeing of society as a whole.

The European Pillar of Social Rights sets out, under the heading of 'Equal opportunities', that, 'Regardless of gender, racial or ethnic origin, religion or belief,

[5] 'Social Scoreboard', Commission staff working document accompanying the document 'Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions "Establishing a European Pillar of Social Rights"', Brussels, 26.4.2017, SWD (2017) 200 final.

[6] European Commission (2021), *The European Pillar of Social Rights Action Plan*, Luxembourg, Publications Office of the European Union, https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-action-plan_en.

[7] See https://www.consilium.europa.eu/en/press/press-releases/2021/05/08/the-porto-declaration/.

disability, age or sexual orientation, everyone has the right to equal treatment and opportunities regarding employment, social protection,' etc.

The European Pillar of Social Rights Action Plan[8] proposes a renewed list of headline indicators. It includes the disability employment gap (in percentage points) as a headline indicator measuring progress in social protection and inclusion. As noted, the renewed list of headline indicators was endorsed by the ministers of employment and social affairs of the European Union in June 2021.

The European Commission, in its Communication concerning the Strategy for the Rights of Persons with Disabilities 2021-2030, notes that participation in employment is the best way to ensure economic autonomy and social inclusion. It adds that the monitoring of progress in Member States will rely on improved statistical data collection on the situation of persons with disabilities.

3. Objectives of the study

EU Member States have adopted policies and measures to stimulate job creation for persons with disabilities and to facilitate the equal participation of persons with disabilities on the labour market. Despite these efforts, the disability employment gap was 24.7 percentage points.[9] This gap is the difference between the employment rate of persons with and without disabilities.

The European Pillar of Social Rights serves as a compass for employment and social policies. Principle 17 of the Pillar underlines the principle that persons with disabilities have the right to income support, allowing them to live in dignity, to services that enable them to participate in the labour market and in society, and to a work environment adapted to their needs.

The strategy[10] proposed a flagship initiative in 2022, in which the Commission is to present a package to improve the labour market outcomes of persons with disabilities. The package will support Member States in the implementation of the relevant employment guidelines through the European Semester.

Furthermore, in the framework of the strategy, the Commission called on Member States to:

- establish targets for increasing the employment rate of persons with disabilities by 2024, reducing employment rate gaps between persons with and without disabilities;
- strengthen the capacities of employment services for persons with disabilities;
- facilitate self-employment and entrepreneurship.

The present study aims to contribute to the understanding of the current situation and to the development of relevant measures.

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8 See European Commission – Eurostat: https://ec.europa.eu/eurostat/web/european-pillar-of-social-rights/indicators/social-scoreboard-indicators.
Detailed annual data can be extracted from Eurostat's website: https://ec.europa.eu/eurostat/databrowser/view/tepsr_sp200/default/table?lang=en.

9 Eurostat: https://ec.europa.eu/eurostat/databrowser/view/tepsr_sp200/default/table?lang=en.

10 European Union Strategy for the Rights of Persons with Disabilities 2021-2030.

To this end, we propose to analyse, in particular:

- the employment rates of persons with and without disabilities, by gender and degree of disability, in order to assess the general situation;
- employment status (permanent or temporary jobs) and the number of hours worked, in order to assess the nature of jobs held by persons with and without disabilities;
- the relationship between employment and education; this ought to help us identify any education/training gaps, elements of guidance and incentives to enable participation in lifelong learning;
- employment in the public and private sectors, in order to help analyse the impact of any quota schemes, and employment by size of company in order to provide information for the assessment of quotas in the private sector;
- labour market policy interventions in favour of persons with disabilities.

Statistical indicators ought to provide guidance and support for the design of relevant employment policies and integration services.

This report presents an analysis of the latest available EU-SILC microdata. They cover 2020, and a detailed description of the EU-SILC survey can be found in the methodological annex.

Concerning labour characteristics, we have chosen the 20-64 age group in order to be close to the relevant Europe 2020 indicators.

We present statistical tables and metadata in the annexes.

PART I: Population of persons with disabilities

1 Number of persons with disabilities

1.1 The definition of persons with disabilities

The EU-SILC survey[11] reports on activity limitations, using the Global Activity Limitation Indicator (GALI) for observing limitations in people's normal activities caused by one or more health problems.[12]

The data on disability refer to respondents' self-evaluation of the extent to which they are limited in undertaking normal activities because of health problems, for at least the previous six months. The answer distinguishes between strongly limited, limited and not limited. We use the general term 'disability' below in order to cover both 'strongly limited' and 'limited'.

Eurostat notes[13] that GALI is only one of several ways of measuring disability. Alternative approaches to using the concept of functional limitations (difficulties in seeing, hearing, walking, cognition, self-care and communication) are difficult to implement in non-specialised surveys. Furthermore, GALI is closer to the EU policy target for participation and provides several other advantages, in that it allows disability to be measured with a single-item instrument. Furthermore, GALI has an acceptable level of reliability.

The EU-SILC survey covers all individuals aged 16 and over living in private households. Persons living in collective households and in institutions are generally excluded from the target population.

For comparison, we may note that the CRPD states that 'persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others'.

The EU-SILC definition does not consider any 'interactions with barriers', which is the basis of modern approaches to disability. However, we may argue that the above definition lies between the two major conceptual models of disability: the medical model, which views disability as a feature of the person, directly caused by disease (disability requires medical care); and the social model of disability, which sees disability as a socially created problem and not at all as an attribute of an individual (disability demands a political response to correct an unaccommodating physical or social environment).[14]

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[11] Eurostat, 'Methodological Guidelines and description of EU-SILC Target Variables – 2018 operation' (Version of July 2019), DocSILC065 (2018 operation). Eurostat Directorate F: Social Statistics Unit F-4: Quality of life; European Commission.

[12] For EU-SILC health variables, see https://ec.europa.eu/eurostat/cache/metadata/en/hlth_silc_01_esms.htm.

[13] European Commission – Eurostat: 'Item 4.3: Global Activity Limitation Indicator (GALI) as a core variable'; Directorate F: Social statistics, DSS/2015/Sept/04.3. Meeting of the European Directors of Social Statistics, Luxembourg, 15-17 September 2015.

[14] World Health Organization (2002), *Towards a Common Language for Functioning, Disability and Health: ICF*, Geneva.

In a simplified representation running from body functions to activity and participation, we may advance that the GALI definition focuses on activity (the execution of a task or action by an individual).

1.2 Number of persons with disabilities

In the EU 27, about 24.9 % of persons aged 16 and over declared a disability (activity limitation) in 2020. The figure was 24.1 % in 2019.

This represents about 92 million people with disabilities aged 16 and over living in private households. However, we ought to interpret this number with caution. First, it includes elderly people with moderate or severe disabilities. Secondly, it ought to be seen as a target for prevention purposes.

At the EU level, about 27.2 % of women aged 16 and over declared a disability (activity limitation) in 2020, compared with 22.4 % of men.

Table 1: Persons with disabilities living in private households in the EU 27, aged 16+, 2020 (Estimation)

	Persons without disabilities	**Persons with disabilities**	**Total**
	Number in millions		
Total	276.2	91.6	367.8
Women	138.2	51.6	189.8
Men	138.1	39.9	177.9
	Percentage (%)		
Total	75.1	24.9	100.0
Women	72.8	27.2	100.0
Men	77.6	22.4	100.0

Note: This definition of disability is relatively broad. It excludes persons with disabilities in institutions.
Method: We have used two different sources for the estimation: Eurostat rates for disability prevalence and the EU-SILC user database (UDB) for total population, aged 16+, living in private households. For Germany and Italy, we used total population, aged 16+, provided by the EU-SILC UDB 2019.
Data sources: (1) Eurostat, https://ec.europa.eu/eurostat/data/database, extracted on 14 April 2022; and (2) EU-SILC UDB 2020, v.1, April 2022.

1.3 Number of persons with disabilities by degree

In the EU 27, about 7.2 % of persons aged 16 and over declared a severe disability (strongly limited) in 2020. About 17.7 % declared a moderate disability. This amounts to 64.7 million persons with a moderate disability aged 16 and over living in private households and 27.3 million with a severe disability.

We will focus our study on persons aged 16-64, but this may be extended to persons aged 16-66/67, depending on the needs of the analysis.

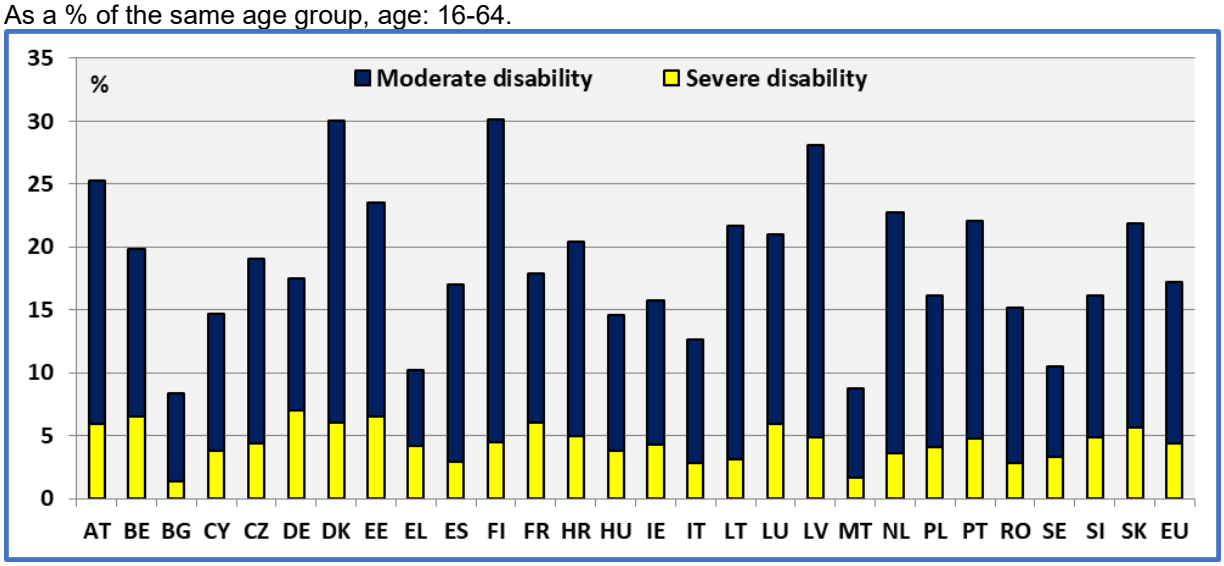
In the EU 27, about 47.2 million persons aged 16-64 declared a disability in 2020. They represent 17.2 % of the population aged 16-64. There are about 35.2 million persons with moderate disabilities (12.8 % of the population) and 12.0 million persons with severe disabilities (4.4 % of the population). The total population aged 16-64 living in private households is 275.4 million.

The following graph presents disability prevalence in the 16-64 age group and distinguishes two degrees of disability (moderate and severe) in 2020.
We can observe a high variability of total disability prevalence, which is mainly attributed to the moderate component. The variability in severe disability prevalence across Member States is relatively small.

The degree of disability is an important policy dimension, because it might cover persons with needs concerning technical aids, work adaptations, accessibility issues, etc.

Figure 1: Percentage of persons with disabilities by degree and Member State, 2020

As a % of the same age group, age: 16-64.



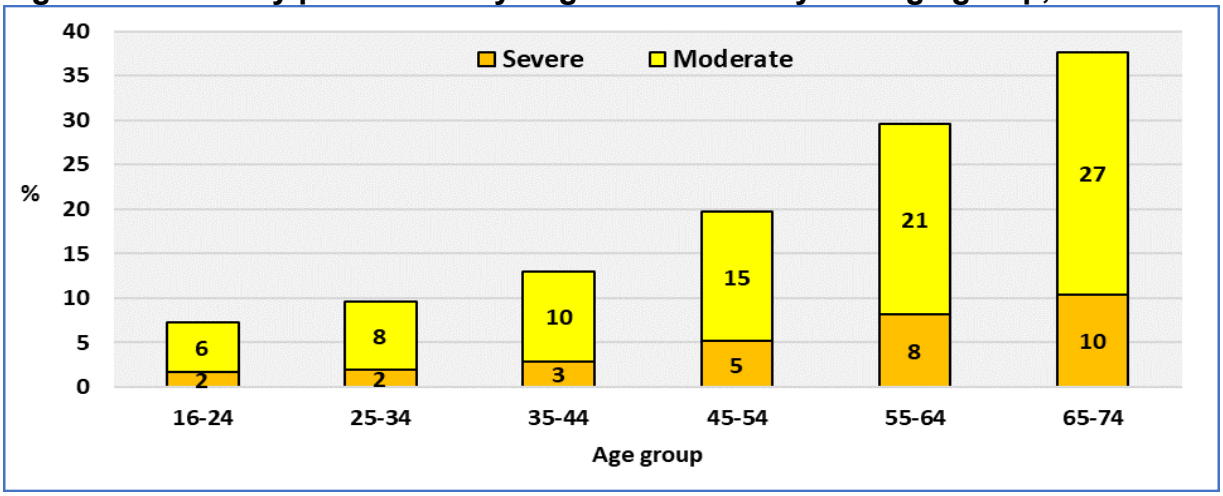
Note: Disability is proxied by health-related limitations in the activities people usually do. The supporting data are presented in the annexes (statistical tables).
Data source: Eurostat Data extracted on 24 June 2022 from ESTAT.

1.4 Number of persons with disabilities by age group

The following figure presents disability prevalence by age and degree in the EU 27 in 2020 in more detail.

We note that, among persons aged 16-24, 2 % have severe disabilities and 6 % have moderate disabilities. In the 55-64 age group, the respective rates are 21 % and 8 %.

Figure 2: Disability prevalence by degree of disability and age group, EU 2020



Data source: EU-SILC UDB 2020, v.1, April 2022. For Germany and Italy, we use 2019 data.

1.5 Statistical tables on the number of persons with disabilities

Table 2: Percentage of people with disabilities by Member State, age 16+

These data include only persons living in private households.

	2019	2020				
	Total	Total	Gender		Degree	
	%	% of the same age group				
		Total	Men	Women	Severe	Moderate
	16+	16+				
AT	33.9	31.8	30.9	32.7	8.5	23.3
BE	27.2	25.0	23.1	26.9	8.4	16.6
BG	16.1	16.3	13.9	18.6	3.1	13.2
CY	23.5	23.3	22.6	23.9	6.6	16.7
CZ	28.6	29.5	27.7	30.7	7.5	22.0
DE	22.0	24.4	23.4	25.3	10.8	13.5
DK	31.1	33.1	30.8	35.3	6.4	26.7
EE	35.0	32.8	30.2	34.9	9.9	22.8
EL	23.1	23.7	22.1	25.1	9.9	13.7
ES	18.4	22.8	19.7	25.7	4.8	17.9
FI	35.7	35.2	31.1	39.4	6.8	28.4
FR	25.0	24.9	23.0	26.7	9.4	15.6
HR	34.4	32.7	30.7	34.7	9.7	23.1
HU	24.8	22.8	19.8	25.5	6.4	16.4
IE	16.4	20.3	19.9	20.7	5.6	14.7
IT	22.1	22.4	20.3	24.4	6.6	15.8
LT	31.7	32.7	28.4	36.2	6.6	26.0
LU	25.5	24.7	21.9	27.4	7.0	17.7
LV	39.5	39.8	34.7	43.8	9.2	30.5
MT	11.8	14.1	12.3	16.1	3.3	10.8
NL	29.3	28.6	24.9	32.3	4.7	23.9
PL	24.4	24.4	22.6	26.0	7.0	17.5

PT	33.0	32.2	26.9	36.7	8.6	23.6
RO	25.4	26.0	21.7	30.1	6.1	19.9
SE	13.1	12.9	10.6	15.1	4.1	8.8
SI	28.5	22.1	20.9	23.4	7.9	14.2
SK	31.4	32.2	29.1	35.1	9.7	22.5
EU	**23.9**	**24.9**	**22.4**	**27.2**	**7.2**	**17.7**

Note: All EU-SILC estimations cover only persons living in private households.
Data source: Eurostat, https://ec.europa.eu/eurostat/data/database?node_code=hlth.

Table 3: Number of persons with disabilities by Member State, age 16-64, 2020

The data include only persons living in private households (see note).

	2020						
	% of the same age group				**thousands**		
	16+	**16-64**			**16-64**		
	Total	**Moderate**	**Severe**	**Total**	**Moderate**	**Severe**	**Total**
AT	31.8	19.4	5.9	25.3	1 134	341	1 475
BE	25.0	13.3	6.5	19.8	924	449	1 373
BG	16.3	7.0	1.4	8.4	297	59	356
CY	23.3	10.9	3.8	14.7	63	23	86
CZ	29.5	14.7	4.4	19.1	597	180	777
DE	24.4	10.5	7.0	17.5	(6 215)	(2 808)	(9 023)
DK	33.1	24.0	6.0	30.0	861	216	1 077
EE	32.8	17.0	6.5	23.5	132	51	183
EL	23.7	6.0	4.2	10.2	377	267	643
ES	22.8	14.1	2.9	16.9	4 186	857	5 043
FI	35.2	25.6	4.5	30.1	833	149	981
FR	24.9	11.9	6.0	17.9	4 500	2 251	6 751
HR	32.7	15.4	5.0	20.4	369	119	488
HU	22.8	10.8	3.8	14.6	663	229	891
IE	20.3	11.5	4.3	15.8	386	149	535
IT	22.4	9.8	2.8	12.6	(3 190)	(799)	(3 989)
LT	32.7	18.6	3.1	21.7	308	51	359
LU	24.7	15.1	5.9	21.1	59	23	82
LV	39.8	23.2	4.9	28.1	256	53	309
MT	14.1	7.1	1.7	8.8	24	6	30
NL	28.6	19.2	3.6	22.8	2 021	376	2 397
PL	24.4	12.0	4.1	16.0	2 269	783	3 052
PT	32.2	17.3	4.8	22.1	1 098	304	1 402
RO	26.0	12.4	2.8	15.2	1 477	327	1 804
SE	12.9	7.2	3.3	10.5	455	210	665
SI	22.1	11.2	4.9	16.1	148	65	212
SK	32.2	16.3	5.6	21.9	565	195	760
EU	**24.9**	**12.8**	**4.4**	**17.2**	**(33 404)**	**(11 340)**	**(44 744)**

Note: All EU-SILC estimations cover only persons living in private households.

Data sources: 1. Percentages: Eurostat Data extracted on 24 June 2022 from ESTAT; 2. Population: EU-SILC UDB 2020, v.1, April 2022. Data for Germany and Italy refer to 2019. Data not corrected for missing values.

PART II: Employment of persons with disabilities

2 Distribution by economic status

2.1 Definition of economic status

The EU-SILC survey presents the self-defined current economic status (PL031). Eurostat notes[15] that the target variable captures the person's own perception of their main activity at present. It differs from the ILO concept to the extent that people's own perception of their main status differs from the strict definitions used by the ILO. The EU-SILC survey distinguishes between the following categories:

- Employee working full-time;
- Employee working part-time;
- Self-employed working full-time (including family worker);
- Self-employed working part-time (including family worker);
- Unemployed;
- Pupil, student, further training, unpaid work experience;
- In retirement or in early retirement or has given up business;
- Permanently disabled and/or unfit to work;
- In compulsory military or community service;
- Fulfilling domestic tasks and care responsibilities;
- Other inactive person.

2.2 Economic status by disability status

In the EU 27, persons with disabilities aged 20-64 are underrepresented among persons working full-time. They are also underrepresented among pupils, students and those in further training. They are overrepresented among the unemployed, those in retirement or taking early retirement and among those who are permanently disabled and/or unfit to work.

By comparing 2019 and 2020, we may note that the COVID-19 pandemic had a greater negative impact on persons with disabilities than on persons without disabilities.

In the 20-64 age group, we observe an increase in the share of persons who were permanently disabled and/or unfit to work (+1.0 percentage point) but a decrease for persons without disabilities (-0.1 pp).

Concerning young disabled persons aged 16-24, we observe a decrease in the share of employed (-0.8 pp), self-employed (-1.3 pp) and pupils (-2.5 pp), contrasting with an increase in the share of unemployed (+0.8 pp), permanently disabled (+3.0 pp) and those fulfilling domestic tasks (+0.4 pp). In all these cases, the deterioration in the situation of persons with disabilities was higher than that of persons without disabilities.

[15] Eurostat, 'Methodological Guidelines and description of EU-SILC Target Variables – 2018 operation' (Version of July 2019).

Table 4: Distribution by disability and economic status, age 20-64, EU 27

	Age: 20-64			
	Disability		Disability	
	Yes	No	Yes	No
	2018		2020	
1 Employee working full-time	33.2	54.5	33.5	55.2
2 Employee working part-time	10.9	10.8	11.1	10.8
3 Self-employed working full-time	5.3	8.5	5.1	8.5
4 Self-employed working part-time	1.4	1.3	1.3	1.2
5 Unemployed	11.6	7.2	11.0	7.2
6 Pupil, student, further training, etc.	2.2	6.0	2.3	6.0
7 In retirement or in early retirement	11.1	4.0	9.9	3.8
8 Permanently disabled and/or unfit to work	14.6	0.6	15.6	0.5
9 In compulsory military or community service	0.0	0.0	0.0	0.1
10 Fulfilling domestic tasks / care	6.1	5.8	6.1	5.5
11 Other inactive persons	3.5	1.4	4.1	1.3
Total	**100**	**100**	**100**	**100**
Population (millions) (living in private households)	**44.7**	**208.2**	**43.7**	**206.2**

Note: Data for Germany and Italy cover 2019, not 2020. Consequently, the EU aggregate is indicative. The data are not adjusted for missing values. Eurostat reports a total population on 01.01.2020 of 264.6 million (data extracted on 25.06.2022 from ESTAT). Here, we obtain a figure of 249.9 million persons living in private households (2019 figures for Germany and Italy). If we take into account missing values, the total is 254.5 million people living in private households in 2020.
Data sources: EU-SILC UDB 2018, release 2020, v.1, and EU-SILC UDB 2020, v.1, April 2022.

Table 5: Distribution by disability and economic status, age 16-24, EU 27

	Age: 16-24			
	Disability		Disability	
	Yes	No	Yes	No
	2018		2020	
1 Employee working full-time	17.5	21.4	17.9	21.1
2 Employee working part-time	7.1	5.7	5.9	5.7
3 Self-employed working full-time	1.4	1.0	0.4	1.1
4 Self-employed working part-time	0.7	0.5	0.4	0.4
5 Unemployed	9.7	7.4	10.5	7.5
6 Pupil, student, further training, etc.	50.2	60.4	47.7	60.7
7 In retirement or in early retirement	0.1	0.0	0.2	0.0
8 Permanently disabled and/or unfit to work	6.7	0.2	9.7	0.1
9 In compulsory military or community service	0.1	0.3	0.3	0.3
10 Fulfilling domestic tasks / care	1.5	1.2	1.9	1.3
11 Other inactive persons	5.0	2.0	5.3	1.8
Total	**100**	**100**	**100**	**100**
Population (millions) (living in private households)	**2.9**	**35.1**	**2.6**	**33.7**

Note: See previous table.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

2.3 Economic status of persons with disabilities by gender

Concerning gender differences, we may note that, among persons with disabilities aged 20-64 in the EU 27, women were underrepresented among persons working full-time in 2020 (15.6 %) compared with men (20.4 %). Women with disabilities were overrepresented among persons fulfilling domestic tasks and care responsibilities (10.8 %) compared with men with disabilities (0.6 %).

Concerning young persons with disabilities aged 16-24 in the EU 27, young girls with disabilities are underrepresented among persons at work (23.0 %) compared with boys with disabilities (31.0 %), but young girls with disabilities are overrepresented among pupils, students and persons in further training (56.1 %) compared with young boys with disabilities (43.2 %).

Concerning persons with disabilities aged 20-64, there was a significant decrease between 2018 and 2020 in the proportion of men with disabilities who were unemployed, probably due to policy measures to preserve jobs during the COVID-19 pandemic.

Concerning young men with disabilities aged 16-24, there was a reduction between 2018 and 2020 in the share of young men with disabilities at work (-6.7 percentage points) and an equivalent increase in the share of pupils (+2.0 pp) and permanently disabled persons (+4.6 pp). There was a significant reduction in the share of girls with disabilities at school (-6.2 pp) and an increase in the figures for other groups, e.g. young women at work (+1.7 pp), the unemployed (+1.1 pp) and those who are permanently disabled or fulfilling domestic tasks (+0.7 pp).

Table 6: Distribution of persons with disabilities by gender and economic status, age 20-64, EU 27

	Age: 20-64			
	2018		2020	
	Women	Men	Women	Men
1 Employee working full-time	27.4	39.9	27.9	40.1
2 Employee working part-time	15.7	5.3	16.0	5.5
3 Self-employed working full-time	3.3	7.7	3.3	7.3
4 Self-employed working part-time	1.5	1.4	1.4	1.2
5 Unemployed	10.7	12.6	10.6	11.4
6 Pupil, student, further training, etc.	2.4	2.0	2.4	2.2
7 In retirement or in early retirement	10.7	11.5	9.5	10.4
8 Permanently disabled and/or unfit to work	13.5	15.9	14.1	17.3
9 In compulsory military or community service	0.0	0.0	0.0	0.0
10 Fulfilling domestic tasks / care	11.0	0.4	10.8	0.6
11 Other inactive persons	3.9	3.2	4.2	3.9
Total	**100**	**100**	**100**	**100**
Population (millions) (living in private households)	**24.1**	**20.6**	**23.4**	**20.3**

Note: Data for Germany and Italy cover 2019, not 2020. Consequently, the EU aggregate is indicative. The data are not adjusted for missing values.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 7: Distribution of persons with disabilities by gender and economic status, age 16-24, EU 27

Due to a relatively small sample, the data are indicative.

	Age: 16-24			
	2018		2020	
	Women	Men	Women	Men
1 Employee working full-time	13.7	22.0	15.6	20.4
2 Employee working part-time	8.7	5.2	8.5	3.0
3 Self-employed working full-time	0.4	2.5	0.1	0.6
4 Self-employed working part-time	0.2	1.3	0.4	0.3
5 Unemployed	7.7	12.1	8.8	12.3
6 Pupil, student, further training, etc.	56.1	43.2	49.9	45.3
7 In retirement or in early retirement	0.1	0.1	0.1	0.3
8 Permanently disabled and/or unfit to work	6.4	7.2	7.7	11.8
9 In compulsory military or community service	0.0	0.3	0.3	0.3
10 Fulfilling domestic tasks / care	2.7	0.2	3.4	0.3
11 Other inactive persons	4.1	6.0	5.2	5.5
Total	**100**	**100**	**100**	**100**
Population (millions) (living in private households)	**1.5**	**1.3**	**1.4**	**1.3**

Note: See previous table.

Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

3 Change in activity status

3.1 Types of changes

The EU-SILC survey presents the most recent change in the individual's activity status (PL180). The reference period is since last year (since the last interview, if applicable).

The following table presents the types of changes. It includes only persons who have experienced a change since the previous interview.

The table indicates that, among those who experienced a change, the proportion of persons with disabilities passing from employment or unemployment towards retirement or other inactivity is higher compared with persons without disabilities, starting from a similar situation.

Conversely, among those who experienced a change, the proportion of persons with disabilities passing from unemployment or other inactive status towards being employed is lower compared with persons without disabilities, starting from a similar situation (except for marginal case 6, in 2020).

Generally, the changes between 2018 and 2020 are similar for persons with and without disabilities.

Table 8: Change in activity status, age 16-64, EU 27

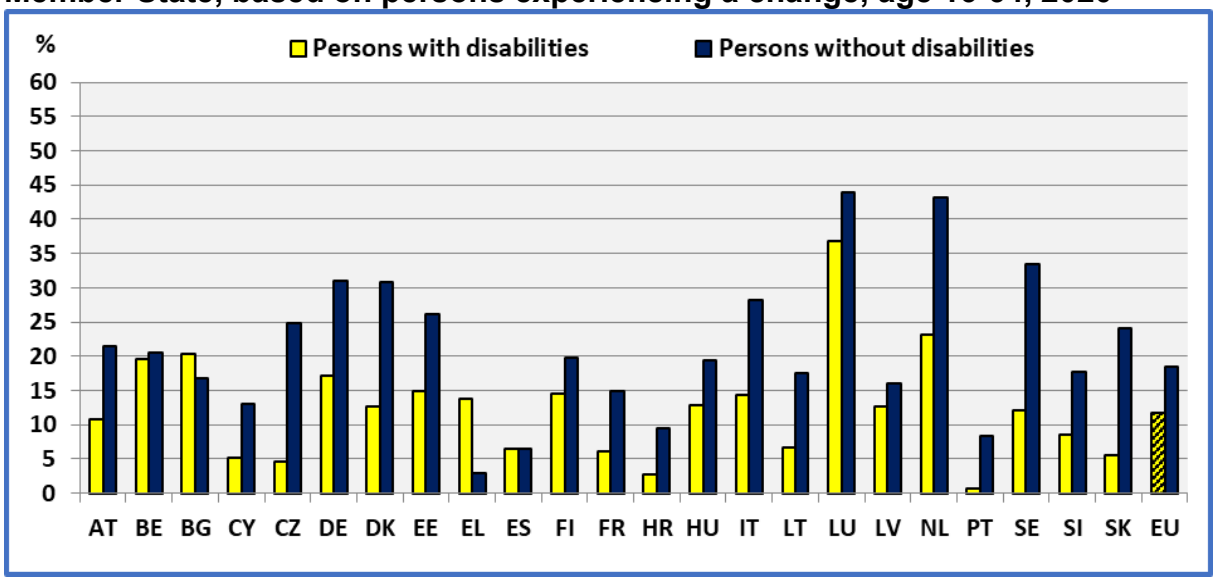
	2018			2020		
	Disability		Total	Disability		Total
	No	Yes		No	Yes	
1 Employed – unemployed	22.1	21.3	22.0	28.5	27.7	28.3
2 Employed – retired	5.7	8.1	6.2	6.2	9.0	6.8
3 Employed – other inactive	11.8	14.2	12.2	14.3	14.7	14.4
4 Unemployed – employed	31.5	22.3	29.8	23.6	15.1	21.9
5 Unemployed – retired	0.9	3.5	1.4	1.0	1.8	1.1
6 Unemployed – other inactive	3.2	7.1	4.0	2.3	7.1	3.3
7 Retired – employed	0.4	0.7	0.5	0.4	0.6	0.4
8 Retired – unemployed	0.0	0.1	0.0	0.0	0.1	0.0
9 Retired – other inactive	0.3	1.0	0.4	0.2	1.2	0.4
10 Other inactive – employed	19.1	11.3	17.6	18.4	11.7	17.0
11 Other inactive – unemployed	4.0	5.6	4.3	4.5	6.3	4.9
12 Other inactive – retired	0.9	4.8	1.7	0.6	4.8	1.5
Total	**100**	**100**	**100**	**100**	**100**	**100**

Note: This table only includes persons who have experienced a change since the last interview. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate. Data for 2020 do not include Poland and Romania. Data for 2018 do not include Luxembourg.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

We now focus on persons aged 16-64 passing from 'other inactive' to employed in the EU 27 in 2020. This path represents 11.7 % (11.3 % in 2018) of persons with disabilities who experienced a change in activity status, compared with 18.4 % (19.1 % in 2018) of persons without disabilities.

The following graph presents the situation by Member State. In a large majority of Member States, the share of persons with disabilities passing from 'other inactive' to employed is significantly lower compared with persons without disabilities.

Figure 3: Proportion of persons passing from 'other inactive' to employed by Member State, based on persons experiencing a change, age 16-64, 2020



Note: No cases were reported in Ireland or Malta. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate. Data for 2020 do not include Poland and Romania.
Data source: EU-SILC UDB 2020, v.1, April 2022.

3.2 The impact of education on activity paths

The analysis by education level reveals that:

- The proportion of persons who pass from employment to unemployment (employed – unemployed) decreases as education level increases for both groups; and

- The proportion of persons passing from 'other inactive' to employed (other inactive – employed) increases as education level increases for both groups.

Education plays an important role in reducing the number of persons who lose or do not keep their jobs, and it helps significantly to take persons out of the 'other inactive' situation into employment.

Table 9: Proportion of persons following different activity paths by education level, based on persons experiencing a change, age 16-64, 2020

	Persons without disabilities				Persons with disabilities			
	Education level				Education level			
	L	M	H	T	L	M	H	T
1 Employed – unemployed	45.4	28.3	27.2	31.6	37.7	26.5	22.4	28.7
2 Employed – retired	5.6	6.2	5.9	5.9	7.5	9.4	8.8	8.7
3 Employed – other inactive	5.9	17.1	12.8	13.3	12.6	17.4	15.4	15.5
4 Unemployed – employed	26.9	23.5	25.2	24.8	15.4	17.7	16.6	16.8
5 Unemployed – retired	1.2	1.0	0.8	1.0	2.0	2.6	1.6	2.2
6 Unemployed – other inactive	2.2	2.5	2.0	2.2	7.3	5.6	7.8	6.6
7 Retired – employed	0.4	0.5	0.3	0.4	0.5	0.7	0.8	0.7
8 Retired – unemployed	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.1
9 Retired – other inactive	0.1	0.2	0.1	0.1	1.0	0.7	1.0	0.8
10 Other inactive – employed	8.3	15.7	21.5	16.0	4.5	9.9	18.5	10.4
11 Other inactive – unemployed	3.3	4.6	4.1	4.2	5.5	4.8	4.5	5.0
12 Other inactive – retired	0.9	0.6	0.1	0.5	6.1	4.7	2.6	4.6
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Note: Education levels are lower (**L**: early school levers; primary or lower secondary education, ISCED 1+2); medium (**M**: upper secondary and post-secondary non-tertiary education, ISCED 3+4); and higher (**H**: tertiary education, ISCED 5+). **T** stands for total. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate. Data for 2020 do not include Poland and Romania.
Data source: EU-SILC UDB 2020, v.1, April 2022.

3.3 Statistical tables

Table 10: Change in activity status of persons with disabilities, age 16-64, 2020

	Persons with disabilities												
	1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*T*
AT	24.9	10.2	12.9	14.5	3.1	5.5	0.0	0.1	2.8	10.8	6.7	8.4	100
BE	15.2	3.0	39.9	12.2	0.0	3.8	0.0	0.0	0.0	19.6	3.8	2.5	100
BG	22.3	12.3	12.8	16.8	3.7	4.3	1.0	0.6	0.0	20.3	1.7	4.3	100
CY	30.9	3.0	10.2	37.0	0.6	5.6	0.0	0.0	0.0	5.2	4.3	3.2	100
CZ	24.7	20.1	10.2	25.0	6.4	1.4	2.5	2.4	0.0	4.6	0.0	2.7	100
DE	23.8	7.6	13.5	5.5	0.4	9.6	0.4	0.0	3.0	17.2	12.7	6.3	100
DK	15.1	3.7	22.2	15.4	0.0	11.0	0.0	0.0	3.1	12.6	14.5	2.7	100
EE	27.4	12.1	19.1	10.1	0.8	4.5	0.3	0.0	0.6	14.9	2.7	7.5	100
EL	46.9	0.0	2.3	30.7	0.0	0.0	5.4	0.0	0.0	13.8	0.7	0.3	100
ES	47.6	1.1	13.6	21.7	1.6	4.5	0.0	0.0	0.0	6.4	2.2	1.2	100
FI	12.7	1.5	35.0	17.2	2.7	8.7	0.0	0.0	0.0	14.6	7.1	0.4	100
FR	27.4	19.8	9.6	15.6	3.2	3.1	0.7	0.0	0.0	6.1	5.6	9.0	100
HR	43.6	16.0	2.4	24.3	6.9	1.5	0.0	0.0	0.0	2.7	1.6	1.1	100
HU	21.3	8.4	24.2	12.4	3.0	3.3	1.4	0.0	2.7	12.8	2.4	8.1	100
IE	74.7	8.3	0.0	17.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
IT	23.0	28.5	0.0	29.8	0.0	0.5	0.0	0.0	0.0	14.4	3.9	0.0	100
LT	43.5	3.3	23.9	11.7	2.2	3.8	0.0	0.0	0.7	6.7	1.5	2.9	100
LU	0.0	0.0	0.0	38.6	0.0	0.0	17.3	0.0	0.0	36.8	5.8	1.5	100
LV	35.7	8.3	13.0	18.6	1.5	2.3	2.3	0.1	0.8	12.6	2.4	2.5	100
MT	52.3	11.9	4.6	31.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
NL	7.8	2.3	19.0	9.4	0.1	26.7	1.7	0.0	3.4	23.1	5.3	1.3	100
PT	59.8	6.9	0.3	27.6	1.9	0.5	0.9	0.0	0.0	0.7	1.5	0.0	100
SE	16.9	6.9	16.3	8.4	2.0	5.2	0.0	0.0	1.4	12.1	18.3	12.4	100
SI	14.5	22.6	3.8	26.8	5.4	6.1	0.0	0.0	0.0	8.6	11.5	0.7	100
SK	24.1	15.9	11.9	22.4	1.9	7.6	2.0	0.0	0.0	5.6	3.0	5.6	100
EU	**27.7**	**9.0**	**14.7**	**15.1**	**1.8**	**7.1**	**0.6**	**0.1**	**1.2**	**11.7**	**6.3**	**4.8**	**100**

Note: 1. Employed – unemployed, 2. Employed – retired, 3. Employed – other inactive, 4. Unemployed – employed, 5. Unemployed – retired, 6. Unemployed – other inactive, 7. Retired – employed, 8. Retired – unemployed, 9. Retired – other inactive, 10. Other inactive – employed, 11. Other inactive – unemployed, 12. Other inactive – retired.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 11: Change in activity status of persons without disabilities, age 16-64, 2020

	Persons without disabilities												
	1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*T*
AT	17.6	8.1	17.2	23.4	1.1	3.3	0.5	0.1	0.2	21.5	5.8	1.3	100
BE	8.7	2.5	45.8	16.8	0.1	1.2	0.0	0.0	0.0	20.6	4.3	0.0	100
BG	33.6	3.8	12.1	29.0	0.3	1.5	0.5	0.0	0.0	16.8	2.1	0.3	100
CY	29.3	0.5	9.2	39.4	0.6	2.5	0.2	0.0	0.0	13.1	4.8	0.4	100
CZ	15.4	7.0	21.9	18.9	2.2	5.6	0.2	0.0	0.0	24.9	3.5	0.5	100
DE	12.5	7.2	24.2	11.4	1.2	2.8	0.4	0.0	0.7	30.9	7.3	1.4	100
DK	12.8	6.1	21.3	14.7	0.4	3.5	0.0	0.0	0.0	30.8	9.9	0.5	100
EE	21.5	3.1	29.7	13.7	0.0	1.6	0.7	0.0	0.2	26.1	3.2	0.3	100
EL	50.9	0.0	10.7	25.9	0.0	6.1	0.8	0.2	0.1	2.8	2.4	0.0	100
ES	45.4	1.9	12.0	29.6	0.3	1.3	0.0	0.0	0.0	6.4	2.8	0.2	100
FI	12.2	2.5	36.1	18.6	1.0	6.2	0.0	0.0	0.1	19.9	3.0	0.3	100
FR	31.5	12.3	5.8	27.1	2.0	1.3	0.2	0.0	0.0	15.0	4.0	0.9	100
HR	44.4	4.1	2.1	31.3	1.6	0.8	0.1	0.0	0.0	9.5	6.0	0.1	100
HU	25.0	9.5	12.4	21.5	0.7	3.1	2.1	0.0	0.1	19.4	5.3	1.1	100
IE	56.5	20.9	0.4	22.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
IT	13.8	10.2	3.6	41.4	0.2	0.5	0.1	0.0	0.0	28.2	1.9	0.1	100
LT	35.3	1.8	9.8	26.0	0.7	2.6	0.6	0.0	0.0	17.6	5.1	0.6	100
LU	0.0	0.0	0.0	39.9	0.0	0.9	6.4	0.0	0.0	43.8	6.6	2.4	100
LV	36.8	2.3	16.7	22.8	0.5	2.3	0.5	0.0	0.0	16.0	2.1	0.1	100
MT	30.2	18.1	3.3	48.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
NL	12.6	1.8	15.9	11.5	0.3	5.0	1.5	0.4	1.3	43.2	6.0	0.6	100
PT	48.4	4.9	1.3	27.5	3.1	1.0	1.0	0.0	0.0	8.4	4.5	0.0	100
SE	16.1	4.5	17.0	9.7	0.0	4.9	0.4	0.0	0.7	33.5	12.5	0.9	100
SI	22.2	6.3	3.4	39.3	1.7	1.4	0.3	0.1	0.0	17.6	7.4	0.3	100
SK	21.7	7.2	14.6	22.3	1.4	2.4	0.2	0.0	0.0	24.2	6.1	0.0	100
EU	**28.5**	**6.2**	**14.3**	**23.6**	**1.0**	**2.3**	**0.4**	**0.0**	**0.2**	**18.4**	**4.5**	**0.6**	**100**

Note: 1. Employed – unemployed, 2. Employed – retired, 3. Employed – other inactive, 4. Unemployed – employed, 5. Unemployed – retired, 6. Unemployed – other inactive, 7. Retired – employed, 8. Retired – unemployed, 9. Retired – other inactive, 10. Other inactive – employed, 11. Other inactive – unemployed, 12. Other inactive – retired.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 12: Change in activity status of persons with disabilities, age 16-64, 2018

	Persons with disabilities												
	1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*T*
AT	18.4	9.7	12.1	21.5	4.5	6.2	2.4	0.1	1.5	14.0	5.4	4.3	100
BE	10.6	1.3	33.8	13.6	2.2	5.2	0.0	0.0	0.0	25.8	5.4	2.2	100
BG	19.1	8.0	18.5	14.4	4.5	7.6	3.0	0.0	1.1	12.8	5.7	5.3	100
CY	35.9	1.8	6.9	35.5	1.5	4.7	0.0	0.0	0.0	7.1	3.3	3.2	100
CZ	18.0	19.9	7.6	16.8	13.1	2.0	3.6	1.1	0.0	13.1	3.9	0.9	100
DE	12.5	9.8	17.8	11.1	4.8	11.6	0.0	0.0	0.0	13.5	11.2	7.8	100
DK	11.1	3.8	18.7	12.6	0.0	13.4	0.0	0.0	2.0	25.9	10.0	2.6	100
EE	21.2	8.0	21.0	15.4	0.1	5.3	2.1	0.0	0.9	16.0	6.9	3.1	100
EL	58.9	0.0	6.8	20.2	0.0	2.1	2.4	1.2	0.4	6.5	1.5	0.0	100
ES	36.9	2.1	8.6	39.1	0.8	2.9	0.3	0.0	0.5	3.0	2.5	3.3	100
FI	14.2	2.7	22.8	18.7	2.9	11.5	0.2	0.0	0.0	15.8	8.5	2.7	100
FR	29.6	11.2	11.9	23.3	4.5	3.3	0.0	0.0	0.0	8.5	2.7	5.2	100
HR	34.0	13.9	2.2	34.2	11.1	0.7	0.5	0.0	0.0	0.7	2.5	0.2	100
HU	27.3	10.8	11.1	13.3	1.0	6.9	1.1	0.0	2.0	14.7	3.9	7.9	100
IE	50.9	19.7	1.0	28.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
IT	22.6	9.5	7.2	45.2	1.5	3.6	0.5	0.0	0.3	4.9	4.0	0.7	100
LT	32.7	3.1	16.8	22.7	1.4	1.8	3.3	0.0	0.0	7.2	7.5	3.6	100
LV	28.6	7.3	14.8	27.8	2.3	1.2	1.7	0.4	0.7	12.4	1.5	1.3	100
MT*	45.4	19.2	2.8	32.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
NL	6.5	1.7	18.0	12.0	1.1	22.8	0.5	0.3	6.1	19.8	9.2	1.9	100
PL	16.5	11.1	19.3	20.0	8.0	3.5	1.1	0.0	0.3	6.6	1.8	11.9	100
PT	28.4	4.7	6.3	34.9	1.4	1.6	0.0	0.0	0.5	16.2	4.6	1.5	100
RO*	1.9	28.4	32.6	7.4	0.0	0.0	0.0	0.0	2.5	7.1	0.0	20.0	100
SE	9.1	3.9	12.3	11.9	1.2	12.1	2.3	0.0	2.8	14.3	20.4	9.9	100
SI	27.8	10.4	3.1	33.3	6.2	1.6	0.0	0.0	0.0	10.3	6.9	0.4	100
SK	15.9	18.6	14.8	23.0	3.3	5.1	1.7	0.0	0.0	10.0	3.8	3.7	100
EU	**21.3**	**8.1**	**14.2**	**22.3**	**3.5**	**7.1**	**0.7**	**0.1**	**1.0**	**11.3**	**5.6**	**4.8**	**100**

***:** Data for Malta and Romania are indicative (sample between 20 and 49 observations).
Note: 1. Employed – unemployed, 2. Employed – retired, 3. Employed – other inactive, 4. Unemployed – employed, 5. Unemployed – retired, 6. Unemployed – other inactive, 7. Retired – employed, 8. Retired – unemployed, 9. Retired - other inactive, 10. Other inactive – employed, 11. Other inactive – unemployed, 12. Other inactive – retired.
Data source: EU-SILC UDB 2018, release 2020, v.1.

Table 13: Change in activity status of persons without disabilities, age 16-64, 2018

	Persons without disabilities												
	1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*T*
AT	12.8	4.8	23.3	25.0	0.6	3.2	0.3	0.3	0.6	25.1	3.1	0.8	100
BE	12.2	5.4	15.2	21.0	1.4	1.2	0.3	0.0	0.3	36.6	6.3	0.3	100
BG	25.9	4.7	10.2	33.1	0.9	2.1	0.9	0.0	0.2	18.3	3.5	0.4	100
CY	19.2	0.7	7.5	52.2	0.3	3.5	0.2	0.0	0.0	12.8	3.5	0.2	100
CZ	13.1	6.4	23.1	21.0	2.8	1.8	1.5	0.0	0.0	25.5	3.8	1.0	100
DE	7.4	5.6	25.0	10.8	0.4	2.4	0.3	0.0	0.0	39.6	7.8	0.5	100
DK	12.5	3.0	16.2	17.9	0.0	3.6	0.0	0.0	1.1	35.8	10.0	0.2	100
EE	18.0	2.8	18.6	16.8	0.4	1.9	1.1	0.0	0.0	34.9	5.5	0.1	100
EL	55.6	0.1	10.6	23.0	0.0	5.3	0.5	0.2	0.1	1.9	2.5	0.3	100
ES	37.3	1.9	7.0	42.0	0.3	1.3	0.0	0.0	0.2	7.4	2.3	0.4	100
FI	10.2	3.8	34.8	22.2	1.7	6.7	0.1	0.0	0.0	18.1	2.4	0.1	100
FR	23.4	9.0	6.0	35.7	1.4	2.2	0.2	0.0	0.0	17.2	3.5	1.5	100
HR	30.2	3.2	1.9	50.6	1.1	1.1	0.4	0.0	0.0	7.0	4.5	0.2	100
HU	22.1	7.4	8.2	23.6	0.6	1.5	0.9	0.0	0.6	28.5	5.0	1.7	100
IE	34.5	27.9	0.8	36.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
IT	21.2	4.2	5.0	43.4	0.4	8.0	0.6	0.0	0.1	14.3	2.8	0.0	100
LT	31.8	3.9	10.4	28.3	0.7	2.3	0.5	0.0	0.0	20.3	2.0	0.1	100
LV	28.4	1.3	19.0	27.6	0.8	2.1	0.6	0.0	0.0	18.3	1.9	0.0	100
MT	39.5	14.7	2.8	43.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
NL	7.5	2.7	18.9	16.7	0.1	6.0	1.5	0.2	3.3	36.3	5.8	1.0	100
PL	18.0	9.3	10.8	35.4	2.8	2.3	1.4	0.0	0.3	14.3	2.9	2.7	100
PT	25.3	1.9	3.6	47.3	1.3	1.6	0.2	0.0	0.0	13.3	5.4	0.1	100
RO	5.5	7.2	40.7	6.7	0.0	0.7	0.0	0.0	0.0	32.5	5.8	0.9	100
SE	14.8	5.5	18.9	7.6	0.0	11.1	0.8	0.0	1.7	28.4	8.8	2.6	100
SI	18.9	4.0	2.4	46.6	2.4	3.9	0.1	0.0	0.0	15.4	5.7	0.4	100
SK	13.5	6.5	14.3	35.2	0.6	3.1	0.2	0.0	0.0	20.1	6.1	0.5	100
EU	**22.1**	**5.7**	**11.8**	**31.5**	**0.9**	**3.2**	**0.4**	**0.0**	**0.3**	**19.1**	**4.0**	**0.9**	**100**

Note: 1. Employed – unemployed, 2. Employed – retired, 3. Employed – other inactive, 4. Unemployed – employed, 5. Unemployed – retired, 6. Unemployed – other inactive, 7. Retired – employed, 8. Retired – unemployed, 9. Retired – other inactive, 10. Other inactive – employed, 11. Other inactive – unemployed, 12. Other inactive – retired.
Data source: EU-SILC UDB 2018, release 2020, v.1.

4 Main characteristics of the employment of persons with disabilities

4.1 Introduction

Eurostat uses the Labour Force Survey in order to assess employment rates in the Member States, but the LFS survey does not provide information on disability status (although a small number of national LFS questionnaires do collect this data). Consequently, we have to use the EU-SILC survey.

However, the Commission adopted a new regulation[16] concerning the Labour Force Survey, in which GALI is included. This regulation, in force from 1 January 2021, requires the LFS questionnaire to include the Minimum European Health Module (MEHM). The MEHM is a set of three general questions characterising three different concepts of health: (a) self-perceived health; (b) chronic morbidity; and (c) activity limitations (GALI).

At the time of preparing this report, the available data refer to EU-SILC 2020. However, the available release of 2020 microdata does not contain data for Germany and Italy. Consequently, for these two countries, we will use EU-SILC 2019.

In making comparisons between the two surveys, it must be noted that EU-SILC uses an employment rate based on self-defined status, while the Labour Force Survey uses the ILO definition. As noted in previous EDE reports, the LFS results always show a higher employment rate compared with the EU-SILC survey, although trends are strongly correlated. We have analysed and explained this difference between the two surveys in our reports.

The LFS uses the ILO definition, according to which employed persons are persons aged 15 years and over who performed work during the reference week, even if for just one hour during the week. In the EU-SILC, certain persons who had worked for only one hour during the reference week would probably declare themselves as unemployed.

It is important to note that the LFS includes a question on main economic status similar to the one used in the EU-SILC survey. The two surveys deliver identical results for the same question.

The above comments do not raise questions concerning the statistical robustness of the estimations as the two surveys provide coherent and consistent estimates across countries and over time for a given definition of the employment rate.

[16] Commission Implementing Regulation (EU) 2019/2240 of 16 December 2019 specifying the technical items of the data set, establishing the technical formats for transmission of information and specifying the detailed arrangements and content of the quality reports on the organisation of a sample survey in the labour force domain in accordance with Regulation (EU) 2019/1700 of the European Parliament and of the Council, *Official Journal of the European Union*, 30.12.2019 L 336/59.

4.2 Employment by Member State

In the EU 27, about 50.7 % of persons with disabilities aged 20-64 were employed in 2020, compared with 75.1 % of persons without disabilities. The employment rate for all persons aged 20-64 was 70.8 %.[17]

In the EU 27, the employment rate of people with disabilities was about 24.4 percentage points lower in 2020 than the rate for people without disabilities. The relative difference is 32.5 %.[18] The disability employment gap will be studied further below.

At the EU 27 level, about 22.2 million persons with disabilities (aged 20-64) are employed out of 43.7 million persons with disabilities in the same age group.

Table 14: Employment by disability status, age 20-64, EU, 2020

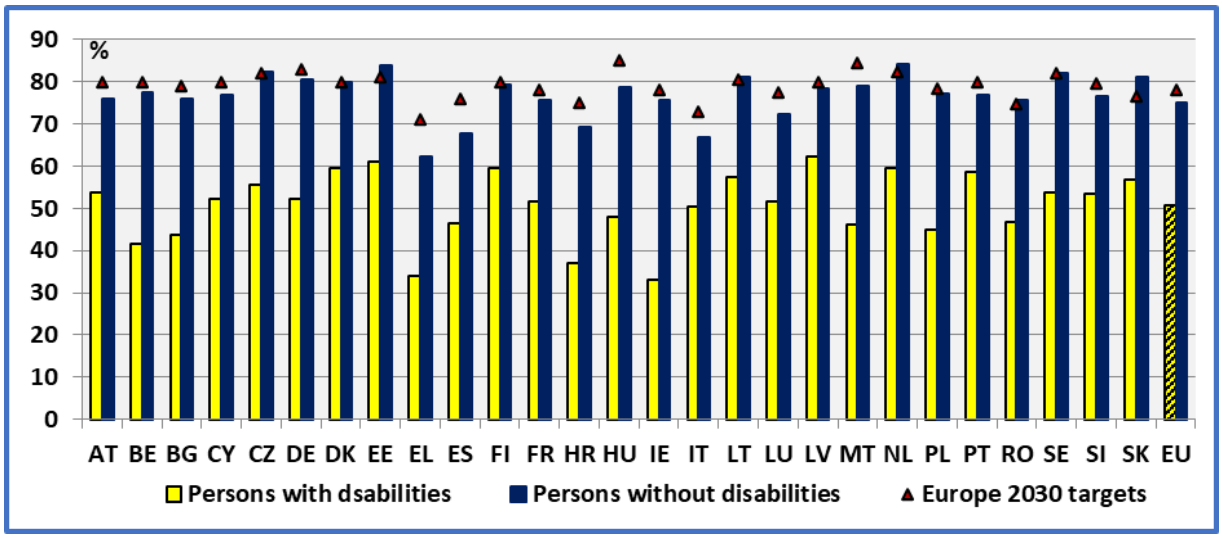
	Not employed	Employed	Total
millions			
Persons without disabilities	51.3	154.8	206.2
Persons with disabilities	21.6	22.2	43.7
Total	72.9	177.0	249.9
%			
Persons without disabilities	24.9	75.1	100.0
Persons with disabilities	49.3	50.7	100.0
Total	**29.2**	**70.8**	**100**

Note: Data refer to 2020. However, the EU-SILC UDB microdata available at the time of preparing this report do not include Germany and Italy. In order to assess the EU 27 aggregates, we use EU-SILC 2019 for Germany and Italy, corrected in order to take into account the overall employment trends in these countries. To this end, we have applied an overall reduction between 2019 and 2020, as indicated by the LFS, to the 2019 employment rates of persons with and without disabilities. Consequently, indicators for EU 27 are indicative.
Data sources: (1) Eurostat, https://ec.europa.eu/eurostat/data/database, extracted on 14 April 2022; and (2) EU-SILC UDB 2020, v.1, April 2022.

According to EU-SILC estimations, the employment rate of people with disabilities is very low in Ireland, Greece and Croatia, while it is relatively high in Finland, Estonia and Latvia.

[17] LFS 2020 provides an estimation of 71.7 %. See Eurostat: https://ec.europa.eu/eurostat/data/database, extracted on 14 April 2022.
[18] Relative difference = 100*(% Persons without disabilities – % persons with disabilities) / (% Persons without disabilities).

Figure 4: Employment rate by disability status and Member State, age 20-64), 2020



Note: The data for Germany, Italy and the EU 27 are indicative. Data for Ireland ought to be treated with caution.

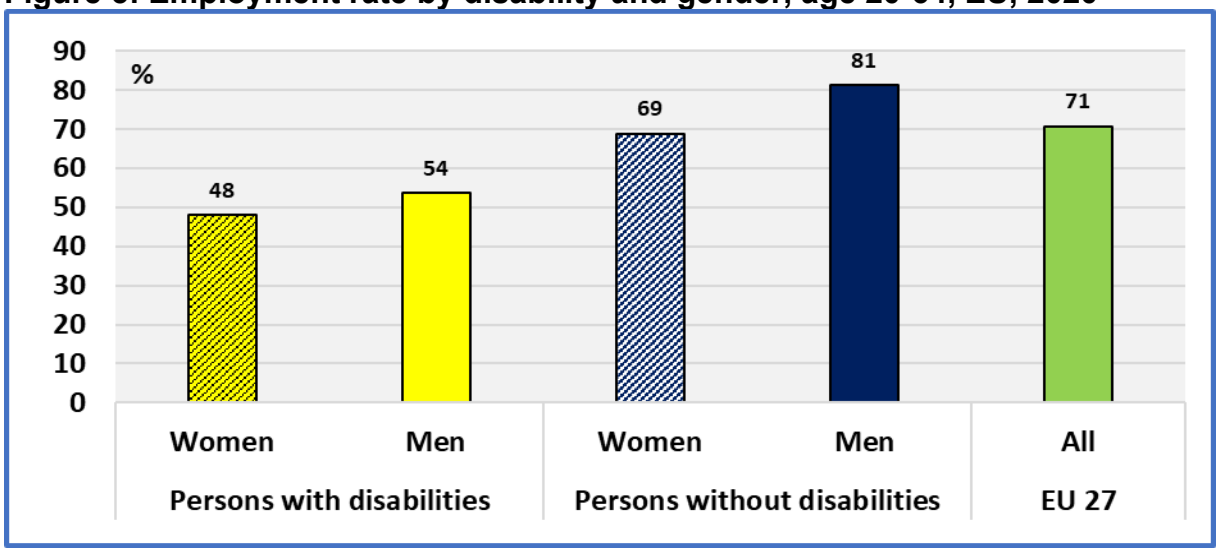
Data sources: (1) Eurostat, https://ec.europa.eu/eurostat/data/database, extracted on 14 April 2022; (2) EU-SILC UDB 2020, v.1, April 2022; and (3) our own calculations.

4.3 Employment by gender

In the EU 27, about 48.1 % of women with disabilities aged 20-64 are employed, compared with 53.7 % of men with disabilities in the same age range.

We may observe that the gender gap – the difference between men with disabilities and women with disabilities – is 5.6 percentage points.

Figure 5: Employment rate by disability and gender, age 20-64, EU, 2020



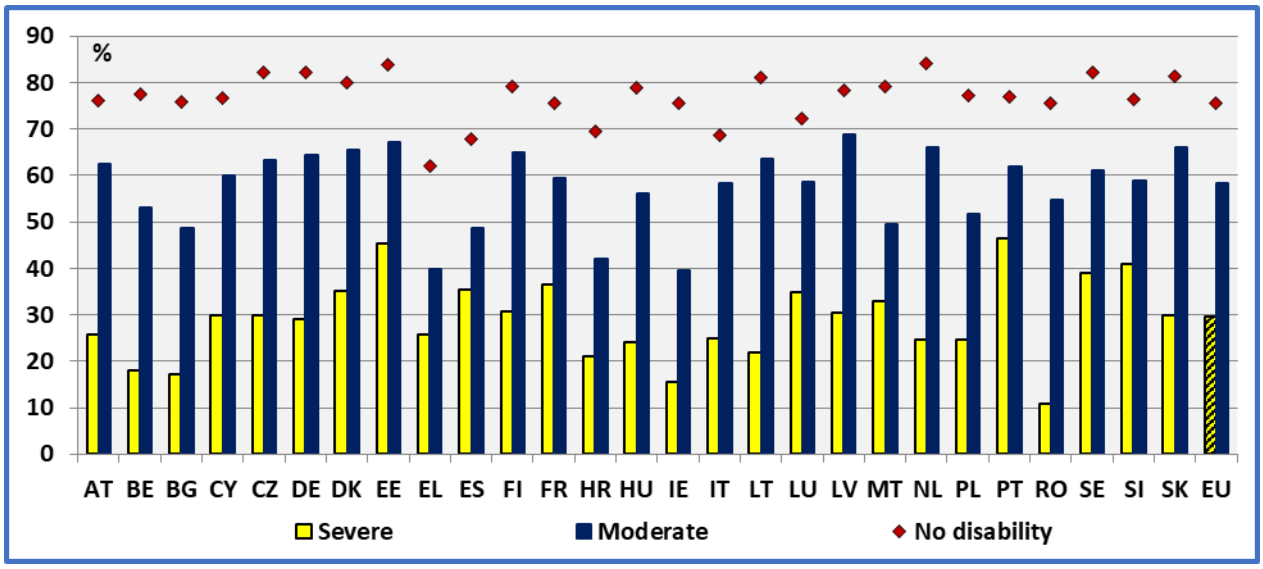
Data sources: Own calculations based on (1) Eurostat: https://ec.europa.eu/eurostat/data/database, extracted on 14 April 2022; and (2) EU-SILC UDB 2020, v.1, April 2022.

4.4 Employment by degree

Concerning the degree of disability, the employment rates of persons aged 20-64 in the EU are 29.6 % for persons with severe disabilities, 58.3 % for persons with moderate disabilities and 75.7 % for persons without disabilities.[19]

The countries with the highest employment rates for persons with severe disabilities are Slovenia (40.9 %), Estonia (45.4 %) and Portugal (46.3 %).

Figure 6: Employment rate by degree of disability and Member State, age 20-64, 2020



Note: Data for Germany and Italy refer to 2019. This affects the EU 27 indicator. Data for Ireland ought to be treated with caution.

Data source: EU-SILC UDB 2020, v.1, April 2022.

4.5 Disability employment gap

The European Pillar of Social Rights Action Plan[20] proposed a renewed list of headline indicators. It includes the disability employment gap (in percentage points) as a headline indicator measuring progress in social protection and inclusion.

The disability employment gap, in unadjusted form, is a statistical indicator that measures the difference between the employment rate of persons with disabilities and the employment rate of persons without disabilities.

The disability employment gap ought to help monitor the situation of persons with disabilities in comparison with persons without disabilities in the EU.

There are different ways to measure the disability employment gap. One method relies on the current employment situation (at the time of the interview), and another method consists of estimating the representative situation during the previous 12 months. This is the method applied by Eurostat.[21]

[19] Data for Germany and Italy refer to 2019. This affects the EU 27 indicator.

[20] See European Commission – Eurostat: https://ec.europa.eu/eurostat/web/european-pillar-of-social-rights/indicators/social-scoreboard-indicators.

[21] See https://ec.europa.eu/eurostat/databrowser/view/tepsr_sp200/default/table?lang=en.

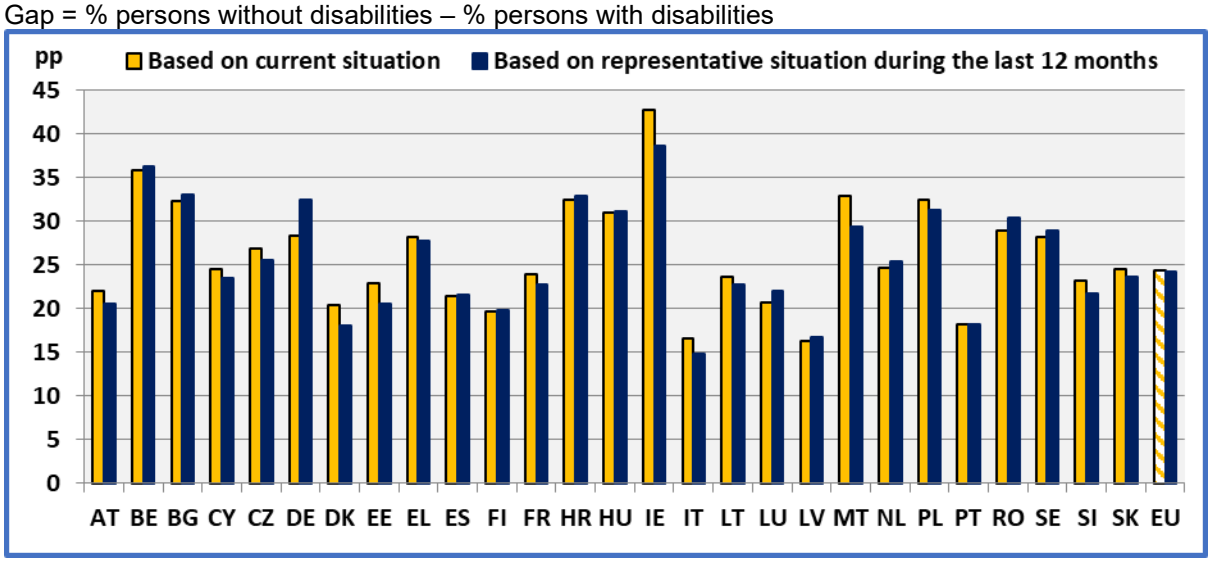
In the following figure, we present both measures. As expected, they are strongly correlated (R^2=0.93, n=27). However, in order to present employment data in a way that is coherent with other indicators presented below (unemployment rate, activity rate, etc.), we focus on data based on the current situation, at the time of interview.

In the EU 27, the disability employment gap for the 20-64 age group was 24.4 percentage points (relative gap: 32.5 %) for the current situation and 24.3 percentage points for the representative situation during the previous 12 months.

We observe a significant employment gap in all Member States. The highest current employment gaps can be found in Malta (33.0 percentage points), Belgium (35.9 pp) and Ireland (42.7 pp). The lowest employment gaps can be found in Latvia (16.3 pp), Italy (16.6 pp) and Portugal (18.3 pp).

Figure 7: The employment gap between persons with and without disabilities, age 20-64, 2020, expressed in percentage points (pp)

Gap = % persons without disabilities – % persons with disabilities



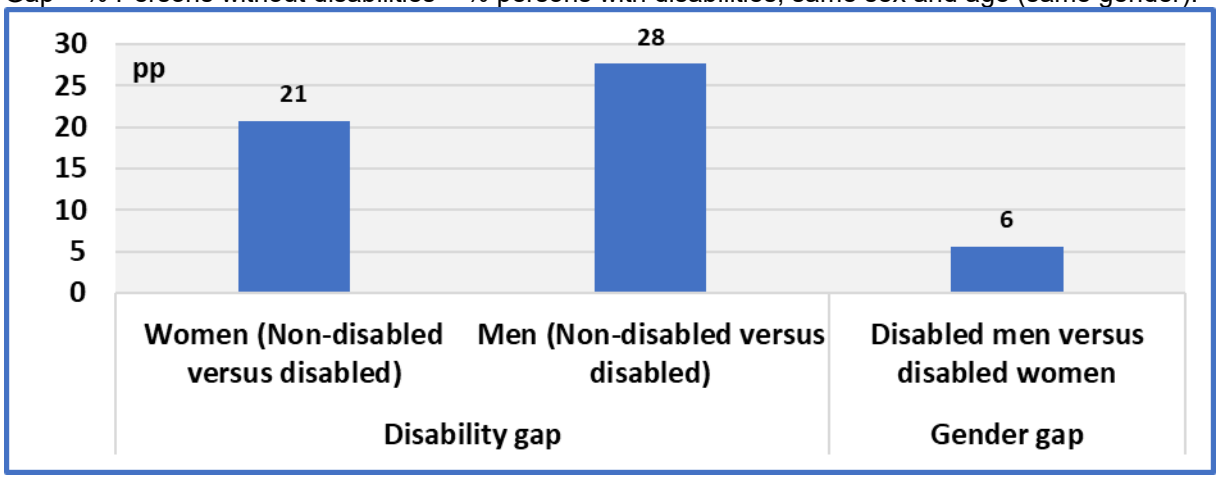
Data based on current situation: The estimations for Germany and Italy are indicative. EU-SILC UDB 2020 and own calculations.
Data based on representative situation: Data extracted on 27 May 2022 from ESTAT.
Note: Data for Germany and Ireland ought to be treated with caution.
Data sources: (1) EU-SILC UDB 2020, v.1, April 2022;
(2) https://ec.europa.eu/eurostat/databrowser/view/tepsr_sp200/default/table?lang=en.

In the EU 27, the disability employment gap for women (women without disabilities compared with women with disabilities) amounts to 20.7 percentage points. The gap is 27.6 points for men.

If we take into account persons with disabilities only, the gender employment gap (women with disabilities versus men with disabilities) amounts to 6 percentage points.

Figure 8: The disability employment gap by gender expressed in percentage points (pp), age 20-64, 2020

Gap = % Persons without disabilities – % persons with disabilities, same sex and age (same gender).



Note: The data are rounded for clarity of comparison. The estimations are based on the current situation. Eurostat presents a gap of 21.5 (women) and 26.5 (men).

Data source: EU-SILC UDB 2020, v.1, April 2022.

4.6 Changes in employment by disability status

Since 2010, we have observed a continuous small increase in the employment rate of persons with disabilities at the EU level.

Due to the COVID-19 pandemic, the employment rate decreased between 2019 and 2020, although the reduction in hours worked and the active policies to preserve jobs dampened this decrease.[22]

A Commission report finds that SURE (Support to mitigate Unemployment Risks in an Emergency) has been successful in cushioning the severe socio-economic impact resulting from the COVID-19 crisis.[23] It has helped to ensure that the increase in unemployment in the beneficiary Member States was significantly smaller during the COVID crisis than it was during the global financial crisis, despite those countries experiencing a larger decrease in GDP.

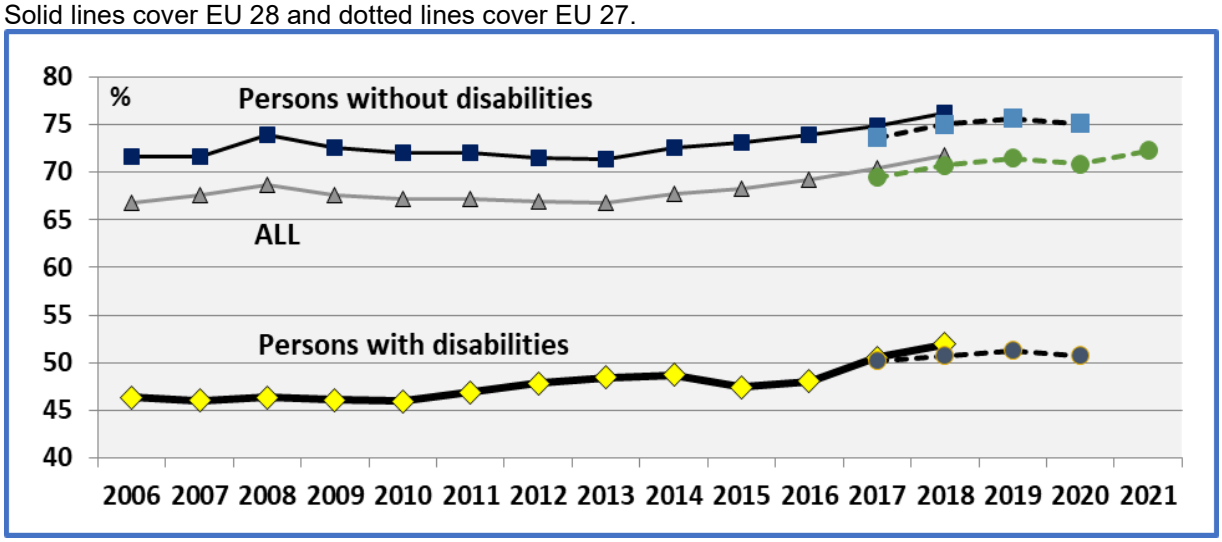
It appears that the recent policy response has been more active in comparison with the 2008-2009 slowdown, although the cause was different.

[22] Anderton, R., Botelho, V., Consolo, A., Dias da Silva, A., Foroni, C., Mohr, M. and Vivian, L., 'The impact of the COVID-19 pandemic on the euro area labour market', *ECB Economic Bulletin*, issue 8/2020, https://www.ecb.europa.eu/pub/economic-bulletin/articles/2021/html/ecb.ebart202008_02~bc749d90e7.en.html.

[23] The SURE programme provides financial support in the form of loans granted on favourable terms from the EU to Member States to finance national short-time work schemes and other similar measures to preserve employment and support incomes, notably for the self-employed, and some health-related measures. The Commission's report found that the instrument supported between 25 and 30 million people in 2020.
See European Commission press release, 'Report confirms SURE's success in protecting jobs and incomes', Brussels, 22 March 2021, https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1209.

Figure 9: Changes in the employment rate of people with and without disabilities, age 20-64

Solid lines cover EU 28 and dotted lines cover EU 27.



Note: The ILO definition of employment provides a global employment rate of 72.7 % for 2019 and 71.7 % for 2020. First estimations for 2021 give 73.1 % (data extracted on 1 May 2022 from ESTAT). See above in the text for the difference between the definition of employment used here and the ILO definition of employment. The estimation for 2021, in this figure, is an extrapolation based on the percentage change drawn from the LFS data (Eurostat, https://ec.europa.eu/eurostat/data/database). The decline between 2014 and 2015 is the result of changes in the German questionnaire concerning disability and the ensuing breakdown of statistical series. This correction ought to give a flat or slightly increasing employment rate for persons with disabilities between 2014 and 2016.
Data extracted on 1 May 2022 from ESTAT.
Data sources: EU-SILC UDB and own calculations.

The disability employment gap varies according to a cyclical pattern. The gap increased from 2006 to 2008, but decreased between 2008 and 2013. Older workers with strong acquired rights were probably maintained in employment during this period of employment recession, and this might explain the decreasing employment gap.

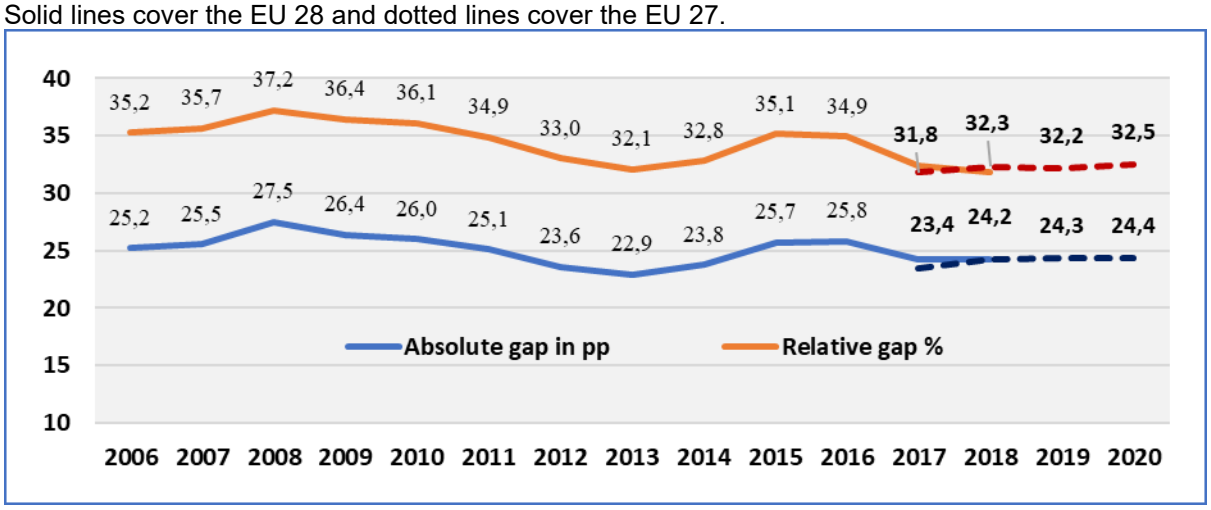
The gap increased again between 2013 and 2016. During this period, persons without disabilities benefited more from an expanding labour market than persons with disabilities.

In recent years, the absolute gap has stabilised at around 24 percentage points. The relative gap stabilised at around 32 % of the employment rate of persons without disabilities.

The change from 2019 to 2020 ought to be treated with caution due to special circumstances during the COVID-19 pandemic and the provisional nature of our data.

Figure 10: Changes in the employment gap for people with disabilities, age 20-64

Solid lines cover the EU 28 and dotted lines cover the EU 27.



Note: The estimations are based on the current situation.

Data source: EU-SILC UDB.

4.7 Statistical tables on employment

Table 15: Employment rate by disability status and Member State, age 20-64, 2020

The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population in the same age range. The data are not seasonally adjusted.

	Disability			Women		Men		Degree		Target
				Disability		Disability				2030
	Yes	No	Total	Yes	No	Yes	No	Severe	Moderate	
AT	53.9	76.0	70.2	49.9	68.4	57.7	83.7	25.9	62.4	79.9
BE	41.6	77.5	70.2	41.1	74.1	42.2	80.9	18.0	53.1	80.0
BG	43.6	76.0	73.2	43.7	70.6	43.5	81.2	17.2	48.6	79.0
CY	52.3	76.8	73.1	45.4	70.5	59.0	83.5	30.0	60.1	80.0
CZ	55.5	82.3	77.1	51.6	75.3	61.8	92.1	29.8	63.2	82.2
DE	52.3	80.6	75.4	50.3	76.7	54.6	84.7	29.0	64.3	83.0
DK	59.5	79.9	73.6	53.7	76.7	66.4	82.8	35.1	65.5	80.0
EE	61.0	83.9	78.4	63.1	80.0	58.8	87.9	45.4	67.0	81.3
EL	33.9	62.2	59.3	28.3	50.8	39.6	73.9	25.7	39.7	71.1
ES	46.4	67.9	64.2	43.8	61.8	49.5	73.8	35.4	48.7	76.0
FI	59.6	79.3	73.2	60.6	77.6	58.5	80.6	30.8	64.8	80.0
FR	51.6	75.6	71.1	50.4	72.4	53.2	78.9	36.5	59.3	78.0
HR	36.9	69.4	62.7	35.8	62.2	38.0	76.7	20.9	42.0	75.0
HU	47.8	78.8	74.1	47.2	71.9	48.6	85.7	24.1	56.0	85.0
IE	32.9	75.7	68.2	31.9	69.7	34.1	81.7	15.5	39.7	78.2
IT	50.3	66.9	65.0	42.3	78.7	58.6	83.6	24.8	58.4	73.0
LT	57.5	81.1	75.7	57.1	78.7	57.9	83.6	21.9	63.5	80.7
LU	51.7	72.4	67.9	49.6	66.4	54.5	78.0	34.8	58.5	77.6
LV	62.2	78.4	73.7	64.0	74.3	59.9	82.8	30.5	68.7	80.0
MT	46.1	79.1	76.2	35.4	68.6	57.2	88.2	32.9	49.4	84.6
NL	59.5	84.1	78.3	56.2	80.0	63.7	87.8	24.8	66.0	82.5
PL	44.8	77.3	72.0	43.4	69.1	46.4	86.3	24.7	51.8	78.3
PT	58.7	76.9	72.8	57.8	73.4	59.8	80.5	46.3	62.0	80.0
RO	46.8	75.7	71.2	40.2	64.0	55.3	86.5	11.0	54.7	74.7
SE	53.9	82.1	79.1	53.5	79.2	54.4	84.7	39.0	61.0	82.0
SI	53.3	76.5	72.7	54.6	73.4	52.1	79.4	40.9	58.9	79.5
SK	56.7	81.3	75.7	53.0	75.7	60.7	86.6	30.0	66.0	76.5
EU	**50.7**	**75.1**	**70.8**	**48.1**	**68.9**	**53.7**	**81.3**	**29.6**	**58.3**	**78.0**

Note: The data for Germany and Italy are 2019 data corrected. For the correction we applied the percentage change between 2019 and 2020 drawn from the LFS 2019-2020 data. The data by degree for these countries are simply the 2019 EU-SILC data.

Data sources: EU-SILC UDB 2020, v.1, April 2022, and own calculations for Germany and Italy.

Table 16: Employment rate by disability status and Member State, age 20-64, 2019

The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population in the same age range. The data are not seasonally adjusted.

	Disability			Women		Men		Degree		Target
				Disability		Disability				EU 2020
	Yes	No	Total	Yes	No	Yes	No	Severe	Moderate	
AT	54.6	77.5	71.1	49.7	70.0	59.5	85.0	26.3	62.6	(77-78) 77
BE	44.1	77.3	69.9	42.1	73.8	46.2	80.7	15.9	58.4	73.2
BG	40.2	76.6	73.4	41.2	72.5	39.2	80.7	(14.7)	45.4	76
CY	52.4	77.4	73.3	48.2	71.9	56.6	83.3	26.2	60.8	(75-77) 75
CZ	55.2	81.2	76.2	53.4	73.2	57.9	91.8	27.2	64.1	75
DE	53.3	82.2	76.9	51.1	78.0	55.7	86.5	29.0	64.3	77
DK	60.1	78.9	73.6	57.7	76.6	62.9	81.2	38.4	65.4	80
EE	64.9	85.9	80.2	65.6	82.4	64.1	89.3	47.1	71.8	76
EL	32.6	62.8	59.6	28.9	51.7	36.7	74.3	21.3	40.9	70
ES	39.0	69.8	66.1	37.3	63.3	40.7	76.3	21.3	42.7	74
FI	56.9	77.8	71.4	60.1	76.2	53.2	79.2	33.2	62.1	78
FR	56.9	75.1	71.7	56.9	71.2	56.9	79.2	43.4	63.6	75
HR	37.0	71.0	63.2	35.8	64.9	38.2	77.0	22.5	42.1	62.9
HU	50.2	79.3	74.4	47.8	73.2	52.9	85.3	20.8	60.5	75
IE	32.6	76.5	70.6	26.5	71.5	38.8	81.7	17.7	38.9	(69-71) 69
IT	51.6	68.6	66.7	43.7	57.9	59.8	79.4	24.8	58.4	(67-69) 67
LT	53.9	79.8	74.2	55.1	77.8	52.5	82.0	18.2	60.1	72.8
LU	51.5	73.1	68.4	48.6	67.9	55.1	78.2	35.0	58.2	73
LV	60.8	79.0	73.7	62.0	74.2	59.5	84.2	35.9	65.2	73
MT	47.1	75.8	73.5	34.4	64.3	60.2	86.2	(45.6)	47.5	70
NL	56.3	83.1	76.5	53.6	79.0	59.7	86.8	22.9	63.0	80
PL	43.3	75.8	70.4	41.7	67.9	45.1	85.0	24.4	50.3	71
PT	59.8	79.1	74.6	58.3	76.0	62.1	82.1	42.0	63.9	75
RO	46.3	74.3	69.9	38.3	62.2	56.9	85.5	(12.4)	54.3	70
SE	58.4	82.4	79.8	58.7	78.9	58.1	85.5	44.6	64.1	80
SI	55.0	76.0	71.4	54.9	72.8	55.1	78.9	45.6	58.6	75
SK	56.3	79.4	74.1	53.1	73.4	60.1	85.0	30.1	64.6	72
EU	**51.3**	**75.6**	**71.5**	**49.0**	**69.3**	**53.9**	**82.0**	**29.8**	**58.8**	**75**

Note: Data in parenthesis are indicative.
Data source: EU-SILC UDB 2019 RELEASE 1, 2021.

Table 17: Disability employment gap by Member State, age 20-64, 2020

	Based on the current situation	Based on the representative situation during the last 12 months (Pillar-Eurostat)
AT	22.1	20.5
BE	35.9	36.3
BG	32.4	33.0
CY	24.5	23.5
CZ	26.8	25.6
DE	28.3	32.4
DK	20.4	18.1
EE	23.0	20.6
EL	28.3	27.7
ES	21.5	21.6
FI	19.6	19.9
FR	24.0	22.8
HR	32.5	32.9
HU	31.0	31.2
IE	42.7	38.6
IT	16.6	14.9
LT	23.6	22.7
LU	20.7	22.1
LV	16.3	16.7
MT	33.0	29.4
NL	24.7	25.4
PL	32.5	31.3
PT	18.3	18.2
RO	28.9	30.4
SE	28.2	28.9
SI	23.2	21.7
SK	24.6	23.6
EU	**24.4**	**24.3**

Note: Data based on current situation: The estimations for Germany and Italy are indicative. EU-SILC UDB 2020 and own calculations.
Data based on representative situation: data extracted on 27 May 2022 from ESTAT.
Data for Germany and Ireland ought to be treated with caution.
Data sources: (1) EU-SILC UDB 2020, v.1, April 2022;
(2) https://ec.europa.eu/eurostat/databrowser/view/tepsr_sp200/default/table?lang=en.

Table 18: Changes in the employment rate of people with and without disabilities, age 20-64, EU

	EU 28			EU 27		
	Persons with disabilities	**Persons without disabilities**	**All (28)**	**Persons with disabilities**	**Persons without disabilities**	**All (27)**
2006	46.3	71.6	66.8			
2007	46.1	71.6	67.6			
2008	46.4	73.9	68.7			
2009	46.1	72.5	67.6			
2010	46.0	72.0	67.2			
2011	46.9	72.0	67.2			
2012	47.9	71.5	67.0			
2013	48.5	71.4	66.8			
2014	48.7	72.5	67.7			
2015	47.4	73.1	68.3			
2016	48.1	73.9	69.3			
2017	50.6	74.8	70.5	50.2	73.6	69.5
2018	52.0	76.2	71.8	50.8	75.0	70.7
2019				51.3	75.6	71.5
2020				50.7	75.1	70.8
2021						72.2

Data source: EU-SILC UDB. Estimation for 2021 (simple extrapolation based on percentage change drawn from the LFS data).

5 Number of hours worked

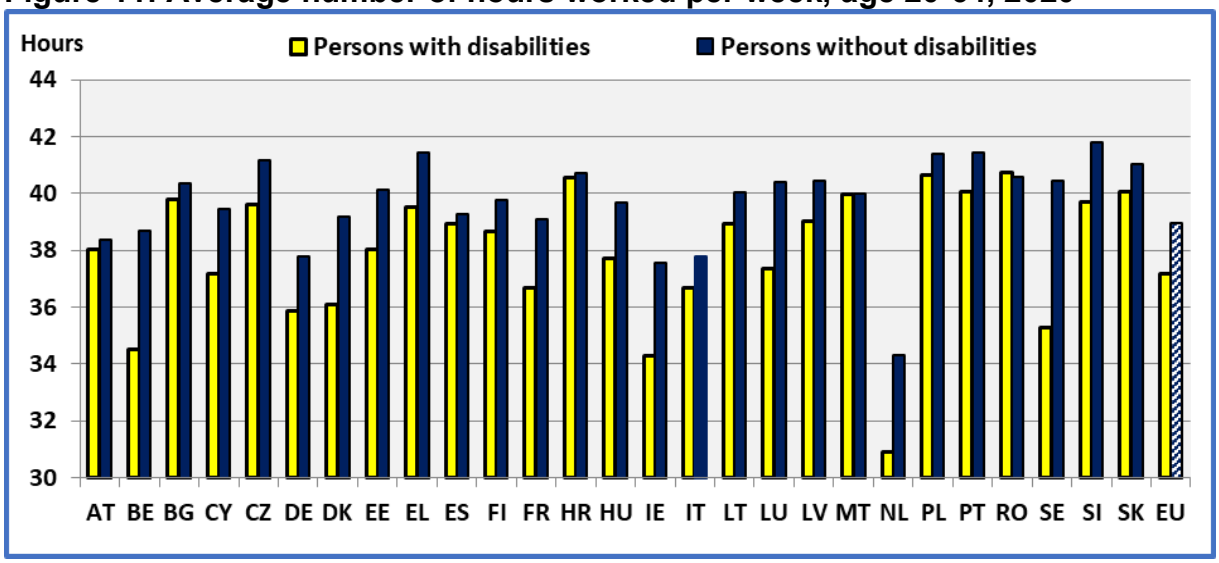
5.1 Number of hours worked per week

The EU-SILC survey presents the number of hours usually worked per week in a person's main job (PL060). The number of hours corresponds to the number of hours the person normally works in his/her main job. The survey also covers the total number of hours usually worked in second or third (or more) jobs. These indicators cover only working persons (employees or self-employed). In the following analysis, we study the total number of hours worked in all jobs.

As noted above, persons with disabilities aged 20-64 are underrepresented among persons working full-time. In the EU 27, the average working time in 2020 was 37.2 hours per week (37.4 hours per week in 2018) for persons with disabilities and 39.0 hours (39.2 hours in 2018) for persons without disabilities. The overall figure was 38.7 hours per week in 2020 (39.0 hours in 2018).

The following figure presents the mean number of hours normally worked per week in the Member States by disability status and by Member State.

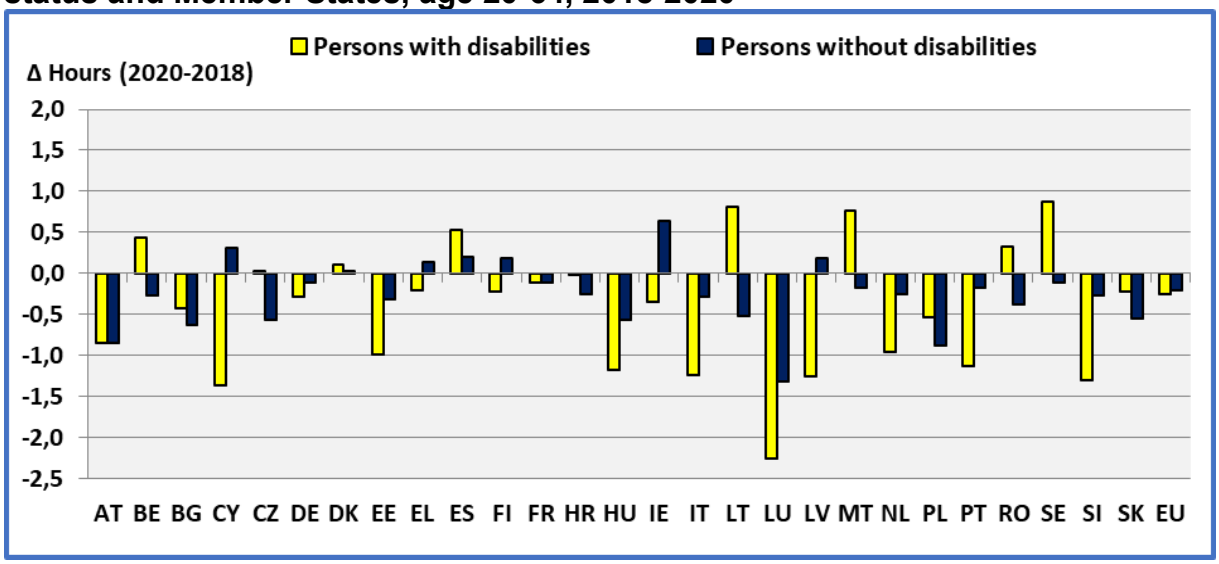
Figure 11: Average number of hours worked per week, age 20-64, 2020



Note: Data for Germany and Italy cover 2019, not 2020. Consequently, the EU aggregate is indicative. The data are not standardised by age.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The COVID-19 pandemic had an impact on the number of hours worked per week. In the following figure we may note a generalised decrease in the average number of hours worked between 2018 and 2020.

Figure 12: Change in the average number of hours worked per week by disability status and Member States, age 20-64, 2018-2020



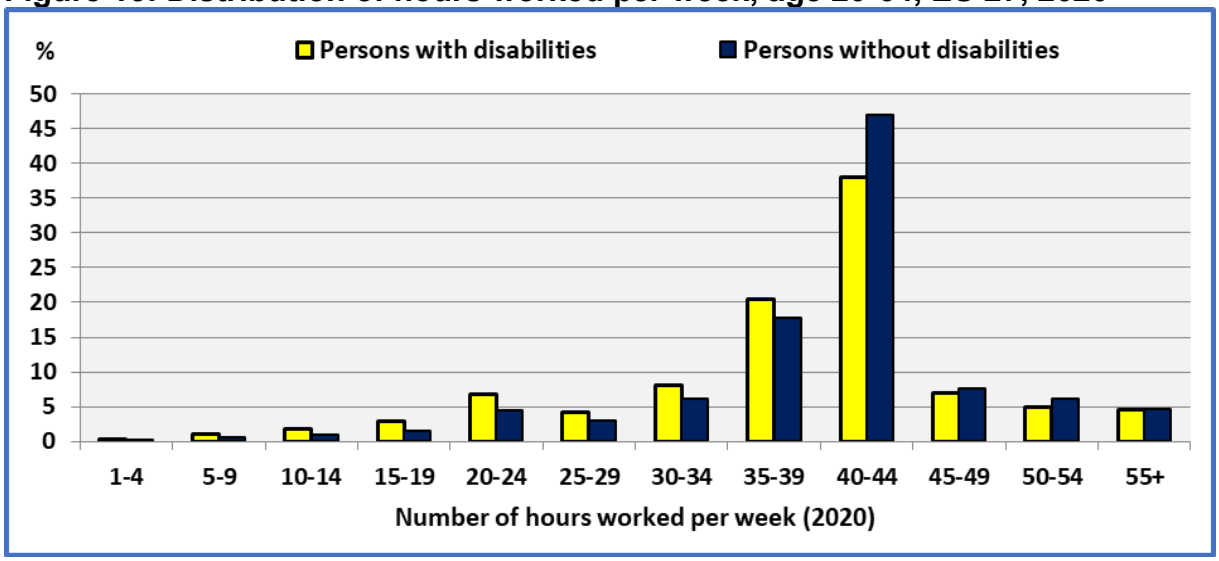
Note: Data for Germany and Italy cover 2019. Consequently, the EU aggregate is indicative. The data are not standardised by age.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

The above information presents the national averages. Further analysis requires information on dispersion around the mean.

In the EU 27, about 33.3 % of persons with disabilities aged 20-64 worked 40 hours per week in 2020 (31.8 % in 2018), compared with 41.7 % (40.2 % in 2018) of persons without disabilities. The average for all those working 40 hours was 40.6 % in 2020 (39.1 % in 2018).

The following figure presents the distribution of hours worked by disability status. We may observe that persons with disabilities are overrepresented among persons working less than 40 hours per week.

Figure 13: Distribution of hours worked per week, age 20-64, EU 27, 2020

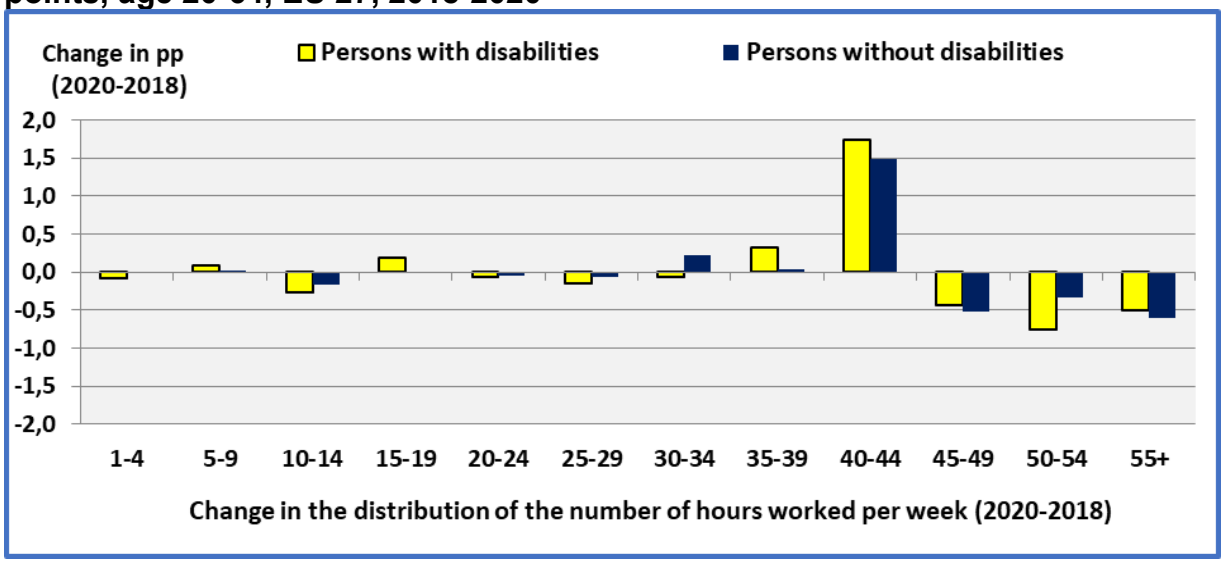


Note: Data for Germany and Italy cover 2019. Consequently, the EU aggregate is indicative. The data are not standardised by age.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The change in the figures between 2018 and 2020 indicates that the share of the main core of workers – persons working 40-44 hours per week – increased. Apparently, adjustments were mainly made through reductions in overtime.

The data for 2020 ought to be treated with care. During the lockdown periods, people declared their usual number of hours, not necessarily the effective hours worked.

Figure 14: Change in the distribution of hours worked per week, percentage points, age 20-64, EU 27, 2018-2020

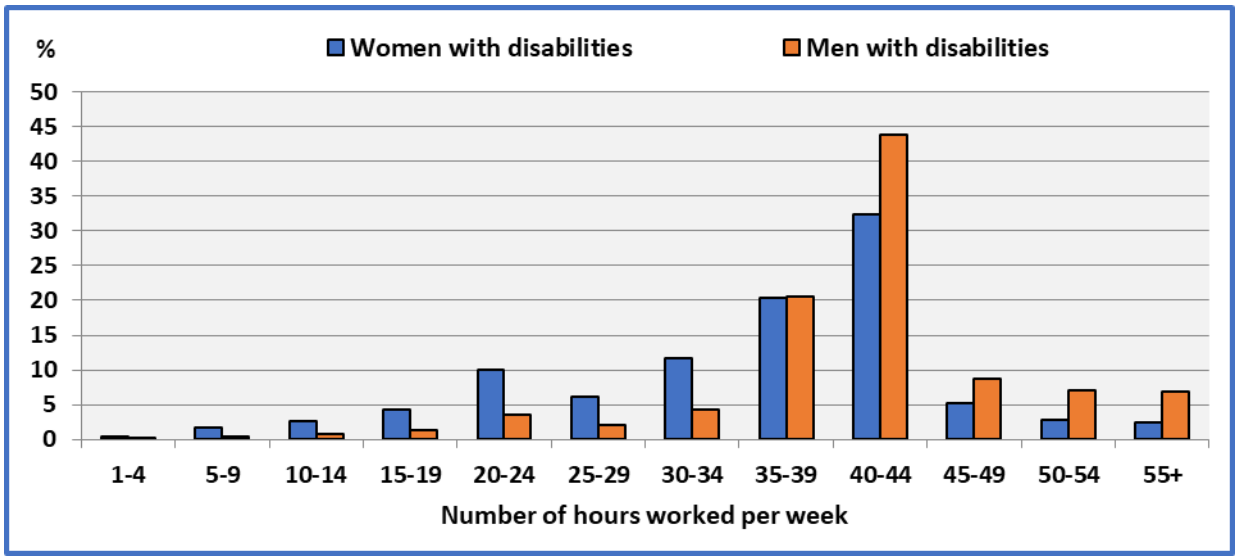


Note: Data for 2020 ought to be treated with care. During the lockdown periods, people declared their usual number of hours, not necessarily the effective hours worked.
Data for Germany and Italy cover 2019. Consequently, the EU aggregate is indicative. The data are not standardised by age.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

5.2 Number of hours worked per week by gender

Concerning persons with disabilities, in the EU 27, the average number of hours worked per week in 2020 was 34.4 hours for women with disabilities and 40.1 hours for men with disabilities. In the following figure, we may observe the structure of this difference. About 36.6 % of women with disabilities work less than 35 hours per week, compared with 12.8 % of men with disabilities.

Figure 15: Distribution of hours worked per week by gender, age 20-64, EU 27, 2020



Note: Data for 2020 ought to be treated with care. During the lockdown periods, people declared their usual number of hours, not necessarily the effective hours worked.
Data for Germany and Italy cover 2019. Consequently, the EU aggregate is indicative. The data are not standardised by age.
Data source: EU-SILC UDB 2020, v.1, April 2022.

5.3 Number of hours worked per week by degree

In the EU 27, the average number of hours worked per week in 2020 was 35.5 hours for persons with severe disabilities, 37.5 hours for persons with moderate disabilities and 39.0 hours for persons with no disabilities. This covers the 20-64 age range.

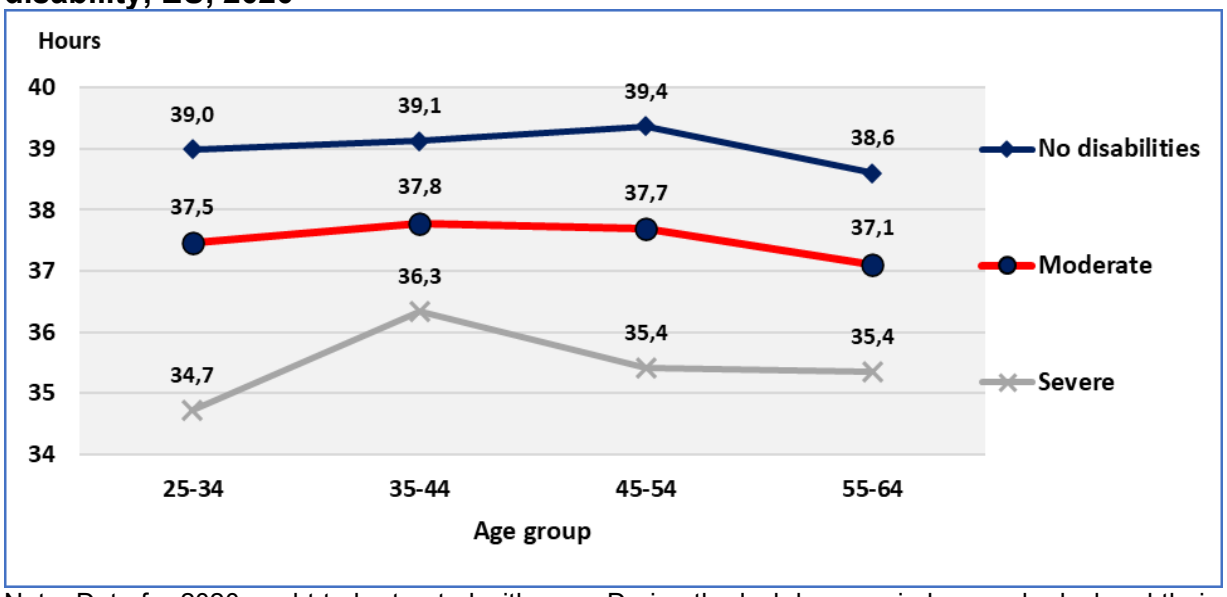
Some 16.9 % of persons with severe disabilities in the EU 27 worked less than 35 hours per week in both 2020 and 2018, compared with 23.9 % of persons with moderate disabilities in 2020 (24.3 % in 2018) and 30.8 % (31.1 %) of persons without disabilities. This covers the 20-64 age range.

5.4 Number of hours worked per week by age

The following figure shows the average number of hours worked per week by degree of disability and age group. As expected, the average of persons with disabilities is lower compared with persons without disabilities at each age group.

For certain persons, this might reflect a choice; for others, it might represent a constraint. This constraint might result from economic factors (no job opportunities) or from an unfriendly work environment, a lack of technical aids, mobility barriers, etc. We will now analyse further the reasons for working less than full time.

Figure 16: Average number of hours worked per week by age and degree of disability, EU, 2020



Note: Data for 2020 ought to be treated with care. During the lockdown periods, people declared their usual number of hours, not necessarily the effective hours worked.
Data for Germany and Italy cover 2019. Consequently, the EU aggregate is indicative.
Data source: EU: EU-SILC UDB 2020, v.1, April 2022.

5.5 Reasons for working less than 30 hours

The EU-SILC survey provides information (PL120) on the reasons for working less than 30 hours per week (in main and other jobs). This covers only persons working less than 30 hours, sharply reducing the size of the sample.

The survey distinguishes seven reasons, and the results are presented in the following table. As expected, about 30.7 % of persons with disabilities declared that they worked less than 30 hours per week due to personal illness or disability, compared with 1.4 % of persons without disabilities. We also found that about 14.7 % of persons with disabilities would like to work more hours but cannot find a job / jobs or work offering more hours. The share for persons without disabilities is higher (21.1 %).

Table 19: Reasons for working less than 30 hours, age 16-64, EU 27

	2018		2020	
	Disability		Disability	
	Yes	No	Yes	No
1. Undergoing education or training	1.8	4.8	1.7	5.7
2. Personal illness or disability	29.3	1.4	30.7	1.4
3. Wants to work more hours but cannot find a job / jobs or work offering more hours	17.3	23.6	14.7	21.1
4. Does not want to work more hours	13.8	17.4	12.5	17.0
5. Number of hours in a job / all jobs considered as a full-time job	7.9	8.6	7.4	8.6
6. Housework, looking after children or other persons	17.4	27.5	17.7	28.1
7. Other reasons	12.4	16.7	15.2	18.2
Total	**100**	**100**	**100**	**100**

Note: Data cover only persons working less than 30 hours per week. Data for Germany and Italy refer to 2019. This affect EU the EU aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1, and EU-SILC UDB 2020, v.1, April 2022.
We focus here on persons aged 16-64 in the EU 27. However, data for 2020 do not include Poland.

Concerning gender differences, about 14.0 % of women with disabilities in 2020 (17.0 % in 2018) declared that they wanted to work more hours but could not find a job / jobs or work offering more hours, compared with 16.9 % of men with disabilities (18.3 % in 2018).

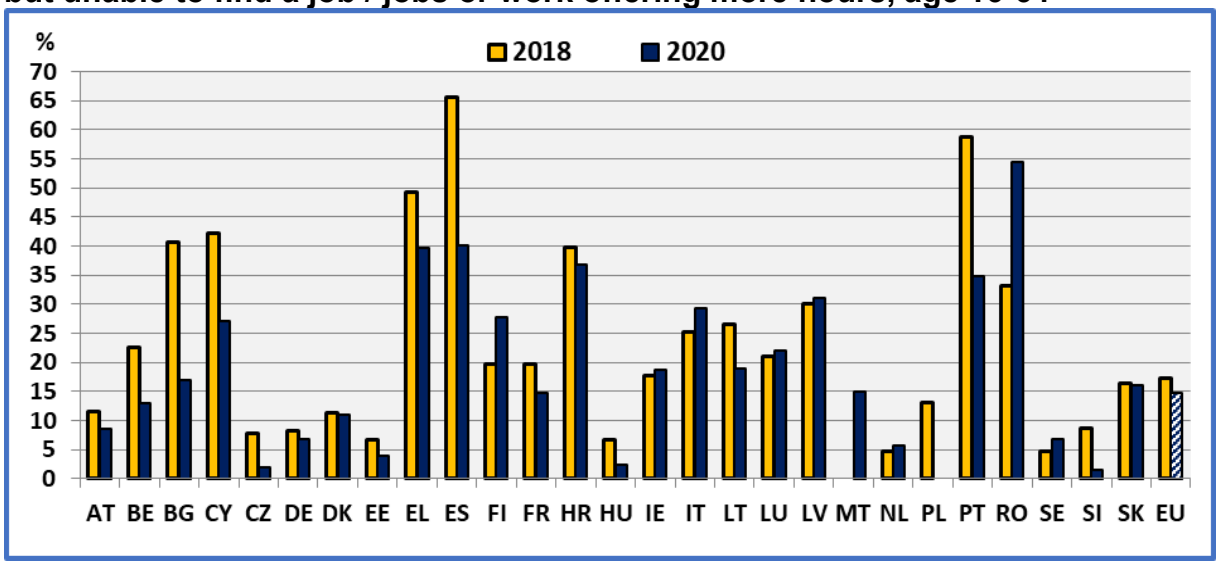
We should note that, in 2020, 22.2 % of women with disabilities declared that they were working less than 30 hours per week due to housework or looking after children or other persons (21.7 % in 2018). This rate was 4.1 % (3.2 % in 2018) for men with disabilities.

The degree of disability is an important factor. In 2020, about 25.3 % (23.3 % in 2018) of persons with moderate disabilities declared that they worked less than 30 hours per week due to personal illness or disability, compared with 52.7 % (55.0 % in 2018) of persons with severe disabilities. About 15.9 % of persons with moderate disabilities would have liked to work more hours in 2020 (19.0 % in 2018) but could not find a job / jobs or work offering more hours. This rate was 10.0 % (10.2 % in 2018) for persons with severe disabilities.

Concerning the rate of persons with disabilities declaring that they wanted to work more hours but could not find a job / jobs or work offering more hours, we observe important differences across Member States, as illustrated in the following figure.

Between 2018 and 2020, there was an observable reduction, in the majority of Member States, in the share of persons with disabilities wanting to work more. This might be due to the COVID-19 pandemic and the ensuing lower expectations on the labour market. A similar reduction was observed among persons without disabilities, where the share of persons working less than 30 hours per week decreased from 23.6 % to 21.1 %.

Figure 17: Percentage of persons with disabilities wanting to work more hours but unable to find a job / jobs or work offering more hours, age 16-64

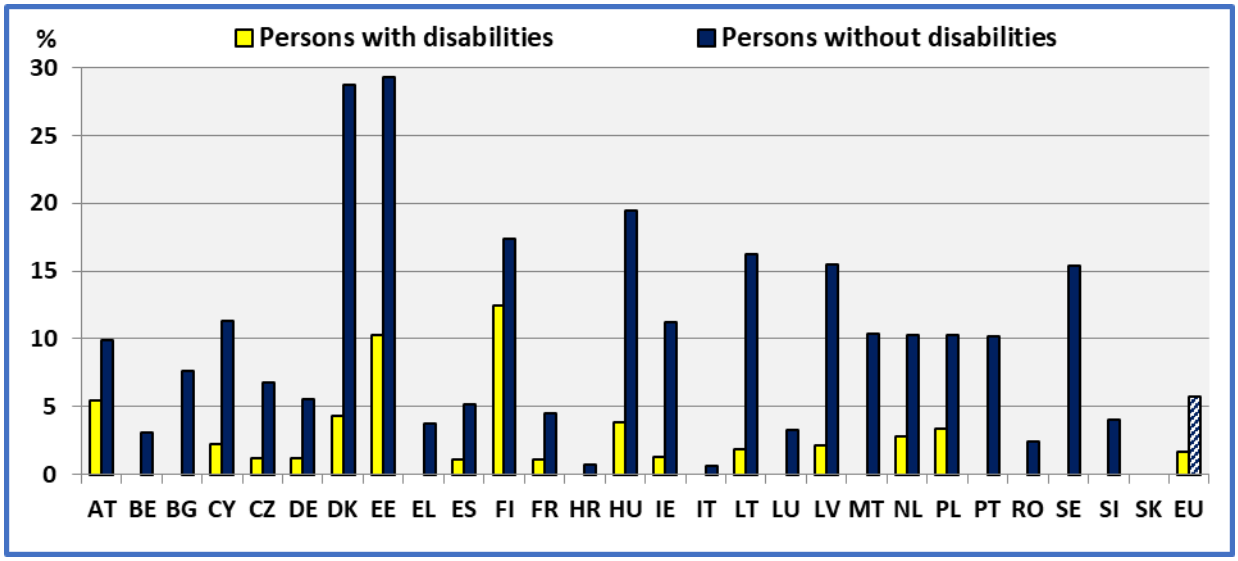


Note: The data cover persons working less than 30 hours per week. The data are indicative for Bulgaria, Croatia, Malta, Romania and Sweden. The share was zero in Malta in 2018. Data for Germany and Italy refer to 2019.
Data sources: EU-SILC UDB 2018, release 2020, v.1, and EU-SILC UDB 2020, v.1, April 2022.

Another interesting reason for working less than 30 hours is undergoing education or training. In the following graph, we may note that, among persons with disabilities aged 16-64, the rate varies between zero, in 12 Member States, to 12.4 % in Finland.

There are significant differences between persons with and without disabilities in all Member States. This raises the question of the availability of adapted programmes to meet the needs of persons with disabilities.

Figure 18: Percentage of persons undergoing education or training, age 16-64, 2020



Note: The data cover persons working less than 30 hours per week. The data are indicative for Bulgaria, Croatia, Malta, Romania and Sweden. The share is zero in 12 Member States for persons with disabilities. Data for Poland refer to 2018. Data for Germany and Italy refer to 2019.
Data source: EU-SILC UDB 2020, v.1, April 2022.

5.6 Statistical tables

Table 20: Average number of hours worked per week, age 20-64

	2018			2020		
	Total	Persons with disabilities	Persons without disabilities	Total	Persons with disabilities	Persons without disabilities
AT	39.1	38.9	39.2	38.3	38.0	38.4
BE	38.3	34.1	39.0	38.2	34.5	38.7
BG	40.9	40.2	41.0	40.3	39.8	40.3
CY	39.1	38.6	39.1	39.2	37.2	39.4
CZ	41.5	39.6	41.7	41.0	39.6	41.2
DE	37.7	36.1	37.9	37.5	35.9	37.8
DK	38.5	36.0	39.1	38.4	36.1	39.2
EE	40.1	39.0	40.5	39.7	38.0	40.1
EL	41.2	39.7	41.3	41.3	39.5	41.4
ES	39.0	38.4	39.1	39.2	38.9	39.3
FI	39.4	38.9	39.6	39.5	38.7	39.8
FR	38.8	36.8	39.2	38.7	36.7	39.1
HR	40.9	40.6	41.0	40.7	40.5	40.7
HU	40.1	38.9	40.2	39.5	37.7	39.7
IE	36.8	34.6	36.9	37.3	34.3	37.6
IT	38.1	37.9	38.1	37.7	36.7	37.8
LT	40.2	38.1	40.5	39.8	38.9	40.0
LU	41.3	39.6	41.7	39.9	37.3	40.4
LV	40.3	40.3	40.3	40.1	39.0	40.5
MT	40.1	39.2	40.2	40.0	40.0	40.0
NL	34.0	31.9	34.6	33.7	30.9	34.3
PL	42.2	41.2	42.3	41.3	40.6	41.4
PT	41.5	41.2	41.6	41.2	40.1	41.4
RO	40.9	40.4	40.9	40.6	40.7	40.6
SE	40.1	34.4	40.5	40.0	35.3	40.4
SI	41.8	41.0	42.1	41.5	39.7	41.8
SK	41.3	40.3	41.6	40.8	40.1	41.0
EU	**39.0**	**37.4**	**39.2**	**38.7**	**37.2**	**39.0**

Note: The data cover only working persons (employees or self-employed). Data for Germany and Italy refer to 2019, not 2020. TEUs affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 21: Distribution of hours worked per week, age 20-64, EU 27

2020	Persons with disabilities	Persons without disabilities	Persons with disabilities	
Hours	Men and Women		Women	Men
1-4	0.3	0.2	0.4	0.2
5-9	1.0	0.6	1.7	0.4
10-14	1.7	0.9	2.6	0.9
15-19	2.9	1.4	4.4	1.4
20-24	6.8	4.6	9.9	3.6
25-29	4.1	3.0	6.1	2.1
30-34	8.0	6.2	11.6	4.3
35-39	20.5	17.7	20.4	20.6
40-44	38.0	46.9	32.4	43.8
45-49	6.9	7.7	5.2	8.7
50-54	5.0	6.2	2.9	7.1
55+	4.7	4.7	2.5	6.9
Total	**100**	**100**	**100**	**100**
2018	Persons with disabilities	Persons without disabilities	Persons with disabilities	
Hours	Men and Women		Women	Men
1-4	0.4	0.2	0.5	0.2
5-9	1.0	0.5	1.6	0.3
10-14	2.0	1.1	2.8	1.2
15-19	2.7	1.5	4.2	1.2
20-24	6.9	4.6	10.2	3.5
25-29	4.3	3.0	6.8	1.7
30-34	8.1	6.0	11.6	4.6
35-39	20.2	17.7	20.3	20.0
40-44	36.3	45.4	31.1	41.6
45-49	7.4	8.2	4.7	10.2
50-54	5.7	6.5	3.4	8.2
55+	5.2	5.3	3.0	7.4
Total	**100**	**100**	**100**	**100**

Note: The data cover only working persons (employees or self-employed). Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 22: Distribution of hours worked per week by degree of disability. EU 27, age 20-64

	2018				2020			
Hours	Disability			Total	Disability			Total
	No	Moderate	Severe		No	Moderate	Severe	
1-4	0.2	0.4	0.6	0.2	0.2	0.3	0.6	0.2
5-9	0.5	0.7	2.3	0.6	0.6	0.8	2.6	0.6
10-14	1.1	1.9	2.7	1.2	0.9	1.7	1.8	1.0
15-19	1.5	2.6	3.5	1.6	1.4	2.8	3.8	1.6
20-24	4.6	6.4	9.5	4.9	4.6	6.3	9.6	4.8
25-29	3.0	4.3	4.0	3.2	3.0	4.1	4.2	3.1
30-34	6.0	8.0	8.5	6.3	6.2	8.0	8.3	6.5
35-39	17.7	19.5	24.0	18.0	17.7	20.1	22.8	18.0
40-44	45.4	37.3	30.2	44.2	46.9	39.1	31.5	45.8
45-49	8.2	7.8	5.0	8.1	7.7	7.1	5.9	7.6
50-54	6.5	5.8	5.6	6.4	6.2	5.1	4.4	6.0
55+	5.3	5.3	4.1	5.3	4.7	4.7	4.6	4.7
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Note: The data cover only working persons (employees or self-employed). Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 23: Reasons for working less than 30 hours by degree of disability, age 16-64, EU 27

	2018				2020			
	Disability				Disability			
	No	Mod.	Sev.	Tot.	No	Mod.	Sev.	Tot.
1. Undergoing education or training	4.8	1.8	1.8	4.3	5.7	2.0	0.5	5.0
2. Personal illness or disability	1.4	23.3	55.0	6.6	1.4	25.3	52.7	6.8
3. Wants to work more hours but cannot find a job / jobs or work offering more hours	23.6	19.0	10.2	22.4	21.1	15.9	10.0	19.9
4. Does not want to work more hours	17.4	14.9	9.0	16.7	17.0	13.3	9.1	16.2
5. Number of hours in a job / all jobs considered as a full-time job	8.6	9.1	2.9	8.5	8.6	8.5	3.2	8.4
6. Housework, looking after children or other persons	27.5	19.2	9.5	25.7	28.1	20.1	8.2	26.2
7. Other reasons	16.7	12.7	11.5	15.9	18.2	15.0	16.3	17.6
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Note: Mod. = moderate, Sev. = severe, Tot. = total. The data cover only working persons (employees or self-employed). Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 24: Persons with disabilities: reasons for working less than 30 hours by gender, age 16-64, EU 27

	2018			2020		
	Men	Women	Total	Men	Women	Total
1. Undergoing education or training	3.8	1.2	1.8	1.9	1.6	1.7
2. Personal illness or disability	43.1	25.1	29.3	41.2	27.2	30.7
3. Wants to work more hours but cannot find a job / job or work offering more hours	18.3	17.0	17.3	16.9	14.0	14.7
4. Does not want to work more hours	9.7	15.1	13.8	9.3	13.6	12.5
5. Number of hours in a job / all jobs considered as a full-time job	6.7	8.3	7.9	6.2	7.9	7.4
6. Housework, looking after children or other persons	3.2	21.7	17.4	4.1	22.2	17.7
7. Other reasons	15.2	11.6	12.4	20.5	13.5	15.2
Total	**100**	**100**	**100**	**100**	**100**	**100**

Note: The data cover only working persons (employees or self-employed). Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILCEUDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 25: Persons with disabilities: reasons for working less than 30 hours, age 16-64, 2020

	1	*2*	*3*	*4*	*5*	*6*	*7*	*T*
AT	5.5	23.6	8.5	10.7	1.8	31.4	18.6	100
BE	0.0	39.1	12.9	21.1	5.6	12.0	9.3	100
BG	0.0	41.5	17.0	8.2	0.0	17.9	15.3	100
CY	2.2	41.2	27.0	6.3	17.9	4.9	0.4	100
CZ	1.2	64.4	2.0	8.5	1.0	18.5	4.5	100
DE	1.2	28.5	6.7	14.4	11.7	19.0	18.5	100
DK	4.3	57.8	10.9	9.1	0.0	0.5	17.4	100
EE	10.3	54.0	3.9	14.6	6.4	8.3	2.5	100
EL	0.0	23.7	39.6	4.3	18.3	7.4	6.6	100
ES	1.1	4.8	40.1	9.5	1.7	14.4	28.4	100
FI	12.4	30.8	27.6	9.1	1.7	5.4	12.9	100
FR	1.1	49.1	14.6	12.3	1.2	10.6	11.2	100
HR	0.0	26.6	36.7	5.9	2.8	15.3	12.7	100
HU	3.9	69.7	2.4	16.5	0.0	1.0	6.6	100
IE	1.3	26.6	18.7	12.4	5.1	20.2	15.6	100
IT	0.0	11.3	29.2	6.3	22.2	14.2	16.8	100
LT	1.9	55.1	18.9	1.6	12.1	4.1	6.4	100
LU	0.0	30.7	22.0	19.4	0.0	25.6	2.4	100
LV	2.1	23.6	31.0	17.8	2.5	15.0	8.0	100
MT	0.0	54.9	15.0	5.4	1.3	20.0	3.5	100
NL	2.8	23.5	5.6	15.4	6.1	35.7	10.9	100
PL								
PT	0.0	14.1	34.8	12.9	3.6	19.2	15.3	100
RO	0.0	7.3	54.4	20.4	0.0	12.7	5.2	100
SE	0.0	79.5	6.8	6.0	0.0	1.8	5.8	100
SI	0.0	90.8	1.5	0.0	0.0	2.8	4.9	100
SK	0.0	42.0	16.0	11.2	2.7	12.3	15.9	100
EU	**1.7**	**30.7**	**14.7**	**12.5**	**7.4**	**17.7**	**15.2**	**100**

Note: The data cover persons working less than 30 hours per week. The data are indicative for Bulgaria, Croatia, Malta, Romania and Sweden. The number of observations is less than 50 cases. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
The EU-SILC version used here does not provide data for Poland.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The reasons are:
1. Undergoing education or training;
2. Personal illness or disability;
3. Wants to work more hours but cannot find a job / jobs or work offering more hours;
4. Does not want to work more hours;
5. Number of hours in a job / all jobs considered as a full-time job;
6. Housework, looking after children or other persons;
7. Other reasons.

Table 26: Persons without disabilities: reasons for working less than 30 hours, age 16-64, 2020

	1	*2*	*3*	*4*	*5*	*6*	*7*	*T*
AT	9.9	0.9	6.6	12.4	2.5	49.5	18.3	100
BE	3.1	2.0	22.8	28.6	8.8	27.1	7.6	100
BG	7.6	2.9	38.3	12.9	0.3	11.4	26.6	100
CY	11.4	0.6	47.4	10.5	19.1	11.0	0.2	100
CZ	6.8	3.5	5.8	20.9	1.3	48.4	13.3	100
DE	5.6	0.6	8.2	23.9	9.7	31.9	20.2	100
DK	28.8	10.3	12.3	25.6	0.0	1.4	21.7	100
EE	29.3	3.7	8.4	21.1	8.2	21.1	8.2	100
EL	3.8	0.6	54.6	7.7	21.9	9.2	2.4	100
ES	5.1	0.5	39.6	6.6	1.4	18.3	28.6	100
FI	17.4	2.3	40.1	9.4	2.4	10.0	18.6	100
FR	4.5	2.6	31.9	14.7	3.0	26.2	17.2	100
HR	0.8	0.5	34.4	13.8	8.9	20.5	21.1	100
HU	19.5	10.1	17.1	23.7	7.1	9.2	13.4	100
IE	11.2	1.5	18.9	14.8	8.7	34.5	10.4	100
IT	0.6	1.0	30.1	12.0	20.1	17.9	18.3	100
LT	16.3	2.5	19.5	14.5	11.8	12.8	22.7	100
LU	3.3	3.0	13.9	21.0	0.6	48.6	9.6	100
LV	15.5	0.5	36.5	15.7	3.0	17.1	11.8	100
MT	10.4	1.1	11.7	10.7	0.9	42.2	23.0	100
NL	10.3	0.3	6.5	16.6	4.5	50.5	11.4	100
PL								
PT	10.2	1.0	50.9	13.3	2.5	7.1	15.1	100
RO	2.4	1.8	47.6	17.3	2.8	11.8	16.4	100
SE	15.4	17.5	29.1	16.0	0.0	8.7	13.3	100
SI	4.0	23.7	20.9	2.3	9.2	29.7	10.3	100
SK	0.0	10.1	32.1	21.7	3.3	19.1	13.7	100
EU	**5.7**	**1.4**	**21.1**	**17.0**	**8.6**	**28.1**	**18.2**	**100**

Note: The data cover persons working less than 30 hours per week. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The reasons are:
1. Undergoing education or training;
2. Personal illness or disability;
3. Wants to work more hours but cannot find a job / jobs or work offering more hours;
4. Does not want to work more hours;
5. Number of hours in a job / all jobs considered as a full-time job;
6. Housework, looking after children or other persons;
7. Other reasons.

Table 27: Persons with disabilities: reasons for working less than 30 hours, age 16-64, 2018

	1	*2*	*3*	*4*	*5*	*6*	*7*	*T*
AT	3.2	19.4	11.6	11.8	3.7	37.6	12.7	100
BE	1.2	31.0	22.5	22.1	3.0	10.8	9.5	100
BG	0.0	46.2	40.8	3.4	0.0	5.9	3.8	100
CY	0.5	30.2	42.2	12.7	6.1	8.3	0.0	100
CZ	0.0	68.2	7.7	15.0	0.0	7.7	1.5	100
DE	1.7	27.8	8.1	15.9	14.6	16.0	15.9	100
DK	0.0	59.8	11.3	5.5	0.0	2.8	20.6	100
EE	11.1	37.5	6.7	18.2	7.9	17.0	1.6	100
EL	0.5	20.3	49.4	5.2	20.6	4.2	0.0	100
ES	1.0	5.2	65.7	2.4	1.1	13.5	11.2	100
FI	5.3	30.4	19.8	9.7	0.1	5.9	28.9	100
FR	1.6	39.2	19.7	20.9	1.4	8.5	8.7	100
HR	0.0	31.8	39.7	7.2	1.6	13.7	6.0	100
HU	0.0	77.8	6.6	7.2	0.0	1.9	6.6	100
IE	6.2	22.2	17.8	11.4	7.7	21.3	13.5	100
IT	0.4	14.3	25.3	6.2	21.4	20.0	12.6	100
LT	2.5	30.6	26.5	9.5	10.6	9.7	10.6	100
LU	2.8	33.2	20.9	20.4	0.2	19.6	2.9	100
LV	0.7	37.4	30.2	13.1	4.0	9.4	5.2	100
MT	0.0	28.6	0.0	22.5	9.6	24.0	15.3	100
NL	3.0	24.4	4.6	12.6	3.4	39.2	12.8	100
PL	3.4	31.9	13.0	17.0	11.0	7.5	16.3	100
PT	0.7	16.9	58.9	10.6	2.3	2.4	8.3	100
RO	0.0	22.1	33.1	22.2	16.4	3.8	2.4	100
SE	1.8	79.4	4.7	0.7	0.0	3.8	9.6	100
SI	1.1	71.5	8.6	2.4	8.3	6.7	1.5	100
SK	1.9	56.8	16.4	7.0	3.3	3.1	11.5	100
EU	**1.8**	**29.3**	**17.3**	**13.8**	**7.9**	**17.4**	**12.4**	**100**

Note: The data cover persons working less than 30 hours per week. The data are indicative for Bulgaria, Croatia, Malta, Romania and Sweden. The number of observations is less than 50 cases.
Data source: EU-SILC UDB 2018, release 2020, v.1.

The reasons are:
1. Undergoing education or training;
2. Personal illness or disability;
3. Wants to work more hours but cannot find a job / jobs or work offering more hours;
4. Does not want to work more hours;
5. Number of hours in a job / all jobs considered as a full-time job;
6. Housework, looking after children or other persons;
7. Other reasons.

Table 28: Persons without disabilities: reasons for working less than 30 hours, age 16-64, 2018

	1	*2*	*3*	*4*	*5*	*6*	*7*	*T*
AT	7.2	0.8	8.8	11.5	1.0	56.6	14.2	100
BE	5.5	1.1	18.4	31.7	9.7	22.6	11.1	100
BG	5.5	1.7	59.8	8.3	0.9	13.1	10.7	100
CY	8.9	2.4	55.4	10.4	14.0	8.1	0.9	100
CZ	13.7	2.8	5.4	18.8	1.4	46.1	11.9	100
DE	4.2	1.0	9.5	23.8	9.0	29.9	22.7	100
DK	8.3	7.4	9.0	27.1	0.0	9.8	38.4	100
EE	27.2	3.5	16.9	21.2	5.9	24.8	0.6	100
EL	2.1	0.3	60.2	4.4	22.9	9.2	0.9	100
ES	5.1	0.7	46.9	6.7	1.3	20.9	18.4	100
FI	14.1	5.1	34.0	9.6	1.2	11.3	24.8	100
FR	4.1	2.9	32.3	20.3	1.5	24.4	14.6	100
HR	0.0	0.5	52.1	4.4	4.5	27.3	11.2	100
HU	6.2	7.0	28.2	25.3	3.3	17.4	12.7	100
IE	13.4	0.7	15.5	15.2	7.4	25.9	21.9	100
IT	0.7	0.9	37.4	8.7	20.8	19.2	12.4	100
LT	20.9	2.7	22.2	12.3	13.6	10.3	18.1	100
LU	7.6	1.8	22.0	26.8	0.8	37.0	4.1	100
LV	13.9	1.8	28.6	21.8	8.9	17.3	7.6	100
MT	8.1	2.9	5.4	15.6	4.4	44.9	18.6	100
NL	7.6	1.0	7.7	17.8	3.9	53.2	8.7	100
PL	10.3	1.7	21.2	13.4	14.7	23.6	15.2	100
PT	5.2	2.1	56.4	15.1	6.0	7.2	8.0	100
RO	0.7	3.5	50.8	6.2	21.4	5.7	11.8	100
SE	9.5	7.9	31.5	21.4	2.4	8.4	19.0	100
SI	1.2	16.2	22.8	6.2	18.1	26.8	8.8	100
SK	1.8	4.2	32.9	9.7	5.1	17.8	28.4	100
EU	**4.8**	**1.4**	**23.6**	**17.4**	**8.6**	**27.5**	**16.7**	**100**

Note: The data cover persons working less than 30 hours per week.
Data source: EU-SILC UDB 2018, release 2020, v.1.

The reasons are:
1. Undergoing education or training;
2. Personal illness or disability;
3. Wants to work more hours but cannot find a job / jobs or work offering more hours;
4. Does not want to work more hours;
5. Number of hours in a job / all jobs considered as a full-time job;
6. Housework, looking after children or other persons;
7. Other reasons.

6 Employment by type of contract

6.1 Distribution of employment by type of contract

The EU-SILC survey presents the types of contract of employed persons (PL140). It distinguishes between: (1) a permanent job/work contract of unlimited duration and (2) a temporary job/work contract of limited duration. This variable refers to the current or most recent main job. The following figure only covers currently employed persons aged 16-64.

Among persons who were employed in the EU 27 in 2020 (either full-time or part-time), about 12.3 % (14.0 % in 2018) of those with disabilities held a temporary job. This rate was 14.4 % in 2020 (15.9 % in 2018) for employed persons without disabilities. These rates are affected by the age structure, however, and this issue is analysed below.

Table 29: Employed persons by type of work contract, age 16-64, EU 27

	2020					
	Permanent	Temporary	Total	Permanent	Temporary	Total
	%			millions		
Without disabilities	85.6	14.4	100	116.6	19.6	136.2
With disabilities	87.7	12.3	100	17.0	2.4	19.4
Total	**85.9**	**14.1**	**100**	**133.6**	**22.0**	**155.5**

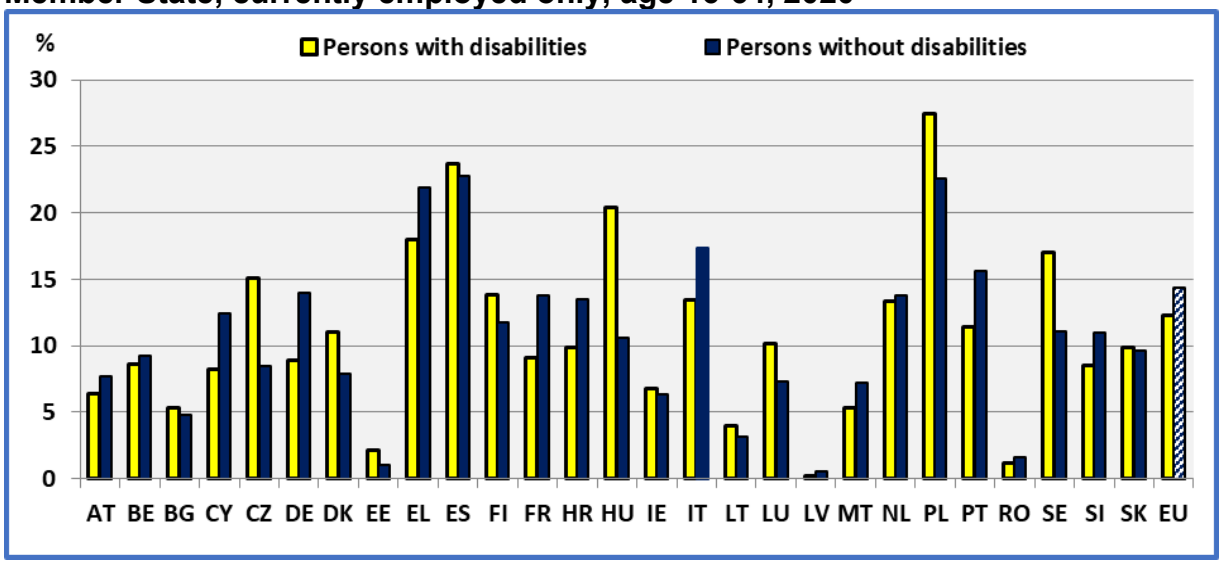
	2018					
	Permanent	Temporary	Total	Permanent	Temporary	Total
	%			millions		
Without disabilities	84.2	15.9	100	114.3	21.5	135.8
With disabilities	86.0	14.0	100	16.8	2.7	19.6
Total	**84.4**	**15.6**	**100**	**131.1**	**24.3**	**155.4**

Note: Currently employed persons only. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Concerning persons with disabilities aged 16-64 who were employed in the EU 27 in 2020, about 13.6 % (13.0 % in 2018) of men held a permanent contract, compared with 14.6 % (15.0 % in 2018) for women.

The following figure presents the proportion of employed persons holding a temporary contract. It shows that the situation varies across Member States. In 14 Member States, the share of employed persons with disabilities holding a temporary contract is lower in comparison with employed persons without disabilities. In 13 Member States, the share of persons with disabilities is higher compared with persons without disabilities, notably in Sweden, Czechia and Hungary (in ascending order).

Figure 19: Proportion of employed persons holding temporary contracts by Member State, currently employed only, age 16-64, 2020



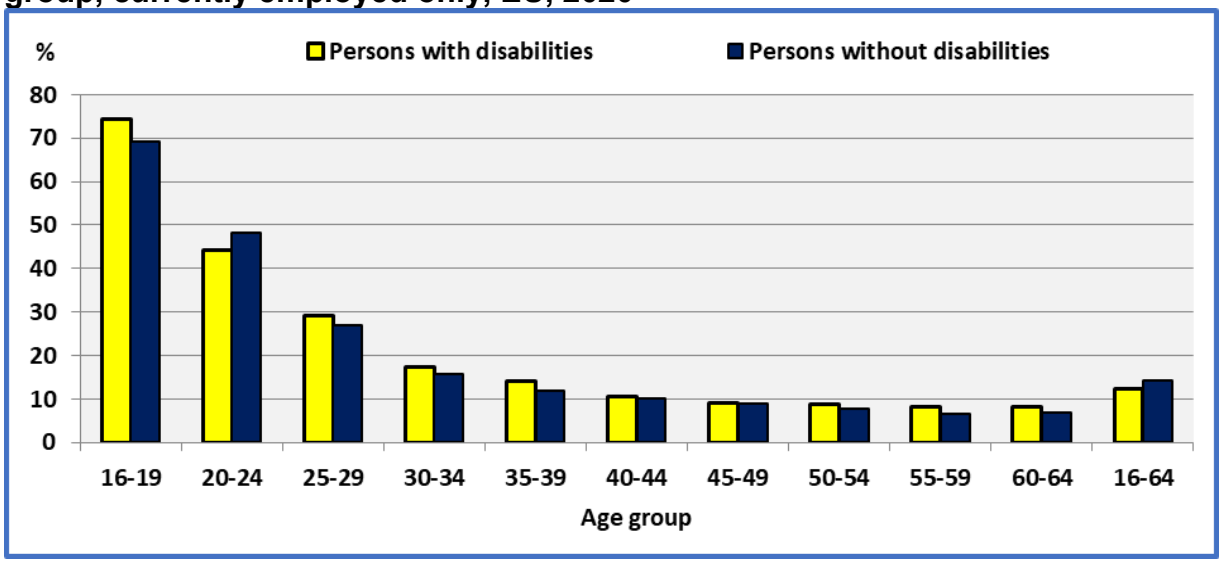
Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

6.2 The impact of age

As noted above, the overall percentages by disability status are affected by the age structure of employed persons. As indicated in the following figure, the proportion of employed persons holding temporary contracts decreases continuously with age.

The age structure impact explains why, while the percentage of persons with disabilities is higher for each age group (except for the relatively small 20-24 age group), the percentage of persons with disabilities is lower for the 16-64 age range overall compared with persons without disabilities.

Figure 20: Proportion of employed persons holding temporary contracts by age group, currently employed only, EU, 2020

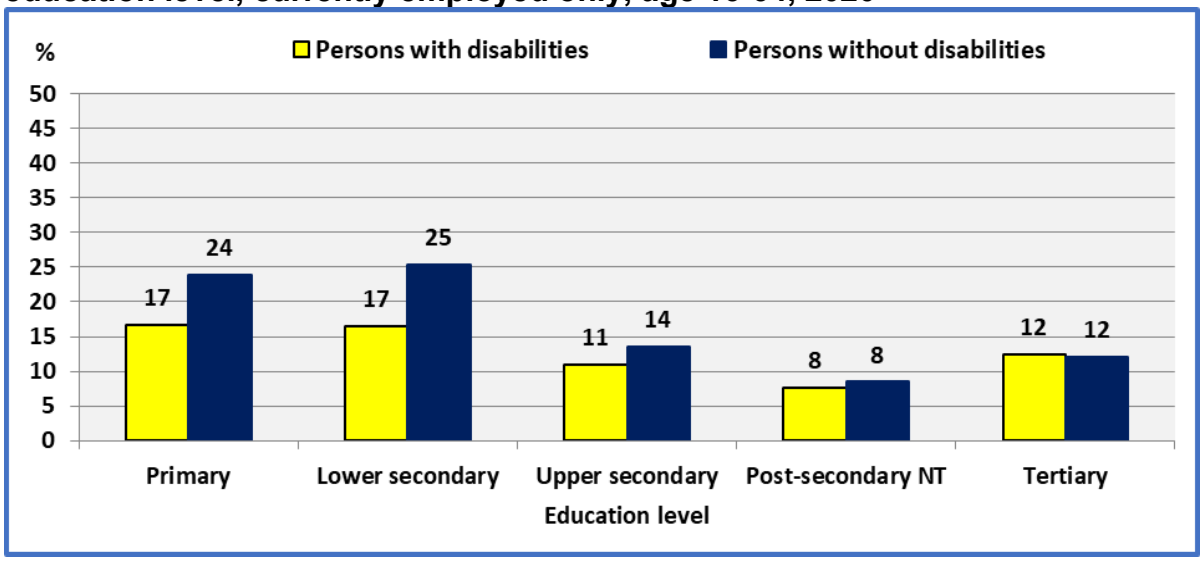


Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

6.3 The impact of education

Another important factor is education level. As the education level increases, the proportion of employed persons holding temporary contracts generally decreases. Consequently, education plays a significant role in the stabilisation of employment contracts.

Figure 21: Proportion of employed persons holding temporary contracts by education level, currently employed only, age 16-64, 2020



Note: The education categories are: (1) primary education and pre-primary education, (2) lower secondary education, (3) (upper) secondary education, (4) post-secondary non-tertiary education and (5) tertiary education (all stages). Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

6.4 Statistical tables

Table 30: Proportion of employed persons holding temporary contracts by Member State, currently employed only, aged 16-64

	2018		2020	
	Persons with disabilities	Persons without disabilities	Persons with disabilities	Persons without disabilities
AT	6.8	6.5	6.4	7.7
BE	10.5	10.3	8.7	9.2
BG	3.4	5.1	5.3	4.8
CY	10.6	13.8	8.2	12.4
CZ	18.1	10.4	15.1	8.5
DE	10.4	14.9	8.9	14.0
DK	7.8	8.6	11.0	7.9
EE	1.6	1.5	2.2	1.0
EL	17.3	20.7	18.0	21.9
ES	25.6	26.0	23.7	22.8
FI	14.4	13.6	13.8	11.8
FR	14.3	16.3	9.1	13.8
HR	13.8	17.7	9.8	13.5
HU	17.5	9.2	20.4	10.6
IE	9.5	7.6	6.8	6.4
IT	15.4	18.3	13.5	17.4
LT	1.8	3.3	4.0	3.1
LU	11.8	9.2	10.1	7.3
LV	0.4	0.4	0.3	0.6
MT	5.6	6.9	5.3	7.2
NL	14.9	15.9	13.4	13.8
PL	32.5	24.5	27.4	22.6
PT	15.9	20.1	11.4	15.6
RO	2.1	1.3	1.2	1.6
SE	16.2	11.6	17.0	11.1
SI	11.8	15.2	8.5	11.0
SK	9.6	9.0	9.9	9.6
EU	**14.0**	**15.9**	**12.3**	**14.4**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

Table 31: Proportion of employed persons holding temporary contracts by age group, currently employed only

	2018		2020	
Age group	Persons with disabilities	Persons without disabilities	Persons with disabilities	Persons without disabilities
16-19	69.2	74.3	74.2	69.3
20-24	51.4	47.4	44.2	48.1
25-29	29.6	28.4	29.1	27.0
30-34	20.8	18.2	17.5	15.8
35-39	17.6	13.8	14.1	11.9
40-44	12.9	11.3	10.6	10.0
45-49	9.9	9.5	9.1	9.1
50-54	9.3	8.1	8.9	7.6
55-59	9.5	7.5	8.2	6.5
60-64	7.6	7.5	8.2	7.0
16-64	**14.0**	**15.9**	**12.3**	**14.3**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

7 Employment by economic sector

7.1 Introduction

The EU-SILC survey presents the distribution of employment by the economic activity of the local unit providing the main job for respondents who are currently at work. If multiple jobs are held, the main job is the one with the greatest number of hours usually worked (Question PL 111).[24]

The statistical classification of economic activities in the European Community (NACE Rev.2) is as follows (with some regroupings to facilitate comparisons):

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

The EU-SILC survey presents information on the economic activity of the local unit providing the main job for respondents who are currently at work (this variable refers to the main job).[25]

In the following analysis, we have to keep in mind the fact that the analysis covers only employed persons. In other words, it does not take into account the disability employment gap. It compares the composition of two employment rates which are very different (for persons with disabilities and for persons without disabilities).

7.2 Number of persons by economic sector

In 2020, about 181.2 million persons in the EU 27 declared that they were employed (including self-employed). However, we possess relevant information concerning sectors of employment for only 176.4 million persons.

Mining, manufacturing, electricity and water was the biggest sector providing work. About 3.9 million persons with disabilities aged 20-64 were employed in these areas

[24] For more information see Eurostat: 'Methodological Guidelines and description of EU-SILC Target Variables – 2018 operation' (Version of July 2019)'; DocSILC065 (2018 operation). Eurostat Directorate F: Social Statistics Unit F-4: Quality of life; European Commission.

[25] EU-SILC uses the NACE Rev.2 classification. NACE is the Statistical Classification of Economic Activities. NACE stands for '*nomenclature statistique des activités économiques dans la Communauté européenne'.*

(including self-employed). About 3.1 million persons with disabilities were employed in the health and social work activities sector. The trade sector was employing 2.7 million persons with disabilities.

In the following table, we present an estimation of the number of persons employed by disability and economic sector in 2016, 2018 and 2020.[26]

Table 32: Number of persons employed by disability status and economic sector (NACE Rev.2), age 20-64, EU 27

	2016			2018			2020		
	millions								
	Disability			Disability			Disability		
	No	Yes	**Total**	No	Yes	**Total**	No	Yes	**Total**
1. Agri	7.1	1.2	**8.3**	6.7	1.1	**7.8**	6.3	1.0	**7.3**
2. Mining/ manuf.	26.3	3.3	**29.7**	28.8	4.0	**32.8**	28.6	3.9	**32.5**
3. Constr.	10.0	1.2	**11.2**	10.5	1.5	**12.0**	10.4	1.5	**11.8**
4. Trade	21.0	2.6	**23.7**	21.0	2.8	**23.8**	21.0	2.7	**23.6**
5. Transp.	8.1	1.1	**9.1**	8.4	1.2	**9.6**	8.7	1.1	**9.8**
6. Accom.	6.6	0.8	**7.4**	6.8	0.9	**7.7**	6.1	0.7	**6.8**
7. Info.	4.9	0.5	**5.4**	5.3	0.6	**5.9**	5.5	0.6	**6.1**
8. Finance	5.1	0.5	**5.6**	4.8	0.5	**5.4**	5.0	0.5	**5.5**
9. Profess. + admin.	14.2	1.9	**16.1**	15.0	2.1	**17.1**	15.2	2.1	**17.3**
10. Public admin.	12.4	1.8	**14.2**	12.2	1.9	**14.1**	12.1	1.8	**13.9**
11. Educ.	11.3	1.8	**13.2**	11.6	1.7	**13.4**	12.0	1.8	**13.8**
12. Health + social	16.3	3.0	**19.3**	17.0	3.1	**20.1**	16.5	3.1	**19.6**
13. Arts, other	7.4	1.0	**8.5**	7.0	1.1	**8.1**	7.0	1.1	**8.1**
Total*	**150.8**	**20.9**	**171.7**	**155.2**	**22.5**	**177.7**	**154.4**	**22.0**	**176.4**
All*			**177.3**			**181.6**			**181.2**

*:'Total' does not include persons at work for whom we lack information on disability or sector. 'All' includes all persons declaring that they were employed or self-employee.
Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
NACE Rev. 2: (1) agriculture; (2) mining – manufacturing – electricity – water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional, scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Data sources: EU-SILC UDB 2016, v. 1, March 2018; EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

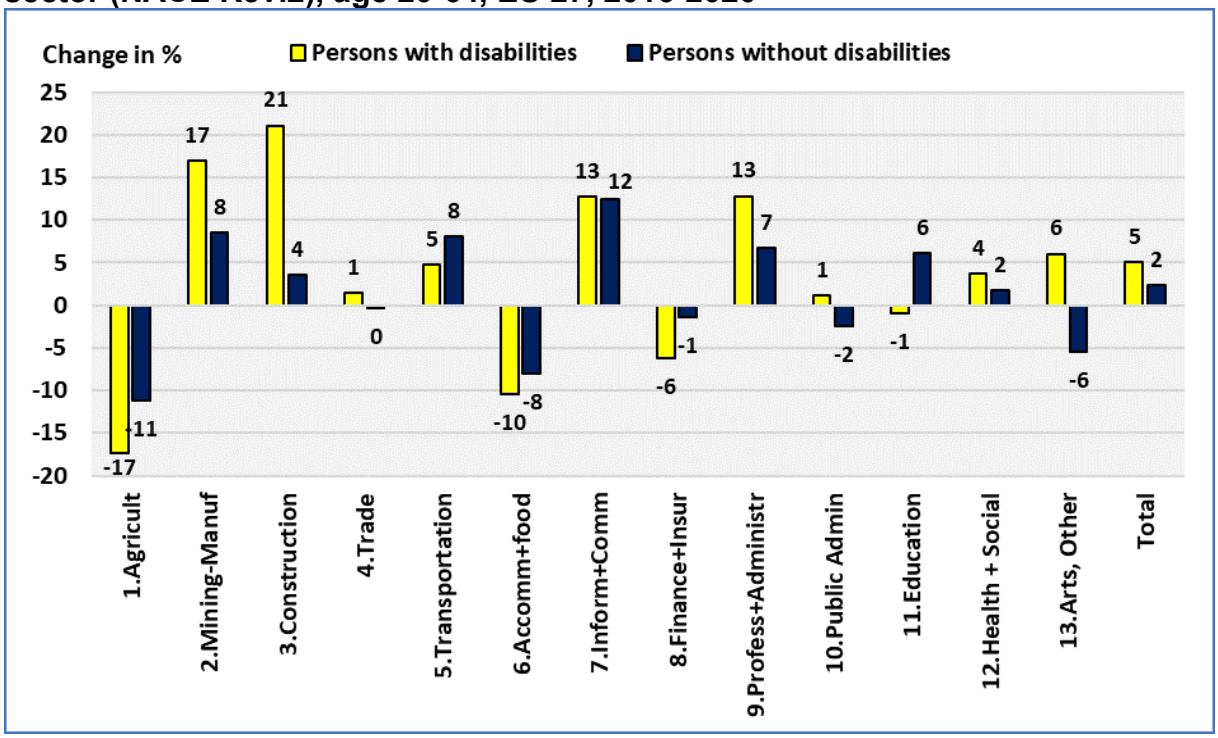
[26] For comparison, for the 20-64 age group, the LFS provides an annual average estimate of 183.8 million persons in 2016, 188.5 million in 2018 and 186.9 million in 2020. However, the ILO concept of employment, as discussed in the 'Employment' chapter, provides a higher estimation compared with EU-SILC. Data extracted on 01.07.2022 from ESTAT. Dataset: Employment and activity by sex and age - annual data [LFSI_EMP_A__custom_3008684], https://ec.europa.eu/eurostat/databrowser/view/LFSI_EMP_A__custom_3008684 /default/table?lang=en.

The changes in the figures between 2016 and 2020 indicate that, generally, the employment of both groups evolved in the same direction. The employment changes[27] for persons with and without disabilities are correlated (R^2=0.56; n=13).

We may note the relatively high increase in the number of persons with disabilities employed in the construction sector. This might be due to the high accident rate in this sector.

Globally, the employment of persons with disabilities increased by 5.1 % (compared with 2.4 % for persons without disabilities) between 2016 and 2020.

Figure 22: Percentage change in employment by disability status and economic sector (NACE Rev.2), age 20-64, EU 27, 2016-2020



Employment change = 100 * (Employment 2020 – Employment 2016) / Employment 2016). For employment levels, see previous table.
Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
NACE Rev. 2: (1) agriculture; (2) mining – manufacturing – electricity – water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional, scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Data sources: EU-SILC UDB 2016, v.1, March 2018; and EU-SILC UDB 2020, v.1, April 2022.

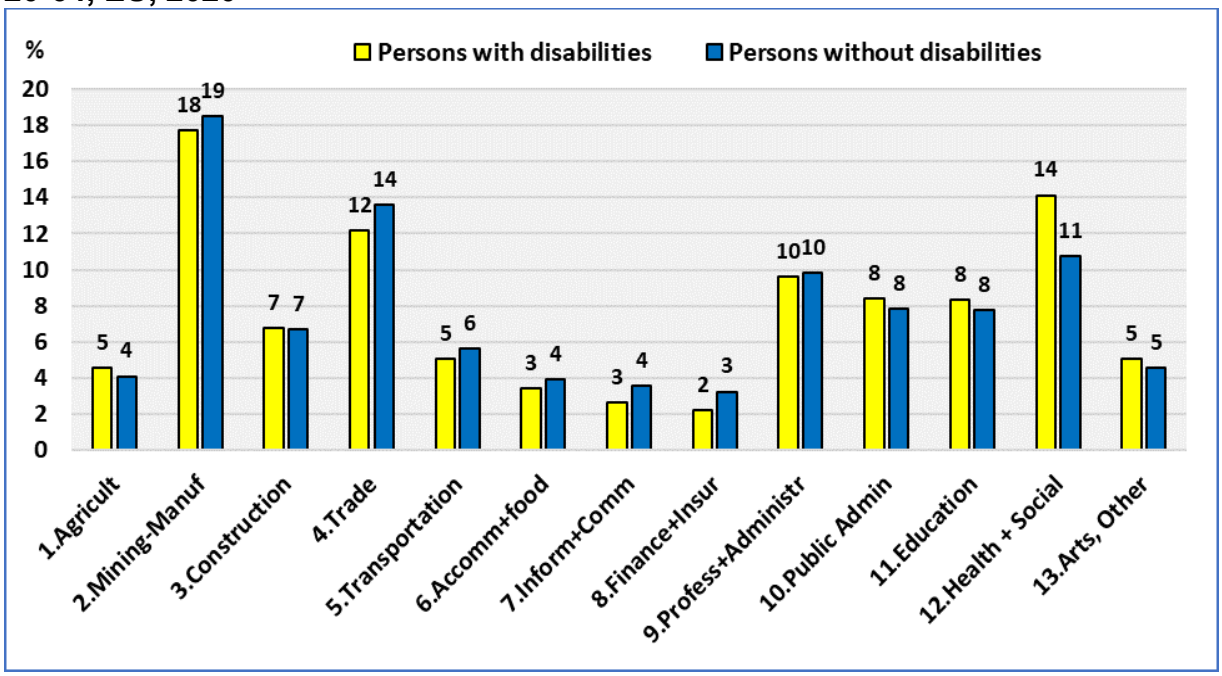
[27] Employment change between 2016 and 2020 = 100 * (Employment 2020 – Employment 2016) / Employment 2016).

7.3 Distribution of employment by economic sector

The following table presents the distribution of employment by economic sector.

We may note that persons with disabilities are strongly overrepresented in human health and social work activities. Indeed, about 14.1 % of persons with disabilities are employed in human health and social work activities, compared with about 10.7 % of persons without disabilities. They are overrepresented in the public sector, too, albeit to a lesser extent (8.4 % versus 7.8 %).

Figure 23: Distribution of employment by economic sector (NACE Rev.2), age 20-64, EU, 2020



How to read the graph: About 14 % of persons with disabilities are employed in human health & social work activities. About 11 % of persons without disabilities are employed in this sector. The total of bars (%) for each group is equal to 100%.
NACE Rev.2: (1) agriculture; (2) mining – manufacturing – electricity – water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional, scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

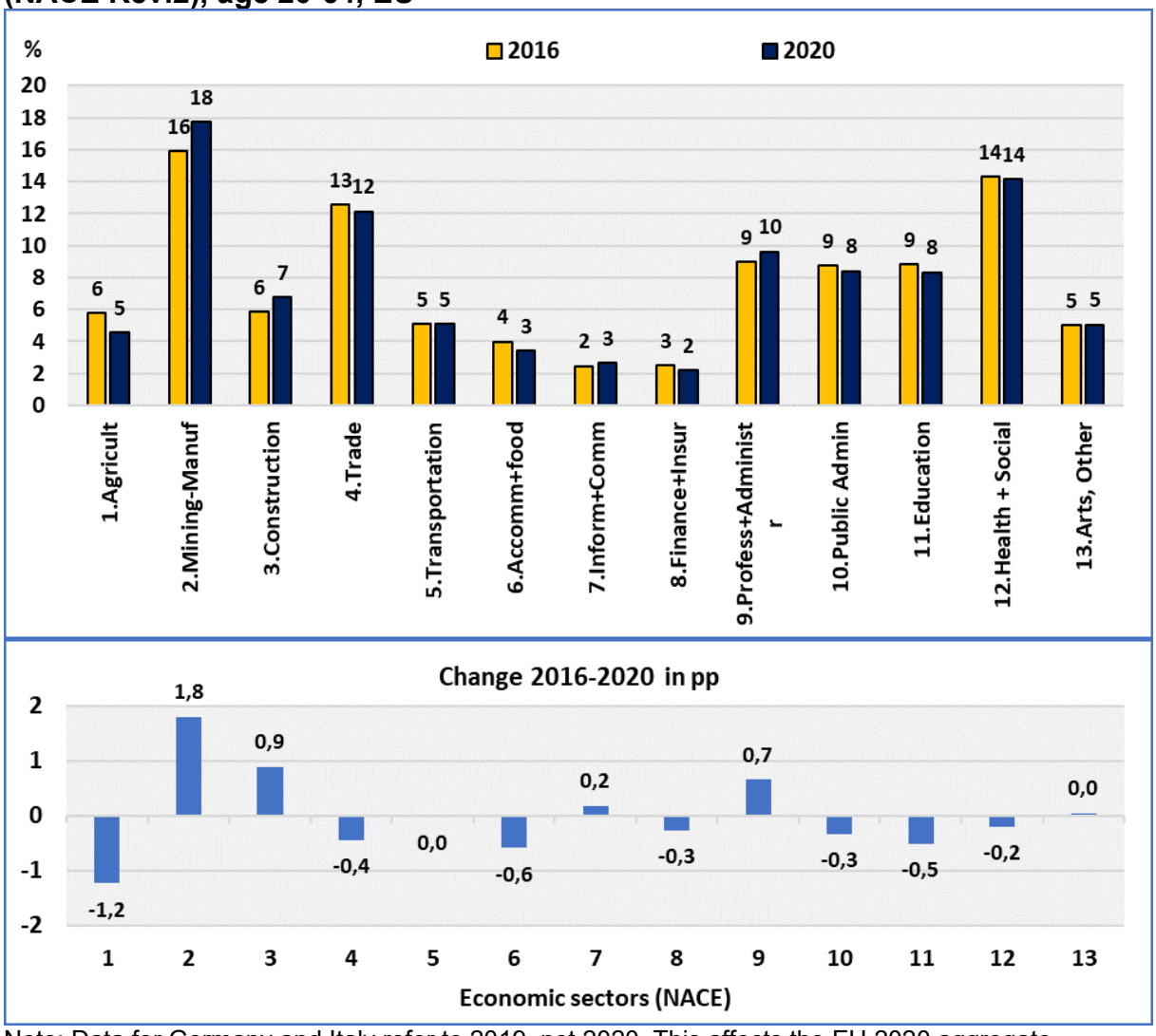
When we compare the changes between 2016 and 2020, we observe an increase in the share of persons with disabilities in mining and quarrying, manufacturing, electricity/gas supply and water supply (+1.8 percentage points); in construction (+0.9 pp); and in real estate activities, professional, scientific and technical activities and administrative and support service activities (+0.7 pp). Persons without disabilities experienced similar increases, but to a lesser extent (+1.0 pp, +0.1 pp and +0.4 pp respectively).

Concerning these changes, we do not know if persons with disabilities are pushed into these sectors or if they are retained in employment following a work-related disease or work accident. However, we may note that industry and construction report the highest standardised incidence rate of accidents at work (by NACE Rev. 1.1 activity), whereas

this is not the case for financial intermediation and real estate, which present very low accident rates.[28]

We note a reduction in (1) agriculture, forestry and fishing, (2) accommodation and food service activities and (3) education. A reduction in the first two sectors was observed for persons without disabilities, too, revealing a structural change in the economy. Concerning education, trends among persons without disabilities were in the opposite direction.

Figure 24: Persons with disabilities; changes in employment by economic sector (NACE Rev.2), age 20-64, EU



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
NACE Rev.2: (1) agriculture; (2) mining – manufacturing – electricity – water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional, scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Data sources: EU-SILC UDB 2016, v.1, March 2018; and EU-SILC UDB 2020, v.1, April 2022.

[28] See Eurostat: Standardised incidence rate of accidents at work by NACE Rev. 1.1 activity and size of enterprise. Data extracted on 30.06.2022 from ESTAT. Latest available data refer to 2007: https://ec.europa.eu/eurostat/databrowser/view/HSW_AW_INASZ__custom_3004269/default/table?lang=en.

7.4 Persons with disabilities: distribution by economic sector and Member State

We shall now focus on persons with disabilities in the EU Member States in 2020. The data cover persons aged 20-64.

Below, we set out the main characteristics by economic sector and Member State.

Agriculture, forestry and fishing employ 21.1 % of all employed persons with disabilities in Romania. This share is 16.4 % in Poland and 14.0 % in Greece. The EU average is 4.6 %.

Mining and quarrying, manufacturing, electricity/gas supply and water supply employ 32.5 % of all employed persons with disabilities in Czechia. This rate is 30.8 % in Slovenia and 28.9 % in Croatia. The EU average is 17.7 %.

Construction employs 11.6 % of all employed persons with disabilities in Cyprus. This rate is 10.7 % in Estonia and 10.0 % in Romania. The EU average is 6.7 %.

The wholesale and retail trade and the repair of motor vehicles and motorcycles employ 19.9 % of all employed persons with disabilities in Cyprus. This rate is 10.7 % in Estonia and 10.0 % in Romania. The EU average is 12.1 %.

Transportation and storage employ 9.0 % of all employed persons with disabilities in Lithuania. This rate is 8.3 % in Latvia and 6.7 % in Bulgaria. The EU average is 5.1 %.

Accommodation and food service activities employ 7.1 % of all employed persons with disabilities in Malta. This rate is 6.7 % in Cyprus and Luxembourg. The EU average is 3.4 %.

Information and communication services employ 4.9 % of all employed persons with disabilities in Bulgaria. This rate is 4.3 % in Luxembourg and 4.0 % in Ireland. The EU average is 2.7 %.

Financial and insurance activities employ 6.6 % of all employed persons with disabilities in Luxembourg. This rate is 3.5 % in Germany and 2.8 % in Cyprus. The EU average is 2.2 %.

Real estate activities, professional, scientific and technical activities and administrative and support service activities employ 16.3 % of all employed persons with disabilities in Sweden. This rate is 15.4 % in the Netherlands and 11.9 % in Malta. The EU average is 9.6 %.

Public administration, defence and compulsory social security employ 19.7 % of all employed persons with disabilities in Luxembourg. This rate is 14.5 % in Malta and 14.2 % in Greece. The EU average is 8.4 %.

Education employs 16.7 % of all employed persons with disabilities in Malta. This rate is 13.1 % in Portugal and 12.8 % in Sweden. The EU average is 8.3 %.

Human health and social work activities employ 22.4 % of all employed persons with disabilities in the Netherlands. This rate is 20.3 % in Belgium and 20.1 % in Denmark and Finland. The EU average is 14.1 %.

Arts, entertainment and recreation, other service activities, etc. employ 13.1 % of all employed persons with disabilities in Luxembourg. This rate is 8.1 % in Spain and 7.7 % in Italy. The EU average is 5.1 %.

Table 33: Employed persons with disabilities (including self-employed); distribution by economic sector (NACE Rev.2) and Member State, age 20-64, 2020

	% by economic sector (NACE)													
	1	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	***11***	***12***	***13***	***TOT***
AT	4.2	14.5	6.5	14.1	4.3	5.5	2.4	2.2	10.8	9.0	9.1	14.3	3.0	**100**
BE	0.6	11.8	5.4	10.8	4.2	3.4	3.0	1.4	11.8	11.9	10.8	20.3	4.6	**100**
BG	4.0	22.2	9.4	11.2	6.7	5.4	4.9	1.7	3.8	10.3	12.5	3.9	4.1	**100**
CY	1.0	9.8	11.6	19.9	3.4	6.7	2.8	2.8	9.6	12.9	8.4	4.0	7.1	**100**
CZ	2.3	32.5	6.2	12.0	3.5	3.7	2.9	1.7	9.0	5.2	8.0	8.5	4.5	**100**
DE	1.1	19.1	4.4	11.9	4.9	2.4	3.0	3.5	9.3	12.7	5.2	17.6	5.2	**100**
DK	1.3	15.6	4.4	14.6	5.0	1.6	3.2	2.2	11.6	6.1	11.4	20.1	3.1	**100**
EE	3.6	20.4	10.7	12.5	6.4	3.8	3.4	0.5	9.5	3.9	12.5	7.1	5.8	**100**
EL	14.0	7.9	6.7	14.4	4.5	4.8	2.9	1.0	8.2	14.2	8.4	10.0	3.0	**100**
ES	4.9	12.8	7.9	13.8	6.1	5.2	1.9	1.8	10.2	7.8	8.2	11.4	8.1	**100**
FI	4.0	13.4	6.2	10.3	5.2	3.5	3.4	1.7	11.1	4.7	9.8	20.1	6.8	**100**
FR	3.1	15.9	7.9	11.9	4.3	4.1	3.4	2.6	8.1	7.7	10.4	18.1	2.6	**100**
HR	6.0	28.9	8.6	13.0	6.3	4.2	2.5	1.8	4.3	6.7	6.3	8.5	3.1	**100**
HU	8.4	27.9	8.3	7.9	5.1	2.5	1.3	1.2	6.9	10.4	7.5	9.4	3.4	**100**
IE	2.8	12.1	5.6	11.5	4.7	5.4	4.0	2.3	11.2	6.5	10.8	16.2	6.9	**100**
IT	4.0	20.8	9.3	10.6	6.3	3.8	2.4	2.5	11.2	4.8	8.7	7.9	7.7	**100**
LT	7.0	24.1	5.8	12.2	9.0	1.1	1.3	1.4	10.0	8.1	8.5	7.0	4.5	**100**
LU	0.3	5.5	6.3	6.4	3.7	6.7	4.3	6.6	11.6	19.7	1.3	14.6	13.1	**100**
LV	6.9	16.4	7.7	14.2	8.3	2.7	2.9	1.2	10.6	7.1	8.7	8.0	5.2	**100**
MT	0.4	14.0	7.3	9.9	2.0	7.1	1.5	2.3	11.9	14.5	16.7	5.7	6.7	**100**
NL	1.3	9.7	3.9	10.6	5.8	2.9	3.8	2.3	15.4	8.2	8.3	22.4	5.5	**100**
PL	16.4	21.9	7.8	11.6	3.4	1.5	1.7	1.4	9.6	5.3	9.3	7.0	3.3	**100**
PT	3.8	19.3	7.5	12.3	3.8	4.9	1.0	1.2	6.7	7.5	13.1	11.8	7.2	**100**
RO	21.1	22.0	10.0	16.9	6.4	1.8	1.8	0.4	3.7	5.1	3.6	4.1	3.3	**100**
SE	2.3	10.6	3.0	12.4	4.3	3.3	1.9	1.1	16.3	6.8	12.8	19.5	5.8	**100**
SI	3.4	30.8	6.7	12.7	5.2	2.3	2.0	2.1	8.1	6.0	7.5	9.4	3.9	**100**
SK	2.9	28.1	8.3	11.1	5.7	3.3	2.4	1.0	6.1	9.1	8.6	10.4	3.3	**100**
EU	**4.6**	**17.7**	**6.7**	**12.1**	**5.1**	**3.4**	**2.7**	**2.2**	**9.6**	**8.4**	**8.3**	**14.1**	**5.1**	**100**

The statistical classification of economic activities in the European Community (NACE Rev.2) is:

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

More results are presented in the statistical annex.

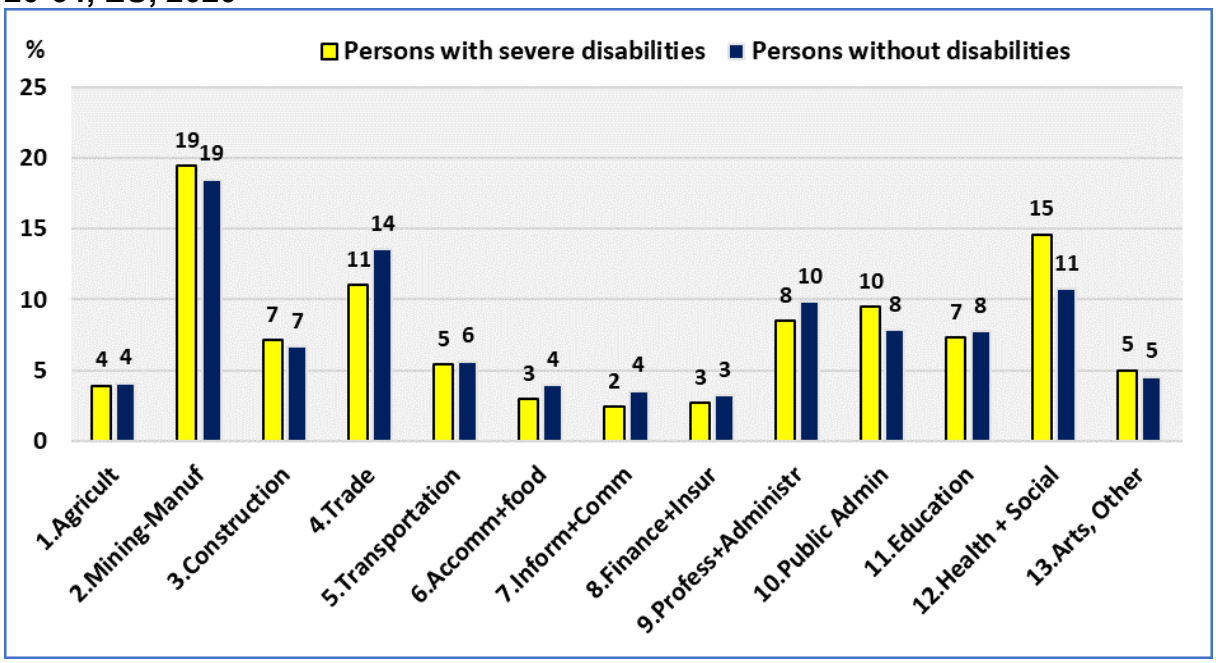
7.5 Persons with severe disabilities: distribution by economic sector.

The following figure presents the distribution by economic sector of employed persons with severe disabilities in the EU 27.

We may note that persons with severe disabilities are strongly overrepresented in human health and social work activities. About 14.6 % of persons with severe disabilities are employed in this sector, as compared with about 10.7 % of persons without disabilities. Persons with severe disabilities are overrepresented in the public sector, albeit to a lesser extent (9.5 % versus 7.8 %).

By contrast, persons with severe disabilities are underrepresented in wholesale and retail trade and the repair of motor vehicles and motorcycles. About 11.1 % of employed persons with severe disabilities work in this sector, compared with about 13.6 % of persons without disabilities.

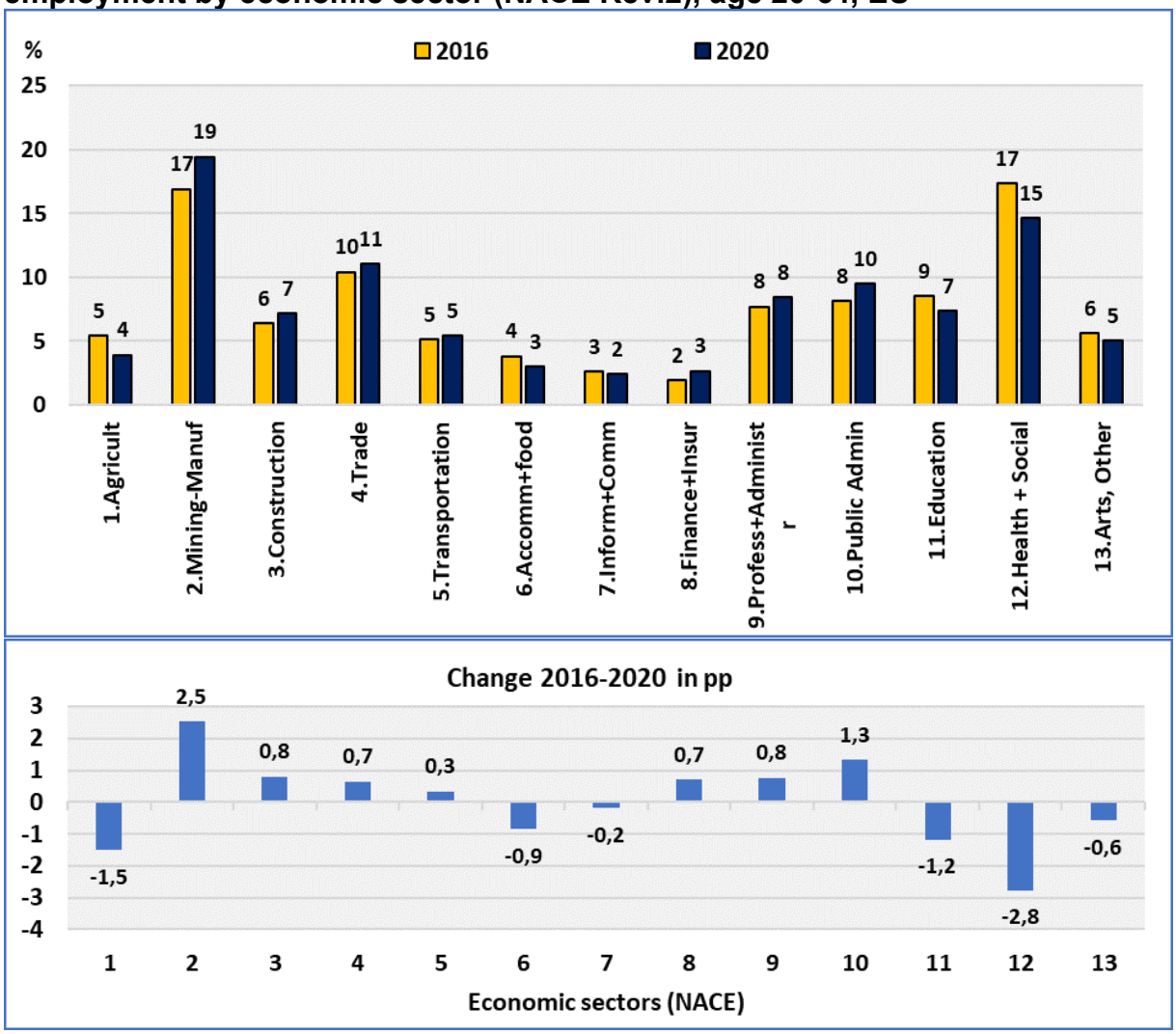
Figure 25: Distribution of employment by economic sector (NACE Rev.2), age 20-64, EU, 2020



How to read the graph: About 15 % of persons with severe disabilities are employed in human health & social work activities. About 11 % of persons without disabilities are employed in this sector. The total of bars (%) for each group is equal to 100%.
NACE Rev.2: (1) agriculture; (2) mining – manufacturing – electricity - water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

When we compare the changes between 2016 and 2020, we observe an increase in the share of persons with severe disabilities employed in mining and quarrying, manufacturing, electricity/gas supply and water supply, with an increase of 2.5 percentage points. In contrast, there was a decrease of 2.8 percentage points in employment share in the health and social sector.

Figure 26: Persons with severe disabilities. Changes in the distribution of employment by economic sector (NACE Rev.2), age 20-64, EU



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
NACE Rev.2: (1) agriculture; (2) mining – manufacturing – electricity – water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional, scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Data sources: EU-SILC UDB 2016, v.1, March 2018; and EU-SILC UDB 2020, v.1, April 2022.

7.6 Persons with severe disabilities: distribution by economic sector and Member State

We focus here on persons with severe disabilities. Due to sampling limitations, data are indicative in Bulgaria, Ireland, Lithuania, Malta, Romania and Sweden. In these cases, the sample is between 20 and 49 observations.

Agriculture, forestry and fishing employ 20.6 % of all employed persons with severe disabilities in Romania. This share is 16.6 % in Lithuania and 13.7 % in Poland. The EU average is 3.9 %.

Mining and quarrying, manufacturing, electricity/gas supply and water supply employ 36.8 % of all employed persons with severe disabilities in Malta. This rate is 33.4 % in Slovenia and 30.9 % in Hungary. The EU average is 19.4 %.

Construction employs 12.8 % of all employed persons with severe disabilities in Croatia. This rate is 11.0 % in Bulgaria and 10.8 % in Slovenia. The EU average is 7.2 %.

The economic sector covering wholesale and retail trade and the repair of motor vehicles and motorcycles employs 23.5 % of all employed persons with severe disabilities in Cyprus. This rate is 22.9 % in Denmark and 21.6 % in Belgium. The EU average is 11.1 %.

Transportation and storage employ 14.8 % of all employed persons with severe disabilities in Bulgaria. This rate is 14.4 % in Spain and 11.5 % in Denmark. The EU average is 5.4 %.

Accommodation and food service activities employ 7.9 % of all employed persons with severe disabilities in Croatia. This rate is 7.6 % in Malta and 7.0 % in Spain. The EU average is 3.0 %.

Information and communication employ 10.4 % of all employed persons with severe disabilities in Ireland. This rate is 5.7 % in Cyprus and 5.1 % in Greece. The EU average is 2.4 %.

Financial and insurance activities employ 5.5 % of all employed persons with severe disabilities in Italy. This rate is 4.0 % in Denmark and 3.9 % in Sweden. The EU average is 2.7 %.

Real estate activities, professional, scientific and technical activities and administrative and support service activities employ 18.8 % of all employed persons with severe disabilities in Lithuania. This rate is 17.6 % in Ireland and 17.2 % in Latvia. The EU average is 8.5 %.

Public administration, defence and compulsory social security employ 21.3 % of all employed persons with severe disabilities in Malta. This rate is 17.7 % in Luxembourg and 14.8 % in Cyprus. The EU average is 9.5 %.

Education employs 18.0 % of all employed persons with severe disabilities in Lithuania. This rate is 15.7 % in Belgium and 14.7 % in Finland. The EU average is 7.4 %.

Human health and social work activities employ 27.6 % of all employed persons with severe disabilities in Finland. This rate is 26.4 % in the Netherlands and 24.1 % in Sweden. The EU average is 14.6 %.

Arts, entertainment and recreation, other service activities, etc. employ 37.4 % of all employed persons with severe disabilities in Romania. This rate is 20.1 % in Luxembourg and 11.2 % in Lithuania. The EU average is 5.0 %.

The following table summarises these results. More data are presented in the statistical annex.

Table 34: Persons with severe disabilities; distribution of employment (including self-employment) by economic sector (NACE Rev.2) and Member State, age 20-64, 2020

	% by economic sector (NACE)													
	1	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	***11***	***12***	***13***	***TOT***
AT	4.3	16.3	8.3	11.1	7.1	5.5	0.8	2.7	16.6	4.5	9.4	12.1	1.4	**100**
BE	0.0	8.5	2.5	21.6	2.2	3.4	0.7	1.8	13.8	12.3	15.7	15.3	2.4	**100**
BG	*6.3*	*30.2*	*11.0*	*14.1*	*14.8*	*2.2*	*0.0*	*0.0*	*3.2*	*2.3*	*11.2*	*2.2*	*2.5*	**100**
CY	0.0	4.7	6.3	23.5	6.6	3.2	5.7	2.4	5.4	14.8	9.3	12.8	5.3	**100**
CZ	0.0	24.8	8.8	14.0	4.8	2.0	0.4	2.2	12.3	5.1	11.1	12.3	2.3	**100**
DE	0.7	27.1	4.5	11.3	2.0	2.8	3.6	3.1	7.1	14.4	3.6	16.3	3.7	**100**
DK	1.3	4.7	4.8	22.9	11.5	0.9	1.2	4.0	14.1	3.8	8.5	16.7	5.8	**100**
EE	6.0	20.5	8.5	9.8	5.7	4.2	2.6	0.3	8.3	3.9	14.2	8.4	7.7	**100**
EL	12.1	9.4	6.8	14.8	4.1	4.3	5.1	0.0	6.7	13.3	9.8	9.4	4.2	**100**
ES	5.0	10.9	10.3	7.4	14.4	7.0	2.9	0.1	11.3	8.9	4.9	7.0	9.9	**100**
FI	4.7	12.2	6.6	8.9	4.2	0.7	3.7	1.0	5.8	5.0	14.7	27.6	4.9	**100**
FR	4.1	14.0	9.5	9.7	5.8	2.5	2.5	3.8	6.5	8.7	9.6	19.5	3.8	**100**
HR	4.1	27.8	12.8	4.5	3.2	7.9	1.1	0.7	5.5	12.2	5.1	9.8	5.4	**100**
HU	7.4	30.9	5.1	11.3	0.6	3.1	0.0	0.0	11.5	9.1	5.1	11.1	4.9	**100**
IE	*0.0*	*26.8*	*1.0*	*10.7*	*1.5*	*2.6*	*10.4*	*0.9*	*17.6*	*3.0*	*5.7*	*9.5*	*10.4*	**100**
IT	2.8	23.4	9.1	11.7	10.8	2.2	0.9	5.5	9.2	4.9	7.1	8.6	4.1	**100**
LT	*16.6*	*9.5*	*8.7*	*2.3*	*5.3*	*0.0*	*1.6*	*0.0*	*18.8*	*1.3*	*18.0*	*6.8*	*11.2*	**100**
LU	0.1	11.6	9.0	7.4	3.5	4.9	4.9	2.8	6.0	17.7	1.1	11.1	20.1	**100**
LV	6.6	17.5	9.4	7.2	8.3	0.0	3.2	2.5	17.2	6.7	6.5	10.3	4.8	**100**
MT	*0.0*	*36.8*	*3.3*	*11.3*	*0.9*	*7.6*	*0.0*	*0.8*	*4.9*	*21.3*	*8.1*	*1.9*	*3.1*	**100**
NL	5.0	14.6	5.9	7.9	5.9	0.0	1.5	0.4	5.9	11.3	9.8	26.4	5.5	**100**
PL	13.7	28.6	5.1	11.2	2.9	1.2	0.9	2.0	9.7	7.8	8.5	7.5	1.1	**100**
PT	4.0	18.8	7.3	12.0	4.2	4.0	1.1	2.6	8.2	8.1	8.9	12.3	8.7	**100**
RO	*20.6*	*19.1*	*3.8*	*9.1*	*1.5*	*4.5*	*0.0*	*0.0*	*0.0*	*4.1*	*0.0*	*0.0*	*37.4*	**100**
SE	*0.0*	*16.4*	*7.0*	*14.6*	*3.5*	*0.0*	*1.7*	*3.9*	*10.4*	*3.0*	*6.5*	*24.1*	*9.0*	**100**
SI	5.8	33.4	10.8	15.2	5.5	1.7	0.8	1.6	8.7	6.2	5.6	4.3	0.5	**100**
SK	2.3	26.0	5.8	11.4	3.8	3.8	3.0	2.5	6.4	9.1	9.5	12.8	3.4	**100**
EU	**3.9**	**19.4**	**7.2**	**11.1**	**5.4**	**3.0**	**2.4**	**2.7**	**8.5**	**9.5**	**7.4**	**14.6**	**5.0**	**100**

The statistical classification of economic activities in the European Community (NACE Rev.2) is:

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply;
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate. Data in italics are indicative (BG, IE, LT, MT, RO, SE). The sample is between 20 and 49 observations.
Data sources: EU-SILC UDB 2020, v.1, April 2022.

7.7 Statistical tables

Table 35 : Number of persons with disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2016 (Part 1)

	thousands							
	1	*2*	*3*	*4*	*5*	*6*	*7*	*Total All 13*
AT	45	156	74	110	40	55	20	**849**
BE	7	59	33	42	30	16	15	**515**
BG	8	31	8	15	13	4	2	**135**
CY	0	2	2	6	1	2	0	**25**
CZ	8	100	15	39	22	11	6	**323**
DE	34	789	177	559	252	106	105	**4 173**
DK	13	55	31	70	17	14	9	**445**
EE	7	20	7	13	7	4	3	**102**
EL	53	26	21	46	15	30	8	**313**
ES	81	251	76	268	79	160	43	**1 750**
FI	23	57	27	49	27	13	15	**451**
FR	205	236	251	410	179	141	96	**3 641**
HR	12	46	17	19	12	8	3	**191**
HU	31	125	25	48	19	11	7	**468**
IE	4	8	7	16	5	6	5	**94**
IT	118	432	109	272	86	94	40	**2 167**
LT	20	25	11	20	9	1	2	**146**
LU	1	2	5	3	2	2	1	**43**
LV	16	33	16	23	14	6	3	**175**
MT	0	1	0	1	0	0	0	**6**
NL	24	127	60	154	68	19	60	**1 257**
PL	212	251	88	131	54	18	24	**1 192**
PT	35	134	45	109	29	50	16	**747**
RO	236	190	57	121	45	36	9	**875**
SE	7	22	16	21	16	6	8	**303**
SI	3	45	9	21	6	9	4	**161**
SK	8	104	35	44	20	12	9	**368**
EU	**1 209**	**3 327**	**1 223**	**2 631**	**1 067**	**834**	**516**	**20 915**

See note at the end of Table 36.

Table 36: Number of persons with disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2016 (Part 2)

	thousands						
	8	*9*	*10*	*11*	*12*	*13*	***Total All 13***
AT	17	69	71	67	96	31	**849**
BE	24	49	55	65	94	26	**515**
BG	4	11	8	13	11	7	**135**
CY	1	2	4	2	1	1	**25**
CZ	12	31	22	24	25	10	**323**
DE	133	387	451	258	729	193	**4 173**
DK	11	49	21	54	80	19	**445**
EE	1	12	6	10	7	5	**102**
EL	5	23	39	21	13	14	**313**
ES	31	146	135	140	147	193	**1 750**
FI	10	44	23	42	93	27	**451**
FR	82	282	358	413	832	155	**3 641**
HR	5	17	15	15	15	7	**191**
HU	3	34	67	37	43	16	**468**
IE	4	6	10	7	11	6	**94**
IT	60	221	154	233	222	125	**2 167**
LT	2	11	6	19	13	6	**146**
LU	3	5	9	1	5	4	**43**
LV	2	15	10	19	11	8	**175**
MT	0	0	1	1	0	0	**6**
NL	50	162	115	116	263	39	**1 257**
PL	28	104	67	99	80	36	**1 192**
PT	12	66	68	56	73	54	**747**
RO	9	34	35	51	26	27	**875**
SE	3	53	23	43	64	21	**303**
SI	5	17	11	15	12	5	**161**
SK	6	23	40	27	27	13	**368**
EU	**523**	**1 874**	**1 825**	**1 846**	**2 994**	**1 046**	**20 915**

The statistical classification of economic activities in the European Community (NACE Rev.2) is:

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

Data source: EU-SILC UDB 2016, v.1, March 2018.

Table 37: Number of persons with disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2020 (Part 1)

	thousands							
	1	*2*	*3*	*4*	*5*	*6*	*7*	*Total All 13*
AT	32	112	50	109	33	42	19	**772**
BE	3	66	31	61	23	19	17	**561**
BG	6	34	14	17	10	8	8	**154**
CY	0	4	5	9	1	3	1	**44**
CZ	10	139	27	51	15	16	13	**429**
DE	49	899	206	561	231	112	140	**4 715**
DK	7	89	25	83	28	9	18	**569**
EE	4	21	11	13	7	4	4	**105**
EL	30	17	14	31	10	10	6	**216**
ES	114	295	182	318	140	120	43	**2 301**
FI	23	76	35	59	29	20	19	**567**
FR	100	507	253	379	139	130	108	**3 199**
HR	10	50	15	22	11	7	4	**172**
HU	35	115	34	33	21	10	5	**413**
IE	5	20	9	19	8	9	7	**169**
IT	80	422	189	215	127	77	49	**2 030**
LT	14	49	12	24	18	2	3	**201**
LU	0	2	3	3	2	3	2	**41**
LV	13	31	15	27	16	5	5	**188**
MT	0	2	1	1	0	1	0	**13**
NL	17	125	50	137	76	37	49	**1 295**
PL	220	294	104	156	46	20	22	**1 343**
PT	30	153	60	98	30	39	8	**795**
RO	174	182	83	139	53	15	15	**825**
SE	7	35	10	41	14	11	6	**327**
SI	4	33	7	14	6	2	2	**108**
SK	12	120	35	48	24	14	10	**428**
EU	**1 000**	**3 893**	**1 481**	**2 668**	**1 118**	**746**	**582**	**21 979**

See note at the end of Table 38.

Table 38: Number of persons with disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2020 (Part 2)

	thousands						
	8	*9*	*10*	*11*	*12*	*13*	***Total All 13***
AT	17	84	70	70	110	23	**772**
BE	8	66	67	60	114	26	**561**
BG	3	6	16	19	6	6	**154**
CY	1	4	6	4	2	3	**44**
CZ	7	39	22	34	37	19	**429**
DE	165	438	597	243	831	244	**4,715**
DK	12	66	34	65	114	17	**569**
EE	1	10	4	13	7	6	**105**
EL	2	18	31	18	21	6	**216**
ES	40	234	178	188	261	187	**2,301**
FI	9	63	26	55	114	38	**567**
FR	82	259	246	333	578	83	**3,199**
HR	3	7	11	11	15	5	**172**
HU	5	28	43	31	39	14	**413**
IE	4	19	11	18	27	12	**169**
IT	52	227	98	177	161	157	**2,030**
LT	3	20	16	17	14	9	**201**
LU	3	5	8	1	6	5	**41**
LV	2	20	13	16	15	10	**188**
MT	0	2	2	2	1	1	**13**
NL	29	200	106	108	291	71	**1,295**
PL	19	128	72	124	93	44	**1,343**
PT	9	53	60	104	94	57	**795**
RO	3	30	42	29	34	27	**825**
SE	4	53	22	42	64	19	**327**
SI	2	9	6	8	10	4	**108**
SK	4	26	39	37	44	14	**428**
EU	**490**	**2,115**	**1,847**	**1,828**	**3,104**	**1,110**	**21,979**

The statistical classification of economic activities in the European Community (NACE Rev.2) is:

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply;
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 39: Number of persons with severe disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2016 (Part 1)

Data in *Italics* are indicative (BG, LT, MT, RO, SE). The sample is between 20 and 49 observations.

	thousands							
	1	*2*	*3*	*4*	*5*	*6*	*7*	***Total All 13***
AT	8.1	19.7	5.1	8.5	7.3	6.1	0.5	**91.5**
BE	0.7	13.6	3.7	3.1	5.3	0.8	5.0	**95.4**
BG	-	*3.0*	*0.5*	*1.6*	*0.7*	*0.5*	-	***13.5***
CY	-	0.6	0.8	1.1	0.0	0.3	0.1	**4.7**
CZ	0.9	21.9	1.7	2.3	2.9	0.6	0.6	**51.1**
DE	3.1	191.4	45.6	92.9	47.3	12.1	29.3	**785.2**
DK	4.1	5.3	4.9	7.6	3.3	-	0.6	**49.5**
EE	1.0	2.6	0.6	1.9	1.9	0.2	0.6	**14.4**
EL	16.4	5.1	6.9	14.6	2.5	8.9	0.9	**86.5**
ES	1.3	20.6	6.0	9.3	9.6	27.1	2.1	**127.7**
FI	1.8	6.7	4.7	6.9	1.5	0.9	1.2	**43.2**
FR	50.9	57.3	66.5	67.6	42.4	29.2	24.9	**829.3**
HR	2.1	6.9	1.9	3.6	1.5	0.9	0.5	**32.0**
HU	2.0	10.5	2.5	4.7	1.5	0.2	0.4	**46.2**
IE	-	2.3	1.5	1.8	0.3	1.2	1.7	**17.2**
IT	14.6	57.9	19.0	33.1	10.1	12.4	3.7	**294.9**
LT	*2.3*	*0.3*	*1.1*	*0.7*	*0.1*	-	-	***7.7***
LU	0.0	0.4	1.4	0.6	0.4	0.5	-	**8.7**
LV	1.6	1.8	0.6	1.2	0.7	0.8	0.3	**12.1**
MT	-	-	*0.1*	*0.1*	*0.1*	-	*0.1*	***0.9***
NL	6.4	18.5	1.9	18.1	6.8	4.8	3.2	**108.9**
PL	30.8	40.7	14.2	22.5	7.7	4.7	2.6	**199.8**
PT	5.5	21.8	5.4	16.7	3.8	4.9	2.8	**102.4**
RO	*20.4*	*7.3*	*0.5*	*0.3*	*3.0*	*1.4*	-	***50.0***
SE	-	*2.5*	*3.0*	*6.7*	-	-	*1.1*	***67.7***
SI	0.5	8.3	0.3	3.5	1.1	2.2	0.7	**26.7**
SK	0.6	16.4	4.2	3.9	2.5	1.9	0.4	**48.6**
EU	**175.1**	**543.7**	**204.5**	**334.9**	**164.2**	**122.9**	**83.4**	**3,215.7**

See note at the end of Table 40.

Table 40: Number of persons with severe disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2016 (Part 2)

Data in *Italics* are indicative (BG, LT, MT, RO, SE). The sample is between 20 and 49 observations.

	thousands						
	8	*9*	*10*	*11*	*12*	*13*	***Total All 13***
AT	-	4.7	10.3	7.9	12.4	0.9	**91.5**
BE	7.0	6.9	8.1	12.2	22.0	6.8	**95.4**
BG	*0.4*	*3.2*	*1.2*	*1.8*	*0.4*	-	***13.5***
CY	0.3	0.1	0.6	0.4	0.5	0.0	**4.7**
CZ	2.3	7.5	3.4	2.8	1.8	2.4	**51.1**
DE	23.4	44.4	47.0	27.0	168.8	52.8	**785.2**
DK	-	1.6	1.9	8.5	8.3	3.1	**49.5**
EE	0.2	1.8	1.3	1.3	0.8	0.3	**14.4**
EL	0.9	3.0	13.3	7.1	3.0	3.8	**86.5**
ES	-	10.9	6.7	4.2	18.2	11.8	**127.7**
FI	0.7	4.3	3.6	1.3	7.0	2.6	**43.2**
FR	14.4	59.3	74.1	96.5	200.1	46.1	**829.3**
HR	0.8	3.7	3.2	1.8	3.2	1.9	**32.0**
HU	-	4.1	8.5	3.1	4.1	4.7	**46.2**
IE	0.7	0.7	1.9	0.4	3.5	1.2	**17.2**
IT	4.9	27.2	27.8	35.4	36.9	12.0	**294.9**
LT	-	*0.4*	-	*2.6*	*0.2*	*0.0*	***7.7***
LU	0.4	0.7	2.0	0.1	1.6	0.5	**8.7**
LV	0.1	1.0	0.4	2.1	0.8	0.8	**12.1**
MT	*0.0*	*0.2*	*0.2*	*0.1*	-	*0.0*	***0.9***
NL	-	11.3	4.5	16.7	13.1	3.4	**108.9**
PL	1.7	22.5	12.9	13.6	19.4	6.5	**199.8**
PT	0.8	7.2	13.3	6.6	9.2	4.3	**102.4**
RO	-	*0.4*	*2.4*	*7.5*	*4.0*	*2.8*	***50.0***
SE	*1.2*	*14.8*	*8.6*	*8.8*	*13.3*	*7.7*	***67.7***
SI	0.3	2.9	1.7	1.8	2.3	1.0	**26.7**
SK	2.8	2.6	4.0	3.0	4.1	2.1	**48.6**
EU	**63.5**	**247.6**	**262.9**	**274.7**	**558.8**	**179.7**	**3,215.7**

The statistical classification of economic activities in the European Community (NACE Rev.2) is:

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

Data source: EU-SILC UDB 2016, v.1, March 2018.

Table 41: Number of persons with severe disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2020 (Part 1)

Data in *Italics* are indicative (BG, IE, LT, MT, RO, SE). The sample is between 20 and 49 observations.

	thousands							
	1	*2*	*3*	*4*	*5*	*6*	*7*	*Total All 13*
AT	3.7	14.0	7.1	9.5	6.1	4.8	0.7	**86.0**
BE	-	6.8	2.0	17.2	1.7	2.7	0.5	**79.7**
BG	*0.6*	*2.9*	*1.1*	*1.4*	*1.4*	*0.2*	-	***9.8***
CY	-	0.3	0.4	1.5	0.4	0.2	0.4	**6.5**
CZ	-	13.3	4.7	7.5	2.6	1.0	0.2	**53.7**
DE	5.2	217.8	35.9	90.6	16.0	22.1	28.8	**803.3**
DK	0.8	3.0	3.1	14.6	7.3	0.5	0.7	**63.9**
EE	1.3	4.5	1.9	2.1	1.2	0.9	0.6	**21.9**
EL	8.2	6.4	4.6	10.0	2.8	2.9	3.5	**67.7**
ES	14.8	32.5	30.7	22.0	42.7	20.6	8.7	**297.1**
FI	2.1	5.5	3.0	4.0	1.9	0.3	1.6	**45.0**
FR	31.5	107.2	72.8	74.1	44.3	18.9	19.0	**765.2**
HR	1.0	6.6	3.1	1.1	0.8	1.9	0.3	**23.8**
HU	3.9	16.6	2.7	6.1	0.3	1.7	-	**53.7**
IE	-	*6.0*	*0.2*	*2.4*	*0.3*	*0.6*	*2.3*	***22.2***
IT	5.4	45.8	17.8	23.0	21.1	4.2	1.7	**196.3**
LT	*1.9*	*1.1*	*1.0*	*0.3*	*0.6*	-	*0.2*	***11.6***
LU	0.0	0.9	0.7	0.6	0.3	0.4	0.4	**8.0**
LV	1.0	2.8	1.5	1.1	1.3	-	0.5	**15.8**
MT	-	*0.7*	*0.1*	*0.2*	*0.0*	*0.1*	-	***1.9***
NL	4.1	12.1	4.8	6.5	4.9	-	1.3	**82.6**
PL	25.9	54.3	9.7	21.2	5.5	2.3	1.6	**190.0**
PT	5.4	25.3	9.9	16.2	5.6	5.4	1.5	**135.1**
RO	*7.3*	*6.7*	*1.3*	*3.2*	*0.5*	*1.6*	-	***35.2***
SE	-	*11.9*	*5.1*	*10.6*	*2.5*	-	*1.2*	***72.5***
SI	1.5	8.6	2.8	3.9	1.4	0.4	0.2	**25.8**
SK	1.4	15.2	3.4	6.7	2.2	2.2	1.7	**58.4**
EU	**127.1**	**628.6**	**231.3**	**357.6**	**176.0**	**96.1**	**77.7**	**3,232.6**

See note at the end of Table 42.

Table 42: Number of persons with severe disabilities employed (including self-employed) by Member State and economic sector (NACE Rev.2), age 20-64, 2020 (Part 2)

Data in *Italics* are indicative (BG, IE, LT, MT, RO, SE). The sample is between 20 and 49 observations.

	thousands						
	8	*9*	*10*	*11*	*12*	*13*	***Total All 13***
AT	2.3	14.2	3.8	8.1	10.4	1.2	**86.0**
BE	1.4	11.0	9.8	12.5	12.2	1.9	**79.7**
BG	-	*0.3*	*0.2*	*1.1*	*0.2*	*0.2*	***9.8***
CY	0.2	0.4	1.0	0.6	0.8	0.3	**6.5**
CZ	1.2	6.6	2.7	6.0	6.6	1.3	**53.7**
DE	24.6	56.8	115.5	29.2	131.1	30.0	**803.3**
DK	2.6	9.0	2.4	5.4	10.6	3.7	**63.9**
EE	0.1	1.8	0.8	3.1	1.8	1.7	**21.9**
EL	-	4.5	9.0	6.6	6.4	2.9	**67.7**
ES	0.4	33.5	26.5	14.5	20.7	29.4	**297.1**
FI	0.5	2.6	2.3	6.6	12.4	2.2	**45.0**
FR	29.2	49.9	66.6	73.3	149.3	29.2	**765.2**
HR	0.2	1.3	2.9	1.2	2.3	1.3	**23.8**
HU	-	6.2	4.9	2.7	6.0	2.6	**53.7**
IE	*0.2*	*3.9*	*0.7*	*1.3*	*2.1*	*2.3*	***22.2***
IT	10.9	18.0	9.6	14.0	16.9	8.0	**196.3**
LT	-	*2.2*	*0.1*	*2.1*	*0.8*	*1.3*	***11.6***
LU	0.2	0.5	1.4	0.1	0.9	1.6	**8.0**
LV	0.4	2.7	1.1	1.0	1.6	0.8	**15.8**
MT	*0.0*	*0.1*	*0.4*	*0.2*	*0.0*	*0.1*	***1.9***
NL	0.4	4.9	9.3	8.1	21.8	4.5	**82.6**
PL	3.7	18.5	14.7	16.1	14.3	2.0	**190.0**
PT	3.5	11.0	10.9	12.0	16.6	11.8	**135.1**
RO	-	-	*1.4*	-	-	*13.1*	***35.2***
SE	*2.8*	*7.5*	*2.2*	*4.7*	*17.5*	*6.5*	***72.5***
SI	0.4	2.2	1.6	1.4	1.1	0.1	**25.8**
SK	1.4	3.7	5.3	5.6	7.5	2.0	**58.4**
EU	**86.5**	**273.4**	**307.1**	**237.5**	**471.8**	**162.0**	**3,232.6**

The statistical classification of economic activities in the European Community (NACE Rev.2) is:

1. (A) Agriculture, forestry and fishing
2. (B) Mining and quarrying + (C) Manufacturing + (D) Electricity/gas supply + (E) Water supply
3. (F) Construction
4. (G) Wholesale and retail trade; repair of motor vehicles and motorcycles
5. (H) Transportation and storage
6. (I) Accommodation and food service activities
7. (J) Information and communication
8. (K) Financial and insurance activities
9. (L) Real estate activities + (M) Professional, scientific and technical activities + (N) Administrative and support service activities
10. (O) Public administration and defence; compulsory social security
11. (P) Education
12. (Q) Human health and social work activities
13. (R) Arts, entertainment and recreation + (S) Other service activities, etc.

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.

8 Employment in public administration

8.1 The importance of public administration as employer

In this chapter, we will focus on persons employed in public administration and defence and in compulsory social security (NACE sector O).

In previous chapters, we have studied the distribution of employment by economic sector, for persons aged 20 to 64. We summarise the results below.

In 2020, public administration represented 7.8 % of all jobs in the 20-64 age range in the EU 27. Employment in public administration accounted for 8.4 % of jobs for persons with disabilities and 7.8 % for persons without disabilities. Persons with disabilities are overrepresented in this sector. However, this does not take into account the high unemployment rate and the low activity rate of persons with disabilities.

By degree of disability, public administration represented 8.2 % of all jobs held by persons with moderate disabilities and 9.5 % of all jobs held by persons with severe disabilities aged 20-64 in the EU 27.

From another perspective, about 11.0 % of all jobs in public administration were held by persons with moderate disabilities and 2.2 % by persons with severe disabilities.

Table 43: Distribution of employment by economic sector (NACE Rev.2) and disability status; age 20-64, EU 27, 2020

	Disability				Disability			
	Distribution by NACE				Distribution by disability			
	No	Mod.	Sev.	**Total**	No	Mod.	Sev.	**Total**
1. Agriculture	4.1	4.7	3.9	**4.2**	86.4	11.9	1.7	**100**
2. Mining/manufact.	18.5	17.4	19.4	**18.4**	88.0	10.1	1.9	**100**
3. Construction	6.7	6.7	7.2	**6.7**	87.5	10.6	2.0	**100**
4. Trade	13.6	12.3	11.1	**13.4**	88.7	9.8	1.5	**100**
5. Transport	5.6	5.0	5.4	**5.6**	88.6	9.6	1.8	**100**
6. Accommodation	3.9	3.5	3.0	**3.9**	89.1	9.5	1.4	**100**
7. Info & comms.	3.6	2.7	2.4	**3.4**	90.4	8.3	1.3	**100**
8. Finance	3.3	2.2	2.7	**3.1**	91.1	7.3	1.6	**100**
9. Profess. & admin	9.8	9.8	8.5	**9.8**	87.8	10.6	1.6	**100**
10. Public admin	**7.8**	**8.2**	**9.5**	**7.9**	**86.8**	**11.0**	**2.2**	**100**
11. Education	7.8	8.5	7.4	**7.9**	86.8	11.5	1.7	**100**
12. Health + social	10.7	14.0	14.6	**11.1**	84.2	13.4	2.4	**100**
13. Arts, other	4.6	5.1	5.0	**4.6**	86.4	11.6	2.0	**100**
Total	**100**	**100**	**100**	**100**	**87,5**	**10,6**	**1,8**	**100**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
NACE Rev. 2: (1) agriculture; (2) mining – manufacturing – electricity – water; (3) construction; (4) trade; (5) transportation; (6) accommodation + food; (7) information + communication; (8) finance + insurance; (9) real estate – professional, scientific – administrative services; (10) public administration; (11) education; (12) health + social; (13) arts, other activities.
Data source: EU-SILC UDB 2020, v.1, April 2022.

In order to assess the importance of public administration as an employer, we may note that, in 2020, the economic sector covering public administration and defence and compulsory social security was employing about 13.9 million persons aged 20-64, representing about 7.9 % of all jobs in this age range.

At the EU level, public administration was employing about 307 000 persons with severe disabilities in 2020 (2.2 % of all jobs in this sector), 1.54 million persons with a moderate disability (11.0 %) and 12.09 million persons without disabilities (86.8 %). The rates differ significantly across Member States.

8.2 Employment in public administration in Member States

The public discussion in several Member States has focused on quota schemes (preferential employment of persons with disabilities). Generally, in these Member States, there is an obligation on the part of enterprises and / or public administrative bodies to employ a minimum percentage of persons with disabilities or to pay a compulsory compensation. The obligation applies to enterprises with a minimum number of employees.

Since quota schemes require a minimum degree of disability, we focus here on persons with severe disabilities. The following figure shows that persons with severe disabilities represented 2.2 % of all people employed in public administration in the EU 27 in 2020, compared with 1.9 % in all economic sectors. For comparison, about 4.5 % of persons aged 20-64 declare severe disabilities.

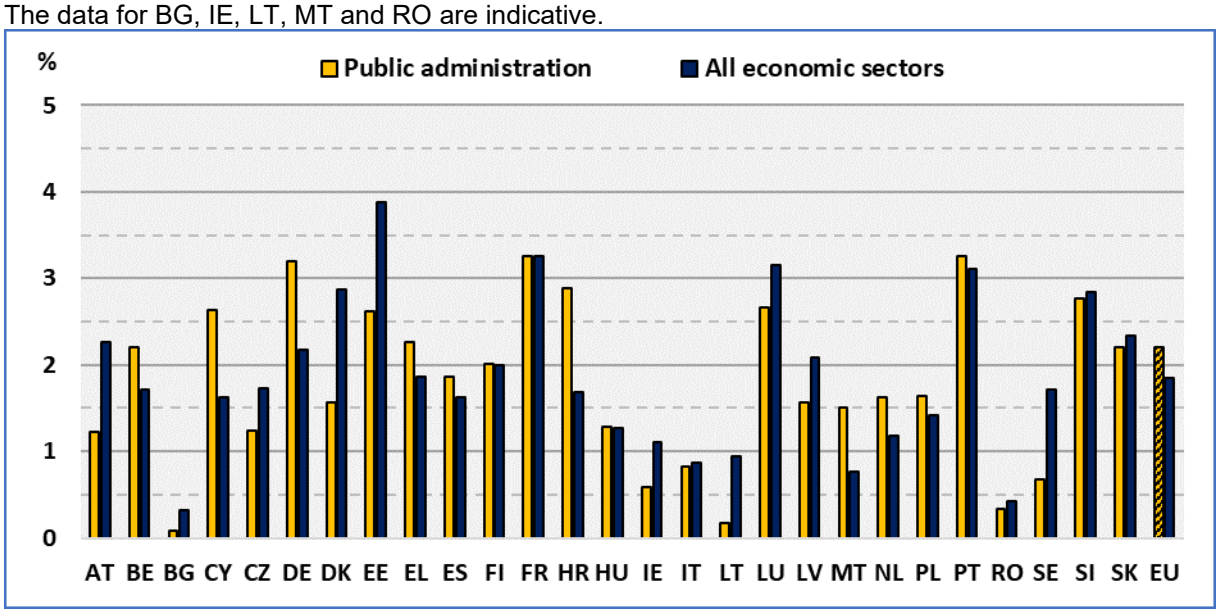
The share of persons with severe disabilities employed in public administration is higher compared with the national average (all economic sectors grouped together) in 12 Member States. The inverse is true in 14 Member States. The data are indicative for Bulgaria, Ireland, Lithuania, Malta and Romania.

There are important differences across Member States. The countries where the share of persons with severe disabilities is high in public administration are Cyprus, Germany and Croatia.

The comparison between public administration and all economic sectors ought to be treated with care. High percentages in certain economic sectors might mask high accident rates rather than indicating a specific policy to promote the employment of persons with disabilities, or they may be the result of different employment obligations in the private and public sectors.

Figure 27: Number of persons with severe disabilities as a percentage of all those employed in public administration, age 20-64, 2020

The data for BG, IE, LT, MT and RO are indicative.



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

8.3 Changes in employment in public administration

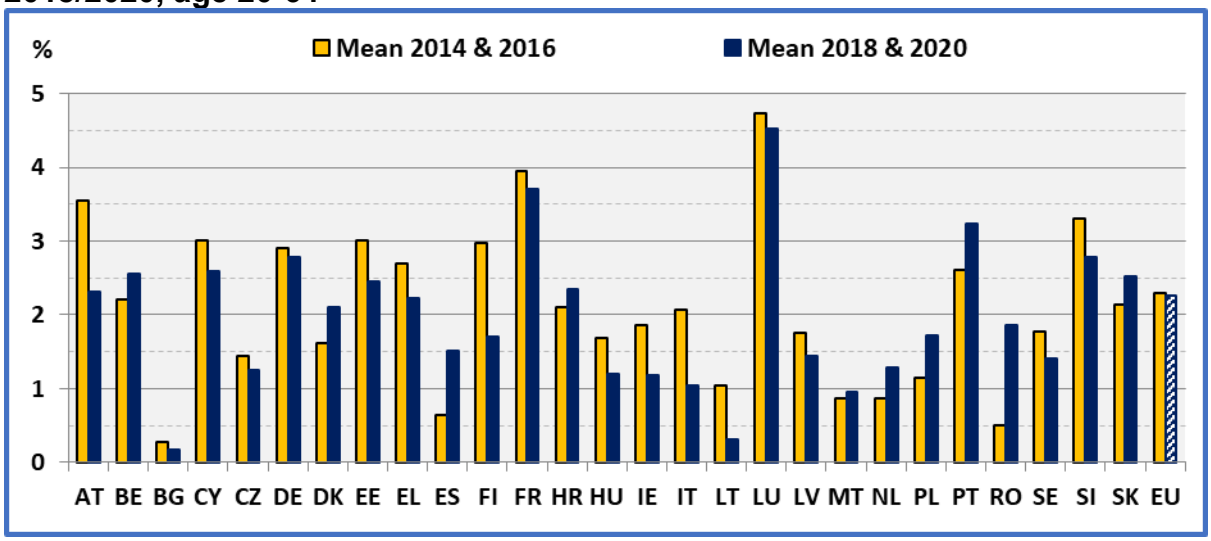
We now analyse how the share of persons with severe disabilities in employment overall has changed in the public sector.

As noted above, the data are indicative for several countries. For this reason, we take the average of two consecutive years. However, as the data for 2020 do not include Germany and Italy, we have filled the gap with 2019 data. For this reason, we take the average of 2018 and 2020. For coherence, we also take the average of 2014 and 2016.

At the EU 27 level, the change was marginal. The share of persons with disabilities in the public sector decreased from 2.29 % to 2.26 %. These data cover employed persons aged 20-64.

We note a reduction in this share in 17 Member States. We note an increase in Member States where, in general, the initial rate was relatively small (except in Portugal).

Figure 28: Number of persons with severe disabilities as a percentage of all those employed in public administration. Changes between 2014/2016 and 2018/2020, age 20-64



Data sources: EU-SILC UDB 2014, v. 1, March 2016; EU-SILC UDB 2016, v. 1, March 2018; EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

8.4 Population employed in public administration

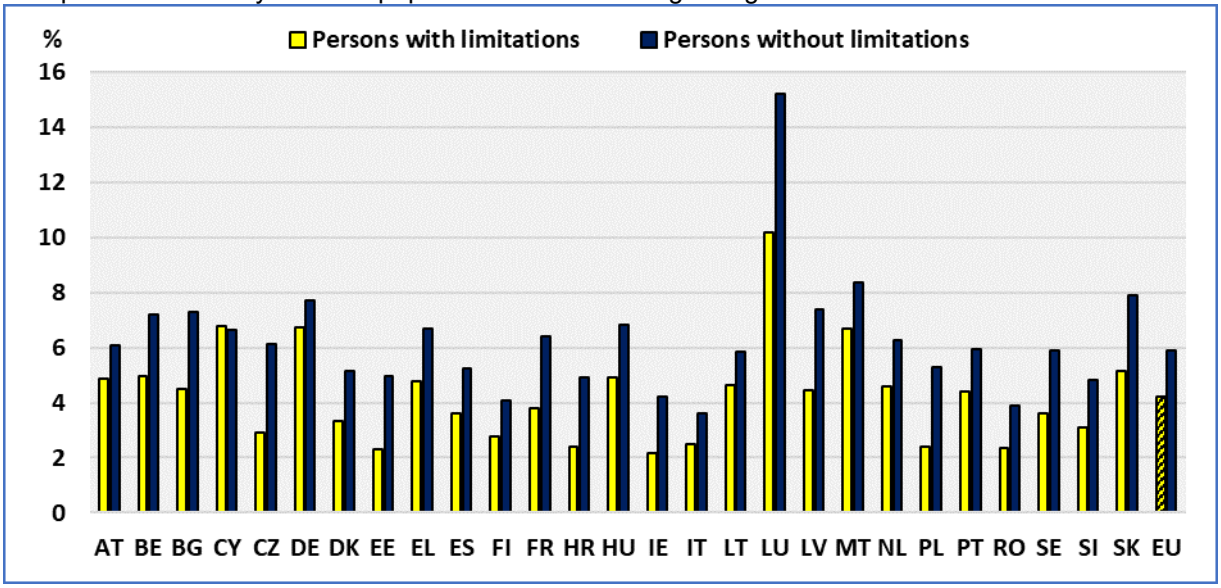
We shall now compare the employment rates as defined by Europe 2020. The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population in the same age range. This will internalise the unemployment rate and the activity rate of persons with disabilities.

In the next graph, we compare the percentage of persons employed in the public administration by disability status. The graph indicates a significant gap in a large majority of Member States. At the EU level, 4.2 % of persons with disabilities aged 20-64 were employed in the public sector in 2020, compared with 5.9 % of persons without disabilities.

For comparison, in the EU 27, the 2016 figures were 4.1 % for persons with disabilities and 5.9 % for persons without disabilities.

Figure 29: Persons employed in public administration as a percentage of total population, age 20-64, 2020

The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment in the specified sector by the total population in the same age range.



How to read the graph: At the EU level, about 4.2 % of persons with disabilities aged 20-64 were employed in the public sector in 2020, compared with 5.9 % of persons without disabilities.

Note: Public administration includes public administration and defence and compulsory social security. (NACE Rev.2)

Data source: EU-SILC UDB 2020, v.1, April 2022.

8.5 Statistical annex

Table 44: Distribution of employment in public administration by disability status; age 20-64, EU 27

	All NACE sectors				Public administration (O)			
	Disability			Total	Disability			Total
	No	Moderate	Severe		No	Moderate	Severe	
AT	79.7	18.0	2.3	**100**	77.7	21.1	1.2	**100**
BE	87.9	10.4	1.7	**100**	85.0	12.9	2.2	**100**
BG	94.9	4.8	0.3	**100**	94.5	5.4	0.1	**100**
CY	89.2	9.2	1.6	**100**	84.6	12.7	2.6	**100**
CZ	86.2	12.1	1.7	**100**	89.9	8.9	1.2	**100**
DE	87.2	10.6	2.2	**100**	83.5	13.3	3.2	**100**
DK	75.3	21.9	2.9	**100**	77.8	20.7	1.6	**100**
EE	81.4	14.7	3.9	**100**	87.2	10.2	2.6	**100**
EL	94.1	4.1	1.9	**100**	92.3	5.4	2.3	**100**
ES	87.5	10.9	1.6	**100**	87.4	10.7	1.9	**100**
FI	74.9	23.1	2.0	**100**	76.6	21.4	2.0	**100**
FR	86.2	10.5	3.3	**100**	87.9	8.8	3.3	**100**
HR	87.7	10.6	1.7	**100**	88.7	8.5	2.9	**100**
HU	90.2	8.5	1.3	**100**	88.6	10.1	1.3	**100**
IE	91.5	7.4	1.1	**100**	90.2	9.2	0.6	**100**
IT	91.0	8.1	0.9	**100**	91.7	7.5	0.8	**100**
LT	82.8	16.2	0.9	**100**	81.3	18.5	0.2	**100**
LU	83.7	13.1	3.2	**100**	84.6	12.7	2.7	**100**
LV	75.3	22.6	2.1	**100**	80.1	18.3	1.6	**100**
MT	94.6	4.6	0.8	**100**	92.8	5.7	1.5	**100**
NL	82.2	16.7	1.2	**100**	81.6	16.8	1.6	**100**
PL	90.0	8.6	1.4	**100**	92.0	6.3	1.6	**100**
PT	81.8	15.1	3.1	**100**	82.2	14.6	3.3	**100**
RO	90.0	9.6	0.4	**100**	90.1	9.6	0.3	**100**
SE	92.6	5.7	1.7	**100**	93.1	6.2	0.7	**100**
SI	87.9	9.2	2.8	**100**	88.8	8.4	2.8	**100**
SK	82.9	14.8	2.3	**100**	83.9	13.9	2.2	**100**
Total	**87.5**	**10.7**	**1.9**	**100**	**86.8**	**11.0**	**2.2**	**100**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 45: Number of persons with severe disabilities as a percentage of all those employed in public administration, age 20-64

The data are indicative in several Member States due to a relatively small sample.

	2014	2016	2018	2020
AT	3.0	4.1	3.4	1.2
BE	2.6	1.8	2.9	2.2
BG	0.0	0.6	0.3	0.1
CY	4.4	1.6	2.5	2.6
CZ	1.2	1.6	1.2	1.2
DE	4.5	1.3	2.4	3.2
DK	1.9	1.3	2.6	1.6
EE	2.8	3.3	2.3	2.6
EL	1.9	3.5	2.2	2.3
ES	0.8	0.5	1.1	1.9
FI	2.1	3.8	1.4	2.0
FR	4.7	3.2	4.1	3.3
HR	1.1	3.2	1.8	2.9
HU	1.6	1.8	1.1	1.3
IE	2.4	1.3	1.8	0.6
IT	1.9	2.2	1.3	0.8
LT	2.1	0.0	0.4	0.2
LU	5.4	4.1	6.4	2.7
LV	2.9	0.6	1.3	1.6
MT	0.7	1.0	0.4	1.5
NL	0.9	0.8	1.0	1.6
PL	0.9	1.4	1.8	1.6
PT	1.2	4.1	3.2	3.3
RO	0.4	0.6	3.4	0.3
SE	0.9	2.7	2.2	0.7
SI	3.5	3.1	2.8	2.8
SK	2.6	1.7	2.8	2.2
EU	**2.7**	**1.9**	**2.3**	**2.2**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 46: Persons employed in public administration as a percentage of total population, age 20-64

The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment in the specified sector by the total population in the same age range.

	2016		2020	
	Persons with limitations	Persons without limitations	Persons with limitations	Persons without limitations
AT	4.7	4.8	4.9	6.1
BE	4.2	7.5	5.0	7.2
BG	2.1	5.4	4.5	7.3
CY	6.4	7.2	6.8	6.6
CZ	3.0	5.1	2.9	6.1
DE	5.3	7.9	6.7	7.7
DK	2.5	5.3	3.3	5.1
EE	3.1	5.8	2.3	4.9
EL	4.5	6.2	4.8	6.7
ES	3.1	5.3	3.6	5.2
FI	2.7	3.1	2.8	4.1
FR	5.1	6.7	3.8	6.4
HR	2.7	4.4	2.4	4.9
HU	5.9	8.3	4.9	6.8
IE	2.7	6.0	2.2	4.2
IT	3.5	3.7	2.5	3.6
LT	2.0	5.4	4.6	5.8
LU	11.4	13.9	10.2	15.2
LV	3.4	6.4	4.4	7.4
MT	4.6	8.4	6.7	8.4
NL	4.6	6.1	4.6	6.3
PL	2.1	5.1	2.4	5.3
PT	4.6	5.5	4.4	5.9
RO	1.7	3.6	2.4	3.9
SE	3.8	6.0	3.6	5.9
SI	3.5	4.7	3.1	4.8
SK	5.7	7.5	5.1	7.9
EU	**4.1**	**5.9**	**4.2**	**5.9**

Note: Public administration includes public administration and defence and compulsory social security. (NACE Rev.2)

Data sources: EU-SILC UDB 2016, v. 1, March 2018; EU-SILC UDB 2018, release 2020, v.1; and EU-SILC UDB 2020, v.1, April 2022.

9 Employment by occupation

9.1 Introduction

The EU-SILC survey presents information on occupation held by persons with and without disabilities.[29] It reports on the current or most recent situation of persons who have ever worked. It includes persons who have worked on a full-time or part-time basis for at least six months. Consequently, the data here include employed, unemployed and inactive persons. However, in studying the employment trends, we focus only on employed persons.

The EU-SILC survey uses the International Standard Classification of Occupations (ISCO). This classification organises jobs into a set of groups according to the tasks and duties undertaken in the job. In the following table, this variable refers to a person's current main job.

Concerning 2020 our data do not contain information concerning Germany and Italy for 2020. For this reason, we use 2019 data for these countries.

In an effort to identify any significant trend in recent years, we compare 2016 and 2020. This comparison ought to reveal any medium-term trend. However, we have to keep it in mind that our data for 2020 have been 'noised' by the COVID-19 pandemic.

9.2 Number of persons by occupation

In the following figure, we present the distribution of persons by occupation in 2020.

We may note that persons with disabilities are underrepresented in the professionals category. This category represents 13.3 % of persons with disabilities aged 20-64 in 2020, compared with 20.4 % for persons without disabilities. This group of occupations includes: (21) science and engineering professionals; (22) health professionals; (23) teaching professionals; (24) business and administration professionals; (25) information and communications technology professionals; and (26) legal, social and cultural professionals. Persons with disabilities are underrepresented in the technicians and associate professionals group, too, albeit to a lesser extent.

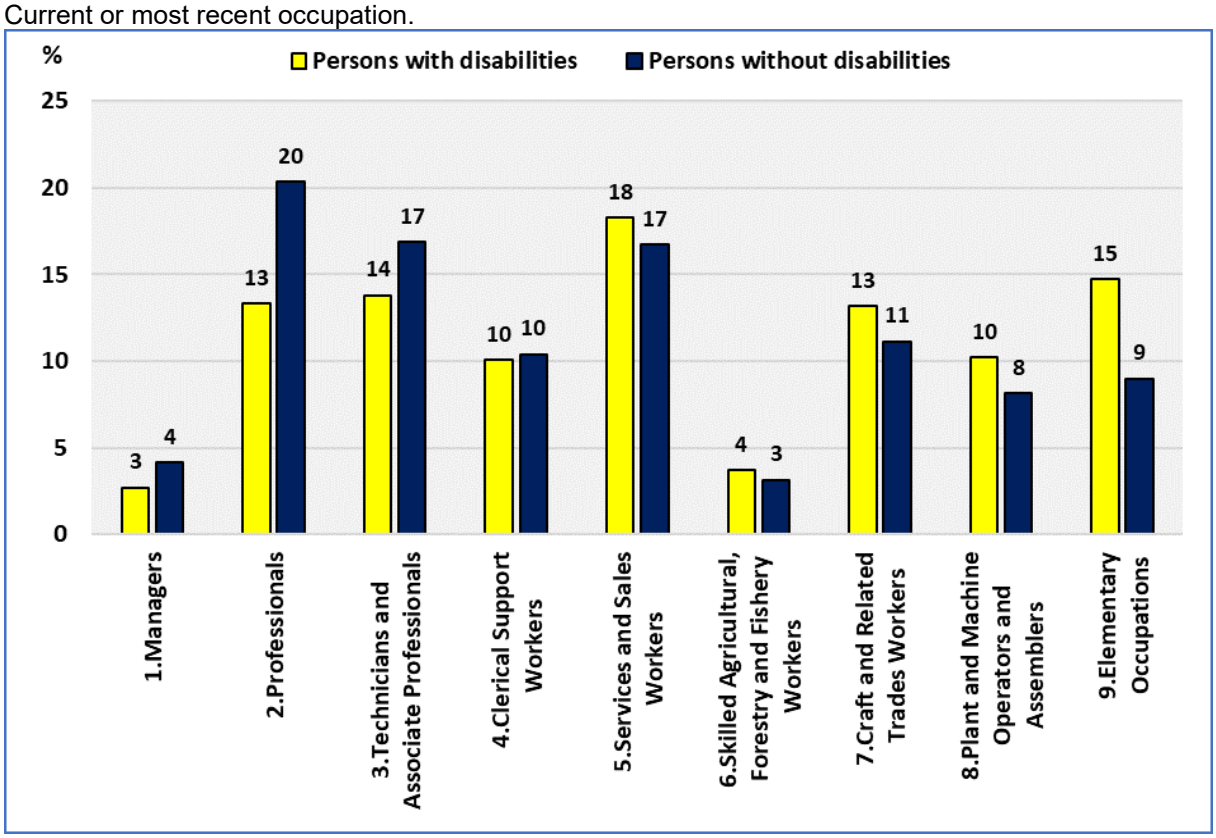
Persons with disabilities are overrepresented in elementary occupations and, to a lesser extent, among services and sales workers. This category represents 24.3 % of persons with disabilities aged 20-64 in 2020, as compared with 17.0 % for persons without disabilities. Elementary occupations include: (91) cleaners and helpers; (92) agricultural, forestry and fishery labourers; (93) labourers in mining, construction, manufacturing and transport; (94) food preparation assistants; (95) street and related sales and service workers; and (96) refuse workers and other elementary workers.

If we classify occupations by skill level, we can say that persons with disabilities are underrepresented at the highest skill levels (professionals) and overrepresented at the lowest skill levels (elementary occupations).

[29] The EU-SILC Regulation refers to the ISCO-88 classification. ISCO stands for International Standard Classification of Occupations. See https://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm.

Figure 30: Distribution of persons by disability status and occupation (ISCO), age 20-64, EU 27, 2020

Current or most recent occupation.



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.

Data sources: EU-SILC UDB 2016, v.1, March 2018; and EU-SILC UDB 2020, v.1, April 2022.

The following table presents an estimation of the number of persons by occupation in 2020.

Table 47: Number of persons by disability status and occupation (ISCO), age 20-64, EU 27

Current or most recent occupation

	2016			2020		
	millions					
	Disability			Disability		
	No	Yes	**Total**	No	Yes	**Total**
1) Managers	9.0	1.2	**10.3**	7.9	1.1	**9.0**
2) Professionals	34.8	4.8	**39.6**	38.5	5.3	**43.8**
3) Technicians and associate professionals	31.4	5.5	**37.0**	31.9	5.5	**37.4**
4) Clerical support workers	20.4	4.1	**24.4**	19.7	4.0	**23.7**
5) Services and sales workers	33.0	7.4	**40.4**	31.6	7.2	**38.9**
6) Skilled agricultural, forestry and fishery workers	7.1	1.8	**8.9**	6.0	1.5	**7.5**
7) Craft and related trades workers	23.5	5.7	**29.2**	21.1	5.2	**26.3**
8) Plant and machine operators and assemblers	16.2	4.3	**20.5**	15.4	4.0	**19.5**
9) Elementary occupations	18.4	5.9	**24.3**	17.0	5.8	**22.8**
Total	**193.8**	**40.7**	**234.5**	**189.3**	**39.5**	**228.8**

*:'Total' does not include persons at work for whom we lack information on disability or sector. 'All' includes all persons declaring that they were employed or self-employed.

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data sources: EU-SILC UDB 2016, v.1, March 2018; and EU-SILC UDB 2020, v.1, April 2022.

9.3 Changes in the distribution of employment by occupation

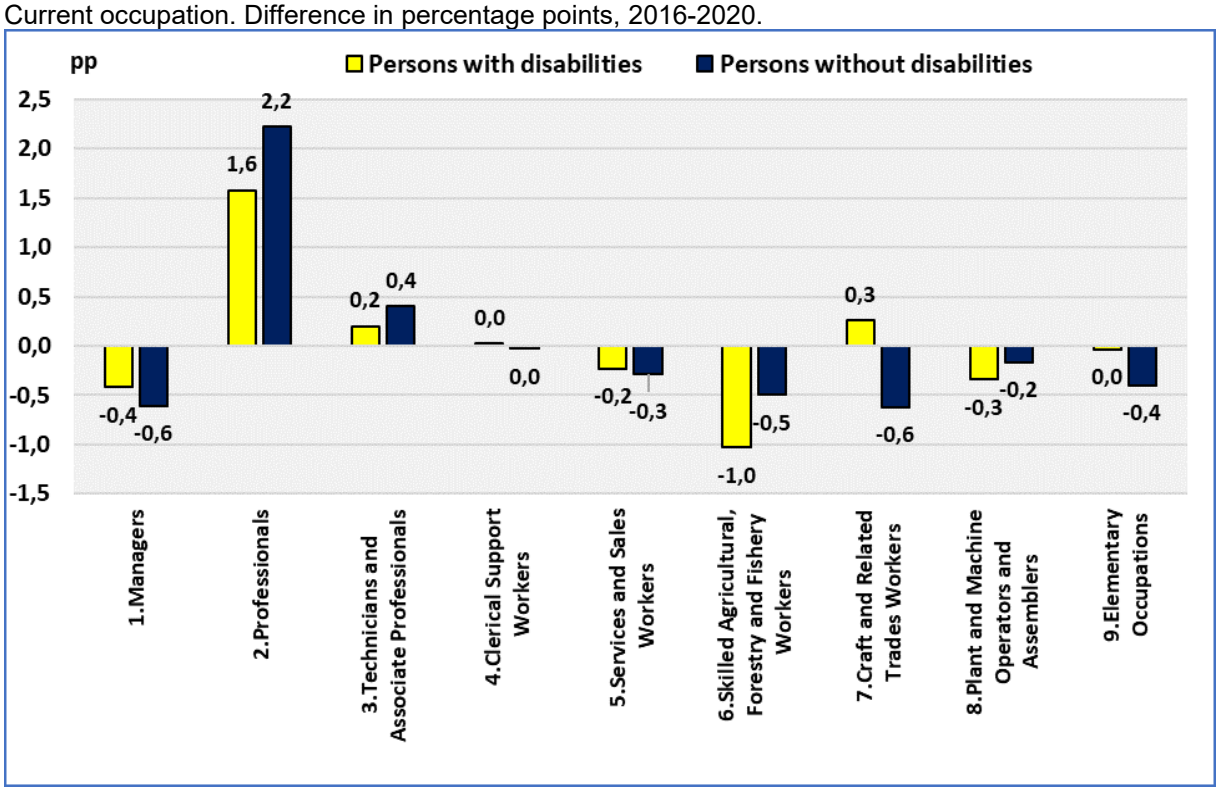
We shall now analyse how the distribution of employment by occupation has changed. Here, we take into account only those persons who declared that they were currently employed (or self-employed). The goal is to identify any medium-term change in occupations.

Some predict a shift in the demand for labour away from low-skilled workers and towards more highly skilled workers. According to this hypothesis, high-skilled workers are more likely to use computers and to possess skills that complement computer-based technologies.[30]

In the past, we have observed a shift in employment towards high-skilled occupations. In the following figure, which covers the EU 27 and the age range from 20 to 64, we observe a clear increase in the share of professional occupations, which are associated with the highest skill levels. The share of professionals increased for both groups, albeit at a lesser extent for persons with disabilities.

In addition, we may note that the changes for persons with and without disabilities were strongly correlated, except for workers in crafts and related trades.

Figure 31: Changes in the distribution of employed persons by occupation (ISCO), age 20-64, EU 27, 2016-2020
Current occupation. Difference in percentage points, 2016-2020.



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.

[30] Somers, M.A., Cabus, S.J., Groot, W., and Maassen van den Brink, H., *The Changing Demand for Skills in the Netherlands*, House of Skills working paper series, Amsterdam, www.houseofskillsregioamsterdam.nl.

Data sources: EU-SILC UDB 2016, v.1, March 2018; and EU-SILC UDB 2020, v.1, April 2022.

9.4 Young people: Distribution by occupation

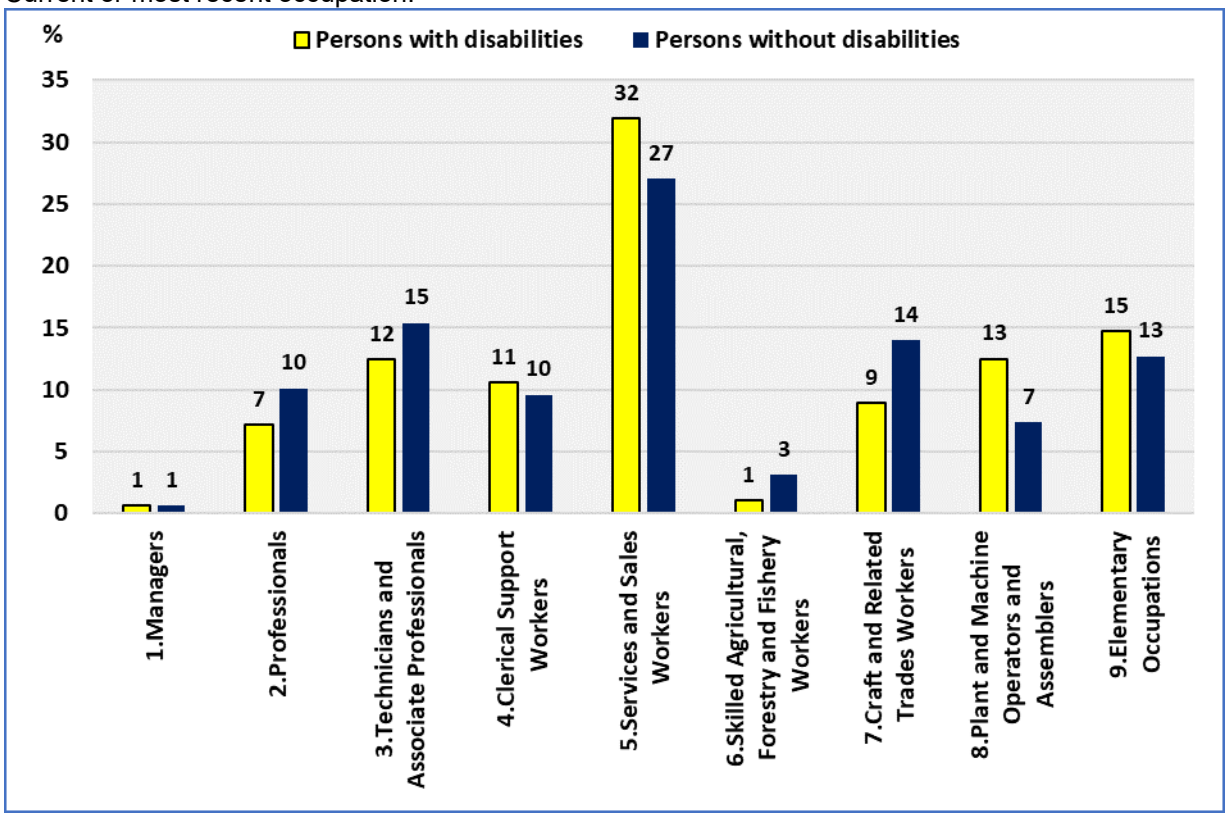
As above, we may note that, in the EU 27, persons with disabilities aged 18-24 were underrepresented in the professionals category in 2020, and that they were overrepresented in elementary occupations, albeit to a lesser extent.

Concerning services and sales workers, the relative gap between persons with and without disabilities has increased. This ISCO group of occupations notably includes personal and protective services workers (e.g. housekeeping and restaurant services workers, personal care and related workers and other personal services workers) (ISCO 51).

For craft and related trades workers, the gap has been inverted. Young persons with disabilities are underrepresented in this group, contrary to the situation of persons aged 20-64. This ISCO group of occupations includes: (71) extraction and building trades workers; (72) metal, machinery and related trades workers; (73) precision, handicraft, craft printing and related trades workers; and (74) other craft and related trades workers. As indicated above, these occupations present a high work accident rate. Consequently, with age, the number of persons with disabilities increases, and this reverses the gap.

Figure 32: Distribution by occupation (ISCO) of young people, age 18-24, EU 27, 2020

Current or most recent occupation.



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

9.5 Persons with disabilities: distribution by occupation and Member State

We now present the distribution by occupation of persons with disabilities aged 20-64 in the EU Member States in 2020. As noted above, occupation refers to a person's current or most recent occupation. Consequently, data include employed, unemployed and economically inactive persons.

About 6.8 % of all persons with disabilities were classified as managers in Estonia according to their current or most recent occupation. This share was 6.3 % in Latvia and 6.0 % in Lithuania. The EU average was 2.7 %.

About 26.5 % of all persons with disabilities were classified as professionals in Denmark. This share was 24.7 % in the Netherlands and 20.2 % in Finland. The EU average was 13.3 %.

About 21.8 % of all persons with disabilities were classified as technicians and associate professionals in Luxembourg. This share was 20.5 % in Germany and 17.6 % in Finland. The EU average was 13.8 %.

About 17.9 % of all persons with disabilities were classified as clerical support workers in Malta. This share was 13.7 % in Germany and 13.6 % in Belgium and the Netherlands. The EU average was 10.1 %.

About 26.1 % of all persons with disabilities were classified as service and sales workers in Sweden. This share was 24.5 % in Finland and 22.5 % in Denmark. The EU average was 18.3 %.

About 14.9 % of all persons with disabilities were classified as skilled agricultural, forestry and fishery workers in Poland. This share was 11.8 % in Romania and 10.6 % in Greece. The EU average was 3.7 %.

About 20.4 % of all persons with disabilities were classified as craft and related trades workers in Hungary. This share was 20.2 % in Slovenia and 17.5 % in Cyprus and Lithuania. The EU average was 13.2 %.

About 16.1 % of all persons with disabilities were classified as plant and machine operators and assemblers in Hungary. This share was 15.7 % in Estonia and 15.5 % in Bulgaria. The EU average was 10.2 %.

About 21.9 % of all persons with disabilities were classified as having elementary occupations in Luxembourg. This share was 21.3 % in Spain and 21.0 % in Belgium. The EU average was 14.7 %.

The following table presents detailed results by Member State. More data can be found in the statistical annex.

Table 48: Percentage of persons with disabilities by occupation (ISCO) and Member State, age 20-64, 2020

ISCO	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*TOT*
	%									
AT	3.5	15.2	14.6	7.5	20.8	5.3	11.5	6.3	15.3	**100**
BE	4.9	15.0	9.6	13.6	14.8	0.9	11.5	8.7	21.0	**100**
BG	3.0	9.9	7.5	5.9	17.4	4.9	15.1	15.5	20.7	**100**
CY	1.7	10.0	9.4	13.2	20.5	1.0	17.5	7.6	19.2	**100**
CZ	3.4	11.3	11.5	9.9	18.7	1.3	15.1	13.0	15.8	**100**
DE	2.5	10.8	20.5	13.7	18.0	1.1	11.2	13.4	8.8	**100**
DK	3.5	26.5	12.1	9.7	22.5	1.0	9.1	6.6	9.1	**100**
EE	6.8	15.0	11.4	5.1	14.4	2.2	13.7	15.7	15.8	**100**
EL	2.9	14.5	5.8	12.2	20.0	10.6	14.7	5.9	13.5	**100**
ES	2.1	11.3	10.5	10.1	19.8	2.3	14.4	8.2	21.3	**100**
FI	2.8	20.2	17.6	4.5	24.5	4.1	11.7	7.3	7.4	**100**
FR	1.6	12.8	15.1	9.9	18.9	3.0	10.7	10.3	17.9	**100**
HR	4.0	8.4	12.5	8.1	20.6	3.9	15.2	8.2	19.2	**100**
HU	1.4	8.5	9.2	6.4	16.6	5.1	20.4	16.1	16.4	**100**
IE	5.7	12.3	8.9	10.1	16.1	9.9	9.0	9.0	19.1	**100**
IT	2.6	14.6	13.6	10.4	15.1	2.2	14.9	7.8	18.8	**100**
LT	6.0	16.4	6.9	5.0	13.6	4.5	17.5	11.6	18.6	**100**
LU	1.6	15.0	21.8	10.5	12.7	2.0	7.9	6.5	21.9	**100**
LV	6.3	13.9	10.3	5.0	16.6	3.4	15.0	11.4	18.1	**100**
MT	3.6	8.9	13.3	17.9	20.2	1.4	12.2	11.9	10.7	**100**
NL	3.7	24.7	15.6	13.6	21.0	1.3	5.4	4.4	10.3	**100**
PL	3.6	11.0	9.4	6.5	14.9	14.9	16.6	10.0	13.2	**100**
PT	3.8	14.2	8.9	7.0	18.6	4.0	17.1	10.4	16.0	**100**
RO	1.2	10.7	5.0	3.2	16.0	11.8	25.1	14.4	12.7	**100**
SE	2.8	17.4	13.6	7.8	26.1	3.3	13.3	7.1	8.6	**100**
SI	2.7	12.8	13.1	6.9	17.2	2.4	20.2	13.7	10.7	**100**
SK	2.8	10.7	12.3	9.6	19.5	1.4	15.6	15.0	13.1	**100**
EU	**2.7**	**13.3**	**13.8**	**10.1**	**18.3**	**3.7**	**13.2**	**10.2**	**14.7**	**100**

Note: The ISCO groups are:
1 Managers
2 Professionals
3 Technicians and associate professionals
4 Clerical support workers
5 Service and sales workers
6 Skilled agricultural, forestry and fishery workers
7 Craft and related trades workers
8 Plant and machine operators and assemblers
9 Elementary occupations

Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

9.6 Distribution by occupation and degree of disability

The degree of disability reinforces the above-noted differences concerning professionals and elementary occupations.

Table 49: Distribution by occupation and disability status, age 20-64, EU 27, 2020

		Persons with disabilities			No dis.	Total
		Sev.	Mod.	**All**		
				%		
1	Managers	2.4	2.8	**2.7**	4.2	**3.9**
2	Professionals	9.1	14.7	**13.3**	20.4	**19.1**
3	Technicians and associate professionals	12.7	14.1	**13.8**	16.9	**16.4**
4	Clerical support workers	10.1	10.0	**10.1**	10.4	**10.3**
5	Services and sales workers	18.8	18.2	**18.3**	16.7	**17.0**
6	Skilled agricultural, forestry and fishery workers	3.1	3.9	**3.7**	3.2	**3.3**
7	Craft and related trades workers	14.6	12.7	**13.2**	11.2	**11.5**
8	Plant and machine operators and assemblers	12.9	9.4	**10.2**	8.2	**8.5**
9	Elementary occupations	16.3	14.2	**14.7**	9.0	**10.0**
	Total	**100**	**100**	**100**	**100**	**100**
	Population (millions)	**9.5**	**30.0**	**39.5**	**189.3**	**228.8**

Note: 'Sev.' stands for severe disabilities and 'Mod.' for moderate disabilities. Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

9.7 Persons with severe disabilities: distribution by occupation and Member State

We now present the distribution by occupation of persons with severe disabilities aged 20-64 in the EU Member States in 2020. As noted above, occupation refers to a person's current or most recent occupation. Consequently, data include employed, unemployed and inactive persons.

About 5.2 % of all persons with severe disabilities were classified as managers in Ireland and Latvia (current or most recent occupation). The EU average was 2.4 %.

About 20.8 % of all persons with severe disabilities were classified as professionals in Denmark. The EU average was 9.1 %.

About 18.6 % of all persons with severe disabilities were classified as technicians and associate professionals in Luxembourg. The EU average was 12.7 %.

About 31.4 % of all persons with severe disabilities were classified as clerical support workers in Malta. The EU average was 10.1 %.

About 30.5 % of all persons with severe disabilities were classified as service and sales workers in Finland. The EU average was 18.8 %.

About 15.1 % of all persons with severe disabilities were classified as skilled agricultural, forestry and fishery workers in Ireland. The EU average was 3.1 %.

About 30.5 % of all persons with severe disabilities were classified as craft and related trades workers in Romania. The EU average was 14.6 %.

About 20.9 % of all persons with severe disabilities were classified as plant and machine operators and assemblers in Bulgaria. The EU average was 12.9 %.

About 25.0 % of all persons with severe disabilities were classified as having elementary occupations in Spain and Croatia. The EU average was 16.3 %.

The following table presents detailed results by Member State. More data can be found in the statistical annex.

Table 50: Percentage of persons with severe disabilities by occupation (ISCO) and Member State, age 20-64, 2020

ISCO	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*TOT*
	%									
AT	2.6	11.8	10.6	7.2	18.5	3.8	15.0	8.5	22.0	**100**
BE	2.9	12.1	7.6	13.4	17.1	0.5	14.1	10.0	22.3	**100**
BG	3.5	5.8	2.1	4.4	20.1	5.5	14.2	20.9	23.5	**100**
CY	0.3	6.9	8.5	16.4	21.0	1.6	20.5	8.0	16.8	**100**
CZ	3.2	7.0	10.0	12.1	20.6	0.3	16.5	14.4	15.8	**100**
DE	2.4	6.3	18.2	12.0	21.6	1.2	11.9	16.5	10.1	**100**
DK	3.7	20.8	12.8	8.6	25.8	0.3	9.2	9.3	9.6	**100**
EE	4.8	13.5	10.5	6.7	13.0	2.9	15.5	16.9	16.2	**100**
EL	3.0	14.3	5.6	12.2	17.7	11.4	16.1	6.5	13.4	**100**
ES	2.0	6.7	10.1	8.3	20.6	0.9	14.1	12.3	25.0	**100**
FI	1.5	16.2	15.2	3.4	30.5	3.6	14.7	7.2	7.8	**100**
FR	1.0	8.1	13.3	11.1	18.0	3.0	13.8	12.6	19.1	**100**
HR	3.2	8.9	10.6	5.1	19.2	3.4	18.2	6.5	25.0	**100**
HU	0.9	4.6	7.5	6.1	19.6	3.3	23.4	18.0	16.7	**100**
IE	5.2	10.6	6.8	10.9	13.7	15.1	5.3	11.8	20.5	**100**
IT	3.2	14.2	12.0	11.3	12.8	0.6	18.4	7.9	19.6	**100**
LT	4.3	9.2	3.4	3.8	14.0	6.8	21.5	12.6	24.5	**100**
LU	1.6	14.5	18.6	9.0	12.5	2.0	13.2	7.1	21.4	**100**
LV	5.2	9.2	10.2	8.4	15.9	3.1	19.2	10.1	18.8	**100**
MT	0.4	1.9	11.5	31.4	14.2	0.0	15.3	13.1	12.4	**100**
NL	4.5	17.5	15.4	12.9	20.4	1.6	6.0	7.4	14.3	**100**
PL	3.6	10.6	7.8	6.9	11.2	13.3	19.8	12.1	14.6	**100**
PT	4.6	11.5	7.0	6.5	19.5	4.8	19.1	10.8	16.3	**100**
RO	0.9	4.2	3.1	3.3	11.4	9.2	30.5	16.6	20.8	**100**
SE	2.6	15.8	13.6	9.5	23.8	1.4	14.7	10.9	7.7	**100**
SI	1.8	6.0	12.0	9.8	17.1	3.7	21.8	15.7	12.2	**100**
SK	1.6	6.7	13.0	8.4	18.5	1.0	12.7	17.3	21.0	**100**
EU	**2.4**	**9.1**	**12.7**	**10.1**	**18.8**	**3.1**	**14.6**	**12.9**	**16.3**	**100**

Note: The ISCO groups are:
1 Managers
2 Professionals
3 Technicians and associate professionals
4 Clerical support workers
5 Service and sales workers
6 Skilled agricultural, forestry and fishery workers
7 Craft and related trades workers
8 Plant and machine operators and assemblers
9 Elementary occupations

Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

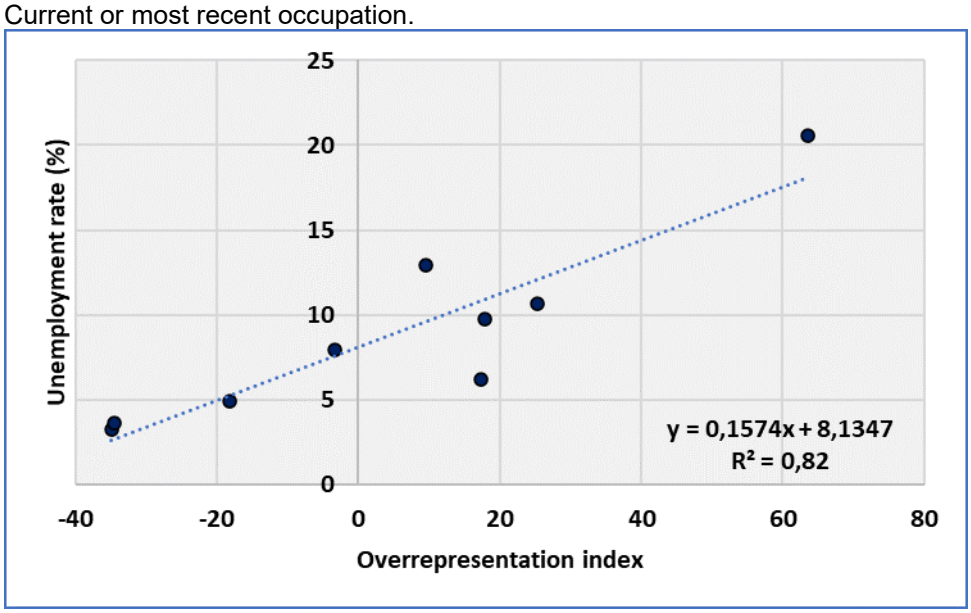
9.8 Occupation and unemployment

The unemployment rate varies with occupation. Persons with occupations requiring high skills (e.g. professionals) experience a low unemployment rate (3.6 %), while persons with occupations requiring a lower level of skills (e.g. elementary occupations) report a high unemployment rate (20.6 %). These data cover persons aged 20-64 in the EU 27 in 2020.

We will now try to identify any relationship between disability, occupation and unemployment. To this end, we have devised an index measuring the overrepresentation of persons with disabilities by occupation. We take the share by occupation of persons with and without disabilities. For each occupation, the index is simply the difference between the share of persons with and without disabilities, expressed as a percentage of the share of persons without disabilities.

In the following figure, we may observe that persons with disabilities are overrepresented in occupations with high unemployment rates. The point (64, 21 %) represents elementary occupations. Persons with elementary occupations experience the highest unemployment rate and persons with disabilities are strongly overrepresented in this group.

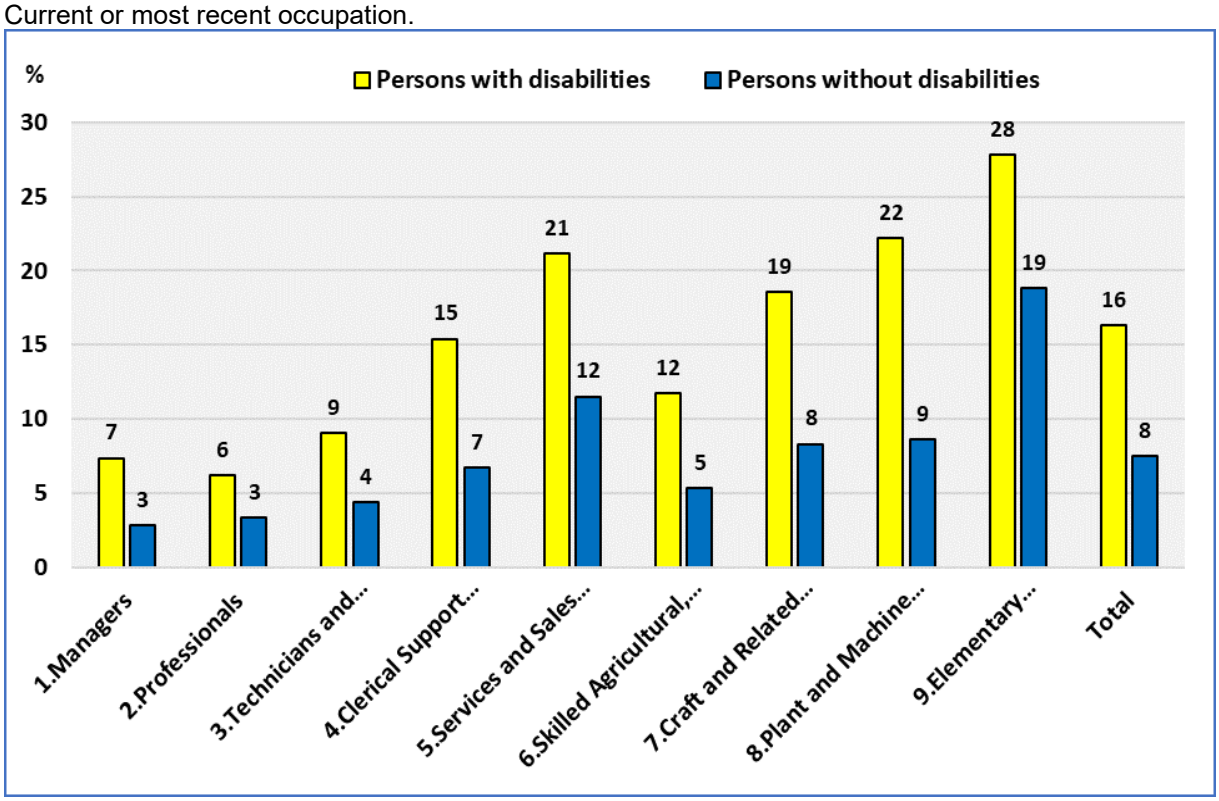
Figure 33: Occupation (ISCO) and unemployment, age 20-64, EU 27, 2020
Current or most recent occupation.



Note: The 9 points represent the 9 ISCO occupation groups. The index is calculated for each group.
Index: 100*(Share of persons with disabilities – Share of persons without disabilities) / (Share of persons without disabilities). The unemployment rate refers to persons aged 20-64 in the EU 27.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The following figure reveals that, for each occupation, persons with disabilities experience a significantly higher unemployment rate. The highest relative gap can be found among managers, followed closely by plant and machine operators.

Figure 34: Unemployment rate by occupation (ISCO), age 20-64, EU 27, 2020
Current or most recent occupation.



Note: The ISCO groups are: (1) managers, (2) professionals, (3) technicians and associate professionals, (4) clerical support workers, (5) service and sales workers, (6) skilled agricultural, forestry and fishery workers, (7) craft and related trades workers, (8) plant and machine operators and assemblers, (9) elementary occupations.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

9.9 Occupation and economic activity

As noted above, occupation refers to a person's current or most recent job. Consequently, it enables us to study the relationship between occupation and activity rate.

In the following table we present, for each occupation, the percentage of persons who are economically inactive (not in the labour force) and active (employed or unemployed).

Persons declaring themselves as professionals experience the lowest inactivity rates. Occupations with lower skill levels report the highest inactivity rates (services and sales, plant and machine operators, and elementary occupations).

In terms of population, about 2.6 million persons with disabilities aged 20-64 in the EU 27 and 4.8 million persons without disabilities declared that they were economically inactive, having previously had a services or sales occupation.

Furthermore, about 2.3 million persons with disabilities aged 20-64 in the EU 27 and 2.7 million persons without disabilities declared that they were economically inactive with a previous elementary occupation.

Table 51: Distribution by occupation (ISCO) and activity status, age 20-64, 2020
Current or most recent occupation.

	With disabilities			Without disabilities			ALL		
	Inact	Active	**Total**	Inact	Active	**Total**	Inact	Active	**Total**
1. Managers	27.2	72.9	**100**	6.4	93.6	**100**	8.8	91.2	**100**
2. Professionals	19.6	80.4	**100**	7.6	92.5	**100**	9.1	91.0	**100**
3. Technicians, assist. prof.	26.5	73.5	**100**	10.1	90.0	**100**	12.5	87.5	**100**
4. Clerical support	32.9	67.1	**100**	14.4	85.6	**100**	17.5	82.5	**100**
5. Services and sales	35.9	64.1	**100**	15.2	84.8	**100**	19.1	80.9	**100**
6. Skilled agricultural	36.9	63.1	**100**	11.6	88.4	**100**	16.6	83.5	**100**
7. Craft and related trades	38.3	61.7	**100**	9.8	90.2	**100**	15.3	84.7	**100**
8. Plant / machine operat.	39.0	61.0	**100**	11.2	88.8	**100**	16.8	83.2	**100**
9. Elementary	38.8	61.2	**100**	15.9	84.1	**100**	21.7	78.3	**100**
Total	**33.0**	**67.0**	**100**	**11.3**	**88.7**	**100**	**15.1**	**84.9**	**100**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

9.10 Statistical tables

Table 52: Percentage of persons by occupation (ISCO) and Member State, age 20-64, 2020

All persons (with and without disabilities). Current or most recent occupation.

ISCO	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*TOT*
	%									
AT	5.3	20.6	16.3	8.9	18.0	4.1	11.4	5.6	9.8	**100**
BE	7.2	24.7	13.8	12.9	12.7	1.0	9.9	6.3	11.4	**100**
BG	5.4	14.3	8.5	6.3	20.2	3.1	14.4	12.4	15.5	**100**
CY	2.7	19.5	12.2	12.9	21.3	1.2	11.4	5.3	13.5	**100**
CZ	4.6	18.0	15.4	10.6	14.9	1.3	15.1	12.6	7.4	**100**
DE	3.7	18.1	25.0	13.4	14.5	1.1	9.6	9.3	5.4	**100**
DK	4.6	32.0	13.2	9.9	17.2	1.3	8.4	5.3	8.2	**100**
EE	9.6	21.5	14.7	6.3	12.9	1.5	13.6	11.1	8.9	**100**
EL	4.0	17.7	7.4	11.8	24.5	9.1	10.5	5.6	9.3	**100**
ES	2.6	16.3	12.8	11.9	20.4	2.1	11.2	6.8	16.1	**100**
FI	3.3	24.4	17.3	5.5	20.0	3.4	10.9	8.2	7.1	**100**
FR	2.6	21.8	17.8	8.9	16.7	3.1	9.6	9.0	10.6	**100**
HR	5.2	14.5	15.7	8.5	21.7	2.4	12.3	7.4	12.4	**100**
HU	3.4	16.5	14.4	7.4	14.5	3.8	15.8	13.5	10.7	**100**
IE	7.0	22.5	11.8	10.5	14.0	7.2	9.0	6.8	11.3	**100**
IT	3.7	15.6	15.9	11.6	17.9	1.8	13.1	7.6	12.8	**100**
LT	8.5	24.5	7.8	5.0	13.5	3.4	14.8	10.0	12.5	**100**
LU	3.9	25.4	23.6	9.8	11.4	1.4	7.4	4.6	12.5	**100**
LV	8.7	18.3	13.6	5.8	15.4	2.8	12.4	9.0	14.0	**100**
MT	9.5	17.6	14.9	11.9	18.0	1.0	9.4	9.0	8.9	**100**
NL	4.7	31.8	17.4	11.1	19.2	1.2	4.9	3.5	6.3	**100**
PL	5.3	17.1	11.1	7.6	14.7	10.1	15.0	10.1	9.0	**100**
PT	5.8	20.3	11.9	8.3	18.3	2.2	13.9	9.3	10.2	**100**
RO	2.0	16.0	6.9	4.0	17.1	11.8	19.3	12.8	10.1	**100**
SE	6.5	25.9	17.7	6.9	18.6	2.1	10.5	5.9	6.0	**100**
SI	4.8	21.7	15.3	8.0	14.7	2.6	14.0	9.4	9.1	**100**
SK	3.9	14.0	15.3	9.3	19.6	1.1	15.2	13.1	8.6	**100**
EU	**3.9**	**19.1**	**16.3**	**10.3**	**17.0**	**3.2**	**11.6**	**8.6**	**10.0**	**100**

Note: The ISCO groups are:

1 Managers
2 Professionals
3 Technicians and associate professionals
4 Clerical support workers
5 Service and sales workers
6 Skilled agricultural, forestry and fishery workers
7 Craft and related trades workers
8 Plant and machine operators and assemblers
9 Elementary occupations

Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.

Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 53: Number of persons with disabilities by occupation (ISCO) and Member State, age 20-64, 2020

Current or most recent occupation.

ISCO	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*TOT*
	thousands									
AT	47	202	194	100	277	70	152	84	204	1 330
BE	57	177	113	160	175	10	135	103	247	1 177
BG	9	30	23	18	53	15	46	48	63	306
CY	1	8	7	10	16	1	13	6	15	77
CZ	25	84	86	74	139	10	113	97	118	745
DE	212	909	1 721	1 151	1 507	88	936	1 123	741	8 386
DK	31	234	107	86	199	9	80	58	80	885
EE	12	25	19	9	24	4	23	27	27	170
EL	15	73	29	61	101	53	74	30	68	503
ES	94	513	476	458	900	104	651	373	968	4 538
FI	24	179	156	40	216	36	103	64	66	884
FR	96	766	902	590	1 130	178	638	617	1 070	5 988
HR	17	35	51	33	85	16	63	34	79	412
HU	11	68	73	51	131	40	162	128	130	793
IE	23	49	35	40	64	40	36	36	76	399
IT	87	484	453	346	502	74	495	258	625	3 323
LT	20	54	23	17	45	15	58	39	61	331
LU	1	9	12	6	7	1	5	4	13	57
LV	18	40	30	15	48	10	43	33	52	290
MT	1	2	3	5	5	0	3	3	3	25
NL	74	494	311	273	420	27	109	87	207	2 001
PL	97	299	256	178	407	407	453	273	359	2 729
PT	48	179	113	88	235	51	216	131	202	1 262
RO	17	158	74	47	236	174	371	212	187	1 477
SE	16	97	75	43	145	19	74	40	48	556
SI	5	24	25	13	32	5	38	26	20	189
SK	19	74	85	66	134	9	108	103	91	690
EU	**1 077**	**5 266**	**5 453**	**3 975**	**7 234**	**1 466**	**5 198**	**4 036**	**5 819**	**39 523**

Note: The ISCO groups are:

1 Managers
2 Professionals
3 Technicians and associate professionals
4 Clerical support workers
5 Service and sales workers
6 Skilled agricultural, forestry and fishery workers
7 Craft and related trades workers
8 Plant and machine operators and assemblers
9 Elementary occupations

Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.

Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 54: Number of persons with severe disabilities by occupation (ISCO) and Member State, age 20-64, 2020

Current or most recent occupation.

ISCO	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*TOT*
	thousands									
AT	8.0	36.2	32.5	21.9	56.5	11.5	45.8	25.9	67.3	**305.6**
BE	10.7	44.2	27.9	48.9	62.5	1.8	51.7	36.7	81.8	**366.3**
BG	1.4	2.3	0.8	1.7	7.9	2.1	5.6	8.2	9.3	**39.4**
CY	0.1	1.3	1.6	3.0	3.9	0.3	3.8	1.5	3.1	**18.5**
CZ	5.5	12.1	17.2	20.7	35.4	0.5	28.3	24.7	27.1	**171.4**
DE	60.0	159.9	462.2	303.9	549.5	30.5	301.9	419.0	256.3	**2 543.1**
DK	6.7	37.6	23.0	15.6	46.5	0.5	16.6	16.8	17.3	**180.4**
EE	2.2	6.1	4.7	3.0	5.8	1.3	7.0	7.6	7.3	**45.2**
EL	5.5	26.7	10.4	22.7	33.1	21.2	30.0	12.2	25.0	**186.8**
ES	14.8	48.8	73.8	60.7	150.2	6.9	102.6	89.6	182.7	**730.2**
FI	1.9	20.4	19.1	4.2	38.2	4.5	18.5	9.0	9.8	**125.6**
FR	20.3	159.5	263.1	219.2	357.2	59.4	273.4	249.8	379.2	**1 981.0**
HR	2.9	7.9	9.4	4.5	17.1	3.0	16.2	5.8	22.4	**89.4**
HU	1.7	8.3	13.7	11.2	35.9	6.1	42.9	32.9	30.5	**183.2**
IE	4.8	9.8	6.3	10.0	12.6	13.9	4.9	10.9	18.9	**92.1**
IT	18.6	81.3	69.1	64.7	73.2	3.2	105.8	45.2	112.7	**573.9**
LT	1.9	4.1	1.5	1.7	6.3	3.1	9.6	5.6	10.9	**44.7**
LU	0.2	2.0	2.6	1.3	1.8	0.3	1.9	1.0	3.0	**14.0**
LV	2.3	4.1	4.6	3.8	7.2	1.4	8.6	4.5	8.5	**45.1**
MT	0.0	0.1	0.5	1.4	0.6	-	0.7	0.6	0.6	**4.4**
NL	13.3	52.1	45.8	38.5	60.6	4.7	17.7	22.1	42.4	**297.2**
PL	22.4	65.1	48.1	42.8	69.2	82.1	122.1	74.7	90.2	**616.6**
PT	11.9	29.5	17.9	16.8	50.2	12.3	49.1	27.9	42.0	**257.6**
RO	2.1	9.4	6.8	7.3	25.4	20.5	68.0	36.9	46.3	**222.9**
SE	4.4	26.6	22.8	16.0	40.1	2.3	24.7	18.4	13.0	**168.3**
SI	1.0	3.4	6.9	5.6	9.8	2.1	12.6	9.1	7.0	**57.7**
SK	2.5	10.4	20.2	13.0	28.7	1.5	19.7	26.9	32.6	**155.5**
EU	**227.0**	**869.2**	**1 212.7**	**964.1**	**1 785.5**	**296.9**	**1 389.7**	**1 223.4**	**1 547.2**	**9 515.9**

Note: The ISCO groups are:

1 Managers
2 Professionals
3 Technicians and associate professionals
4 Clerical support workers
5 Service and sales workers
6 Skilled agricultural, forestry and fishery workers
7 Craft and related trades workers
8 Plant and machine operators and assemblers
9 Elementary occupations

Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.

Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 55: Unemployment rate by occupation (ISCO), age 20-64, 2020

Current or most recent occupation. All persons (with and without disabilities)

	Employed	Unempl.	Total
1 Managers	96.8	3.3	100
2 Professionals	96.4	3.6	100
3 Technicians and associate professionals	95.1	4.9	100
4 Clerical support workers	92.1	7.9	100
5 Service and sales workers	87.1	12.9	100
6 Skilled agricultural, forestry and fishery workers	93.8	6.2	100
7 Craft and related trades workers	90.2	9.8	100
8 Plant and machine operators and assemblers	89.3	10.7	100
9 Elementary occupations	79.4	20.6	100
Total	**91.29**	**8.7**	**100**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 56: Population by occupation (ISCO) and activity status, age 20-64, 2020

Current or most recent occupation.

	With disabilities			Without disabilities			ALL		
	millions								
	Inact	Active	**Total**	Inact	Active	**Total**	Inact	Active	**Total**
1. Managers	0.3	0.8	**1.1**	0.5	7.4	**7.9**	0.8	8.2	**9.0**
2. Professionals	1.0	4.2	**5.3**	2.9	35.6	**38.5**	3.9	39.9	**43.8**
3. Technicians & assist. prof.	1.4	4.0	**5.5**	3.2	28.7	**31.9**	4.7	32.7	**37.4**
4. Clerical support	1.3	2.7	**4.0**	2.8	16.9	**19.7**	4.1	19.5	**23.7**
5. Services and sales	2.6	4.6	**7.2**	4.8	26.8	**31.6**	7.4	31.5	**38.9**
6. Skilled agricultural etc.	0.5	0.9	**1.5**	0.7	5.3	**6.0**	1.2	6.2	**7.5**
7. Craft and related trades	2.0	3.2	**5.2**	2.1	19.0	**21.1**	4.1	22.2	**26.3**
8. Plant and machine operat.	1.6	2.5	**4.0**	1.7	13.7	**15.4**	3.3	16.2	**19.5**
9. Elementary	2.3	3.6	**5.8**	2.7	14.3	**17.0**	5.0	17.9	**22.8**
Total	**13.0**	**26.5**	**39.5**	**21.5**	**167.8**	**189.3**	**34.5**	**194.3**	**228.8**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

10 Employment by size of company

10.1 Distribution by size of company

In the EU-SILC survey, all household members aged 16 and over provide an indication of the number of persons working in the local unit domain/area (PL 130). This variable refers to the main job. If multiple jobs are or were held, the main job is considered as the one in which the greatest number of hours are usually worked. The person himself or herself is included in the number.

The survey uses the following groupings:

- 1-10 – exact number (if between 1 and 10);
- between 11 and 19 persons;
- between 20 and 49 persons;
- 50 persons or more.

In the EU 27, about 9.4 % of persons with disabilities aged 20-64 were self-employed or worked as employees in one-person companies in 2020, as compared with 8.5 % of persons without disabilities. About 42.7 % of persons with disabilities were employed in companies employing 50 persons or more, compared with 40.8 % of persons without disabilities.

The analysis by degree indicates that persons with severe disabilities are overrepresented in big companies (50+ employees). This might be due to various reasons, including national policies to keep disabled workers at work, quota schemes for big companies and more opportunities to allocate persons with disabilities alternative tasks.

Table 57: Distribution of employment by size of local unit, age 20-64, EU 27, 2020

Size	Distribution by size of local unit			by degree of disability	
	Persons with disabilities	Persons without disabilities	**Total**	Moderate disabilities	Severe disabilities
1	9.4	8.5	**8.6**	9.4	9.4
2	3.6	3.6	**3.6**	3.5	4.4
3	2.7	2.9	**2.9**	2.8	2.0
4	2.1	2.5	**2.5**	2.1	2.6
5	2.0	2.5	**2.4**	2.1	1.7
6	1.6	2.0	**1.9**	1.6	1.7
7	1.1	1.5	**1.4**	1.2	0.8
8	1.7	1.7	**1.7**	1.7	1.4
9	0.9	1.0	**1.0**	0.9	0.8
10	1.5	1.6	**1.6**	1.5	1.5
11-19	11.5	12.2	**12.1**	11.9	9.5
20-49	14.3	13.8	**13.9**	14.3	13.9
50+	42.7	40.8	**41.1**	41.9	47.6
<11	2.4	2.4	**2.4**	2.6	1.3
>10	2.6	3.2	**3.1**	2.7	1.5

Total	**100**	**100**	**100**	**100**	**100**

Note: 1 includes self-employed persons without employees and employees in one-person enterprises; <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The above rates vary significantly across Member States (see statistical annex). Concerning persons with disabilities in employment aged 20-64, one-person units (self-employed without employees and one-person companies) accounted for 30.0 % of all employment in Ireland but only 4.0 % in Denmark.

10.2 Distribution by size of company and status in employment

The EU-SILC survey asks about status in employment (PL040). It distinguishes between the following categories:

1. Self-employed with employees;
2. Self-employed without employees;
3. Employee;
4. Family worker.

In the following table, we present the distribution of employment by status in the EU 27 in 2020.

We may note that about 75.7 % of all self-employed persons with disabilities work independently (without employees), compared with 72.7 % of self-employed persons without disabilities. About 57.3 % of all family workers with disabilities work in two-person productive units, compared with 45.7 % of family workers without disabilities. Otherwise, the distributions are similar for persons with and without disabilities.

Table 58: Distribution of employment by size of local unit and by status in employment, age 20-64, EU 27, 2020

Size	Persons with disabilities					Persons without disabilities				
	1	**2**	**3**	**4**	**T**	**1**	**2**	**3**	**4**	**T**
1	7.0	75.7	3.0	11.5	**9.4**	7.0	72.7	2.5	6.1	**8.5**
2	29.1	9.8	2.0	57.3	**3.6**	23.6	10.3	1.9	45.7	**3.6**
3	14.0	2.8	2.2	19.9	**2.7**	15.3	3.2	2.3	19.5	**2.9**
4	9.7	2.0	1.9	4.9	**2.1**	10.6	1.7	2.2	11.7	**2.5**
5	5.0	0.6	2.0	0.0	**2.0**	7.3	1.2	2.4	3.1	**2.5**
6	5.4	0.2	1.6	0.0	**1.6**	4.8	0.6	2.0	1.5	**2.0**
7	4.1	0.2	1.1	0.0	**1.1**	2.7	0.4	1.5	0.5	**1.5**
8	2.4	0.4	1.8	0.0	**1.7**	3.3	0.4	1.7	1.0	**1.7**
9	0.7	0.1	1.0	0.0	**0.9**	2.7	0.1	1.0	0.5	**1.0**
10	1.7	0.4	1.6	0.0	**1.5**	2.8	0.6	1.6	0.4	**1.6**
11-19	6.3	1.4	12.7	2.4	**11.5**	7.9	2.5	13.3	4.6	**12.2**
20-49	4.7	1.1	15.9	0.0	**14.3**	3.7	1.3	15.4	2.2	**13.8**
50+	1.6	2.2	48.2	1.7	**42.7**	2.3	2.1	46.4	0.6	**40.9**
<11	7.9	2.3	2.2	2.2	**2.4**	5.2	2.2	2.3	2.2	**2.4**
>10	0.4	0.9	2.8	0.0	**2.6**	0.8	0.7	3.5	0.6	**3.2**

Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Note: <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
(1) Self-employed with employees; (2) Self-employed without employees; (3) Employee; and (4) Family worker.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 59: Distribution of employment by status in employment and size of local unit, age 20-64, EU 27, 2020

Size	Persons with disabilities					Persons without disabilities				
	1	**2**	**3**	**4**	**T**	**1**	**2**	**3**	**4**	**T**
1	2.3	68.7	28.7	0.3	**100**	3.0	71.1	25.6	0.3	**100**
2	24.5	23.0	48.7	3.8	**100**	24.0	23.8	46.4	5.8	**100**
3	15.9	8.8	73.5	1.8	**100**	19.0	9.1	69.0	3.0	**100**
4	13.9	7.8	77.8	0.6	**100**	15.3	5.7	76.9	2.1	**100**
5	7.6	2.7	89.7	0.0	**100**	10.7	4.0	84.7	0.6	**100**
6	10.3	0.8	88.9	0.0	**100**	8.8	2.5	88.3	0.3	**100**
7	11.2	1.6	87.2	0.0	**100**	6.8	2.1	90.9	0.2	**100**
8	4.4	2.1	93.6	0.0	**100**	7.3	1.9	90.5	0.3	**100**
9	2.5	0.8	96.7	0.0	**100**	9.9	1.1	88.8	0.2	**100**
10	3.4	2.1	94.5	0.0	**100**	6.5	3.1	90.3	0.1	**100**
11-19	1.7	1.1	97.2	0.1	**100**	2.4	1.7	95.8	0.2	**100**
20-49	1.0	0.6	98.4	0.0	**100**	1.0	0.8	98.2	0.1	**100**
50+	0.1	0.5	99.4	0.0	**100**	0.2	0.4	99.4	0.0	**100**
<11	10.1	8.3	81.4	0.2	**100**	8.1	7.8	83.8	0.4	**100**
>10	0.5	3.0	96.6	0.0	**100**	0.9	1.7	97.3	0.1	**100**
Total	**3.0**	**8.5**	**88.2**	**0.2**	**100**	**3.6**	**8.3**	**87.6**	**0.5**	**100**

Note: <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
(1) Self-employed with employees; (2) Self-employed without employees; (3) Employee; and (4) Family worker.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

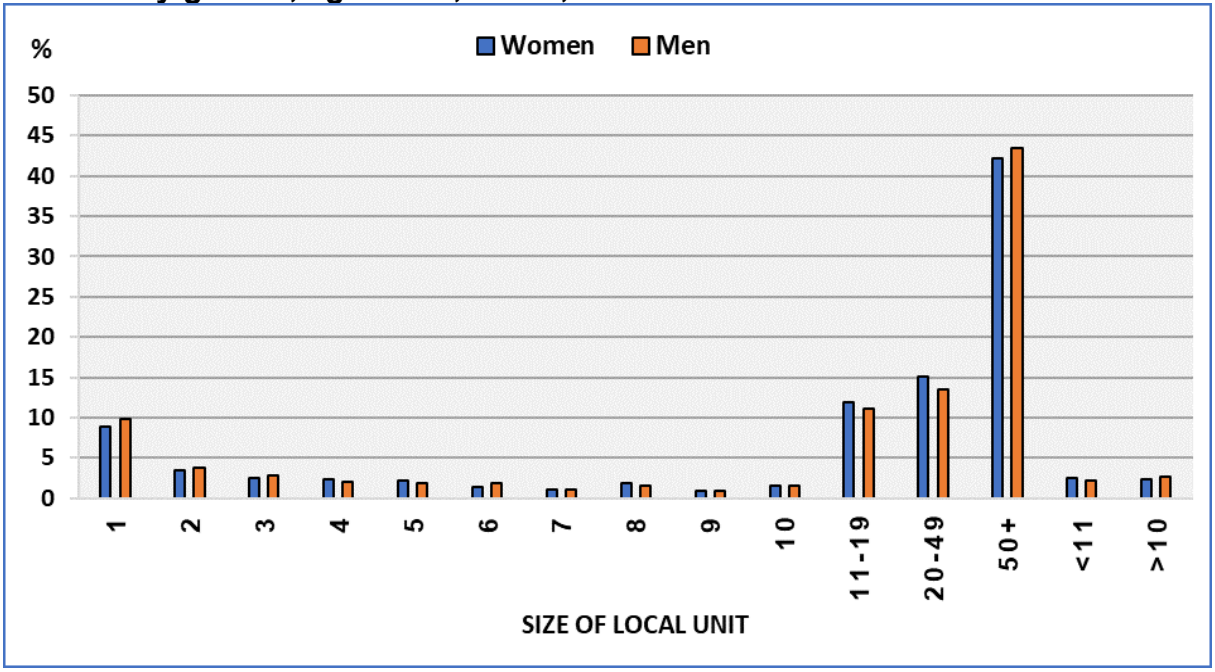
10.3 Distribution by size of company and gender

Concerning gender differences among persons with disabilities, we may note that men are slightly overrepresented among self-employed persons in comparison with women.

We may also note that women with disabilities are overrepresented in enterprises employing between 20 and 49 persons compared with men with disabilities, while men are overrepresented in bigger companies.

Concerning the distribution of employment of persons with disabilities by gender, employment status and size of local entity, we may note that 61.6 % of all women with disabilities who are employed as family workers work in a local entity employing two persons, compared with 40.0 % of all men with disabilities who are family workers. This covers a woman with disability assisting another person in the family: together, they constitute a two-person productive unit.

Figure 35: Distribution of employment of persons with disabilities by size of local unit and by gender, age 20-64, EU 27, 2020



Note: <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 60: Distribution of employment of persons with disabilities by status in employment and size of local unit, age 20-64, EU 27, 2020

Size	Women with disabilities					Men with disabilities				
	1	**2**	**3**	**4**	**T**	**1**	**2**	**3**	**4**	**T**
1	4.5	72.8	4.6	8.1	**8.8**	8.0	77.4	1.3	25.1	**9.9**
2	37.1	11.7	2.1	61.6	**3.5**	25.7	8.7	1.9	40.0	**3.7**
3	12.3	3.4	2.2	19.3	**2.5**	14.7	2.4	2.3	22.5	**2.9**
4	7.6	3.0	2.1	6.1	**2.3**	10.6	1.4	1.6	0.0	**2.0**
5	11.8	0.3	2.1	0.0	**2.1**	2.1	0.9	2.0	0.0	**1.9**
6	3.5	0.1	1.4	0.0	**1.3**	6.2	0.2	1.9	0.0	**1.9**
7	2.5	0.2	1.2	0.0	**1.1**	4.8	0.2	1.0	0.0	**1.1**
8	1.7	0.2	1.9	0.0	**1.8**	2.7	0.5	1.6	0.0	**1.6**
9	1.2	0.1	1.0	0.0	**0.9**	0.5	0.1	1.0	0.0	**0.9**
10	2.4	0.3	1.6	0.0	**1.5**	1.4	0.4	1.6	0.0	**1.5**
11-19	3.8	0.8	12.9	0.0	**11.9**	7.4	1.8	12.4	12.4	**11.1**
20-49	0.8	1.5	16.4	0.0	**15.1**	6.4	0.8	15.4	0.0	**13.4**
50+	1.3	1.9	45.8	2.1	**42.1**	1.8	2.4	50.9	0.0	**43.4**
<11	9.5	2.9	2.4	2.8	**2.5**	7.2	1.9	2.0	0.0	**2.2**
>10	0.0	0.8	2.6	0.0	**2.4**	0.6	0.9	3.1	0.0	**2.7**
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Note: <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
(1) Self-employed with employees; (2) Self-employed without employees; (3) Employee; and (4) Family worker.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

10.4 Statistical annex

Table 61: Persons with disabilities: distribution of employment by size of local unit and by Member State, age 20-64, 2020

	1	2	3	4	5	6	7	8	9	10	11-19	20-49	50+	<11	>10	T
AT	10.5	2.0	3.1	2.0	2.8	1.8	2.0	2.2	0.5	2.6	9.9	17.9	42.5	0.2	0.2	**100**
BE	5.9	2.0	2.3	1.5	2.4	0.9	0.7	1.5	1.3	1.0	5.9	14.4	56.6	0.5	3.0	**100**
BG	7.6	4.1	3.2	0.6	0.0	0.8	0.7	0.6	0.0	0.1	15.1	13.7	27.7	9.7	16.3	**100**
CY	10.3	6.9	8.2	5.4	5.8	3.6	2.4	2.6	1.0	4.3	12.2	12.7	24.2	0.1	0.4	**100**
CZ	8.9	4.3	2.3	3.3	1.7	1.9	1.6	1.7	0.7	2.8	11.9	17.6	40.6	0.7	0.0	**100**
DE	3.8	1.6	2.3	1.5	1.4	1.0	0.9	2.4	1.3	1.3	12.6	13.4	55.7	0.7	0.0	**100**
DK	4.0	2.5	2.8	2.0	1.5	2.2	1.1	1.7	2.2	1.9	10.1	16.0	52.3	0.0	0.0	**100**
EE	7.5	4.4	3.6	2.8	2.9	1.4	1.6	1.6	0.7	2.0	14.7	19.1	33.5	1.2	3.2	**100**
EL	16.3	11.5	4.0	3.2	3.4	1.9	1.1	2.2	0.1	3.1	10.8	10.1	22.5	4.0	5.9	**100**
ES	11.4	6.4	3.0	3.5	2.3	2.3	1.1	1.0	0.7	1.6	10.2	13.2	37.2	4.5	1.6	**100**
FI	8.0	5.8	2.8	1.6	3.0	2.5	2.1	3.3	1.7	2.9	8.5	19.8	32.1	0.9	5.0	**100**
FR	11.7	3.3	1.7	1.8	1.7	1.6	1.3	1.7	1.0	1.2	9.5	14.9	45.9	0.6	2.1	**100**
HR	5.8	5.2	3.5	2.9	1.8	1.0	0.9	1.5	0.1	1.7	9.7	13.4	38.5	3.1	10.9	**100**
HU	7.7	4.8	2.6	2.8	5.4	1.5	2.1	2.4	0.3	4.1	6.9	17.2	35.9	1.1	5.5	**100**
IE	30.0	3.3	2.3	2.7	2.9	2.2	2.3	1.8	1.0	3.5	6.3	16.5	25.2	0.0	0.0	**100**
IT	14.7	4.5	3.7	3.0	2.7	2.8	0.8	1.6	0.6	1.3	15.3	12.9	29.6	2.0	4.6	**100**
LT	8.8	2.7	3.4	1.5	1.3	0.8	0.4	0.5	0.1	1.1	11.0	11.9	41.3	3.5	11.8	**100**
LU	7.1	1.7	1.4	1.6	1.1	1.4	1.2	1.2	0.8	3.0	7.4	13.3	58.2	0.6	0.1	**100**
LV	10.1	4.9	3.3	2.8	2.1	1.3	0.9	1.5	0.3	1.3	16.1	15.4	23.5	5.6	10.9	**100**
MT	18.3	5.5	12.4	16.1	43.8	1.3	2.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	**100**
NL	10.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.3	13.8	52.3	12.8	0.0	**100**
PT	11.3	3.6	3.6	2.9	3.2	2.2	1.3	2.0	1.1	1.6	12.4	14.0	33.4	1.2	6.2	**100**
RO	8.0	9.9	5.6	2.0	1.4	1.4	0.8	0.8	0.4	0.6	16.6	13.4	26.0	5.4	7.8	**100**
SE	9.1	1.6	3.9	2.8	2.5	1.8	2.1	1.6	1.2	3.5	13.4	16.1	37.1	0.5	3.0	**100**
SI	9.7	3.2	3.7	2.5	1.8	1.3	1.5	2.1	1.5	0.8	6.8	9.9	55.2	0.0	0.0	**100**
SK	15.4	6.8	4.3	3.7	3.4	1.6	2.1	1.6	1.0	2.1	16.0	14.4	17.4	2.5	7.8	**100**
EU	**9.4**	**3.6**	**2.7**	**2.1**	**2.0**	**1.6**	**1.1**	**1.7**	**0.9**	**1.5**	**11.5**	**14.3**	**42.7**	**2.4**	**2.6**	**100**

Note: <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
(1) Self-employed with employees; (2) Self-employed without employees; (3) Employee; and (4) Family worker.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 62: Persons without disabilities: distribution of employment by size of local unit and by Member State, age 20-64, 2020

	1	2	3	4	5	6	7	8	9	10	11-19	20-49	50+	<11	>10	T
AT	8.1	3.2	3.5	2.6	2.9	2.2	2.4	1.7	0.9	2.6	12.6	15.6	41.3	0.2	0.2	**100**
BE	6.2	3.2	1.9	1.8	1.7	1.8	1.1	1.1	0.7	1.5	6.8	14.2	55.1	0.5	2.5	**100**
BG	4.8	3.1	2.6	1.3	1.7	0.9	0.5	0.7	0.3	1.3	18.8	14.3	24.5	7.0	18.2	**100**
CY	12.4	5.9	5.8	5.1	4.5	2.9	2.1	2.1	0.9	3.2	12.9	14.1	27.8	0.3	0.1	**100**
CZ	11.2	3.2	2.9	2.3	2.0	1.6	1.0	1.4	0.7	2.0	12.1	17.5	41.8	0.5	0.0	**100**
DE	3.0	1.3	1.7	1.8	2.1	2.0	1.5	1.5	1.5	1.5	11.4	13.8	56.3	0.7	0.0	**100**
DK	2.3	2.0	2.1	1.6	2.0	1.6	1.7	1.7	1.4	1.3	10.2	20.4	51.7	0.0	0.0	**100**
EE	5.3	3.7	2.3	2.4	2.7	1.6	1.3	1.7	1.0	1.6	13.1	18.6	40.8	0.8	3.2	**100**
EL	16.2	10.0	5.4	4.5	3.7	2.2	1.2	1.5	0.4	1.8	13.0	9.2	18.0	5.1	8.0	**100**
ES	9.4	5.0	3.9	3.2	2.9	2.3	1.7	2.2	1.1	1.5	12.0	13.6	34.9	4.2	2.1	**100**
FI	8.1	4.9	3.4	3.5	3.0	2.7	1.7	1.9	1.0	3.2	10.3	18.9	32.8	0.3	4.5	**100**
FR	11.0	3.5	2.4	2.3	2.0	1.8	1.7	1.7	1.3	1.4	9.6	12.8	45.3	1.0	2.3	**100**
HR	5.8	5.1	4.0	3.4	2.6	2.1	0.9	1.3	0.6	1.6	11.0	11.8	35.2	5.2	9.7	**100**
HU	6.8	3.7	3.5	3.2	2.3	2.0	1.1	2.4	1.5	3.3	10.0	15.1	37.5	1.3	6.5	**100**
IE	28.6	2.9	2.1	2.2	2.2	2.3	1.2	2.2	0.9	3.0	8.6	15.2	28.7	0.0	0.0	**100**
IT	12.6	5.0	4.8	3.4	4.0	2.6	1.7	2.2	0.7	1.7	17.1	12.3	24.9	2.6	4.5	**100**
LT	7.2	3.0	2.4	1.6	1.2	0.6	1.2	0.4	0.4	0.8	9.3	13.7	47.3	2.5	8.5	**100**
LU	4.4	1.5	2.1	2.0	1.8	1.4	1.3	1.2	0.7	1.9	7.9	11.1	61.7	0.4	0.6	**100**
LV	6.0	3.4	3.0	2.5	2.7	1.5	1.1	1.5	0.7	1.5	20.0	17.9	22.6	4.4	11.3	**100**
MT	20.6	6.0	9.6	24.4	34.7	0.9	3.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	**100**
NL	9.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.8	14.7	53.2	12.6	0.0	**100**
PT	8.1	4.3	3.5	3.3	3.3	2.7	1.6	1.7	0.7	2.1	10.7	13.5	37.9	1.1	5.4	**100**
RO	7.4	7.9	3.6	2.7	1.2	1.6	0.7	0.7	0.3	0.3	16.4	15.2	27.2	3.4	11.4	**100**
SE	7.1	1.8	2.6	2.7	2.2	2.0	2.0	2.0	1.3	2.5	9.8	16.9	44.4	0.5	2.5	**100**
SI	9.3	4.2	3.0	2.0	1.6	1.6	1.2	1.4	1.4	1.2	8.2	13.0	52.0	0.0	0.0	**100**
SK	9.9	5.2	3.7	3.8	3.7	2.8	1.7	2.4	1.0	2.7	17.3	14.2	18.8	3.7	9.1	**100**
EU	**8.5**	**3.6**	**2.9**	**2.5**	**2.5**	**2.0**	**1.5**	**1.7**	**1.0**	**1.6**	**12.2**	**13.8**	**40.8**	**2.4**	**3.2**	**100**

Note: <11: Unknown but less than 11 persons; >10: Unknown but more than 10 persons.
(1) Self-employed with employees; (2) Self-employed without employees; (3) Employee; and (4) Family worker.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

PART III: Employment, unemployment and education

11 Employment, unemployment and education

11.1 Employment by education level

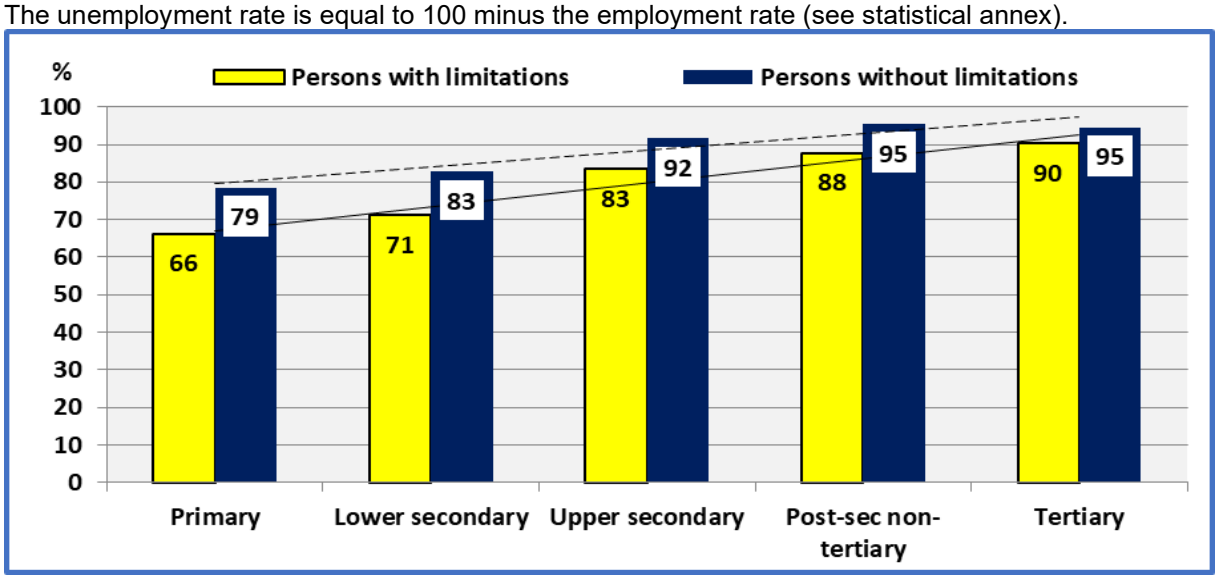
According to human capital theory, employment prospects and wages depend on educational attainment. An investment in human capital increases employability (the probability of being in employment over the course of a lifetime) and the wages individuals earn in employment. Concerning employment prospects, additional years of education increase employment and career opportunities.

In the following graph, we compare the employment rate of individuals with different educational levels. The employment rate is positively correlated with the educational level. In a causative interpretation, education increases the probability of entering the labour force and enhances employment prospects.

The employment rate of all persons on the labour market increases with their educational level. Additional years of education increase the employment rate of each group.

The employment rate for persons with disabilities increases from 66 % (persons with primary education at most), to 83 % (upper secondary), and finally to 90 % (tertiary education). The respective rates for persons without disabilities are 79 % (primary), 92 % (upper secondary) and 95 % (tertiary). A similar order of magnitude was reported in previous years.

Figure 36: Relation between employment and education, age 20-64, EU 27, 2020
Ratio of employment to labour force (same age group and disability status).
The unemployment rate is equal to 100 minus the employment rate (see statistical annex).



Note: Education level refers to persons who have completed the specified education or equivalent level. The classification follows the International Standard Classification of Education (ISCED 2011). See http://uis.unesco.org/en/topic/international-standard-classification-education-isced.
The lines represent linear trends.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

The graph indicates that more education generally results in a bigger increase in the employment rate of persons with disabilities in comparison with persons without disabilities. Indeed, employment growth between primary and tertiary education is 36.3 % for persons with disabilities and 20.4 % for persons without disabilities.

Furthermore, both the absolute gap and the relative gap[31] for persons with disabilities decreases compared with the gap for persons without disabilities as the education level increases. This means that investing in the education of persons with disabilities yields a greater benefit compared with persons without disabilities, and it decreases their relative disadvantage.

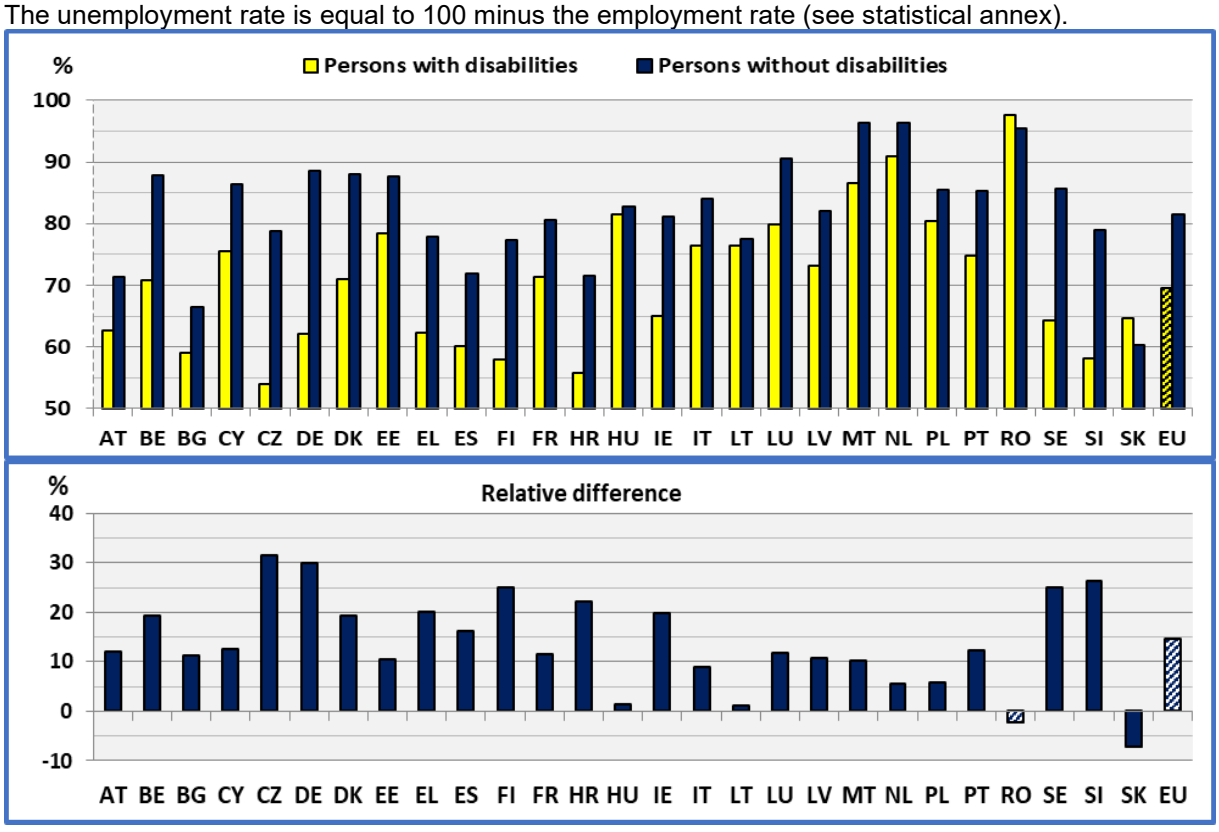
11.2 Employment and education in the Member States

As indicated above, persons with just primary education have the lowest employment rates. In order to avoid problems due to a small sample, we analyse early school leavers below. This includes persons who have left education with a level of primary education (or less) or lower secondary education.

In the following figure, we present the employment rate among early school leavers in the Member States in 2020.

Across the EU 27 the relative difference is 14.7 %, although this disadvantage varies across Member States.

Figure 37: Employment rate of early school leavers, age 20-64, 2020
Ratio of employment to labour force (same age group, education and disability status).
The unemployment rate is equal to 100 minus the employment rate (see statistical annex).

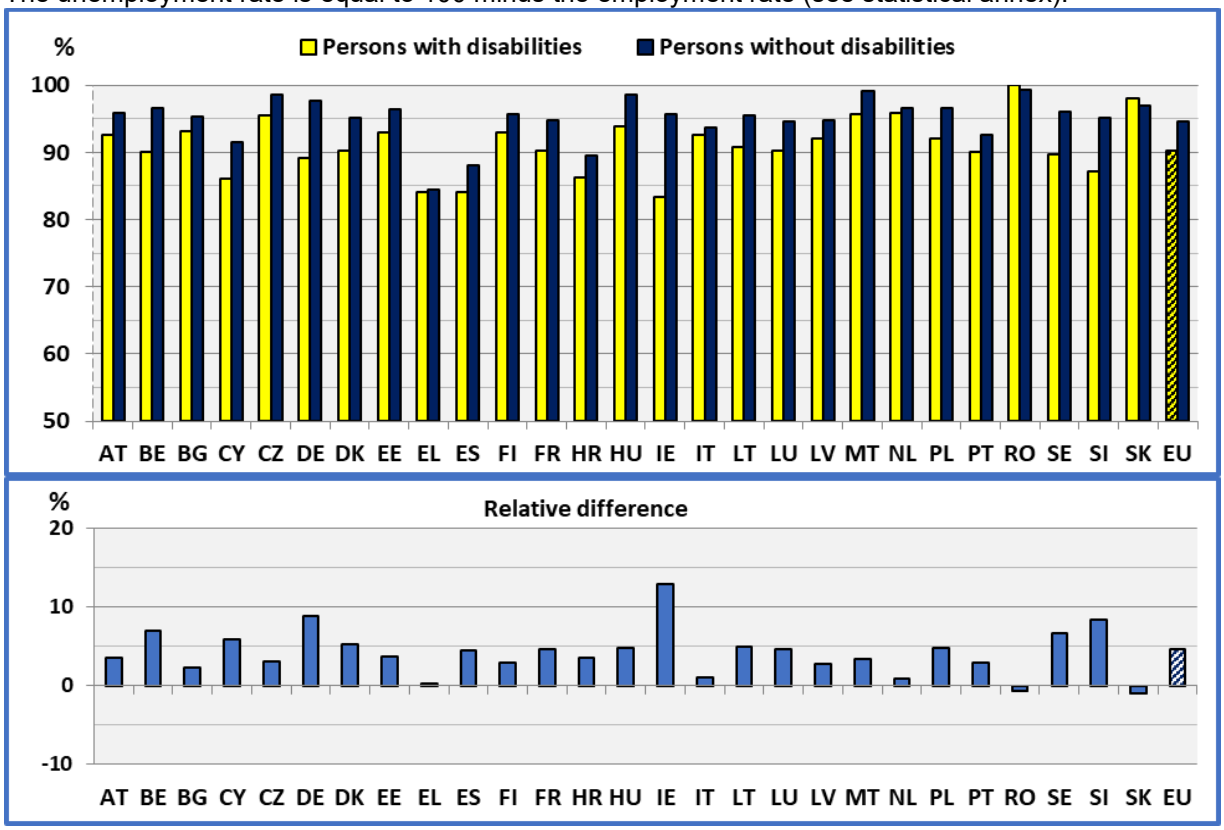


[31] 1. Absolute gap = (% persons without disabilities – % persons with disabilities). 2. Relative gap = (% persons without disabilities – % persons with disabilities) / (% persons without disabilities), for each educational level.

Note: Relative difference = 100 x (% persons without disabilities – % persons with disabilities) / (% persons without disabilities). Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Concerning persons who have undertaken tertiary education, the figure below indicates a relative difference of 4.6 % at the EU 27 level for the 20-64 age range in 2020. The relative disadvantage is clearly lower than it is for persons with just primary education.

Figure 38: Employment rate of persons with tertiary education, age 20-64, 2020
Ratio of employment to labour force (same age group, education and disability status).
The unemployment rate is equal to 100 minus the employment rate (see statistical annex).



Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

As indicated above, education is a major determinant of employment. The following table indicates the relative disadvantage of persons with disabilities in relation to education. In the Member States, we may note high percentages of persons with disabilities at primary level in Portugal (29.8 %), Greece (17.9 %) and Cyprus (14.0 %).

Table 63: Education level, age 20-64, EU 27, 2020

	Primary	Lower secondary	Upper secondary	Post-sec non-tertiary	Tertiary	Total
Persons with disabilities	5.1	14.4	45.8	5.4	29.3	100
Persons without disabilities	2.9	11.7	41.9	5.6	37.9	100
Total	**3.2**	**12.1**	**42.3**	**5.6**	**36.8**	**100**

Note: Education level refers to persons who have completed the specified education or equivalent level. The classification follows the International Standard Classification of Education (ISCED 2011). See http://uis.unesco.org/en/topic/international-standard-classification-education-isced.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

These observations should not conceal the fact that education may not eradicate discrimination. Indeed, we may still observe from the previous figures that persons with similar educational levels present different employment/unemployment rates. Consequently, education alone may not eradicate the disadvantage of persons with disabilities. Factors related to disability ought to be taken into consideration. This means that we have to take into account factors such as mobility, technical aids and workplace adaptations.

11.3 Statistical tables

Table 64: Employment and unemployment rate of early school leavers, age 20-64, 2020

The labour force includes both employed and unemployed persons.

	Persons with disabilities			Persons without disabilities		
	Employed	Unempl.	Total	Employed	Unempl.	Total
AT	62.7	37.3	**100**	71.4	28.7	**100**
BE	70.9	29.1	**100**	87.8	12.2	**100**
BG	59.0	41.0	**100**	66.5	33.5	**100**
CY	75.6	24.4	**100**	86.5	13.6	**100**
CZ	54.0	46.0	**100**	78.8	21.2	**100**
DE	62.1	37.9	**100**	88.7	11.4	**100**
DK	71.0	29.0	**100**	88.1	11.9	**100**
EE	78.5	21.6	**100**	87.7	12.3	**100**
EL	62.2	37.8	**100**	77.8	22.2	**100**
ES	60.2	39.8	**100**	71.9	28.1	**100**
FI	57.9	42.1	**100**	77.3	22.7	**100**
FR	71.3	28.7	**100**	80.5	19.5	**100**
HR	55.8	44.2	**100**	71.6	28.4	**100**
HU	81.5	18.5	**100**	82.7	17.3	**100**
IE	65.0	35.0	**100**	81.2	18.8	**100**
IT	76.4	23.6	**100**	84.0	16.0	**100**
LT	76.5	23.5	**100**	77.4	22.6	**100**
LU	79.8	20.2	**100**	90.5	9.5	**100**
LV	73.2	26.8	**100**	82.0	18.0	**100**
MT	86.5	13.5	**100**	96.4	3.6	**100**
NL	91.0	9.1	**100**	96.4	3.6	**100**
PL	80.5	19.5	**100**	85.5	14.6	**100**
PT	74.9	25.1	**100**	85.3	14.7	**100**
RO	97.6	2.4	**100**	95.4	4.6	**100**
SE	64.2	35.8	**100**	85.7	14.3	**100**
SI	58.2	41.8	**100**	79.1	21.0	**100**
SK	64.7	35.3	**100**	60.4	39.7	**100**
EU	**69.6**	**30.5**	**100**	**81.5**	**18.51**	**100**

Note: Early school leavers include persons who have left education with a level of primary education level (or less) or a lower secondary education.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 65: Employment and unemployment rate of persons with tertiary education, age 20-64, 2020

The labour force includes both employed and unemployed persons.

	Persons with disabilities			Persons without disabilities		
	Employed	Unempl.	Total	Employed	Unempl.	Total
AT	92.5	7.5	**100**	95.9	4.1	**100**
BE	90.0	10.0	**100**	96.7	3.3	**100**
BG	93.2	6.9	**100**	95.4	4.6	**100**
CY	86.1	13.9	**100**	91.5	8.6	**100**
CZ	95.5	4.5	**100**	98.6	1.4	**100**
DE	89.2	10.8	**100**	97.7	2.3	**100**
DK	90.2	9.8	**100**	95.1	4.9	**100**
EE	92.9	7.1	**100**	96.4	3.6	**100**
EL	84.2	15.9	**100**	84.4	15.6	**100**
ES	84.2	15.9	**100**	88.0	12.0	**100**
FI	93.0	7.0	**100**	95.8	4.2	**100**
FR	90.3	9.7	**100**	94.8	5.3	**100**
HR	86.3	13.7	**100**	89.4	10.6	**100**
HU	93.9	6.1	**100**	98.6	1.5	**100**
IE	83.3	16.7	**100**	95.7	4.3	**100**
IT	92.7	7.3	**100**	93.7	6.3	**100**
LT	90.8	9.2	**100**	95.6	4.4	**100**
LU	90.2	9.8	**100**	94.6	5.4	**100**
LV	92.1	7.9	**100**	94.7	5.3	**100**
MT	95.7	4.3	**100**	99.1	0.9	**100**
NL	95.8	4.2	**100**	96.6	3.4	**100**
PL	92.0	8.0	**100**	96.6	3.4	**100**
PT	90.0	10.0	**100**	92.6	7.4	**100**
RO	100.0	0.0	**100**	99.4	0.6	**100**
SE	89.7	10.3	**100**	96.0	4.0	**100**
SI	87.2	12.8	**100**	95.1	5.0	**100**
SK	98.0	2.0	**100**	97.0	3.0	**100**
EU	**90.3**	**9.8**	**100**	**94.6**	**5.4**	**100**

Note: Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 66: Education level of persons with disabilities, age 20-64, 2020

	Primary	Lower secondary	Upper secondary	Post-sec non-tertiary	Tertiary	Total
AT	0.0	13.2	51.4	3.0	32.4	100
BE	4.9	12.3	40.6	2.0	40.2	100
BG	1.6	15.1	58.6	0.1	24.5	100
CY	14.0	8.4	43.2	4.8	29.6	100
CZ	0.0	5.5	75.5	0.0	19.1	100
DE	3.1	10.1	46.6	17.4	22.9	100
DK	1.2	10.7	47.5	0.1	40.5	100
EE	0.7	10.4	38.8	8.7	41.4	100
EL	17.9	6.7	35.1	7.3	32.9	100
ES	8.3	25.6	25.4	0.4	40.3	100
FI	0.0	6.6	46.0	2.3	45.2	100
FR	6.6	10.8	51.1	0.2	31.4	100
HR	0.4	14.1	66.5	0.0	19.0	100
HU	0.6	20.1	58.9	4.0	16.3	100
IE	5.6	8.6	19.4	13.4	53.0	100
IT	4.8	33.5	38.4	2.5	20.8	100
LT	0.0	5.2	28.3	33.6	32.8	100
LU	11.0	22.2	35.9	2.7	28.2	100
LV	0.5	6.8	43.7	16.3	32.8	100
MT	5.0	49.4	21.4	2.5	21.7	100
NL	2.7	12.8	42.9	0.1	41.4	100
PL	6.8	0.9	61.3	3.0	27.9	100
PT	29.8	22.8	23.4	0.4	23.6	100
RO	2.4	14.5	61.7	4.5	16.9	100
SE	0.4	17.5	48.1	5.2	28.9	100
SI	0.0	10.0	63.1	0.0	26.9	100
SK	0.0	6.0	70.1	2.3	21.7	100
Total	**5.1**	**14.4**	**45.8**	**5.4**	**29.3**	**100**

Note: Education level refers to persons who have completed the specified education or equivalent level. The classification follows the International Standard Classification of Education (ISCED 2011). See http://uis.unesco.org/en/topic/international-standard-classification-education-isced.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

Table 67: Education level of persons without disabilities, age 20-64, 2020

	Primary	Lower secondary	Upper secondary	Post-sec non-tertiary	Tertiary	Total
AT	0.0	6.3	45.9	3.2	44.6	100
BE	2.1	7.6	32.8	1.7	55.9	100
BG	2.8	10.2	54.5	0.8	31.7	100
CY	5.3	6.5	38.2	3.5	46.5	100
CZ	0.0	2.9	68.4	0.0	28.7	100
DE	1.6	8.2	38.6	18.5	33.1	100
DK	1.0	7.6	42.4	0.2	48.8	100
EE	0.2	7.1	38.6	7.8	46.2	100
EL	9.6	7.7	35.7	9.2	37.8	100
ES	5.7	21.7	22.6	0.2	49.8	100
FI	0.0	5.9	44.4	2.1	47.6	100
FR	2.8	9.0	41.1	0.1	47.1	100
HR	0.2	6.2	64.2	0.0	29.4	100
HU	0.2	10.0	51.4	7.6	30.8	100
IE	1.8	6.6	18.3	10.8	62.5	100
IT	2.3	26.2	46.1	1.5	24.0	100
LT	0.1	3.7	24.5	22.4	49.3	100
LU	7.1	11.4	33.5	1.4	46.6	100
LV	0.3	6.6	39.2	11.6	42.4	100
MT	1.5	35.7	26.9	5.1	30.7	100
NL	1.8	8.6	37.1	0.3	52.1	100
PL	3.4	1.2	56.3	2.7	36.5	100
PT	16.9	18.1	30.1	0.9	34.0	100
RO	2.4	11.9	57.6	4.4	23.7	100
SE	1.8	8.6	41.3	7.7	40.6	100
SI	0.0	6.0	53.2	0.0	40.8	100
SK	0.0	2.9	67.9	2.0	27.2	100
Total	**2.9**	**11.7**	**41.9**	**5.6**	**37.9**	**100**

Note: Education level refers to persons who have completed the specified education or equivalent level. The classification follows the International Standard Classification of Education (ISCED 2011). See http://uis.unesco.org/en/topic/international-standard-classification-education-isced.
Data for Germany and Italy refer to 2019, not 2020. This affects the EU 2020 aggregate.
Data source: EU-SILC UDB 2020, v.1, April 2022.

PART IV: Labour market policies

12 Labour market policies (LMP)

12.1 Introduction

The European Commission's Directorate-General for Employment, Social Affairs and Inclusion and Eurostat developed a labour market policy database.[32] It provides information on labour market interventions, which are government actions to help and support unemployed people and other disadvantaged groups in the transition from unemployment or inactivity to work.

The scope of the LMP database is limited to interventions that are explicitly targeted at groups of persons who have difficulties in the labour market: the unemployed, persons who are employed but at risk of involuntary job loss, and persons currently considered as inactive persons but who would like to enter the labour market.

The unit of observation in the LMP database is the labour market intervention, and data on the expenditure and participants for each intervention are collected annually from administrative sources in each country.

LMP measures cover primarily interventions that provide temporary support for groups that are disadvantaged in the labour market (unemployed persons, those who are employed but at risk, and inactive persons).

LMP interventions are classified by type of action under three broad types – services, measures and supports – and under nine detailed categories, which cover training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct job creation, and start-up incentives.

We will be focusing here on supported employment and rehabilitation. However, other categories might also include persons with disabilities.

Interventions related to supported employment and rehabilitation were initially entitled 'integration of the disabled' (category 5).[33] They cover actions related to regular employment, sheltered employment and other rehabilitation and training. 'Disabled' refers to persons registered as disabled according to national definitions.

12.2 Supported employment and rehabilitation

In the following figure, we present expenditure covering supported employment and rehabilitation as a percentage of gross domestic product (GDP).

We may note the scale of this expenditure in Sweden, the Netherlands and Denmark (in ascending order). In Denmark, the rate approached 1 % of GDP in 2020.

We observe a relatively small increase at the EU level between 2016 and 2020, from 0.095 % to 0.102 %.

[32] See https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table.

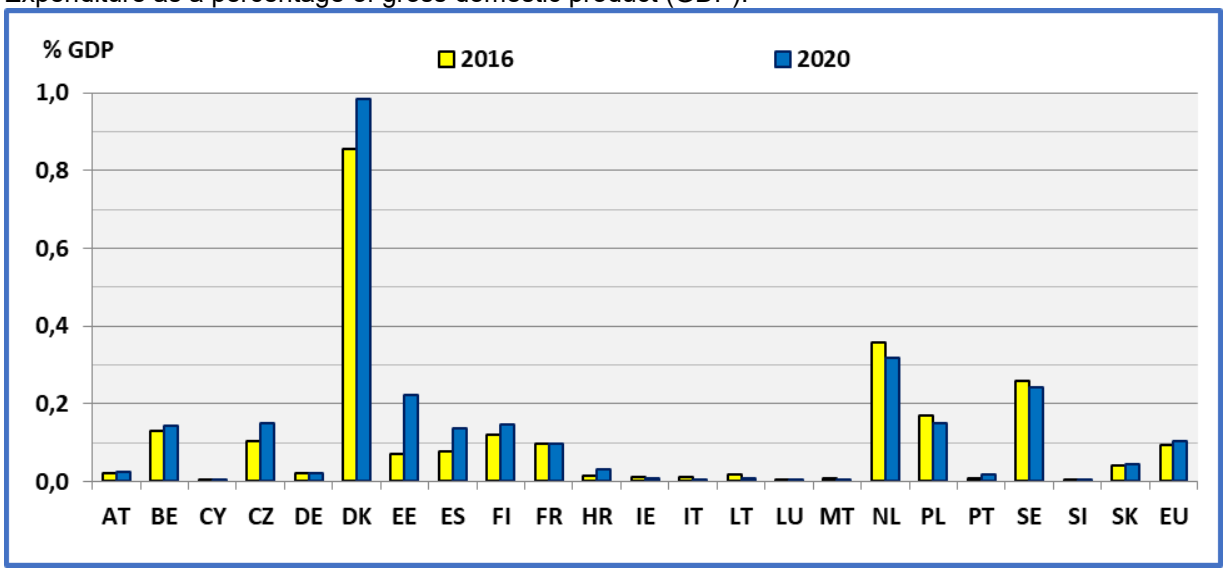
[33] European Commission: Labour Market Policy, Database, Methodology; Eurostat, Theme 3: Population and social conditions, April 2000, 2002 edition.

However, there are considerable differences across Member States. We may note significant increases, in terms of percentage points, in Spain, Denmark and Estonia, while there was a significant decrease in the Netherlands.

We have compared the national changes in expenditure as a percentage of GDP with changing levels of employment of persons with disabilities. We found no correlation between the two measures.

However, we have to note that total expenditure covers transfers to individuals, transfers to employers and transfers to service providers. Consequently, in the following analysis, we focus on transfers to employers.

Figure 39: LMP expenditure on supported employment and rehabilitation
Expenditure as a percentage of gross domestic product (GDP).



Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

12.3 Transfers to employers for supported employment and rehabilitation

In the following analysis, we will be focusing only on expenditure covering supported employment, rehabilitation and transfers to employers.

Member States may use different instruments to promote the employment of persons with disabilities. These might include reduced taxes, reduced social security contributions, etc. depending on national specificities. For this reason, we will include all kinds of transfers to employers.

Transfers to employers constitute the biggest share of expenditure related to supported employment and rehabilitation. In the EU 27, transfers to employers represented 64.3 % of all expenditure covering supported employment and rehabilitation in 2020.

In the EU 27, expenditure covering transfers to employers represented about 0.066 % of GDP in 2020. The following figure shows considerable variation across Member States.

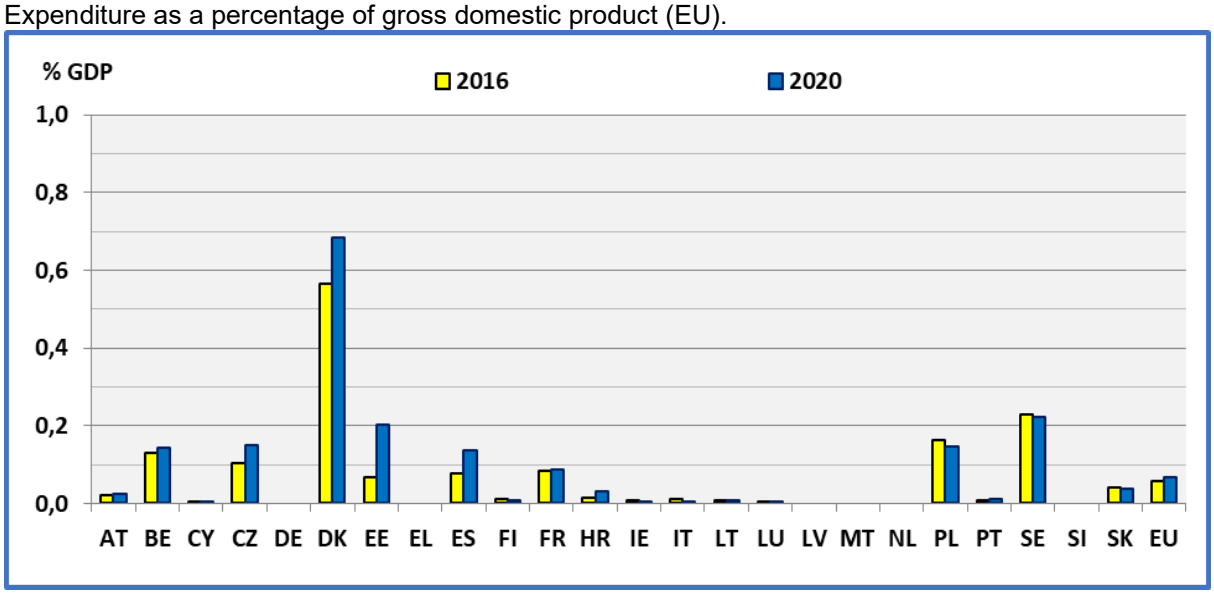
The countries with the highest levels of expenditure are Estonia, Sweden and Denmark, in increasing order, while the LMP database reports null or extremely small amounts for several Member States (see statistical annex).

We did not find any significant correlation between transfers to employers and employment of persons with disabilities. Correlations are not significant for either the 2020 levels or for the percentage change between 2016 and 2020.

We note a relatively significant increase in expenditure as a percentage of GDP in Estonia between 2016 and 2020. In contrast, Germany and Italy experienced decreases, despite the relatively low rates.

Figure 40: LMP expenditure on supported employment and rehabilitation – support to employers

Expenditure as a percentage of gross domestic product (EU).



Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

Transfers to employers include:

- periodic cash payments;
- lump-sum payments;
- reimbursements;
- reduced social contributions; and
- reduced taxes.

In 2020, periodic cash payments to employers in the EU 27 represented 74.9 % of all expenditure concerning employers under the heading of supported employment and rehabilitation.

Periodic cash payments to employers represent 100 % of expenditure in Denmark, Ireland, Croatia, Cyprus, Lithuania, Finland and Sweden (see statistical annex).
Lump-sum payments represent almost 100 % of expenditure in Czechia.
Reimbursements represent 100 % of expenditure in Germany.
Reduced social contributions represent 100 % of expenditure in Estonia and Italy.

Reduced taxes are null in all Member States for which we possess relevant information.

Table 68: LMP expenditure on supported employment and rehabilitation – transfers to employers by type of expenditure, 2020, millions of euros

	Periodic cash payments	Lump-sum payments	Reimburse-ments	Reduced social contributions	Reduced taxes	Total
EU 27	6.553	979	150	1.072	0	8.754
%	74.9	11.2	1.7	12.3	0.0	100

Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

12.4 Number of participants

The database contains the number of participants in LMP measures. This is an annual average stock, i.e. the average number of persons participating in an intervention at any point during the year.

As noted above, the following figure does not include all persons with disabilities but only those participating in LMP interventions covering supported employment and rehabilitation (category 5).

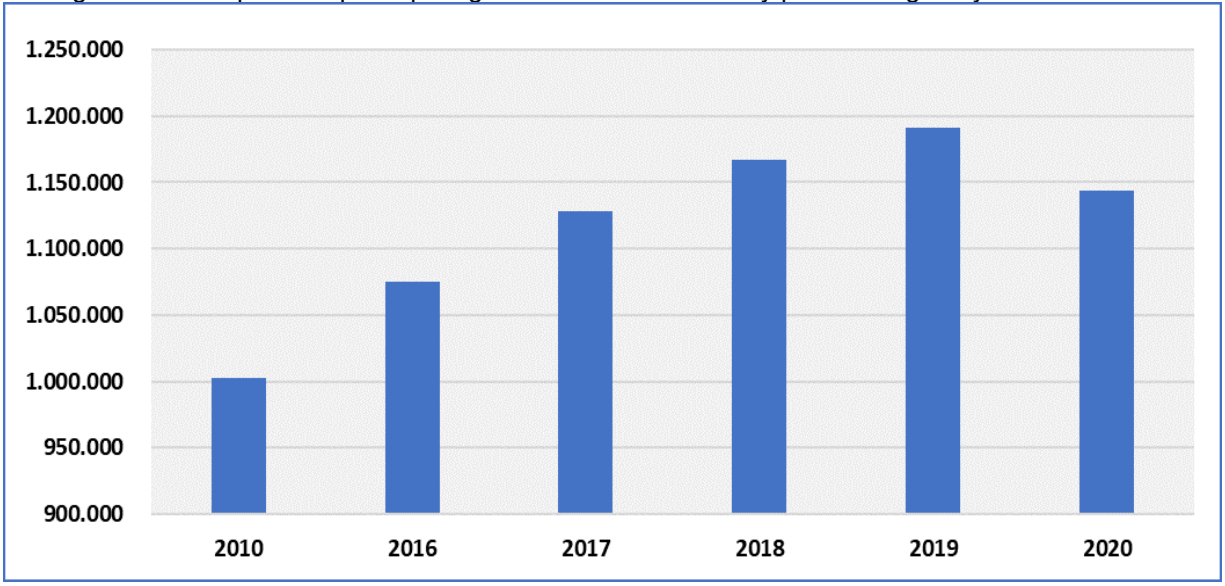
The following figure indicates an increasing number of participants in recent years, except for 2020, although this year is not representative, since it was the first year associated with the COVID-19 pandemic.

For comparison, beneficiaries of supported employment and rehabilitation represented 9.4 % of all beneficiaries of LMP interventions in the EU 27 in 2010; in 2019, they represented 12.7 %.[34]

[34] In the EU 27, the number of beneficiaries of all labour market policy interventions was 10 715 744 in 2010, and 9 357 445 in 2019 – stock concept. Data extracted on 17 August 2022 from EMPL. Open in browser.

Figure 41: Participants in labour market policy measures covering supported employment and rehabilitation, EU 27

Average number of persons participating in an intervention at any point during the year.



Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

12.5 Statistical tables

Table 69: Labour market policy interventions concerning supported employment and rehabilitation, millions of euros

	2016	2020
Belgium	558	643
Bulgaria	:	:
Czechia	185	318
Denmark	2.425	3.063
Germany	695	691
Estonia	16	60
Ireland	28	27
Greece	-	:
Spain	858	1.524
France	2.147	2.179
Croatia	7	15
Italy	184	104
Cyprus	0	0
Latvia	0	0
Lithuania	6	4
Luxembourg	2	3
Hungary	:	:
Malta	1	0
Netherlands	2.529	2.532
Austria	75	89
Poland	720	789
Portugal	17	35
Romania	:	:
Slovenia	:	2
Slovakia	32	39
Finland	264	348
Sweden	1.201	1.145
EU	**11.950**	**13.611**

Note: '**:**' means not available.

Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

Table 70: LMP expenditure on supported employment and rehabilitation

Expenditure as a percentage of GDP.

	2016	2020
AT	0.021	0.024
BE	0.130	0.143
CY	0.002	0.002
CZ	0.104	0.149
DE	0.022	0.021
DK	0.856	0.983
EE	0.071	0.221
ES	0.077	0.136
FI	0.121	0.147
FR	0.096	0.096
HR	0.015	0.030
IE	0.010	0.007
IT	0.011	0.006
LT	0.016	0.009
LU	0.004	0.004
MT	0.007	0.002
NL	0.357	0.317
PL	0.169	0.151
PT	0.009	0.017
SE	0.258	0.242
SI	0.004	0.004
SK	0.040	0.043
EU	**0.095**	**0.102**

Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

Table 71: LMP expenditure on supported employment and rehabilitation – transfers to employers

	2016	*2020*	*2016*	*2020*
	% GDP		*millions of euros*	
Belgium	*0.130*	*0.142*	558	643
Bulgaria	*:*	*:*	:	:
Czechia	*0.104*	*0.149*	185	318
Denmark	*0.566*	*0.683*	1.603	2.128
Germany	*0.000*	*0.000*	10	6
Estonia	*0.066*	*0.203*	15	55
Ireland	*0.007*	*0.005*	19	18
Greece	*0.000*	*:*	-	:
Spain	*0.077*	*0.136*	858	1.524
France	*0.085*	*0.086*	1.908	1.949
Croatia	*0.015*	*0.030*	7	15
Italy	*0.011*	*0.006*	184	104
Cyprus	*0.002*	*0.002*	0	0
Latvia	*0.000*	*0.000*	-	-
Lithuania	*0.008*	*0.008*	3	4
Luxembourg	*0.002*	*0.002*	1	1
Hungary	*:*	*:*	:	:
Malta	*0.000*	*0.000*	-	-
Netherlands	*0.000*	*0.000*	-	-
Austria	*0.020*	*0.023*	72	86
Poland	*0.164*	*0.147*	698	770
Portugal	*0.007*	*0.011*	12	23
Romania	*:*	*:*	:	:
Slovenia	*:*	*0.000*	:	-
Slovakia	*0.040*	*0.038*	32	35
Finland	*0.011*	*0.009*	23	22
Sweden	*0.230*	*0.223*	1.072	1.052
EU	**0.058**	**0.066**	**7.261**	**8.754**

Note: '**:**' means not available.

Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

Table 72: LMP expenditure on supported employment and rehabilitation – transfers to employers by type of expenditure, 2020

	Periodic cash payments	Lump-sum payments	Reimburse-ments	Reduced social contributions	Reduced taxes	Total
Belgium	83.1	0.0	16.9	0.0	0.0	100
Bulgaria	:	:	:	:	:	
Czechia	0.0	99.9	0.1	0.0	0.0	100
Denmark	100.0	0.0	0.0	0.0	0.0	100
Germany	0.0	0.0	100.0	0.0	0.0	100
Estonia	0.0	0.0	0.0	100.0	0.0	100
Ireland	100.0	0.0	0.0	0.0	0.0	100
Greece	:	:	:	:	:	
Spain	1.8	39.0	0.0	59.2	0.0	100
France	96.6	3.4	0.0	0.0	0.0	100
Croatia	100.0	0.0	0.0	0.0	0.0	100
Italy	0.0	0.0	0.0	100.0	0.0	100
Cyprus	100.0	0.0	0.0	0.0	0.0	100
Latvia	:	:	:	:	:	
Lithuania	100.0	0.0	0.0	0.0	0.0	100
Luxembourg	34.1	0.0	65.9	0.0	0.0	100
Hungary	:	:	:	:	:	
Malta	:	:	:	:	:	
Netherlands	:	:	:	:	:	
Austria	:	:	:	:	:	
Poland	95.7	0.0	4.3	0.0	0.0	100
Portugal	48.9	0.0	0.0	51.1	0.0	100
Romania	:	:	:	:	:	
Slovenia	:	:	:	:	:	
Slovakia	99.6	0.0	0.4	0.0	0.0	100
Finland	100.0	0.0	0.0	0.0	0.0	100
Sweden	100.0	0.0	0.0	0.0	0.0	100
EU	**74.9**	**11.2**	**1.7**	**12.3**	**0.0**	**100**

Note: '**:**' means not available.

Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

Table 73: Participants in labour market policy measures covering supported employment and rehabilitation

Annual average stock, i.e. the average number of persons participating in an intervention at any point during the year.

	2010	2016	2017	2018	2019	2020
Belgium	34 456	47 834	47 702	51 263	52 220	51 785
Bulgaria	:	:	:	:	:	:
Czechia	:	:	:	:	:	:
Denmark	66 640	96 804	106 912	114 782	120 615	118 620
Germany	27 792	24 708	25 161	25 077	24 883	23 869
Estonia	:	9 954	22 621	25 950	28 171	28 358
Ireland	3 750	5 117	5 505	6 972	6 536	6 373
Greece	:	-	-	-	-	:
Spain	72 019	102 778	111 549	129 008	141 839	113 790
France	:	157 285	155 038	156 188	156 046	157 811
Croatia	:	1 063	1 037	1 162	1 335	1 513
Italy	22 209	21 086	27 204	28 080	28 788	27 516
Cyprus	261	267	267	308	358	370
Latvia	:	21	24	21	13	8
Lithuania	455	987	1 045	986	844	660
Luxembourg	39	21	20	19	23	37
Hungary	:	:	:	:	:	:
Malta	:	37	58	38	56	56
Netherlands	140 230	124 890	127 540	128 810	148 620	146 290
Austria	19 483	17 607	17 892	19 017	17 389	22 397
Poland	394 488	375 580	389 225	388 246	370 476	349 609
Portugal	6 010	7 256	8 588	9 532	10 538	11 425
Romania	:	:	:	:	:	:
Slovenia	:	:	250	207	195	201
Slovakia	:	9 421	9 638	10 017	9 648	9 082
Finland	9 948	11 032	10 989	10 971	13 068	15 350
Sweden	48 499	59 212	57 967	58 606	58 320	57 531
EU	**1 002 540**	**1 074 685**	**1 128 089**	**1 166 677**	**1 190 940**	**1 143 271**

Note: '**:**' means not available.

Data source: European Commission; Employment, Social Affairs & Inclusion. Data extracted on 15 August 2022 from EMPL, https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP_EXPSUMM/default/table?lang=en&category=lmp_expend.

ANNEX I: Employment by nature of disability

1 Employment by nature of disability

1.1 Employment by type of difficulty

In the following analysis, we will evaluate the results of the second wave of the European Health Interview Survey (EHIS 2 for short), conducted from 2013 to 2015.[35] Concerning disability prevalence, the results of EU-SILC and EHIS are very close at the EU level. EU-SILC does not provide information on the nature of disability (activity limitations), but EHIS provides information on 'difficulties' in physical, sensory and mental functions. Consequently, we will enrich the analysis of employment rates with EHIS results. It is important to note that both surveys rely on self-declared labour status.

Concerning employment, the results are identical for persons without limitations for EU-SILC and EHIS (see the table below). However, we observe significant differences concerning the employment rate of persons with disabilities (persons with activity limitations). The difference between the two surveys increases with the degree of disability. Similarly, the standard errors increase with degree of disability as the size of the statistical population decreases. Consequently, the EHIS estimations ought not to be extrapolated to the EU-SILC survey population, and they only have an informative value.

Table 74: Employment rate by disability status and survey, age 20-64, EU 28

	Severe	Moderate	No disability	Total
EU-SILC 2015 (Standard error) (not corrected)	27.6 (0.6)	55.2 (0.4)	73.1 (0.2)	68.4 (0.1)
EHIS 2013-2015 (Standard error)	32.0 (0.7)	59.6 (0.4)	73.0 (0.2)	69.0 (0.1)

Source of data: EHIS 2014 W 2 & EU-SILC 2015

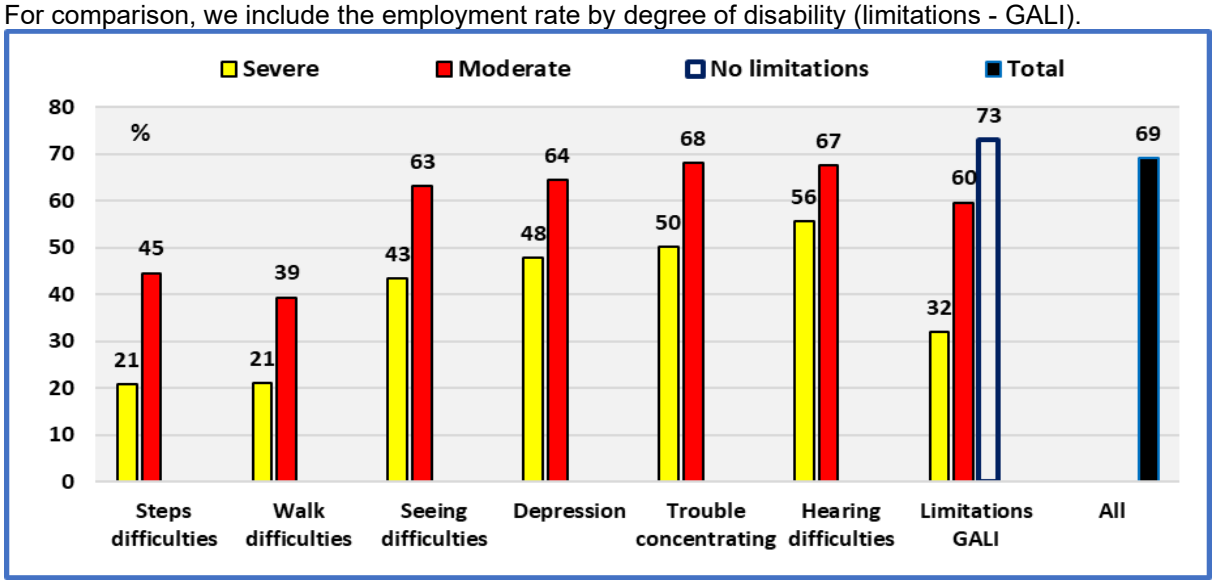
The following graph presents employment rates for persons with different functional 'difficulties' (aged 20-64). Difficulties in the physical or sensory domain include seeing, hearing in a noisier room, walking half a kilometre and walking up or down 12 steps. Moderate difficulty includes 'some difficulty', while severe difficulties include 'a lot of difficulty' and 'Cannot do at all / Unable to do'. Depression refers to 'feeling down, depressed or hopeless' several days during the last two weeks (moderate) and most of the days during the last two weeks (severe). Finally, trouble concentrating refers to 'Trouble concentrating on things, such as reading the newspaper or watching television'. The degree is similar to depression.

Persons with mobility problems have the lowest employment rates. The analysis by age group indicates that this disadvantage is present during the whole life cycle.

[35] The EHIS 3 2019-2020 microdata are not available at the time of drafting this report. Eurostat announced their availability for public research in Q4 2022.

Figure 42: Employment rate by type and degree of difficulty, age 20-64, EU 28, 2014

For comparison, we include the employment rate by degree of disability (limitations - GALI).



Note: Difficulties include seeing, hearing in a noisier room, walking half a kilometre and walking up or down 12 steps. See text.

Source of data: EHIS 2013-2015 W 2.

A finer analysis[36] considering sex, age, education and national specificities indicates that difficulties in 'walking half a kilometre' are the most disadvantageous, followed by 'walking up or down 12 steps', depression, trouble concentrating, seeing and hearing. As expected, education had a very strong positive impact on employment, while being a woman was a disadvantageous factor.

1.2 Employment by type of chronic disease

EHIS presents the nature of chronic diseases and conditions. We have combined two independent questions in order to create the variable of persons with a specified disease declaring a disability (activity limitation). There is no direct causality between chronic disease and activity limitations, but there is a high probability of a relationship between the two. In any case, not all persons with a chronic disease declare an activity limitation (disability).

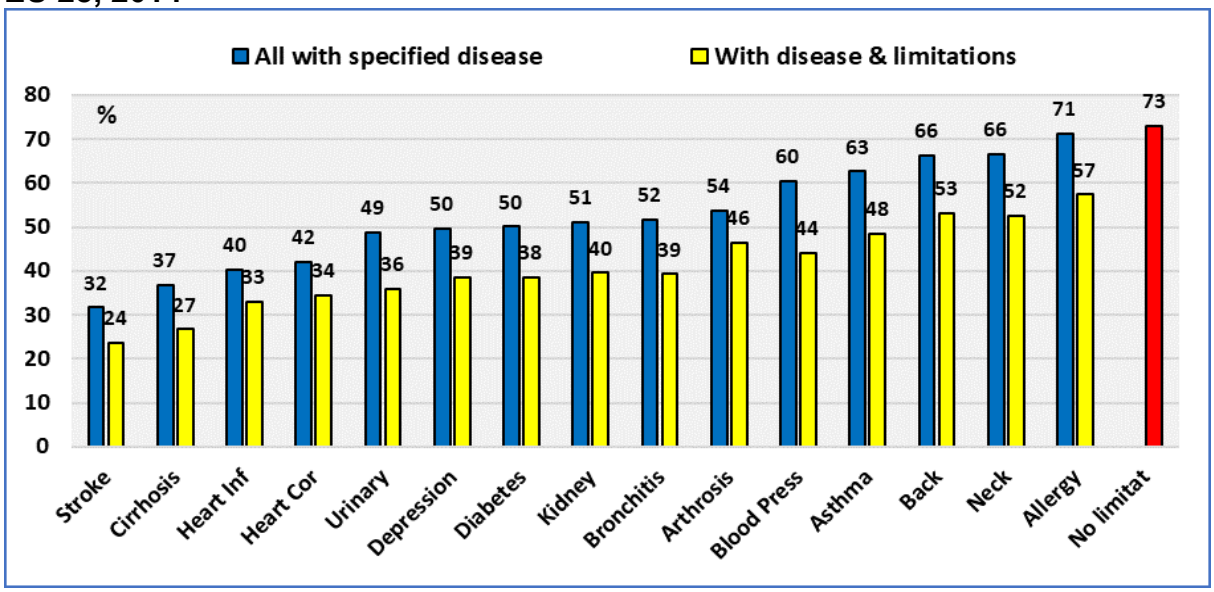
In 2014, the employment rate of persons aged 20-64 in the EU 28 who had declared that they had suffered a stroke (cerebral haemorrhage or cerebral thrombosis) or the chronic consequences of stroke was at its lowest level. Persons with an allergy such as rhinitis, hay fever, eye inflammation, dermatitis or a food allergy had an employment rate close to that of persons without disabilities.

If we consider persons with a specific chronic disease or condition who also declare a disability (limitations in their activities), we obtain similar results. Stroke coupled with disabilities (activity limitations) is the most disadvantageous on the labour market,

[36] We have run logistic regressions with employment (binary 01) as the endogenous variable and the following explanatory variables: sex (binary 01), age, age squared, education (3 levels), six types of difficulties and national dummies. The degree of difficulty for the six types of difficulty (seeing, hearing in a noisier room, walking half a kilometre, walking up or down 12 steps, depression and trouble concentrating) was entered as a numerical variable, with 0, 1 and 2 for no difficulty, moderate difficulty and severe difficulty for each type. Number of observations: 252 075. Wald chi2(36) = 24 988. Pseudo R2 = 0.39.

while an allergy coupled with disabilities (activity limitations) presents the highest employment rate among the different chronic conditions (see graph below).

Figure 43: Employment rate by type of chronic disease and disability, age 20-64, EU 28, 2014



Note: The classification used includes: **A.** asthma (including allergic asthma); **B.** chronic bronchitis, chronic obstructive pulmonary disease, emphysema; **C.** myocardial infarction (heart attack) or its chronic consequences; **D.** coronary heart disease or angina pectoris; **E.** high blood pressure (hypertension); **F.** stroke (cerebral haemorrhage, cerebral thrombosis) or its chronic consequences; **G.** arthrosis (excluding arthritis); **H.** low back disorder or other chronic back defect; **I.** neck disorder or other chronic neck defect; **J.** diabetes; **K**. allergy such as rhinitis, hay fever, eye inflammation, dermatitis, food allergy or other allergy (excluding allergic asthma); **L**. cirrhosis of the liver; **M.** urinary incontinence, bladder control problems **N.** kidney problems; **O.** depression. Limitations refer to GALI.
Depression: The definition here refers to a chronic disease. In previous graphs, the definition was different. For comparison, we may note that the employment rate of persons aged 20-64 with depression (chronic disease) and without activity limitations is 65.3 %. This is close to the employment rate of persons with moderate depression as shown in the previous table (64.4 %).
Source of data: EHIS 2013-2015 W 2.

1.3 Statistical tables

Table 75: Employment rate by nature and degree of difficulty, age 20-64, EU 28, 2014

The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population in the same age range.

	Severe difficulty	Moderate difficulty	All persons (with & without difficulties)
Difficulties with steps	21	45	69
Walking difficulties	21	39	69
Seeing difficulties	43	63	69
Depressed/hopeless	48	64	69
Trouble concentrating	50	68	69

Hearing difficulties	56	67	69

Difficulties:
Physical or sensory domain: seeing, hearing in a noisier room, walking half a kilometre, walking up or down 12 steps. Moderate difficulty includes 'some difficulty' while severe difficulties include: 'a lot of difficulty' and 'cannot do at all / unable to do'.
Depression refers to 'feeling down, depressed or hopeless' for several days during the last two weeks (moderate) and most of the days during the last two weeks (severe).
Trouble concentrating refers to 'trouble concentrating on things, such as reading the newspaper or watching television'. The degree is similar to depression.
Source of data: EHIS 2013-2015 W 2.

Table 76: Employment rate by nature of disease, age 20-64, EU 28, 2014

The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population in the same age range.

	All with specified disease	Persons with disease & disabilities (limitations)
Stroke	32	24
Cirrhosis	37	27
Heart attack	40	33
Cor. heart dis.	42	34
Urinary	49	36
Depression	50	39
Diabetes	50	38
Kidney	51	40
Bronchitis	52	39
Arthrosis	54	46
Blood pressure	60	44
Asthma	63	48
Back	66	53
Neck	66	52
Allergy	71	57
No limitations	73	

Source of data: EHIS 2013-2015 W 2

ANNEX II: Metadata

1. Prevalence of disability

Methodology

The European Union Statistics on Income and Living Conditions (EU-SILC) survey[37] contains a small module on health, composed of three variables on health status and four variables on unmet needs for healthcare.

The variables on health status represent the Minimum European Health Module (MEHM), and they measure different concepts of health:

- Self-perceived health;
- Chronic morbidity (people having a long-standing illness or health problem);
- Activity limitation – disability (self-perceived long-standing limitations in usual activities due to health problems).

The data on limitation in activities due to health problems refer to respondents' self-evaluation of the extent to which they are limited in undertaking normal activities because of health problems for at least the previous six months. The exact question is 'Limitation in activities people usually do because of health problems for at least the last 6 months', and the possible answers are:

- yes, strongly limited;
- yes, limited;
- no, not limited.

The survey covers all individuals aged 16 years and over living in private households. Persons living in collective households and in institutions are generally excluded from the target population. The survey includes persons aged 16 and over living in private households.

Information concerning health and limitations is not collected for all persons in all countries. In Denmark, Finland, Iceland, the Netherlands, Norway, Sweden and Slovenia, the questions relative to health and limitations are asked to selected respondents aged 16 and over, not all current household members. Non-response concerning limitations and other characteristics of the sample are presented in an annex at the end of the survey report.

From 2014 onwards, the survey has made a distinction between: (1) face-to-face interview (PAPI); (2) face-to-face interview (CAPI); (3) CATI, telephone interview; (4) self-administered by respondent; 5) computer-assisted web interviewing (CAWI); (6) face-to-face interview (PAPI) with proxy; (7) face-to-face interview (CAPI) with proxy; (8) CATI, telephone interview with proxy; (9) self-administered by respondent with proxy; and (10) computer-assisted web interviewing (CAWI) with proxy. In the EU-

[37] Eurostat, 'Methodological Guidelines and Description of EU-SILC Target Variables - 2018 operation' (Version of July 2019), DocSILC065 (2018 operation). European Commission – Eurostat, Directorate F: Social Statistics, Unit F-4: Quality of life, https://ec.europa.eu/eurostat/data/database.

SILC legal basis, priority is given to face-to-face personal interviews (PAPI or CAPI) over the other modes of data collection.

For estimations concerning health issues in Denmark, Finland, the Netherlands, Sweden, Slovenia, Iceland and Norway, we have used personal cross-sectional weights for selected persons (pb060). Otherwise, we have used personal cross-sectional weights (pb040).

We have used ‘age at the date of interview’ for indicators concerning the prevalence rate, the labour market and educational issues. We have used ‘age at the end of the income reference’ period for income-related indicators as well as for labour intensity. However, for Malta, we only have ‘age at the end of the income reference’, and data for Malta are aggregated by five-year groups.

Notes

EU-SILC estimators may underestimate the number of people with disabilities. Indeed, persons living in collective households and in institutions are generally excluded from the sample. This underestimation may be marginal for persons aged 16-64 but significant for persons aged 65 or over.

The estimates included here may show marginal differences from previous reports or from Eurostat estimates. This is due to changes between different versions of the microdata delivered by Eurostat (the March version, the August version and subsequent updates for a specific year).

2. Employment rate

Methodology

The EU-SILC question (PL031) on 'Self-defined current economic status' provides the following possible answers (since 2009):

1. Employee working full-time;
2. Employee working part-time;
3. Self-employed working full-time (including family worker);
4. Self-employed working part-time (including family worker);
5. Unemployed;
6. Pupil, student, further training, unpaid work experience;
7. In retirement or in early retirement or has given up business;
8. Permanently disabled and/or unfit to work;
9. In compulsory military or community service;
10. Fulfilling domestic tasks and care responsibilities;
11. Other inactive person.

The employment indicator includes: (1) employees working full-time; (2) employees working part-time; (3) self-employed persons working full-time; and (4) self-employed persons working part-time.

The employment rate is calculated by dividing the number of persons in employment by the total population in the same age range. The EU 2020 indicator includes persons aged 20-64.

For comparison, the LFS survey uses the ILO definition and asks about labour status during the reference week. The employed population consists of those persons who did any work for pay or profit for at least one hour during the reference week, or who were not working but had jobs from which they were temporarily absent. Other categories include 'was not working but had a job from which he/she was absent during the reference week', 'was not working because of being laid off, [or] was a conscript on compulsory military or community service', and 'neither worked nor had a job during the reference week'.

For data distinguishing limited and not-limited people in Denmark, Finland, the Netherlands, Sweden and Slovenia, we have used personal cross-sectional weights for selected persons (pb060). This holds for Iceland and Norway, too. Otherwise, we have used personal cross-sectional weights (pb040).

Notes

EU-SILC estimates may overestimate the percentage of people with disabilities in employment. Persons living in collective households and in institutions are generally excluded from the sample.

3. Unemployment rate

Methodology

The unemployment rate represents unemployed persons as a percentage of the labour force. The labour force is the total number of employed and unemployed people.

From 2009 onwards, EU-SILC has included a question (PL031) on 'Self-defined current economic status'. The possible answers are:

1. Employee working full-time;
2. Employee working part-time;
3. Self-employed working full-time (including family worker);
4. Self-employed working part-time (including family worker);
5. Unemployed;
6. Pupil, student, further training, unpaid work experience;
7. In retirement or in early retirement or has given up business;
8. Permanently disabled and/or unfit to work;
9. In compulsory military or community service;
10. Fulfilling domestic tasks and care responsibilities;
11. Other inactive person.

For estimations distinguishing limited and not-limited people in Denmark, Finland, the Netherlands, Sweden and Slovenia, we have used personal cross-sectional weights for selected persons (pb060). This holds for Iceland and Norway, too. Otherwise, we have used personal cross-sectional weights (pb040).

Notes

The data here may be slightly different from those presented by Eurostat on its website.[38] In compiling its estimates, Eurostat uses the results of Labour Force Surveys. The two surveys use different definitions of unemployment, but they yield estimations which are almost perfectly correlated.

The EU-SILC presents a systematically higher estimation. The EU-SILC data are based on self-declarations, while the ILO definition does not include those who are not actively searching for a job.

[38] See http://epp.eurostat.ec.europa.eu/portal/page/portal/microdata/.

4. Activity rate

Methodology

The total population is divided into economically active and inactive populations. The economically active population includes those who are employed and those who are unemployed. An active person is a person who is economically active on the labour market.

The activity rate is the ratio of economically active people on the labour market (employed or unemployed) to the total population of the same age range.

The EU-SILC survey introduced a new classification of 'Self-defined current economic status' (question PL031) in 2009. The possible answers are:

1. Employee working full-time;
2. Employee working part-time;
3. Self-employed working full-time (including family worker);
4. Self-employed working part-time (including family worker);
5. Unemployed;
6. Pupil, student, further training, unpaid work experience;
7. In retirement or in early retirement or has given up business;
8. Permanently disabled and/or unfit to work;
9. In compulsory military or community service;
10. Fulfilling domestic tasks and care responsibilities;
11. Other inactive person.

We have included categories 6 to 11 in the group of inactive people.

For estimations distinguishing limited and not-limited people in Denmark, Finland, the Netherlands, Sweden and Slovenia, we have used personal cross-sectional weights for selected persons (pb060). This holds for Iceland and Norway, too. Otherwise, we have used personal cross-sectional weights (pb040).

Notes

In order to make this indicator comparable to Europe 2020 indicators, we focus on people aged 20-64. However, estimations by age group follow the standard Eurostat age groups.

The number of persons with limitations in the 16-24 age group is relatively small. The estimates for this age group have only an indicative value.

EU-SILC estimates may overestimate the percentage of people with disabilities participating in the labour force. Persons living in collective households and in institutions are generally excluded from the sample.

5. Early school leavers

Methodology

The Europe 2020 indicator refers to the population aged 18-24 with 'at most' lower secondary education and who were not in further education or training during the four weeks preceding the survey.

Eurostat uses the results of the Labour Force Survey and publishes the percentage of early leavers from education and training on its website. From 20 November 2009, this indicator has been based on annual averages of quarterly data instead of one unique reference quarter in spring.

Lower secondary education refers to ISCED 2011 levels 0, 1 and 2 (for data from 2014) and to ISCED 1997 levels 0, 1, 2 and 3C short (for data up to 2013).

EU-SILC 2014

The classification to be used for this variable is the International Standard Classification of Education (ISCED 2011), which includes nine categories for educational attainment:

0 Less than primary education;
1 Primary education;
2 Lower secondary education;
3 Upper secondary education (not further specified);
4 Post-secondary non-tertiary education;
5 First stage of tertiary education (not leading directly to an advanced research qualification);
6 Second stage of tertiary education (leading to an advanced research qualification);
5 Short-cycle tertiary;
6 Bachelor's degree or equivalent;
7 Master's degree or equivalent;
8 Doctorate/PhD or equivalent.

We define early leavers from education as those who have attained level '0', '1' or '2' and are not currently participating in an educational activity. The EU-SILC survey collects information on 'current education activity' (whether the person is 'in education' or 'not in education').

ISCED 2011 levels 2 and 3, lower secondary and upper secondary education, correspond mainly to levels 2 and 3 in ISCED 1997. However, due to the clarification of criteria and subsidiary criteria, ISCED 2011 may be implemented differently than ISCED 1997 (i.e. with some programmes being classified at different levels than before). Such differences may affect time series data for some countries.

The methodology is described in 'Methodological Guidelines and Description of EU-SILC Target Variables - 2014 operation' (Version of October 2014), DocSILC065 (2014 operation); Directorate F: Social Statistics Unit F-4: Quality of life; European Commission, Eurostat.

For estimations distinguishing limited and not-limited people in Denmark, Finland, the Netherlands, Sweden and Slovenia, we have used personal cross-sectional weights for selected persons (pb060). This holds for Iceland and Norway, too. Otherwise, we have used personal cross-sectional weights (pb040).

Notes

Analysis by Member State may be considered to be robust for most countries. However, analysis by gender presents a certain number of statistical problems due to the low number of observations. Consequently, estimations for the 18-24 age group ought to be treated with caution.

In order to increase the robustness of estimates, we use an average of several years.

EU-SILC survey estimates cannot be compared with administrative data.

6. Persons who have completed tertiary or equivalent education

Methodology

The Europe 2020 indicator refers to the 30-34 age group.

The Eurostat indicator is based on the LFS survey. Tertiary education covers ISCED 2011 levels 5, 6, 7 and 8 (short-cycle tertiary education, bachelor's or equivalent level, master's or equivalent level, doctoral or equivalent level, online code ED5-8 'tertiary education'). Data up to 2013 refer to ISCED 1997 levels 5 and 6. The data are calculated as annual averages of quarterly EU Labour Force Survey data (EU-LFS).

The educational attainment level of an individual is the highest ISCED (International Standard Classification of Education) level successfully completed, the successful completion of an education programme being validated by a recognised qualification.

EU-SILC UDB 2014

The classification to be used for this variable is the International Standard Classification of Education (ISCED 2011), which includes nine categories for educational attainment:

0 Less than primary education;
1 Primary education;
2 Lower secondary education;
3 Upper secondary education (not further specified);
4 Post-secondary non-tertiary education;
5 Short-cycle tertiary;
6 Bachelor's degree or equivalent;
7 Master's degree or equivalent;
8 Doctorate/PhD or equivalent.

The methodology is described in 'Methodological Guidelines and Description of EU-SILC Target Variables - 2014 operation' (Version of October 2014), DocSILC065 (2014 operation); Directorate F: Social Statistics Unit F-4: Quality of life; European Commission, Eurostat.

For estimations distinguishing limited and not-limited people in Denmark, Finland, the Netherlands, Sweden and Slovenia, we have used personal cross-sectional weights for selected persons (pb060). This holds for Iceland and Norway, too.

Notes

There is a very high variability in the percentage of persons with a 'post-secondary non-tertiary education' (level 4). This category has an impact on the Austrian and German estimates.

EU-SILC estimates may overestimate the percentage of people who have completed a course of tertiary education. Persons living in collective households and in institutions are generally excluded from the sample.

The data concerning persons with disabilities are indicative, due to the relatively small number of persons with limitations in the sample, notably in the 30-34 age group.

7. Methodological note on EU-SILC

The European Union Statistics on Income and Living Conditions (EU-SILC) survey is the EU reference source for comparative statistics on income distribution and social exclusion at European level.

The EU-SILC survey contains a small module on health, including three questions on general health status.

Regulation (EU) 2019/2242 of 16 December 2019 on the organisation of a sample survey in the income and living conditions domain provides the technical details of the survey.

Definition of disability

The EU-SILC term ‘activity limitation’ does not expressly take into account any ‘interactions with barriers’, which is typical of the social model approach and the CRPD. However, this cannot be compared to medical approaches, as it does not focus on impairments, functional limitations or the consequences of diseases.

In a simplified and linear relationship between impairment, disability and handicap, the EU-SILC stands in the middle. It is close to the concept of disabilities.

Characteristics of the sample

The survey covers all individuals aged 16 and over living in private households. Persons living in collective households and in institutions are generally excluded from the target population.

Age

The microdata present two measures for the age of the respondent. The first concerns age at the date of the interview, while the second refers to the person’s age at the end of the income reference period.

We have used age at the date of interview for indicators concerning the disability prevalence, labour market and education issues. We have used age at the end of the income reference period for income-related indicators, as well as for labour intensity.

Seasonality

Employment, unemployment and activity rates refer to the situation at the date of interview. For this reason, the data are not seasonally adjusted. On the contrary, the Labour Force Survey provides an indicator based on annual averages of comparable quarterly data. However, income data presented here are annual (i.e. they cover a 12-month period preceding the survey period).

Interviews

Four types of data are involved in EU-SILC:

i. variables measured at the household level;
ii. information on household composition and basic characteristics of household members;
iii. income and 'basic variables' (education, basic labour information) measured at the personal level, but normally aggregated to construct household-level variables; and
iv. variables collected and analysed at the person-level: 'the detailed variables' (health, access to healthcare, detailed labour information, activity history and calendar of activities').

For sets (i)-(ii) of variables, a sample of households including all household members is required.

Set (iii) is collected directly at the person level, covering all persons in each sample household.

In most countries, i.e. in the so-called 'survey countries', these income variables are collected through personal interviews with all adults aged 16+ in each sample household. By contrast, in 'register countries', set (iii) variables are compiled from registers and other administrative sources, thus avoiding the need to interview all members (adults aged 16+) in each sample household.

Set (iv) variables will normally be collected through direct personal interview in all countries.

Concerning disability, the 'register countries' select a representative person per sample household since, for these countries, interviewing all household members for set (iii) is not involved.

Register countries include Denmark, Finland, the Netherlands, Sweden and Slovenia. The non-EU countries include Iceland and Norway.

The information included in the EU-SILC project can be either extracted from registers or collected from interviews. For interviews, five modes of data collection are possible: (1) face-to-face personal interview (PAPI); (2) face-to-face personal interview (CAPI); (3) telephone interview (CATI); (4) self-administered by respondent; and (5) proxy interview. In the EU-SILC legal basis, priority is given to face-to-face personal interviews (PAPI or CAPI) over other modes of data collection.

Periodicity

The cross-sectional and longitudinal data are produced annually.

Accessibility of microdata

In August 2022, the latest available microdata accessible to researchers were those of 2020. However, they do not include Germany and Italy.

Methodology of EU-SILC

European Commission – Eurostat: ‘Methodological guidelines and description of EU-SILC target variables – 2015 operation’ (Version of June 2016), European Commission, Eurostat, Directorate F: Social Statistics, Unit F-4: Quality of life. DocSILC065 (2015 operation).
European Commission – Eurostat: ‘Methodological guidelines and description of EU-SILC target variables – 2018 operation’ (Version of July 2019) DocSILC065 (2018 operation)
European Commission – Eurostat, Directorate F: Social Statistics, Unit F-4: Quality of life.

8. Sources of data

1. European Commission: Commission implementing Regulation (EU) 2019/2242 of 16 December 2019 specifying the technical items of data sets, establishing the technical formats and specifying the detailed arrangements and content of the quality reports on the organisation of a sample survey in the income and living conditions domain pursuant to Regulation (EU) 2019/1700 of the European Parliament and of the Council.

2. European Commission – Eurostat: http://ec.europa.eu/eurostat/data/database.

3. European Commission – Eurostat: 'European Health Interview Survey (EHIS wave 2): Methodological manual'; theme: Populations and social conditions; collection: Methodologies & Working papers. European Commission – Eurostat, 2013 edition.

4. European Commission – Eurostat: 'Methodological guidelines and description of EU-SILC target variables – 2020 operation' (Version of April 2020) DocSILC065 (2020 operation). European Commission – Eurostat, Directorate F: Social Statistics, Unit F-4: Quality of life.

5. EU-SILC UDB 2016 – Release 1 2018.

6. EU-SILC UDB 2018 – Release 1 2020.

7. EU-SILC UDB 2019 – Release 1 2021.

8. EHIS Wave 2 2013-2015.

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Updated employment and unemployment and activity rates data

As noted in the statistical report, the exceptional circumstances following the COVID-19 pandemic had affected the organisation and delivery of EU-SILC 2020 data collection and delivery. Consequently, estimations for certain countries (notably Germany and Italy) were made in the report in order to fill the gaps. The estimation method is described in the report under each table and figure.
The full and updated statistical tables for 2020, covering employment, unemployment and activity rate are available below.

Table 77: Employment rate by disability status and Member State, age 20-64, 2020

The employment rate was calculated by dividing the number of persons aged 20 to 64 in employment by the total population of the same age group. The data were not seasonally adjusted.

	Disability			Women		Men		Degree		Target
				Disability		Disability				2030
	Yes	No	Total	Yes	No	Yes	No	Severe	Moderate	16 June 2022
AT	53.9	76.0	70.2	49.9	68.4	57.7	83.7	25.9	62.4	79.9
BE	41.6	77.5	70.2	41.1	74.1	42.2	80.9	18.0	53.1	80.0
BG	43.6	76.0	73.2	43.7	70.6	43.5	81.2	17.2	48.6	79.0
CY	52.3	76.8	73.1	45.4	70.5	59.0	83.5	30.0	60.1	80.0
CZ	55.5	82.3	77.1	51.6	75.3	61.8	92.1	29.8	63.2	82.2
DE	45.2	77.9	72.1	42.3	73.8	48.1	81.9	23.6	59.5	83.0
DK	59.5	79.9	73.6	53.7	76.7	66.4	82.8	35.1	65.5	80.0
EE	61.0	83.9	78.4	63.1	80.0	58.8	87.9	45.4	67.0	81.3
EL	33.9	62.2	59.3	28.3	50.8	39.6	73.9	25.7	39.7	71.1
ES	46.4	67.9	64.2	43.8	61.8	49.5	73.8	35.4	48.7	76.0
FI	59.6	79.3	73.2	60.6	77.6	58.5	80.6	30.8	64.8	80.0
FR	50.8	75.5	70.8	49.8	72.2	51.9	78.8	35.6	58.7	78.0
HR	36.9	69.4	62.7	35.8	62.2	38.0	76.7	20.9	42.0	75.0
HU	47.8	78.8	74.1	47.2	71.9	48.6	85.7	24.1	56.0	85.0
IE	34.8	76.3	69.5	33.1	70.0	36.7	82.6	15.5	41.9	78.2
IT	49.9	66.3	64.3	41.3	56.5	59.0	76.1	28.7	56.0	73.0
LT	57.5	81.1	75.7	57.1	78.7	57.9	83.6	21.9	63.5	80.7
LU	51.7	72.4	67.9	49.6	66.4	54.5	78.0	34.8	58.5	77.6
LV	62.2	78.4	73.7	64.0	74.3	59.9	82.8	30.5	68.7	80.0
MT	46.1	79.1	76.2	35.4	68.6	57.2	88.2	32.9	49.4	84.6
NL	59.5	84.1	78.3	56.2	80.0	63.7	87.8	24.8	66.0	82.5
PL	44.8	77.3	72.0	43.4	69.1	46.4	86.3	24.7	51.8	78.3
PT	58.7	76.9	72.8	57.8	73.4	59.8	80.5	46.3	62.0	80.0
RO	46.8	75.7	71.2	40.2	64.0	55.3	86.5	11.0	54.7	74.7
SE	53.9	82.1	79.1	53.5	79.2	54.4	84.7	39.0	61.0	82.0
SI	53.3	76.5	72.7	54.6	73.4	52.1	79.4	40.9	58.9	79.5
SK	56.7	81.3	75.7	53.0	75.7	60.7	86.6	30.0	66.0	76.5
EU	**49.7**	**74.1**	**69.9**	**47.0**	**67.8**	**52.9**	**80.4**	**29.2**	**56.8**	**78**

Note: Data for Germany are indicative.
Data source: EU-SILC UDB release 1 in 2022, rev.1 (November 2022),

Table 78: Unemployment rate by disability status and Member State, age 20-64, 2020

The unemployment rate represents unemployed persons as a percentage of the labour force. The labour force is the total number of people employed and unemployed. The data are not seasonally adjusted.

	Disability			Women		Men		Degree		Disability
				Disability		Disability				gap
	Yes	No	Total	Yes	No	Yes	No	Severe	Moderate	in pp
AT	18.8	7.7	10.2	17.8	8.8	19.6	6.8	42.9	14.3	11.1
BE	16.5	6.0	7.4	14.4	6.1	18.6	5.9	24.7	14.9	10.5
BG	18.2	12.5	12.8	18.4	13.4	18.0	11.8	17.0	18.3	5.7
CY	19.6	10.1	11.3	20.8	12.1	18.7	8.3	28.8	17.7	9.5
CZ	13.4	3.1	4.7	13.8	3.7	12.8	2.4	24.0	11.6	10.3
DE	22.6	5.3	7.6	20.7	4.6	24.3	5.8	40.0	16.3	17.4
DK	11.8	5.4	7.1	14.1	6.1	9.4	4.8	22.7	10.1	6.4
EE	10.9	5.6	6.6	9.0	5.3	13.0	5.8	10.2	11.1	5.4
EL	28.6	19.9	20.4	31.3	24.7	26.6	16.0	31.6	27.2	8.8
ES	28.4	18.9	20.2	30.9	21.6	25.5	16.6	28.9	28.3	9.5
FI	15.7	7.3	9.6	13.5	5.6	18.3	8.5	32.3	13.9	8.5
FR	17.2	9.8	10.9	16.6	10.0	18.0	9.7	25.2	14.3	7.4
HR	28.7	16.0	17.8	28.1	19.0	29.2	13.4	43.5	25.6	12.6
HU	11.6	5.1	5.8	11.4	5.2	11.8	5.0	23.4	9.5	6.5
IE	20.1	6.9	8.1	16.1	6.1	23.5	7.6	25.9	19.2	13.2
IT	17.7	15.2	15.5	16.6	16.5	18.5	14.2	22.0	17.0	2.5
LT	17.3	8.9	10.4	16.2	8.2	18.5	9.5	23.5	16.9	8.5
LU	15.1	7.1	8.5	15.2	7.1	15.0	7.0	28.7	11.0	8.1
LV	14.7	9.6	10.9	12.9	9.3	16.9	9.9	24.2	13.7	5.1
MT	9.7	2.3	2.8	6.6	2.2	11.6	2.4	15.9	8.6	7.4
NL	6.5	3.2	3.8	5.9	3.9	7.3	2.6	13.5	6.0	3.4
PL	11.8	6.0	6.6	12.4	7.3	11.1	4.8	19.5	10.4	5.8
PT	20.3	11.8	13.5	21.2	12.9	18.9	10.8	24.7	19.3	8.4
RO	2.1	2.0	2.0	0.5	1.2	3.6	2.6	2.3	2.1	0.1
SE	22.4	6.4	7.8	21.6	6.5	23.3	6.4	30.2	19.7	16.0
SI	20.1	7.8	9.5	19.9	8.6	20.2	7.1	30.7	16.1	12.3
SK	12.5	6.6	7.7	13.4	6.5	11.6	6.7	21.1	10.9	5.9
EU	**17.7**	**10.1**	**11.2**	**17.6**	**11.0**	**17.9**	**9.4**	**27.4**	**15.7**	**7.6**

Data for Germany are indicative.
Data source: EU-SILC release 1 in 2022, rev.1.

Table 79: Activity rate by disability status and Member State, age 20-64, 2020
Percentage of the population (same age group) which is employed or unemployed.
The data are not seasonally adjusted.

	Disability			Women		Men		Degree		Disability
				Disability		Disability				gap
	Yes	No	Total	Yes	No	Yes	No	Severe	Moderate	in pp
AT	66.4	82.4	78.1	60.6	75.0	71.8	89.9	45.3	72.8	16.0
BE	49.8	82.5	75.8	48.0	79.0	51.9	86.0	23.9	62.4	32.7
BG	53.3	86.8	83.9	53.5	81.5	53.0	92.0	20.7	59.5	33.6
CY	65.0	85.4	82.3	57.3	80.2	72.6	91.0	42.2	73.1	20.4
CZ	64.0	84.9	80.9	59.9	78.2	70.8	94.4	39.2	71.6	20.9
DE	58.4	82.3	78.0	53.3	77.4	63.6	86.9	39.3	71.0	23.9
DK	67.4	84.5	79.2	62.5	81.7	73.3	87.0	45.4	72.8	17.0
EE	68.4	88.9	84.0	69.3	84.5	67.6	93.3	50.5	75.4	20.5
EL	47.5	77.6	74.5	41.1	67.5	53.9	88.0	37.5	54.5	30.1
ES	64.8	83.7	80.4	63.4	78.8	66.5	88.5	49.9	67.8	18.9
FI	70.8	85.5	80.9	70.1	82.2	71.6	88.1	45.6	75.3	14.7
FR	61.3	83.7	79.4	59.7	80.2	63.3	87.3	47.6	68.5	22.4
HR	51.8	82.7	76.2	49.8	76.9	53.7	88.6	37.0	56.5	30.9
HU	54.1	83.0	78.6	53.3	75.8	55.1	90.2	31.5	61.9	28.9
IE	43.6	81.9	75.7	39.5	74.6	47.9	89.4	21.0	51.9	38.4
IT	60.6	78.2	76.0	49.6	67.7	72.4	88.7	36.7	67.5	17.6
LT	69.5	89.0	84.6	68.2	85.7	71.0	92.4	28.6	76.4	19.5
LU	60.9	77.9	74.2	58.5	71.5	64.2	83.9	48.8	65.8	17.0
LV	72.9	86.8	82.7	73.5	81.9	72.1	92.0	40.3	79.6	13.9
MT	51.1	81.0	78.3	37.9	70.1	64.7	90.4	39.1	54.0	29.9
NL	63.6	86.8	81.4	59.7	83.2	68.7	90.1	28.6	70.2	23.2
PL	50.8	82.2	77.1	49.5	74.5	52.2	90.6	30.7	57.7	31.4
PT	73.5	87.3	84.1	73.4	84.3	73.7	90.2	61.5	76.9	13.7
RO	47.8	77.2	72.7	40.4	64.7	57.4	88.8	11.2	55.9	29.4
SE	69.5	87.8	85.8	68.3	84.7	70.9	90.5	55.9	75.9	18.3
SI	66.7	83.0	80.3	68.1	80.3	65.4	85.4	59.0	70.2	16.2
SK	64.8	87.0	81.9	61.2	80.9	68.7	92.8	38.0	74.1	22.2
EU	**60.4**	**82.5**	**78.6**	**57.0**	**76.1**	**64.4**	**88.8**	**40.2**	**67.4**	**22.1**

Note: Data for Germany are indicative.
Data source: EU-SILC UDB release 1 in 2022, rev.1.

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