



September, 2012

This report presents the estimates of the number of disabled persons in the California labor force in 2011. It is a discussion of data concerning the incidence of disabled persons in the labor force by economic and demographic group. This report is based on special 2011 annual average tabulations from the Current Population Survey (CPS), a monthly survey of households conducted by the U.S. Census Bureau and the U.S. Bureau of Labor Statistics. All estimates are for the working age population, 16 years or older, unless otherwise specified. Summary tables with estimates and their standard errors can be found beginning on page 8. The data in this report are subject to the definitions inherent in the CPS. Please see "Data Notes" beginning on page 11 for additional information.

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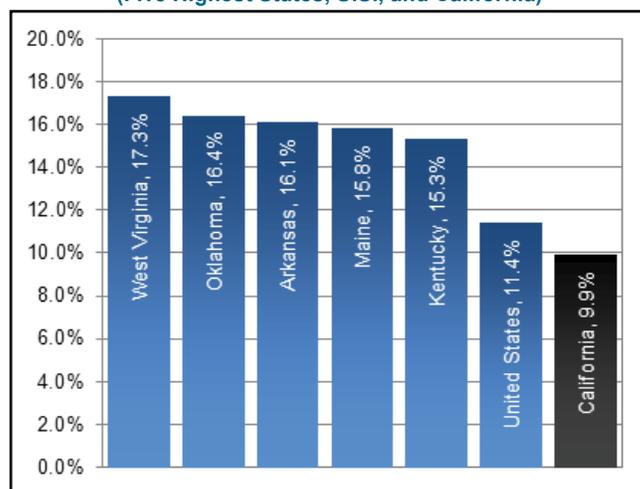
Disabled Persons in California's Labor Force

An estimated 2.8 million working-age Californians had a disability in 2011, which was equal to about 9.9 percent of the civilian working-age population. Among all states, California's disabled person population was the largest in number, far surpassing Texas (2.0 million) and Florida (1.5 million), the states with the second- and third-highest numbers of disabled persons. Yet California ranked only 42nd in percent of civilian population with a disability. The states with the highest rates of disability had nearly double the rate of California in 2011 and the national rate was 1.5 percentage points higher than California at 11.4 percent (see Figure 1). California ranked 46th in the nation for share of working-age population aged 55 or older and 48th in share of veterans which may help to explain lower rates of disabilities among both the working-age population and among all employed persons. Most of the five states with the highest disability rates were also among the states with the oldest age profiles or with the highest share of veterans.

Though 9.9 percent of California's civilian population was disabled, only 3.0 percent of working Californians had a disability. There were 484,500 employed disabled persons in California, once again leading the nation in number but ranking only 40th in percent of total employment (see Figure 2).

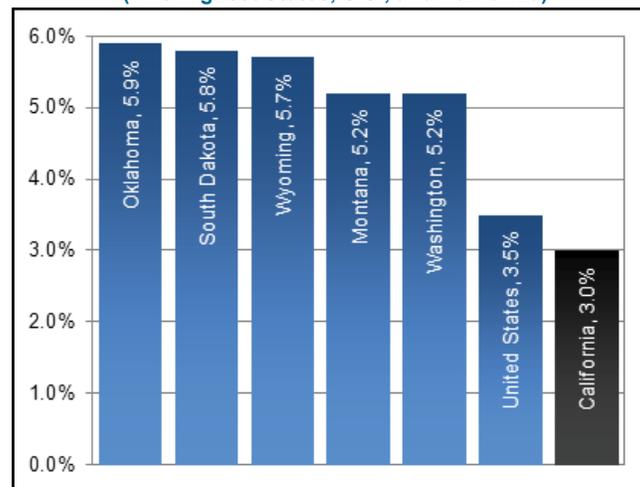
Of the 2.8 million working-age disabled persons in California, 588,500 (20.8 percent) actively participated in California's labor market in 2011. While the

Figure 1
Disabled Persons as a Share of Working Age Population
(Five Highest States, U.S., and California)



Source: Current Population Survey

Figure 2
Disabled Persons as a Share of Civilian Employment
(Five Highest States, U.S., and California)

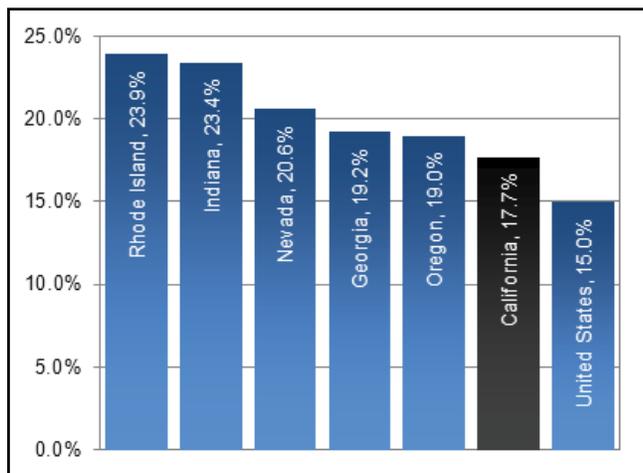


Source: Current Population Survey

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majority of these participants were employed, 104,000 persons (17.7 percent) were unemployed (see Figure 3).

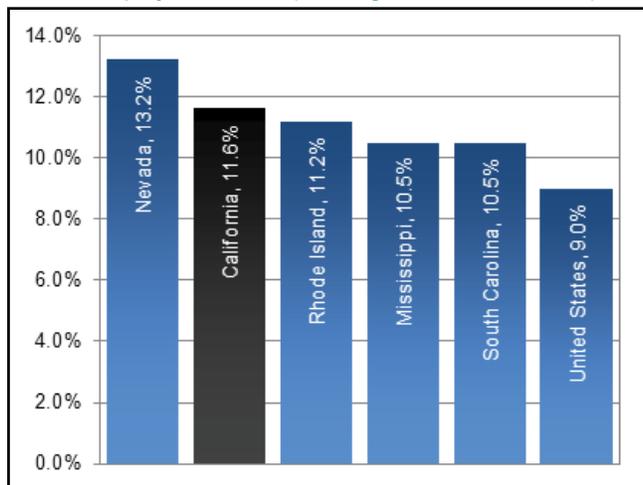
Figure 3
Unemployment Rates for Disabled Persons
(Five Highest States, U.S., and California)



Source: Current Population Survey

California's unemployment rate for persons with a disability ranked 12th in the nation. In contrast, California's overall rate ranked second at 11.6 percent in 2011 (see Figure 4). The 6.1 percentage point difference between the two unemployment rates (the rates for all Californians and for disabled Californians) was less than the difference experienced in 23 other states. The states with the largest differences were Indiana (14.3 percentage points) and Rhode Island (12.8 percentage points).

Figure 4
Unemployment Rates (Five Highest States and U.S.)



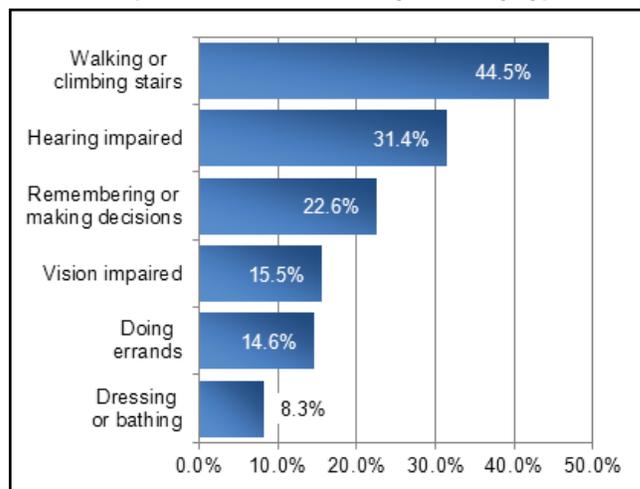
Source: Current Population Survey

Types of disabilities

Nearly half (45.8 percent) of disabled persons active in the California labor force have difficulty walking or climbing stairs (262,100 persons), making it the most common disability type in California (see Figure 5). The next most common disability type was hearing impaired (185,000 persons), followed by difficulty remembering or making decisions (133,300 persons), vision impaired (91,300 persons), difficulty doing errands (86,200 persons), and difficulty dressing or bathing (49,000 persons).

Though persons who have difficulty walking or climbing stairs was the largest disability type within the labor force, this group had the lowest unemployment rate of all disability types (15.4

Figure 5
Composition of Labor Force by Disability Type¹



Source: Current Population Survey

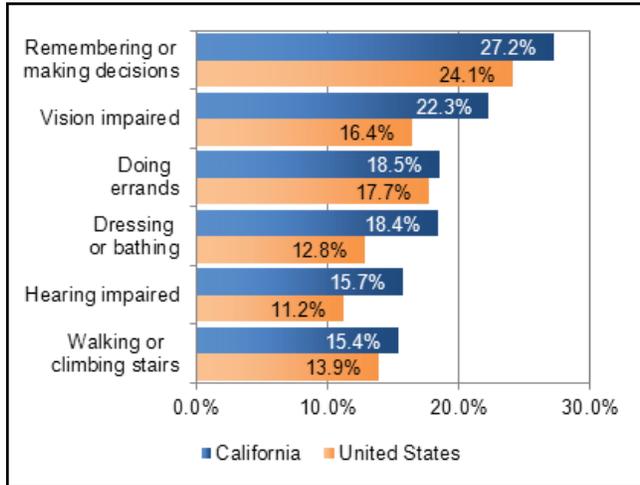
percent). Those with difficulty remembering or making decisions (27.2 percent) had the highest unemployment rate, followed by vision impaired (22.3 percent), difficulty doing errands (18.5 percent), difficulty dressing or bathing (18.4 percent), and hearing impaired (15.7 percent). Regardless of the disability type, each unemployment rate was higher than the 11.6 percent rate for all Californians in 2011. Unemployment rates by disability type for the

¹ Individual disabilities sum to greater than the total since some persons have multiple disabilities.

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nation largely mirrored those of California with difficulty remembering or making decisions (24.1 percent) having the highest rate of unemployment, and hearing impaired ranking last at 11.2 percent (see Figure 6).

Figure 6
Unemployment Rate by Disability Type



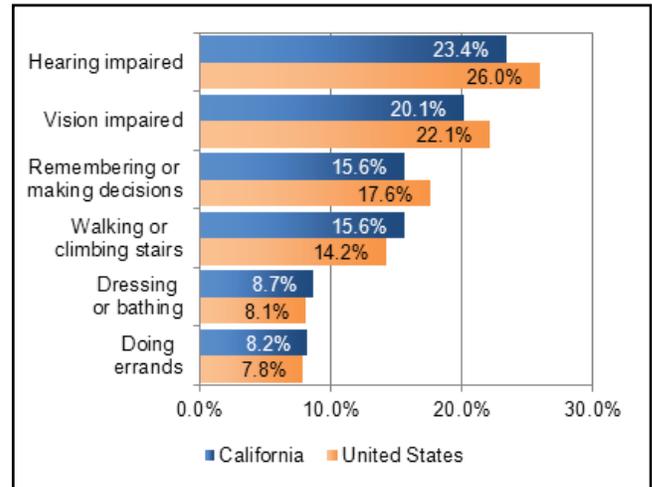
Source: Current Population Survey

Not only did disability types affect unemployment rates but they also affected labor force participation rates² (LFPR). The LFPR was 20.8 percent for disabled persons and 68.4 percent for persons without a disability. The highest LFPR was for persons who were hearing impaired (23.4 percent) followed by vision impaired (20.1 percent), difficulty remembering or making decisions (15.6 percent), and difficulty walking or climbing stairs (15.6 percent). Persons who had difficulty dressing or bathing (8.7 percent) and difficulty doing errands (8.2 percent) had the lowest LFPR of all the disability types (see Figure 7).

² The labor force participation rate is the ratio of the number of persons in the labor force to the number of persons in the working-age population.

³ Part-time employment for non-economic reasons includes any reason not related to a contraction in the business cycle.

Figure 7
Labor Force Participation by Disability Type

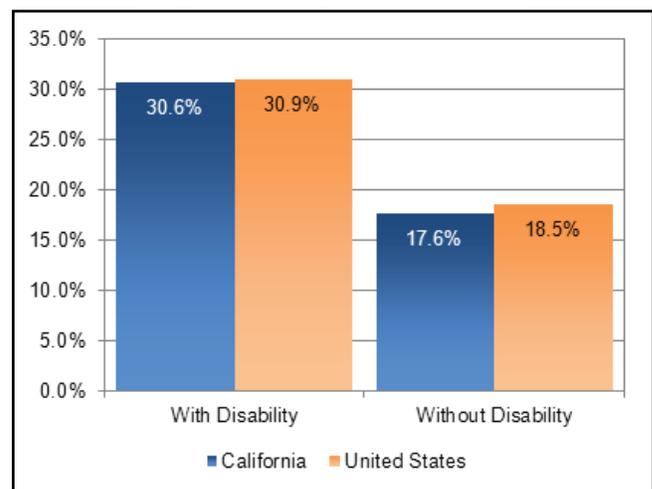


Source: Current Population Survey

Part-time employment

Disabled persons (30.6 percent) were almost twice as likely to be working part time for non-economic³ reasons than persons without a disability (17.6 percent). The difference of 13.0 percentage points is large but comparable to the difference between the corresponding national rates. Nationally, 30.9 percent of disabled persons worked part time for non-economic reasons compared to 18.5 percent for those without a disability (see Figure 8).

Figure 8
Share of Employed Persons Working Part-time for Non-Economic Reasons

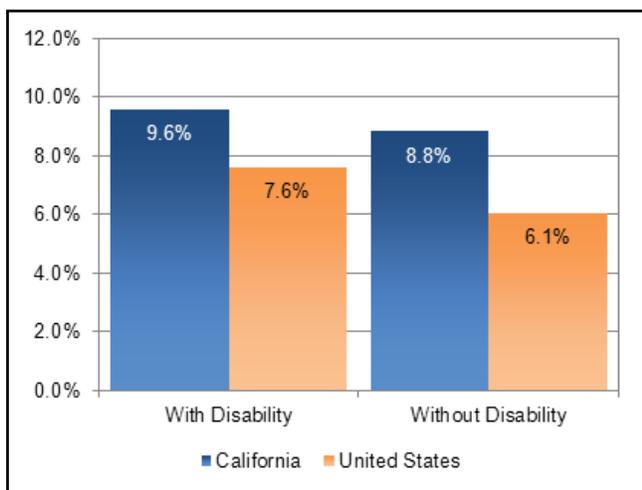


Source: Current Population Survey

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Persons with a disability (9.6 percent) were more likely to be working part time for economic reasons than those without a disability (8.8 percent) in California, a difference of 0.8 percentage point. Nationally, the difference of part-time employment rates for economic reasons between persons with and without a disability was nearly double that of California; 6.1 percent for those without a disability and 7.6 percent for those with a disability, a difference of 1.5 percentage points (see Figure 9).

Figure 9
Share of Employed Persons Working Part time for Economic Reasons

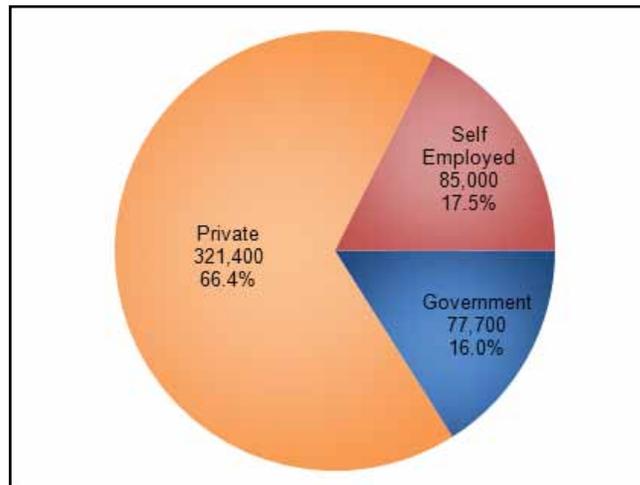


Source: Current Population Survey

Industry and class of work

The vast majority of working disabled persons found employment in California's private sector (see Figure 10), totaling 321,400 persons (66.4 percent). In contrast, the private sector employed 76.4 percent of workers without a disability. Self-employed persons with disabilities totaled 85,000 (17.5 percent) while the government sector employed 77,700 persons with disabilities (16.0 percent). For workers without disabilities, the percentage of workers in the government sector (14.7 percent) and percentage of self-employed workers (8.9 percent) were lower than for those with disabilities.

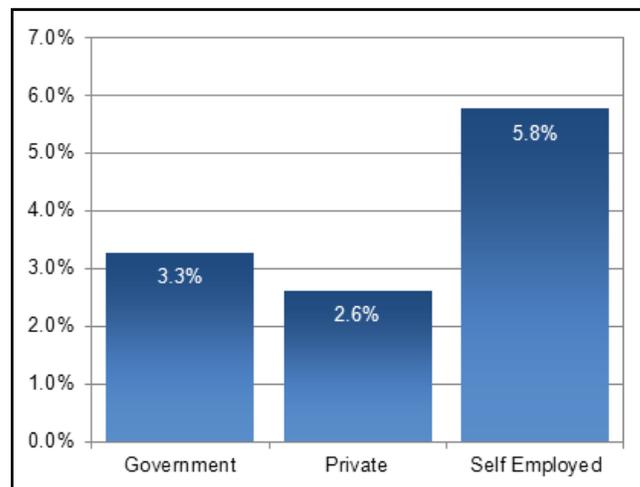
Figure 10
Disabled Workers by Class of Work



Source: Current Population Survey

While the private sector employs more persons with disabilities, the rate of employment for disabled workers within each class of work suggests that self-employment and government work are more accommodating to workers with disabilities (see Figure 11). Disabled persons comprised 5.8 percent of all self-employed workers, 3.3 percent of government sector workers, but only 2.6 percent of private sector workers.

Figure 11
Disabled Persons as a Share of All Workers by Class of Work

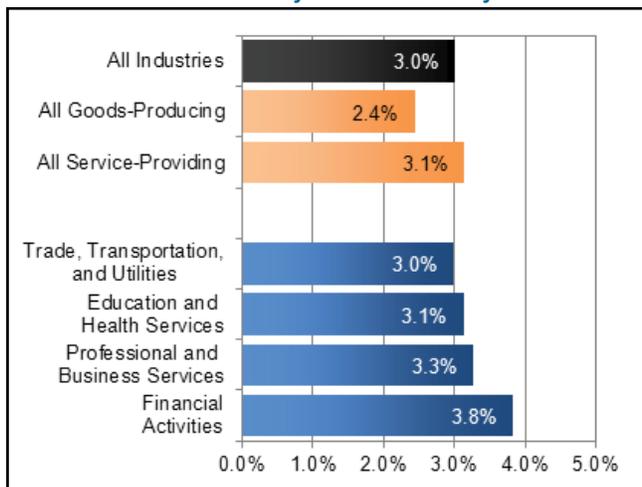


Source: Current Population Survey

Employment of persons with disabilities across all industries was 3.0 percent, compared to 3.1 percent for service-providing industries, and 2.4 percent for goods-producing industries (see Figure 12). Goods-producing industries likely

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Figure 12
Disabled Persons as a Share of All Workers by Selected Industry⁴



Source: Current Population Survey

employed persons with disabilities at a lower rate because many of the occupations within these industries require physical labor, which can be less adaptable for persons with disabilities.

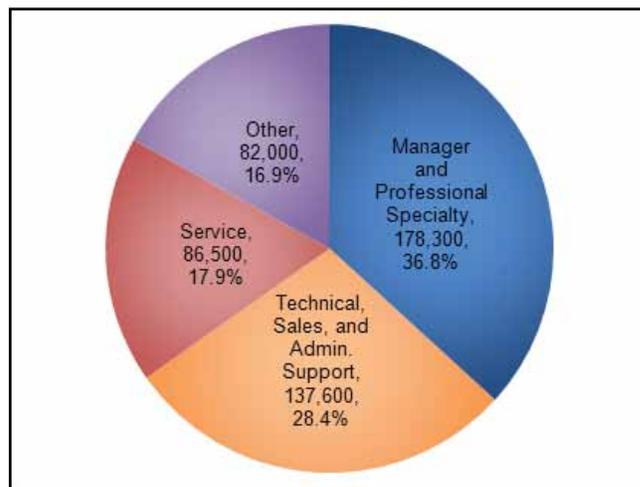
Of the service-providing industries, financial activities (3.8 percent) had the largest share of disabled workers, followed by professional and business services (3.3 percent), education and health services (3.1 percent), and trade, transportation, and utilities (3.0 percent).

Occupations

Manager and professional specialty occupations were held by 178,300 (36.8 percent) disabled workers in 2011; the largest number in any occupational group (see Figure 13). The next largest occupational group was technical, sales, and administrative support with 137,600 (28.4 percent) disabled workers. Service occupations were held by 86,500 (17.9 percent) disabled workers while 82,000 (16.9 percent) disabled workers were employed in all other occupations.

⁴ Employment within individual industries not presented here was not large enough for publishing standards. All goods-producing industries include: mining, logging, construction, and manufacturing. All service-providing industries include: trade, transportation, and utilities; information; financial activities; professional and business services; education and health services; leisure and hospitality; other services; and government.

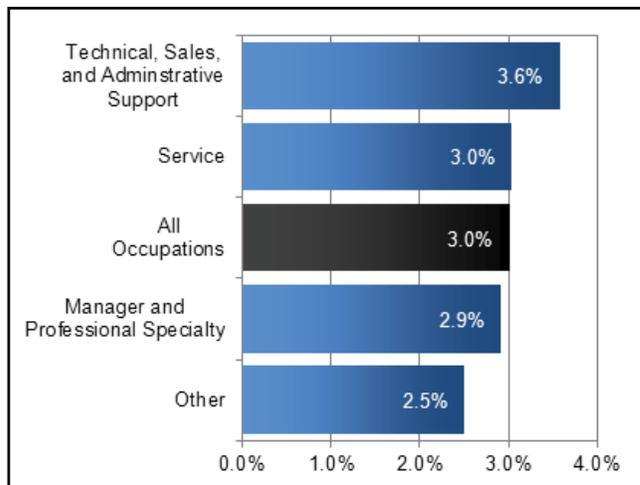
Figure 13
Composition of Disabled Workers by Occupational Group



Source: Current Population Survey

Disabled workers held 3.6 percent of all technical, sales, and administrative support occupations and 3.0 percent of all service occupations (see Figure 14). Despite employing the largest number of disabled persons, only 2.9 percent of persons in manager and professional specialty occupations were disabled. Disabled persons filled only 2.5 percent of other occupations. Production and other manual labor occupations, included in the other occupations group, tend to be less accommodating to persons with disabilities. The difficulty of adapting required production activities for disabled workers

Figure 14
Disabled Persons as a Share of All Workers by Occupational Grouping



Source: Current Population Survey

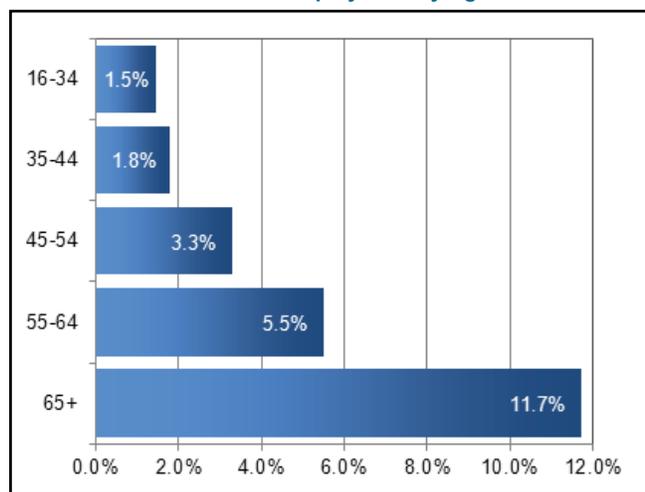
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helps to explain why the rate of employment of disabled persons was so low within this group.

Demographics

Not surprisingly, the share of workers with a disability increased with age (see Figure 15). Disabled workers made up 11.7 percent of all workers aged 65 or older. This rate is nearly twice the disability rate of the 55-64 age group (5.5 percent), and more than three times the rate of the 45-54 age group (3.3 percent). The lowest rates of disability were among the 16-34 age group (1.5 percent) and the 35-44 age group (1.8 percent).

Figure 15
Disabled Persons as a Share of Civilian Employment by Age

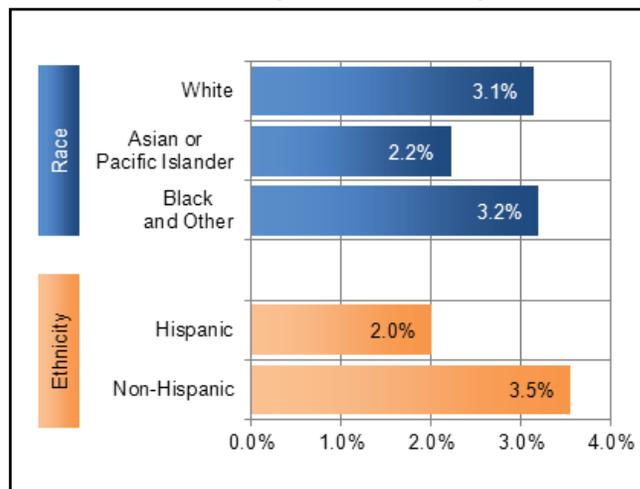


Source: Current Population Survey

By race, the black and other category (3.2 percent) had the highest rate of disabled workers (see Figure 16). This rate is slightly higher than that of whites (3.1 percent). Asian or Pacific Islanders (2.2 percent) had the lowest rate of disabled workers among all racial groups.

By ethnicity, workers of non-Hispanic origin had a higher rate of disability (3.5 percent) than those of Hispanic origin (2.0 percent).

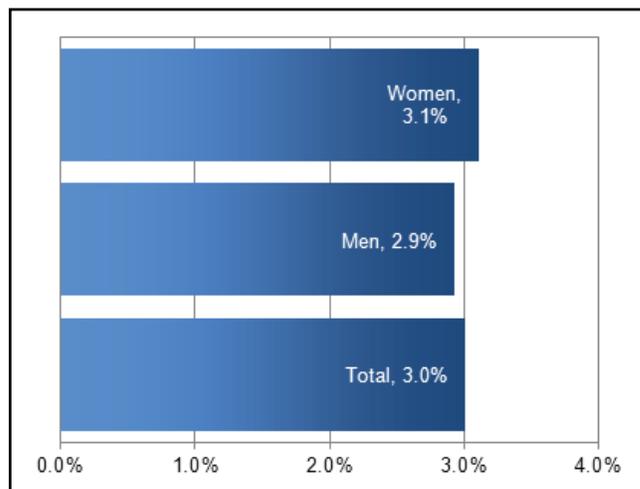
Figure 16
Disabled Workers as a Share of All Workers by Race and Ethnicity



Source: Current Population Survey

Working men and women did not have significantly different rates of disability in 2011. Of all working women, 3.1 percent reported a disability while 2.9 percent of working men reported a disability (see Figure 17).

Figure 17
Disabled Workers as a Share of All Workers by Gender



Source: Current Population Survey

Veterans

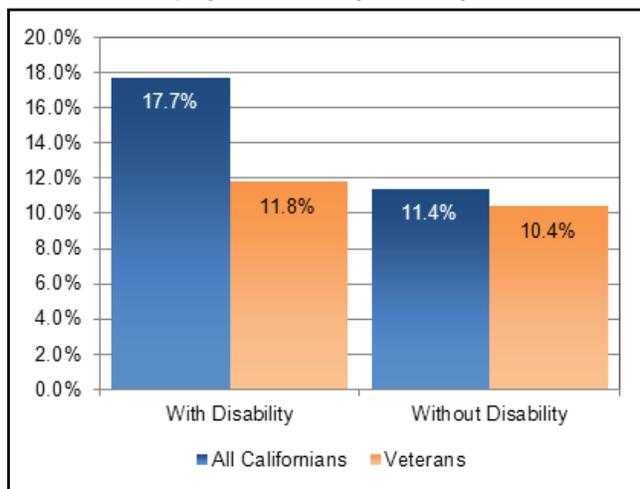
Veterans were much more likely to be disabled than the general population. In 2011, 409,100 of the nearly 1.8 million veterans in California, or 22.8 percent, had a disability. In contrast, only 9.9 percent of all Californians were disabled.

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While veterans in each age group were more likely to have a disability than their non-veteran counterparts, age is also a contributing factor due to the much older age profile of veterans versus all Californians. The vast majority of veterans were in the three oldest age groups, increasing the likelihood of being disabled.

The unemployment rate for Californians without a disability was 11.4 percent⁵ compared to 10.4 percent for all veterans without a disability (see Figure 18). Within both groups, those with disabilities had higher rates of unemployment but the effect was less severe for veterans. This may have again been due to the older age profile of veterans. For all disabled Californians, the unemployment rate was 17.7 percent, a difference of 6.3 percentage points. In contrast, disabled veterans had an unemployment rate of 11.8 percent, a difference of only 1.4 percentage points.

Figure 18
Unemployment Rates by Disability Status



Source: Current Population Survey

⁵ Veteran data are restricted to ages 17 and older in the Current Population Survey. For comparability all Californians are restricted to 17 and older when discussing veteran status.

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Summary Tables

Table 1. Summary Table (Number)

	With Disability		Without Disability	
	Persons	Std. Error	Persons	Std. Error
Total	484,500	25,400	15,622,700	138,200
Gender				
Men	259,100	18,300	8,602,000	100,500
Women	225,400	16,500	7,020,700	88,600
Age				
16-34	83,000	10,500	5,592,900	72,100
35-44	63,700	9,200	3,527,400	61,700
45-54	121,800	12,700	3,588,000	62,100
55-64	133,700	13,300	2,295,700	51,800
65+	82,200	10,500	618,700	28,300
Race				
White	392,100	22,600	12,122,000	74,200
Black and Other	42,100	7,900	1,279,900	29,100
Asian or Pacific Islander	50,300	7,300	2,220,800	42,600
Origin				
Hispanic	112,500	12,600	5,509,000	77,700
Not Hispanic	371,900	22,100	10,113,700	77,900
Occupation				
Manager and professional specialty	178,300	15,400	5,945,900	73,300
Technical, sales, and admin. support	137,600	13,500	3,715,700	62,900
Service occupations	86,500	10,700	2,759,400	56,000
Other	82,000	10,400	3,201,700	59,400
Industry				
Goods-Producing	72,400	9,000	2,892,000	56,300
Service-Providing	412,100	21,400	12,730,700	115,000
Trade, Transportation, and Utilities	90,900	10,100	2,944,100	56,800
Financial Activities	39,400	6,600	988,600	33,100
Professional and Business Services	71,100	8,900	2,099,700	48,100
Education and Health Services	105,500	10,800	3,265,000	59,800
Class of Worker				
Private	321,400	20,500	11,931,700	74,800
Government	77,700	10,200	2,294,200	51,800
Self-employed	85,000	10,600	1,389,700	41,400
Disability Type				
Vision impaired	70,900	9,700		
Hearing impaired	156,000	14,400		
Difficulty doing errands	70,300	9,700		
Difficulty dressing or bathing	40,000	7,300		
Difficulty remembering or making decisions	97,000	11,400		
Difficulty walking or climbing stairs	221,900	17,200		
Part time for economic reasons				
Part time for economic reasons	46,400	5,200	1,379,600	28,000
Part time for non-economic reasons	148,200	10,700	2,753,100	45,800
All other employed	289,800	18,000	11,490,000	109,700

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Table 2. Summary Table (Percent)

	Share of Category				Share of Employed			
	With Disability		Without Disability		With Disability		Without Disability	
	Share %	Std. Error	Share %	Std. Error	Share %	Std. Error	Share %	Std. Error
Total					3.0%	0.2%	97.0%	0.2%
Gender								
Men	53.5%	2.6%	55.1%	0.5%	2.9%	0.2%	97.1%	0.2%
Women	46.5%	2.5%	44.9%	0.4%	3.1%	0.2%	96.9%	0.2%
Age								
16-34	17.1%	2.0%	35.8%	0.4%	1.5%	0.2%	98.5%	0.1%
35-44	13.2%	1.8%	22.6%	0.4%	1.8%	0.3%	98.2%	0.1%
45-54	25.2%	2.3%	23.0%	0.4%	3.3%	0.3%	96.7%	0.2%
55-64	27.6%	2.3%	14.7%	0.3%	5.5%	0.6%	94.5%	0.2%
65+	17.0%	2.0%	4.0%	0.2%	11.7%	1.5%	88.3%	0.3%
Race								
White	80.9%	2.1%	77.6%	0.4%	3.1%	0.2%	96.9%	0.2%
Black and Other	8.7%	1.6%	8.2%	0.3%	3.2%	0.6%	96.8%	0.2%
Asian or Pacific Islander	10.4%	1.4%	14.2%	0.3%	2.2%	0.3%	97.8%	0.1%
Origin								
Hispanic	23.2%	2.3%	35.3%	0.5%	2.0%	0.2%	98.0%	0.1%
Not Hispanic	76.8%	2.2%	64.7%	0.4%	3.5%	0.2%	96.5%	0.2%
Occupation								
Manager and professional specialty	36.8%	2.5%	38.1%	0.4%	2.9%	0.3%	97.1%	0.2%
Technical, sales, and admin. support	28.4%	2.4%	23.8%	0.4%	3.6%	0.4%	96.4%	0.2%
Service occupations	17.8%	2.0%	17.7%	0.4%	3.0%	0.4%	97.0%	0.2%
Other	16.9%	2.0%	20.5%	0.4%	2.5%	0.3%	97.5%	0.1%
Industry								
Goods-Producing	14.9%	1.7%	18.5%	0.3%	2.4%	0.3%	97.6%	0.1%
Service-Providing	85.1%	1.7%	81.5%	0.3%	3.1%	0.2%	96.9%	0.1%
Trade, Transportation, and Utilities	18.8%	1.9%	18.8%	0.3%	3.0%	0.3%	97.0%	0.1%
Financial Activities	8.1%	1.3%	6.3%	0.2%	3.8%	0.6%	96.2%	0.2%
Professional and Business Services	14.7%	1.7%	13.4%	0.3%	3.3%	0.4%	96.7%	0.2%
Education and Health Services	21.8%	2.0%	20.9%	0.3%	3.1%	0.3%	96.9%	0.1%
Class of Worker								
Private	66.4%	2.5%	76.4%	0.4%	2.6%	0.2%	97.4%	0.1%
Government	16.0%	1.9%	14.7%	0.3%	3.3%	0.4%	96.7%	0.2%
Self-employed	17.5%	2.0%	8.9%	0.3%	5.8%	0.7%	94.2%	0.2%
Disability Type								
Vision impaired	14.6%	1.9%						
Hearing impaired	32.2%	2.5%						
Difficulty doing errands	14.5%	1.8%						
Difficulty dressing or bathing	8.3%	1.4%						
Difficulty remembering or making decisions	20.0%	2.1%						
Difficulty walking or climbing stairs	45.8%	2.6%						
Part time for economic reasons								
Part time for economic reasons	9.6%	1.0%	8.8%	0.2%	3.4%	0.4%	96.6%	0.1%
Part time for non-economic reasons	30.6%	1.8%	17.6%	0.3%	5.4%	0.4%	94.6%	0.2%
All other employed	59.8%	2.4%	73.5%	0.4%	2.5%	0.2%	97.5%	0.1%

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Table 3. Summary of Labor Force Status

	With Disability		Without Disability	
	Persons	Std. Error	Persons	Std. Error
Employment				
Working-Age Population	2,833,400	61,100	25,771,000	172,100
Labor Force	588,500	28,000	17,628,300	145,900
Employed	484,500	25,400	15,622,600	138,200
Unemployed	104,000	7,900	2,005,700	34,500
Not in Labor Force	2,244,900	42,100	8,142,700	79,100
Unemployment Rate	17.7%	1.2%	11.4%	0.2%
Labor Force Participation Rate	20.8%	0.9%	68.4%	0.3%
Veterans Employment				
Population	409,100	23,400	1,382,600	42,800
Labor Force	76,600	10,100	817,500	33,000
Employed	67,500	9,500	732,700	31,200
Unemployed	9,100	2,300	84,700	7,100
Not in Labor Force	332,600	16,300	565,200	21,200
Unemployment Rate	11.8%	2.9%	10.4%	0.8%
Labor Force Participation Rate	18.7%	2.2%	59.1%	1.5%
Labor Force Participation Rate by Disability Type				
Vision impaired	20.1%	2.2%		
Hearing impaired	23.4%	1.7%		
Difficulty doing errands	8.2%	1.0%		
Difficulty dressing or bathing	8.7%	1.4%		
Difficulty remembering or making decisions	15.6%	1.4%		
Difficulty walking or climbing stairs	15.6%	1.0%		
Unemployment Rate by Disability Type				
Vision impaired	22.3%	3.4%		
Hearing impaired	15.7%	2.1%		
Difficulty doing errands	18.5%	3.2%		
Difficulty dressing or bathing	18.4%	4.3%		
Difficulty remembering or making decisions	27.2%	3.0%		
Difficulty walking or climbing stairs	15.4%	1.7%		

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DATA NOTES

Variables and their definitions included in this report are provided by the Bureau of Labor Statistics and the Census Bureau. Additional information may be found at <http://www.census.gov/cps/>.

This report is based upon an annual average for calendar year 2011 of special tabulations of the Current Population Survey, produced by the United States Bureau of Labor Statistics. Except where noted, the tabulations restrict observations only to persons age 16 or older and not currently on active military duty.

The standard errors presented in the summary tables at the end of this report and used in calculating statistical significance of rates throughout this report are estimates of the actual standard errors. These standard error estimates are calculated using formulas and design factors provided by the United States Bureau of Labor Statistics. Detailed information on the calculation of standard errors from this survey can be found in the “Reliability of estimates” supplement published by the Bureau of Labor Statistics along with the summary data.

To determine if the estimates or rates are statistically different between the population with and without disabilities using a 90 percent confidence interval, the standard error can be multiplied by 1.645 to obtain a margin of error. Adding and subtracting the margin of error from the estimate will provide a 90 percent confidence interval. A confidence interval of 90 percent means that if the survey

were conducted 10 times, one of those times the true value would fall outside the confidence interval. More precise comparisons can be made by using 1.96 for 95 percent confidence intervals or 2.58 for 99 percent confidence intervals when calculating the margin of error.

Questions regarding the content of this report should be directed to Jacob Boyce (jacob.boyce@edd.ca.gov), Research Analyst for the Labor Market Information Division of the California State Employment Development Department.



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