

INSTITUTO NACIONAL DE ESTADISTICA



The Employment of persons with disabilities 2011

Results report

Madrid, March 2013

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1. Executive summary

1 Summary

The group 'persons with disabilities' is considered a priority focal point of social policies, and one of the essential purposes of said policies is the integration of these persons within the workplace.

The National Statistics Institute (INE) has at its disposal information on disabilities and the labour market that is obtained via *The Survey on Disabilities, Personal Independence and Dependency 2008* (EDAD 2008), and via the 2002 and 2011 ad hoc modules of the Economically Active Population Survey (EAPS), concerning persons with disabilities and their relationship with employment, and concerning health problems and their relationship with employment, respectively. The problem with these sources is their periodicity, which prevents us from having ongoing and updated information on the employment situation of this group.

In 2009, backed by the Spanish Committee for Persons with Disabilities (CERMI) and the ONCE Foundation, the INE set itself the objective of creating an ongoing statistical operation to provide information regarding 'The Employment of persons with disabilities'.

The project is carried out thanks to a Collaboration Agreement signed by the INE, the IMSERSO, the Directorate General of Disability Support Policies, the Spanish Committee for Persons with Disabilities (CERMI) and the ONCE Foundation. It has been partially financed by the ONCE Foundation, within the framework of the Operational Programme for Fighting Discrimination 2007-2013 and of the Talent Programme, jointly financed by the European Social Fund.

Technically, the operation consists of crossing the information from the Economically Active Population Survey (EAPS) with information on record in the State Database of Persons with Disabilities (BEPD). The demographic, employment and educational characteristics of persons with disabilities, the typology of the households in which they reside, and the employment situation of their members, is researched.

The **target population under study** consists of persons between the ages of 16 and 64, who reside in main family dwellings and who have a degree of disability equal to or greater than 33 percent. In other words, **persons of working age with a disability certificate or with a legally recognised disability**.

The reference period of the data is the calendar year. After crossing the information, the administrative data concerning disability provided by the State Database of Persons with Disabilities, as at 31 December of the last year available, are added to the employment and demographics data from the EAPS records for the four quarters. Lastly, elevation factors are applied. These will include, besides the traditional calibration of the EAPS, an additional calibration that is adjusted to the main magnitudes of the BEPD and to the main employment variables of the EAPS.

The main advantage of this operation is the use of existing administrative records, in that it avoids the statistical overload that would arise from conducting a specific survey.

The project began in 2010 as a pilot study with reference data for the year 2008. Subsequently, during 2011 provisional results were obtained for the reference periods 2009 and 2010. In 2012 the statistics were extended to include data from the Social Security General Treasury (TGSS) regarding measures to promote employment and concerning protected employment; information regarding the payment of benefits, from the Register of

Public Social Benefits of the National Social Security Institute (INSS), and data regarding dependency collected by the System for the Autonomy of and Support for Dependent Persons (SAAD).

Thereby data referring to the periods 2008, 2009 and 2010 were deemed final, and *The Employment of Persons with Disabilities* was established as an ongoing operation at annual intervals, appearing in National Statistical Plan 2009-2012 and in the plan for the period 2013-2016 with the number 5631.

The results of these statistics for year 2011 show the following:

- Less than 5% of the population of working age have a disability certificate (4.1%).
- Regarding the employment market, most noteworthy within this group is its low participation therein, with an activity rate almost 40 points lower than that of the population without disabilities (36.6%)
- The number of inactive persons with disabilities increases notably with age. In terms of gender, however, the activity rate of women with disabilities (33%) is somewhat closer to the male rate (39.6%) than in the population without disabilities: there is a difference of 6.6 points in the former, as compared with 7.1 in the latter.
- Besides gender and age, labour participation is very much determined by the type and intensity of the disability. Persons with a disability associated to a hearing impairment are those most actively working and offer an activity rate that doubles that of persons with a mental disorder, which turns out to be the most inactive group (54.4% as compared with 25.5%)
- The activity rate of persons with a degree of disability under 45% exceeds by almost 40 points that of persons with a degree of disability of 75% or greater (54.1% as compared with 14.4%)
- The importance of education as an integrating variable in the social and labour environment is highlighted via the activity and employment rates, since both increase at the same rate as the educational level, even exceeding by more than 20 points on average in the case of persons with disabilities and higher education.
- In terms of employment profile, 8.9 out of 10 workers with disabilities are salaried employees, 7.7 out of 10 salaried employees have an indefinite contract, and 8.2 out of 10 workers are in the services sector.
- 25.7% of employed persons with disabilities who work in ordinary centres receive some rebate in their social security contributions, and 26.5% have a specific disability contract.
- Workers with disabilities in the private sector belonging to companies with more than 50 workers represent 2% of the total number of salaried employees in said companies.¹, percentage that includes entities that specialise in the social inclusion of persons with disabilities.
- More than half of the persons with disabilities of working age (57%) receive some benefit. Of these, 19.3% (138,700 persons) remain active.

¹ The statistics "The Employment of Persons with Disabilities" does not disclose the percentage of companies with more than 50 workers that fulfil the legally established reservation quota, according to which at least 2% of their staff have to be disabled persons.

2. Results report 2011

2.1 Introduction

Labour market participation has significant effects on the level and quality of life of the population in general, and in particular, that of the group of persons with disabilities.

In Spain, since the passing of the Law on the Social Integration of the Disabled (LISMI) in 1982, this idea that the full integration into society of these persons is brought about through their integration within the labour market has consolidated itself.

The so-called “Global action strategy for the employment of persons with disabilities 2008-2012” diagnoses low labour market participation as the greatest problem faced by the group. Furthermore, it specifies a whole series of lines of action the explicit purpose of which is to tackle the identified causes for low labour activity.

In order to analyse the effectiveness of the adopted action plans, we require data that provides pertinent information. For a long time the group ‘persons with disabilities’ has been distinguished as a group with respects to which there is an absence of ongoing and comparable information, both in terms of measuring the results and impact of the different instruments of intervention on employment, as well as to evaluate the challenges posed therein by the economic crisis.

The statistics “The Employment of Persons with Disabilities” (EPD), compiled by the INE since 2010, is created with the purpose of being an ongoing source of relevant information regarding the situation of persons with disabilities in the labour market. It uses the information derived from the integration of the statistical data provided by INE's Economically Active Population Survey (EAPS), with the information on record in IMSERSO's State Database of Persons with Disabilities (BEPD). The data on disabilities, provided by the database on persons with a disability certificate, is added to the employment and demographic data of the survey.

An analysis is subsequently provided of the results offered by the statistics during their initial years of publication. This analysis, besides providing a broad description of the employment situation in Spain for the group ‘persons with disabilities’, shows the breadth of information, opportunities and approaches in studies that open up with the availability of these statistics.

Nevertheless, the amount of information provided is restricted to a regional level, in that, because the presence of disabilities in the population is an atypical phenomenon, the sample size obtained for autonomous communities limits the use of results therein.

It is worth noting that the quality of the State Database of Persons with Disabilities (BEPD) has improved considerably since the reference year 2009. Improvement thereof enables improved analyses, but prevents the drawing of strict comparisons with the year 2008. Moreover, it should be borne in mind that the reference date for the BEPD used for EPD-2008 was 31/12/2006, therefore the population with a disability certificate assessed during 2007 was excluded. For these reasons, the comparative tables between the EPD-2009 and EPD-2008 data must be restricted to the structure and composition of the population (not taking into account the absolute figures regarding the number of persons with disabilities). In general, any figure compared with the year 2008 must be analysed with caution, and preferably in terms of increase/decrease, without placing emphasis on the amount. Therefore, comparisons with 2008 have been excluded from the analysed results.

In the following sections of this results report the employment situation and evolution of the group 'persons with disabilities' in the labour market (economically active persons) is shown, comparing it with that of the rest of the population. Aside from disability, other personal characteristics may have a bearing on this comparison, therefore from the outset a general overview is given of the population with and without disabilities.

2.2 Characteristics in 2011 of the population legally recognised as disabled.

In 2011 there is a total of 1,262,000 persons of working age (16 to 64 years old) with a disability certificate, accounting for 4.1% of the total population of working age.

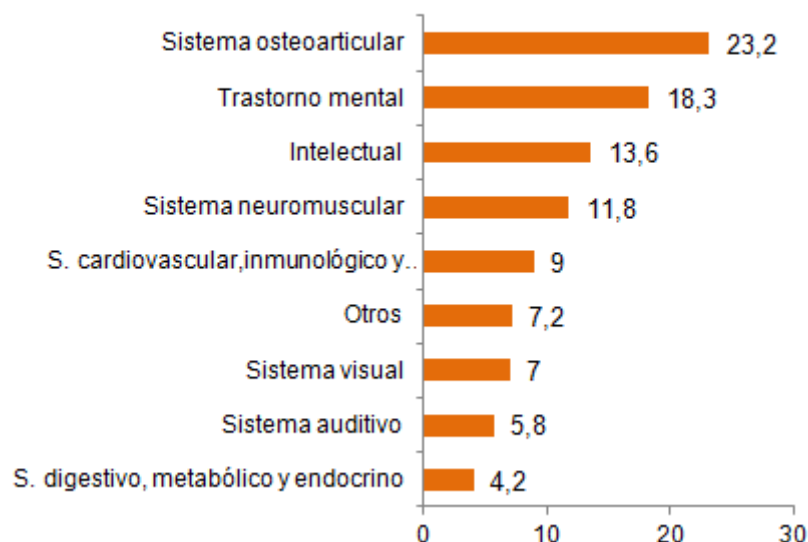
The structure of the population with disabilities influences its behaviour in the labour market. A greater percentage of men and persons over the age of 45 is observed. The close-knit relationship between age and disability is evident, whereby the greater the age, the greater the percentage of persons with a disability certificate.

Población según discapacidad. Año 2011. Valores absolutos en miles.

	Total		Personas sin		Personas con	
	V. absolutos	%	V. absolutos	%	V. absolutos	%
TOTAL	30.706,3	100,0	29.444,4	100,0	1.262,0	100,0
SEXO						
Hombres	15.455,8	50,3	14.768,1	50,2	687,7	54,5
Mujeres	15.250,5	49,7	14.676,3	49,8	574,2	45,5
GRUPOS DE EDAD						
16-24	4.258,0	13,9	4.182,2	14,2	75,9	6,0
25-34	6.983,9	22,7	6.831,0	23,2	153,0	12,1
35-44	7.734,6	25,2	7.484,4	25,4	250,3	19,8
45-54	6.631,9	21,6	6.269,9	21,3	361,9	28,7
55-64	5.097,8	16,6	4.676,9	15,9	420,9	33,4

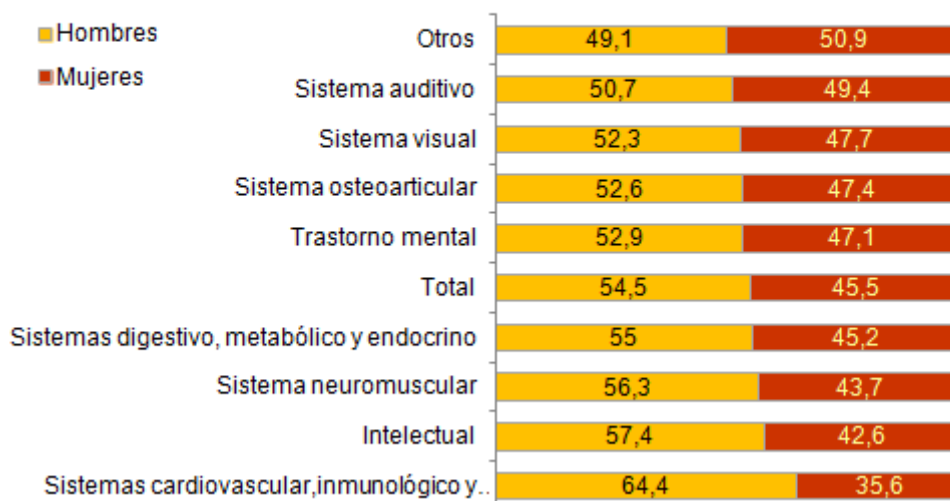
The **types of disability** occurring the most among the population of working age in 2011 are those associated with *osteoarticular impairments* (23.2%) and *mental disorders* (18.3%). At the other end of the spectrum, impairments of the *digestive, metabolic and endocrine systems* (4.2%) and of the *auditory system* (5.8%) register a lower degree in said population.

Distribución según tipo de discapacidad (%) . Año 2011



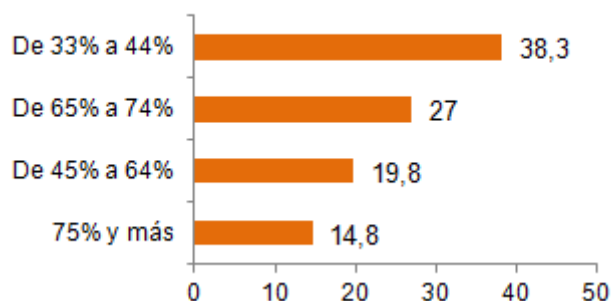
It is worth noting that impairments of the *cardiovascular, respiratory and immunological system* present the greatest disparity between the male and female populations. Specifically, of the total number of persons registering this impairment, 64.4% are men and 35.6% are women.

Personas con certificado de discapacidad por tipo de discapacidad. Distribución por sexo (%). Año 2011



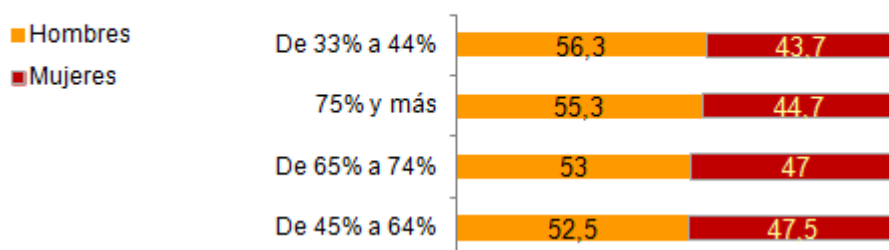
In 2011, in terms of **intensity of the disability**, 14.8% of persons with a disability certificate of working age need assistance from a third party (who have a degree of disability equal to or greater than 75%), whereas the most common group, with 38.3% of persons, is the group with the lowest degree of disability (between 33% and 44%).

Distribución según grado de discapacidad (%). Año 2011



There are more men than women in all degrees of disability, exceeding 55% of the population in the groups with the highest and lowest intensity (with a degree greater than or equal to 75%, and with a degree between 33% and 44%, respectively).

Personas con certificado de discapacidad por grado de discapacidad. Distribución por sexo (%). Año 2011



According to the **level of studies** there are notable differences in 2011 with regards to the population without disabilities. The weight of persons with higher education is lower, whilst lower-level education, particularly primary education, is predominant: 14.7% of persons with disabilities have higher education, as compared with 29.6% for the remainder of the population, and the percentage of persons with primary education (32.2%) is double that of persons without disabilities (15.8%).

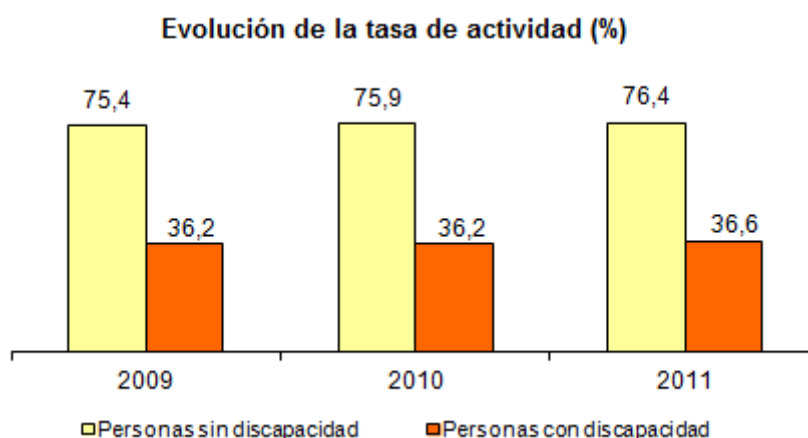
Población según nivel de estudios. Año 2011. Valores absolutos en miles.

	Total		Personas sin discapacidad		Personas con discapacidad	
	V. absolutos	%	V. absolutos	%	V. absolutos	%
TOTAL	17.953,3	100,0	17.616,1	100,0	337,3	100,0
Analfabetos	305,7	1,0	204,4	0,7	101,3	8,0
Primaria	5.066,3	16,5	4.660,1	15,8	406,3	32,2
Secundaria y programas de formación e inserción laboral	16.446,0	53,6	15.876,5	53,9	569,5	45,1
Superiores, incluyendo doctorado	8.888,4	28,9	8.703,4	29,6	185,0	14,7

2.3 Active persons with disabilities

In global terms, and from an employment point of view, **what is most relevant for the group of persons legally recognised as disabled is their low labour market participation**, and not so much their level of unemployment.

Its **economic activity rate** was 36.6% in 2011, almost 40 points below that of the population without disabilities (76.4%). The rate has barely varied throughout the period 2009-2011.



Activos según discapacidad . Año 2011. Valores absolutos en miles.

	Total		Personas sin discapacidad		Personas con discapacidad	
	V. absolutos	Porcentajes	V. absolutos	Porcentajes	V. absolutos	Porcentajes
TOTAL	22.949,2	100,0	22.487,6	100,0	461,6	100,0
SEXO						
Hombres	12.595,5	54,9	12.323,3	54,8	272,2	59,0
Mujeres	10.353,7	45,1	10.164,3	45,2	189,5	41,0

As occurs with the general population, women are less actively present in the labour market, but the **economic activity rate for women with disabilities is closer to the male rate than in the population without disabilities**.

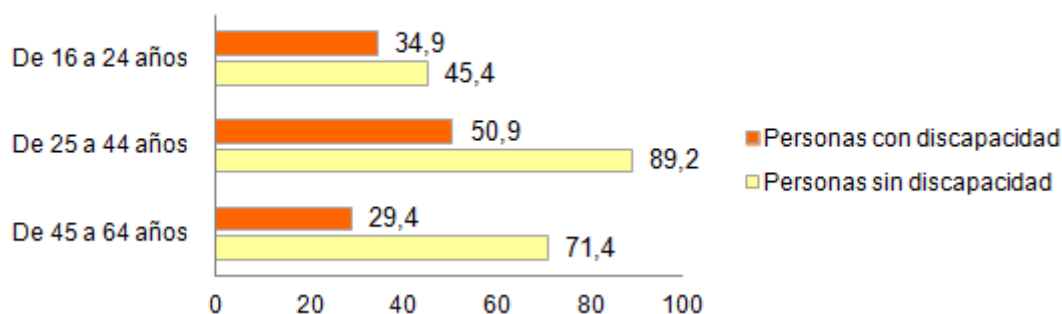
In 2011, with regards to persons with disabilities, the economic activity rate for women stood at 33.3%, showing a 6.6 point difference from men, at 39.6%. With regards to persons without disabilities, and during that same year, there was a 14-point difference between the economic activity rate of women and that of men (69.3% as compared with 83.4%).

Evolución de la actividad por sexo (%)

	Personas sin discapacidad			Personas con discapacidad		
	2009	2010	2011	2009	2010	2011
Total	75,4	75,9	76,4	36,2	36,2	36,6
Hombres	83,8	83,6	83,4	41,0	40,4	39,6
Mujeres	66,9	68,1	69,3	30,4	31,0	33,0

With increasing age the gap in labour market participation between the population of persons with disabilities and the rest widens, with the greatest incidence of economic inactivity in the oldest age group.

Tasa de actividad por grupos de edad (%). Año 2011



On the other hand, the group of persons aged between 16 and 24 recorded a drop in activity in the 2009-2011 period. This decrease was less pronounced in the case of young persons with disabilities (0.7 points less than in 2010) than for those without disabilities (for whom the decrease was 2.2 points). Among those aged over 25 with disabilities, the activity rate increased, albeit at a slower rate than for persons without disabilities.

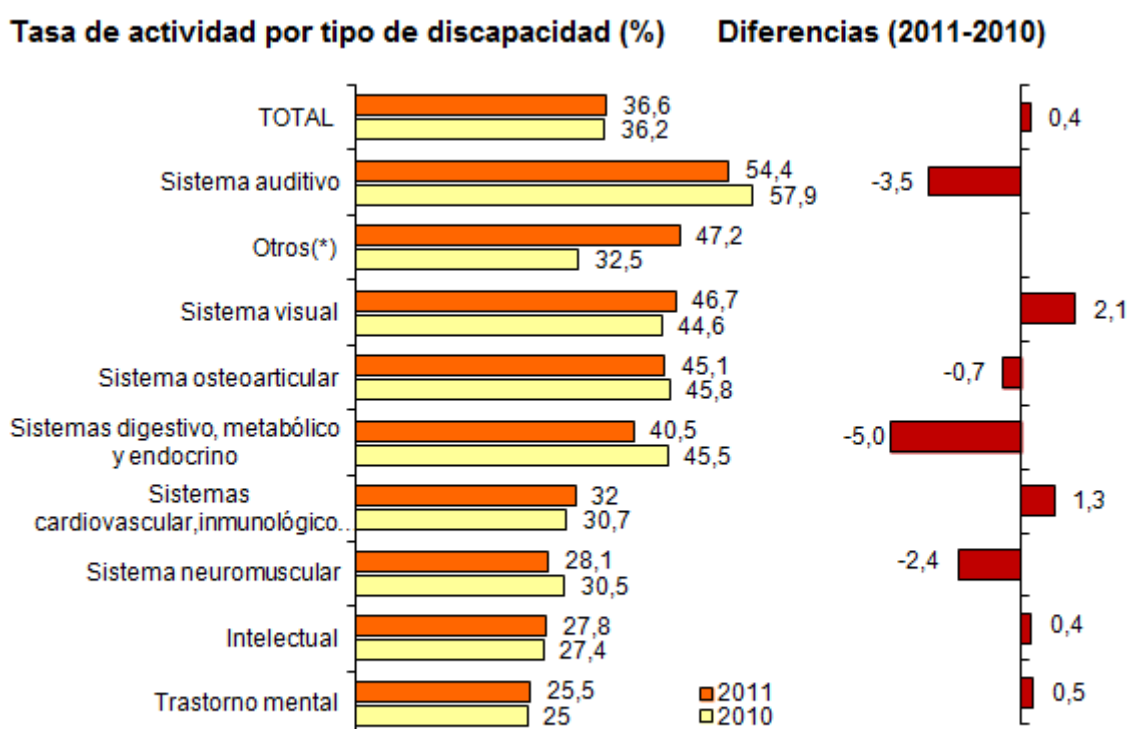
Evolución de la tasa de actividad por grupos de edad (%)

	Personas sin discapacidad			Personas con discapacidad		
	2009	2010	2011	2009	2010	2011
Total	75,4	75,9	76,4	36,2	36,2	36,6
Población de edad 16 a 24 años	49,9	47,6	45,4	35,8	35,6	34,9
Población de edad 25 a 44 años	87,8	88,6	89,2	49,2	50,1	50,9
Población de edad 45 a 64 años	68,9	70,1	71,4	29,1	28,9	29,4

Labour participation was strongly determined by the **type and intensity of the disability**.

According to the **type of disability**, disability associated with hearing impairments was the one registering the highest activity rates in 2011 (54.4%). In turn, disability associated with mental disorder registered the lowest (25.5).

As compared with the evolution in 2009-2011, greatest growth was registered in the activity rate in groups whose disability was associated with visual impairment and those of the cardiovascular, immunological and respiratory systems. The greatest decreases corresponded to groups with disabilities associated with impairments of the digestive, metabolic and endocrine systems, of the auditory system and of the neuromuscular system.



(*) El grupo de deficiencia Otros no es comparable con años anteriores a 2011. Incluye personas con discapacidad expresiva, indeterminada, desconocida y, desde 2011, personas registradas en la TGSS para las cuales no se dispone del tipo de discapacidad.

Education is therefore an essential tool enabling accessibility to the labour market, in general, of any person, but with particular significance in the case of persons with disabilities. An analysis of the activity situation of persons with disabilities according to their educational level, compared with that of persons without disabilities, provides information in this regard.

The activity rate of the population of persons with disabilities increases as their educational level increases, and bridges the gap with persons without disabilities. In 2011 an activity rate of 57.1% was reached in persons with disabilities with higher education, 20.5 points above the average for the group, and 33.7 points higher than for those with a primary education. Similar behaviour was observed in the population of persons without disabilities, although it was less pronounced. The difference in this case was 12 points when compared with the average, and almost 28 points between those with higher education and those with primary education.

Tasa de actividad por nivel de estudios (%). Año 2011

	Total	Personas sin discapacidad	Personas con discapacidad
Total	74,7	76,4	36,6
Analfabetos	33,5	47,2	6,0
Primaria	57,7	60,6	23,4
Secundaria y programas de formación e inserción laboral	73,7	74,8	44,7
Superiores, incluyendo doctorado	87,7	88,4	57,1

With regards to persons without disabilities, the activity rate recorded slight increases in relation with persons with a secondary education and equivalent or higher. Whereas for persons with disabilities, it only increases in relation with persons with primary education.

Evolución de la tasa de actividad por nivel de estudios (%)

	Personas sin discapacidad			Personas con discapacidad		
	2009	2010	2011	2009	2010	2011
Total	75,4	75,9	76,4	36,2	36,2	36,6
Analfabetos	44,1	47,8	47,2	7,2	7,0	6,0
Primaria	60,4	61,2	60,6	22,2	21,8	23,4
Secundaria y programas formación e inserción laboral	74,4	74,5	74,8	45,5	44,9	44,7
Superiores, incluyendo doctorado	88,1	88,1	88,4	61,4	59,7	57,1

2.4 Employed persons with disabilities

The employment rate with regards to persons with a disability certificate was 26.7% in 2011, less than half that of the population without disabilities, whose percentage of employed persons was 59.8%. The situation is similar to that of previous years.

Evolución de la tasa de ocupación por sexo (%)

	Personas sin discapacidad			Personas con discapacidad		
	2009	2010	2011	2009	2010	2011
Total	61,8	60,6	59,8	28,3	27,7	26,7
Hombres	68,9	67,1	65,7	32,1	31,4	29,1
Mujeres	54,5	54,1	53,9	23,7	23,3	23,9

Among employed persons with disabilities, a greater percentage of men is observed (59.4%) than in the employed population without disabilities (55.1%). The female employment rate was the only one to experience an increase as compared with 2010, growing 6 tenths.

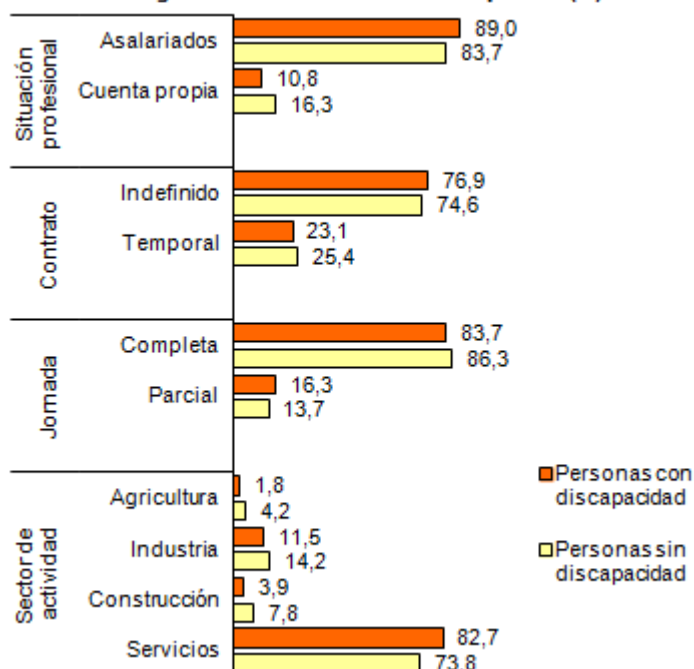
Ocupados . Año 2011. Valores absolutos en miles.

	Total		Personas sin discapacidad		Personas con discapacidad	
	V. absolutos	%	V. absolutos	%	V. absolutos	%
Total	17.953,3	100,0	17.616,1	100,0	337,3	100,0
Hombres	9.907,6	55,2	9.707,4	55,1	200,2	59,4
Mujeres	8.045,8	44,8	7.908,7	44,9	137,1	40,6

The educational level has a considerable influence on the employability of persons with disabilities. In 2011, 49.2% of persons from this group with higher education were employed, as compared with an employment rate of just 13.2% in the case of persons with disabilities with basic education or with no education.

82.7% of employed persons with disabilities carry out their economic activity within the services sector, as compared with 73.8% of those without disabilities. In terms of the branches of activity, employed persons with disabilities have a higher presence in 'Health and social services activities', 'Administrative and support services activities', 'Public Administration, Defence and Compulsory Social Security' and in 'Mining and quarrying industries, and manufacturing'.

Distribución según características de la ocupación (%)



Ocupados según discapacidad. Año 2011. Valores absolutos en miles.

	Total		Personas sin discapacidad		Personas con discapacidad	
	Valores absolutos	Porcentajes	Valores absolutos	Porcentajes	Valores absolutos	Porcentajes
TOTAL	17.953,3	100,0	17.616,1	100,0	337,3	100,0
Agricultura, ganadería, silvicultura y pesca	748,3	4,2	742,1	4,2	6,1	1,8
Industrias extractivas y manufacturera	2.335,8	13,0	2.301,4	13,1	34,4	10,2
Suministro de energía eléctrica, gas, vapor y aire acondicionado, agua, actividades de saneamiento, gestión de residuos y descontaminación	208,8	1,2	204,4	1,2	4,4	1,3
Construcción	1.388,2	7,7	1.374,9	7,8	13,2	3,9
Venta y reparación de vehículos de motor y motocicletas, comercio al por mayor e intermediarios del comercio, excepto de vehículos de motor y motocicletas	1.046,5	5,8	1.032,8	5,9	13,7	4,1
Comercio al por menor, excepto de vehículos de motor y motocicletas	1.853,7	10,3	1.829,9	10,4	23,9	7,1
Transporte y almacenamiento	875,3	4,9	860,3	4,9	15,0	4,4
Hostelería	1.383,9	7,7	1.371,3	7,8	12,6	3,7
Información y comunicaciones, actividades financieras y de seguros, inmobiliarias, profesionales, científicas y técnicas	1.855,7	10,3	1.836,1	10,4	19,6	5,8
Actividades administrativas y servicios auxiliares	896,7	5,0	860,1	4,9	36,6	10,8
Administración Pública y defensa; Seguridad Social obligatoria	1.400,4	7,8	1.364,8	7,7	35,6	10,6
Educación	1.165,8	6,5	1.133,1	6,4	32,7	9,7
Actividades sanitarias y de servicios sociales	1.410,9	7,9	1.373,6	7,8	37,3	11,1
Actividades artísticas, recreativas y de entretenimiento	308,3	1,7	278,3	1,6	30,0	8,9
Resto de servicios	1.075,0	6,0	1.052,8	6,0	22,2	6,6

83.7% of employed persons with disabilities worked full time (2.6 points less than persons without disabilities).

Ocupados según tipo de jornada. Año 2011.

	Personas sin discapacidad		Personas con discapacidad	
	V. absolutos	%	V. absolutos	%
Total	17.616,1	100,0	337,3	100,0
Jornada completa	15.206,0	86,3	282,3	83,7
Jornada parcial	2.410,1	13,7	54,9	16,3

Among the employed population, **the rate of salaried employees was higher with regards to the population with disabilities** (89.0% in 2011) than with the rest (83.7%).

Employed persons (aged 16 to 64) by professional situation (%)

	2009	2010	2011
- Total number of employed persons (16 to 64)	100	100	100
- Salaried employees			
Persons without disabilities	83.3	83.4	83.7
Persons with disabilities	88.9	89.3	89.0
- Self-employed workers			
Persons without disabilities	16.7	16.6	16.3
Persons with disabilities	11.0	10.6	10.8

The percentage of salaried employees with disabilities in private sector companies with 50 or more workers was 2.0%, percentage that includes those entities specialised in the social inclusion of persons with disabilities.

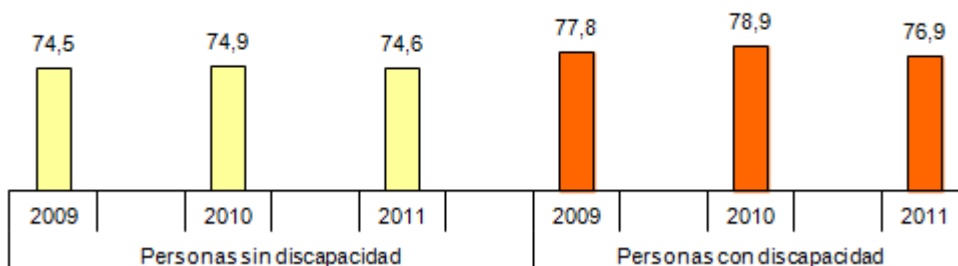
Asalariados con discapacidad en empresas del sector privado(*). Año 2011

	Porcentaje
Total de asalariados	1,7
Empresas de menos de 50 trabajadores	1,3
Empresas de 50 o más trabajadores	2,0

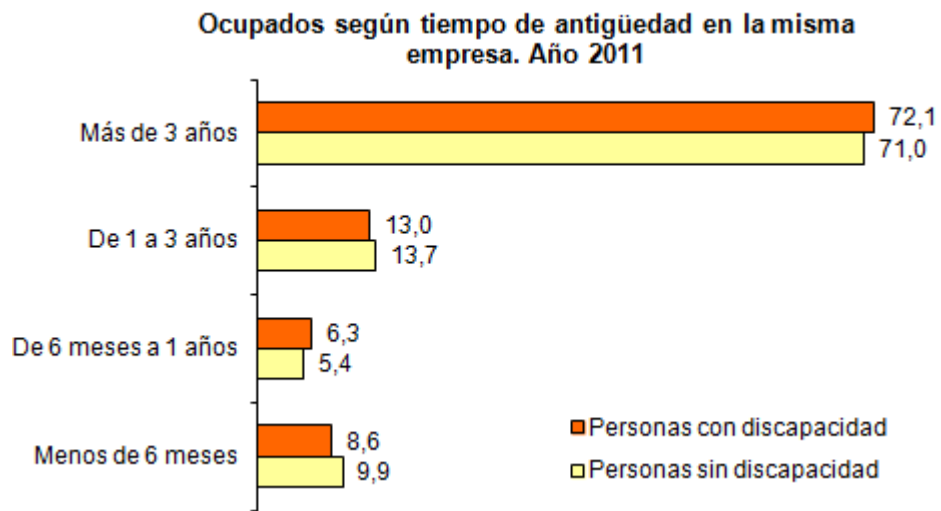
(*) Here, the percentage of companies that meet the reservation quota is not accounted for, but rather a global approximation consisting of the percentage of workers with disabilities, according to the size of the company. It is not applicable to the public sector, as the accounting for the reservation quota for persons with disabilities therein is established in the employment announcements, and not with regards to staff numbers.

Although access to the labour market is more limited for persons with disabilities, once they enter the market they have more stability than the population without disabilities. In 2011, **76.9% of salaried employees with a disability certificate had an indefinite contract, more than two points higher than the rate for the general population.** Although during the last year the percentage of employed persons with disabilities with this type of contract has decreased, approaching that of the population without disabilities.

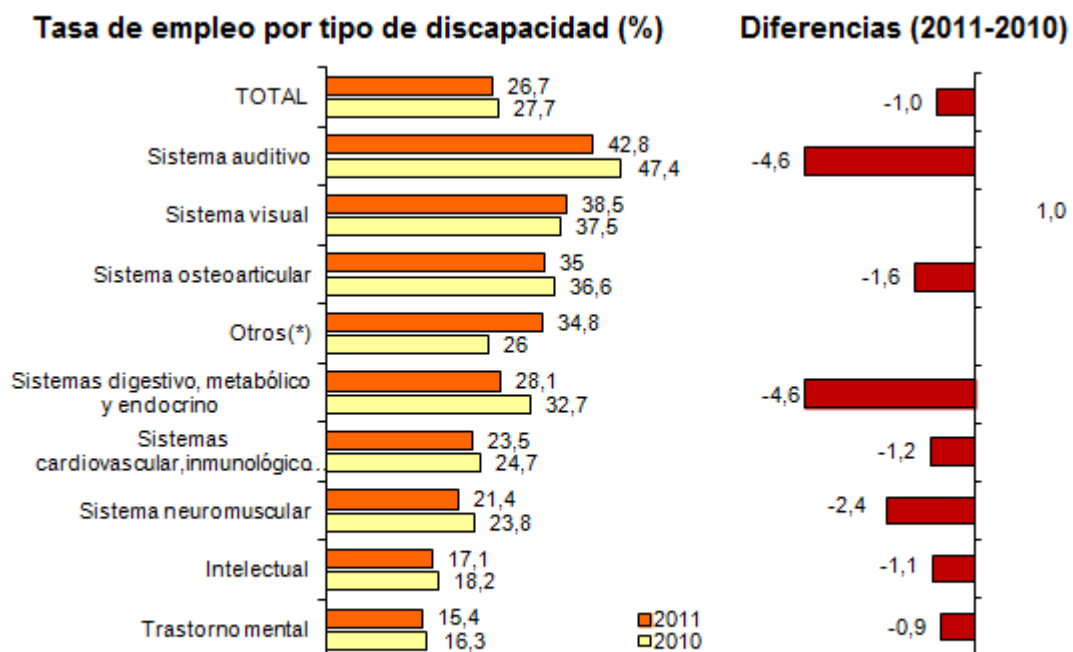
Asalariados con contrato indefinido



Distribution according to the seniority of the employed persons with disabilities was very similar to that found with respects to the rest of employed persons, with the only particularity being that the percentage of the former was slightly higher in the '3 years and over' seniority bracket, and slightly lower in the 'less than 6 months' seniority bracket.

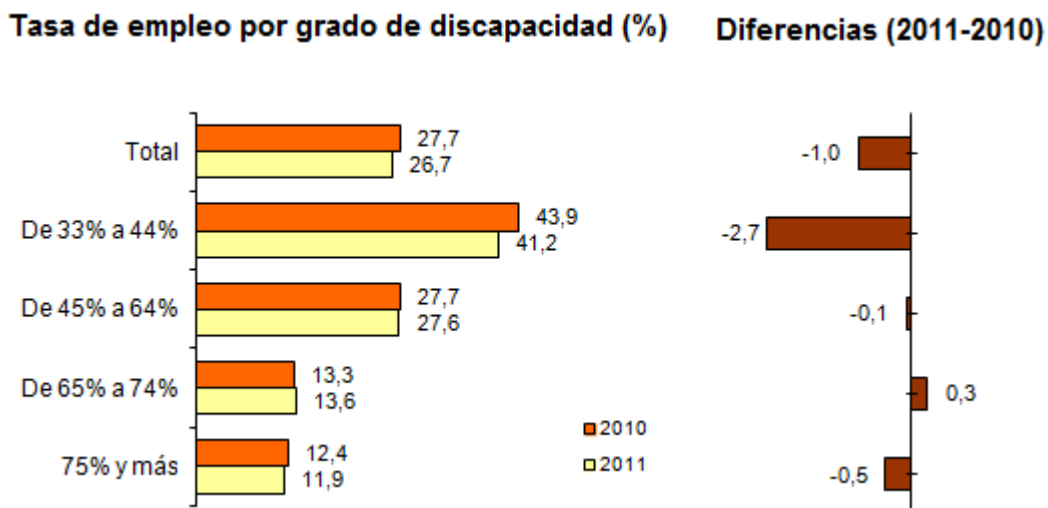


Regarding the type of disability, that associated with auditory impairments presented the highest employment rate in 2011 (42.8%), and was twice the rate of persons with disabilities in general. In turn, the lowest rate (15.4%) corresponded to mental disorders.



(*) El grupo de deficiencia Otros no es comparable con años anteriores a 2011. Incluye personas con discapacidad expresiva, indeterminada, desconocida y, desde 2011, personas registradas en la TGSS para las cuales no se dispone del tipo de discapacidad.

As the intensity of the disability increased, the employment rate decreased, dropping from 43.9% in persons with the lowest degree of disability, to 11.9% in relation with persons with the highest degree.



2.5 Unemployed persons with disabilities

The number of unemployed persons with disabilities in 2011 reached 124,400. The unemployment rate (26.9%) for this group exceeded that of the population without disabilities by 5.2 points.

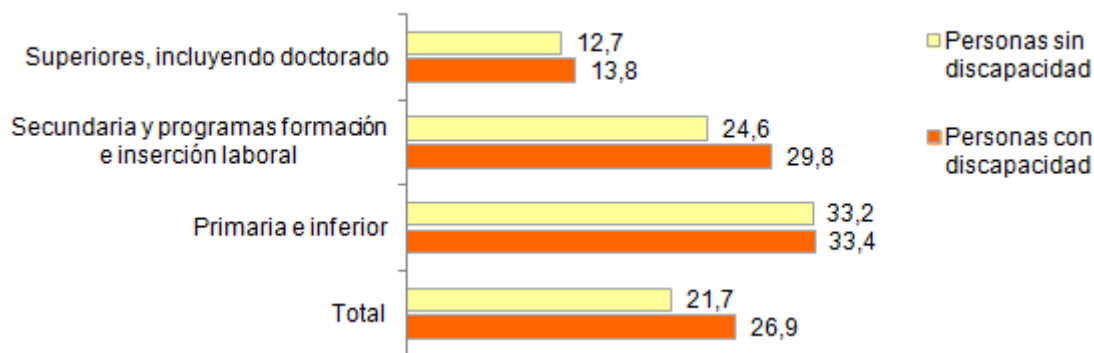
In the unemployed population with disabilities there was a higher percentage of men and persons aged 35 and over than that existing for unemployed persons without disabilities, and at the same time a smaller representation of unemployed persons with higher education and greater representation of unemployed persons with primary education.

Parados según discapacidad. Año 2011. Valores absolutos en miles.

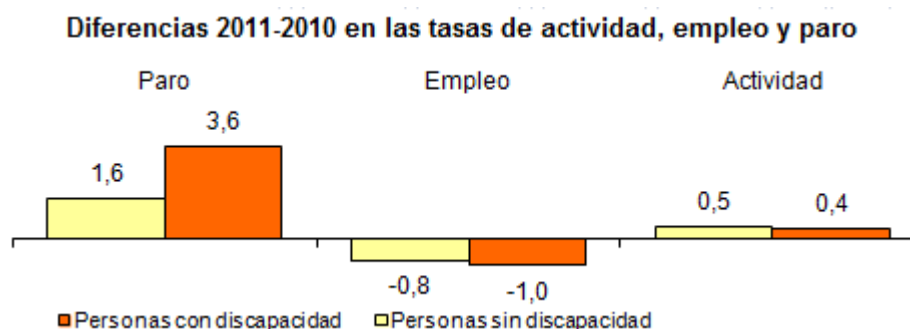
	Total		Personas sin discapacidad		Personas con discapacidad	
	V. absolutos	%	V. absolutos	%	V. absolutos	%
TOTAL	4.995,9	100,0	4.871,5	100,0	124,4	100,0
SEXO						
Hombres	2.687,9	53,8	2.615,9	53,7	72,0	57,9
Mujeres	2.307,9	46,2	2.255,6	46,3	52,4	42,1
GRUPOS DE EDAD						
16-24	892,7	17,9	877,4	18,0	15,3	12,3
25-34	1.486,0	29,7	1.458,8	29,9	27,2	21,9
35-44	1.295,9	25,9	1.262,8	25,9	33,1	26,6
45-54	921,3	18,4	887,6	18,2	33,7	27,1
55-64	400,0	8,0	384,9	7,9	15,1	12,1
NIVEL DE ESTUDIOS						
Analfabetos	54,1	1,1	52,3	1,1	1,8	1,4
Primaria	950,4	19,0	918,4	18,9	32,0	25,7
Secundaria y programas de formación e inserción laboral	3.000,9	60,1	2.924,8	60,0	76,1	61,1
Superiores, incluyendo doctorado	990,5	19,8	975,9	20,0	14,6	11,7

The unemployment rate for persons with disabilities with primary education was approximately equal to the rate for persons without disabilities with the same educational level. The two rates differed by somewhat more than one point with regards to higher education, and somewhat more than five points with regards to secondary education.

Tasa de paro por nivel de estudios (%). Año 2011.



The evolution of the unemployment rate over the course of three years, 2009-2011, showed that the rate had increased, and had done so noticeably in the last year, with a growth of 3.6 points over the previous year, in such a way that it increased more than for persons without disabilities (for them, the increase was 1.6 points).



Evolución de la tasa de paro (%)

	Personas sin discapacidad			Personas con discapacidad		
	2009	2010	2011	2009	2010	2011
Total	18,1	20,1	21,7	21,8	23,3	26,9
SEXO						
Hombres	17,8	19,8	21,2	21,6	22,2	26,5
Mujeres	18,4	20,5	22,2	22,1	24,8	27,6
GRUPOS DE EDAD						
16 a 24 años	37,7	41,4	46,3	46,5	52,1	58,0
25 a 44 años	17,7	19,9	21,3	24,7	25,3	29,5
45 a 64 años	12,8	14,8	16,3	16,4	18,2	21,2

This greater incidence of unemployment among persons with disabilities was detected both with regards to men as well as with regards to women, for all age brackets.

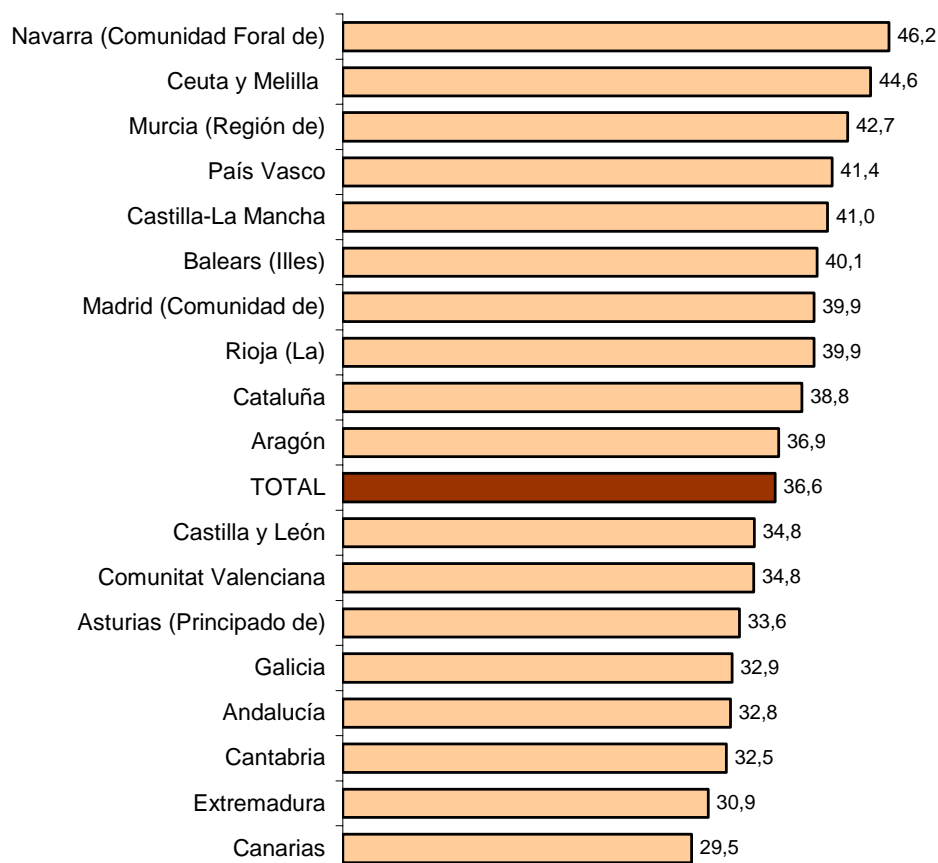
The greatest increases in the unemployment rate for persons with disabilities were registered for the male population (4.3 points higher than in 2010) and in the youngest age group (5.9 points more than the previous year)

2.6 Autonomous Communities and disabilities

The autonomous communities that recorded the highest economic activity rates within the group 'persons with disabilities' in 2010 were Comunidad Foral de Navarra (46.2%) and Murcia (42.7%). This rate was also high in the Autonomous Cities of Ceuta and Melilla (44.6%).

In turn, the lowest economic activity rates were registered in Canarias (with 29.5%) and Extremadura (30.9%).

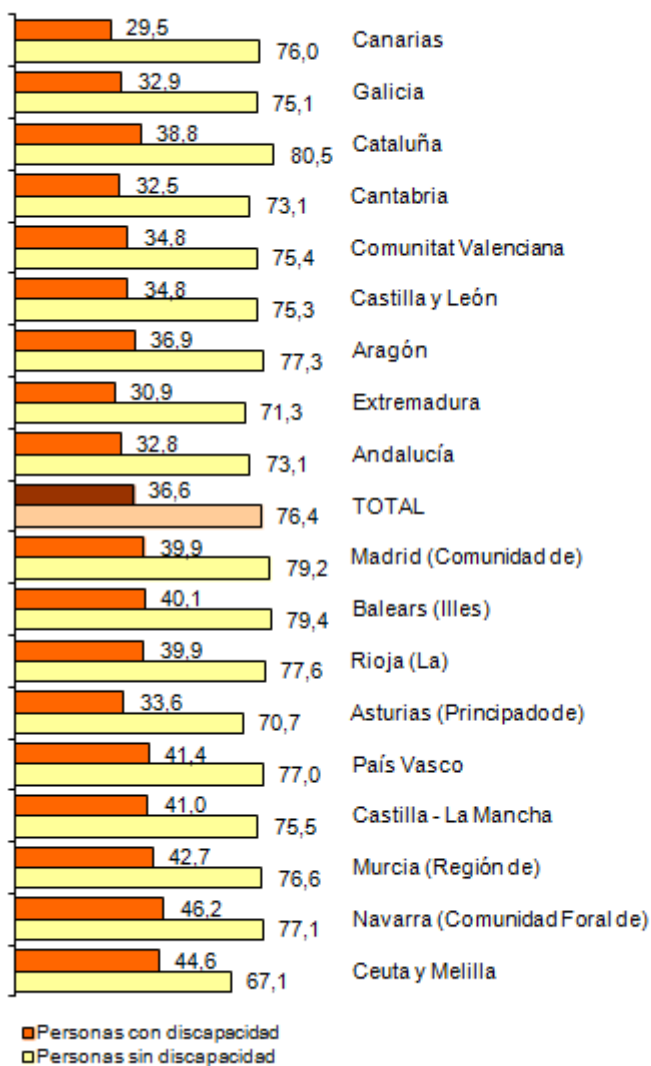
Tasa de actividad (%) de las personas con discapacidad, por comunidades autónomas. Año 2011



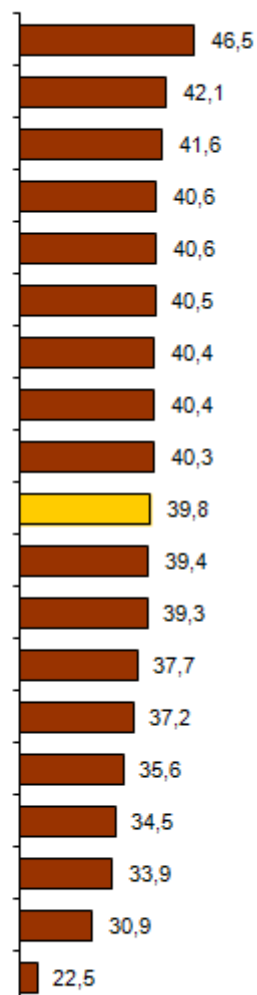
Comunidad Foral de Navarra, Región de Murcia, Castilla la Mancha and País Vasco had economic activity rates for persons with disabilities that were noteworthy because they registered fewer differences with regards to persons without disabilities.

At the other end of the spectrum, Canarias and Galicia were the regions in which the gap between the economic activity of persons with disabilities and that of persons without disabilities was widest.

Tasas de actividad 2011 (%)



Diferencias (2011-2010)



2.7 Measures to promote employment

One way of offsetting the negative trends of the group's situation, in terms of economic activity, are measures aimed at promoting their inclusion within ordinary employment, favouring the hiring, particularly as permanent staff, of persons with disabilities and promoting their ongoing employment. Among said measures it is worth noting the **reductions and allowances in social security contributions**, both for salaried employees as well as for self-employed workers.

Ordinary employment is defined as employment within companies that are not Special Employment Centres (the latter being those in which most of the workers are persons with disabilities).

During 2011, **25.7% of employed persons with disabilities who pay social security contributions had some type of deduction in their contributions due to their disability**. These deductions had greater effect over salaried employees (26.6%) than over self-employed workers (18.8%).

With regards to salaried employees there is another measure that promotes ordinary employment: the modality **specific contract for workers with disabilities**, which, besides allowances in social security contributions, contemplates certain subsidies.

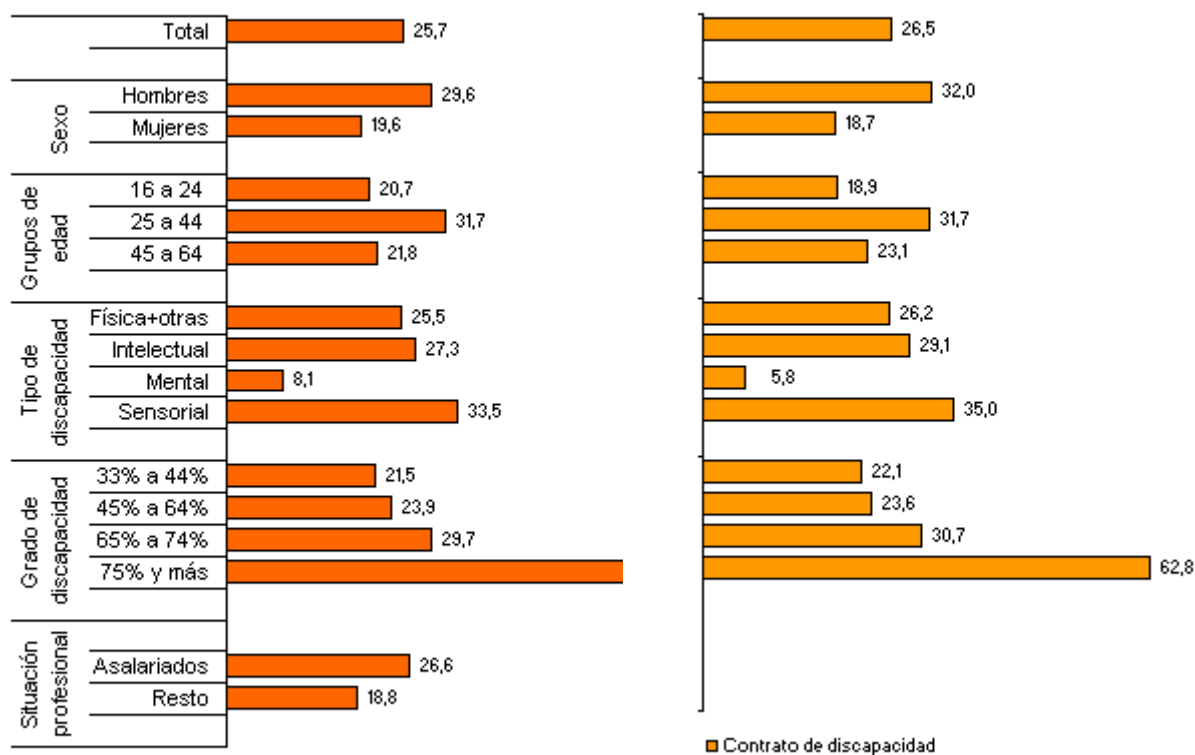
In the year 2011, **26.5% of salaried employees with disabilities had this specific disability contract**.

Deductions in social security contributions and specific hiring mostly benefited the male population, the group aged 25 to 44, the disability group associated with sensory impairments, and persons with the greatest degree of disability.

Promoting the employment of persons with disabilities in ordinary centres

Ocupados^(*) con discapacidad que tienen bonificaciones/reducciones en las cotizaciones (%)

Asalariados^(*) con contrato específico de discapacidad (%)



■ Con bonificaciones/reducciones

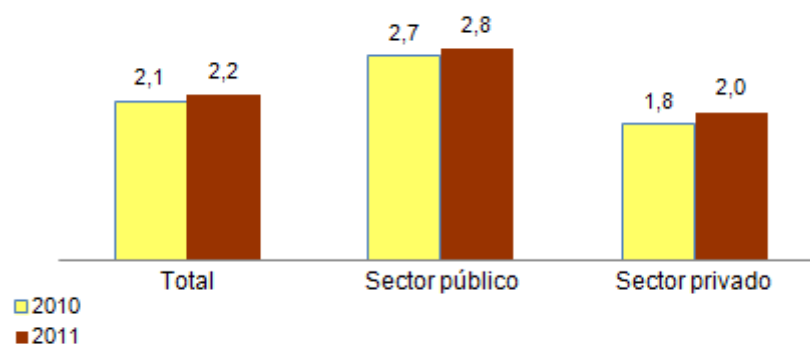
(*) Solo personas que cotizan a la TGSS

Besides the aforementioned measures, a **reservation quota** was established, another relevant issue in terms of ordinary employment. According to this quota, public and private companies hiring a fixed number of workers in excess of 50 are obliged to employ a number of workers with disabilities that is no lower than 2.0%, unless the collective agreements provide otherwise or the company applies alternative measures (making some sort of donation for labour market insertion or work creation for persons with disabilities). Within the Public Administration, 7.0% of announced places must be reserved for persons with disabilities.

The statistics “The Employment of Persons with Disabilities” does not allow for an assessment of the level of compliance of the reservation quota (in other words, the percentage of companies complying with it). Nevertheless, it can be said that, during 2011, 2.2% of salaried employees working in ordinary companies with 50 or more workers had recognised disabilities. With respects to the private sector, this percentage stood at 2.0%, as stated above.

In the public sector, bearing in mind that Social Security data excluded civil servants paying contributions to mutual provident societies, the percentage of persons with disabilities reached 2.8%.

Porcentaje de asalariados con discapacidad respecto del total de asalariados en empresas^(*) de más de 50 trabajadores



(*) Se excluyen: - Centros especiales de empleo
- Personas que no cotizan a la Seguridad Social

It is worth noting that if workers hired by companies specialising in the social inclusion of persons with disabilities were taken out of the equation, the proportion of salaried employees with disabilities in all private sector companies with more than 50 workers would fall to 1.4.

Porcentaje de asalariados con discapacidad respecto del total de asalariados en empresas^(*) de más de 50 trabajadores

	Total	Sector público	Sector privado
Incluyendo a asalariados de empresas especializadas en la inclusión social de personas con discapacidad	2,2	2,8	2,0
Excluyendo a asalariados de empresas especializadas en la inclusión social de personas con discapacidad	1,9	2,8	1,4

(*) Se excluyen: - Centros especiales de empleo
- Personas que no cotizan a la Seguridad Social

2.8 Social protection measures

Social protection measures refer to Public Social Benefits and to the System for the Autonomy of and Support for Dependent Persons.

Public Social Benefits are pensions and subsidies paid from public funds, the purpose of which are to cover situations of incapacity, retirement, death and survival, family protection and unemployment for persons over the age of 52, and to provide other statutory improvements and complementary benefits.

Benefits requiring prior contributions are known as contribution-based benefits. Non-contributory benefits are those that do not require any prior contribution from beneficiaries, nor from persons on whom they are dependent, and which are financed via State budgets, in order to ensure welfare coverage to those persons who have not made contributions, or have done so for less time than is necessary to be entitled to a contribution-based benefit, and who moreover do not have the minimum economic income needed to subsist.

Inability to work is defined as the labour situation faced by a person as a consequence of an illness or accident. Inability to work is one of the situations that is afforded the most protection by the benefits systems, in order to economically compensate the worker while they are unable to work, and therefore without income. In cases of partial inability to work (entailing a decrease in performance), or a total inability (making it impossible to carry out one's usual professional activity), receipt of contribution-based pensions is compatible with labour activity.

Eight out of every 100 persons of working age received a benefit in the year 2011. In the specific case of persons with disabilities, **the public benefit system helped 719,400 (57 out of every 100)**. 19.3% of them **(138,700 persons) were economically active**.

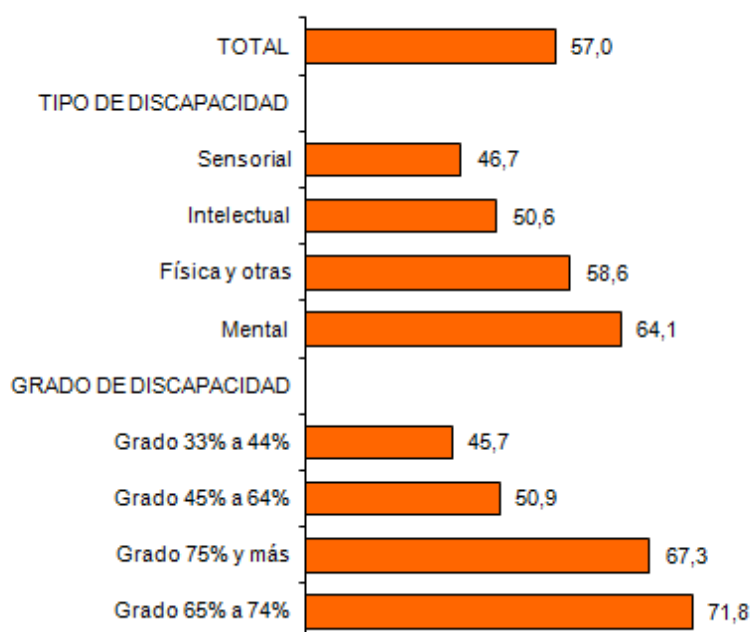
By gender, 53.1% of disabled women received some type of benefit in 2011, as compared with 60.3% of men.

By age, a strong correlation is observed between age and the receipt of benefits. Thus, the group persons with disabilities, aged between 45 and 64, is the group with the highest proportion of persons with any type of benefit (67.4 %, which is 17.4 points more than the average).

Personas con discapacidad según reciban o no prestaciones

	Valores absolutos en miles			Porcentajes	
	Total	Con prestaciones	Sin prestaciones	Con prestaciones	Sin prestaciones
TOTAL	1.262,0	719,4	542,5	57,0	43,0
SEXO					
Hombres	687,7	414,5	273,2	60,3	39,7
Mujeres	574,2	304,9	269,4	53,1	46,9
GRUPOS DE EDAD					
De 16 a 24 años	75,9	13,6	62,3	17,9	82,1
De 25 a 44 años	403,2	178,0	225,3	44,1	55,9
De 45 a 64 años	782,8	527,9	255,0	67,4	32,6
SITUACIÓN DE ACTIVIDAD					
Activos	461,6	138,7	322,9	30,0	70,0
Inactivos	800,3	580,7	219,6	72,6	27,4

Percepción de prestaciones según tipología de la discapacidad 2011



Taking into account the type of disability, persons with disabilities associated with mental impairments are those receiving the most benefits (64.1%), 7 points above the average. In terms of degree, 7 out of every 10 persons with a degree of disability greater than 65% received some type of benefit during 2011.

According to type of benefit, and regarding disability, benefits derived from inability to work are analysed separately from the remaining benefits.

The relationship between disability and inability to work is highlighted by the fact that, among the population of working age without disabilities who received benefits in 2011, in 43.7% of these cases one of the benefits obtained derived from inability to work, whereas in the group of persons with disabilities, this percentage rose to almost 83.0% (122,200).

Personas que perciben prestación según sea o no por incapacidad y según discapacidad

	Valores absolutos en miles			Porcentajes	
	Total	Prestaciones derivadas de incapacidad	Otras prestaciones	Prestaciones derivadas de incapacidad	Otras prestaciones
Personas sin discapacidad	2.362,8	1.032,1	1.330,7	43,7	56,3
Personas con discapacidad	719,4	597,2	122,2	83,0	17,0

Also of interest is the analysis of payouts according to whether or not the recipient has previously made social security contributions (implying that he or she has had an active working life). This division does not take into consideration whether the benefits originate from the Social Security System or from other public organisations, although, bearing in mind that one person may receive several benefits, the condition for being included within the second group is that the recipient receive only non-contributory benefits.

19.9% of persons without disabilities who received some type of benefit exclusively received non-contributory benefits, in other words, that they had not previously contributed to the system. In turn, only 3.1% (22,200) of persons with disabilities who received some type of benefit exclusively received non-contributory benefits, in other words, that they had not previously contributed to the system.

Personas que perciben prestación según sea o no contributiva y según discapacidad

	Valores absolutos en miles			Porcentajes	
	Total	Prestaciones únicamente no contributivas	Contributivas y no contributivas	Prestaciones únicamente no contributivas	Contributivas y no contributivas
Personas sin discapacidad	2.362,8	469,4	1.893,4	19,9	80,1
Personas con discapacidad	719,4	22,2	697,2	3,1	96,9

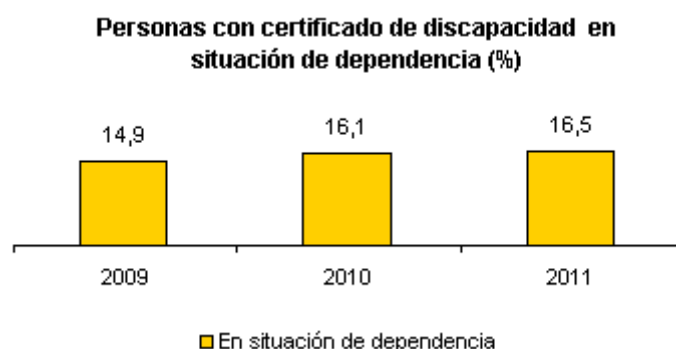
Besides benefits, assistance is promoted via the **System for the Autonomy of and Support for Dependent Persons**.

Dependency is defined as the permanent status of persons who, for reasons deriving from age, illness or disability, and associated with the lack or loss of physical, mental,

intellectual or sensory autonomy, require care from (an)other person(s) or significant assistance performing simple everyday activities or, in the case of persons with learning difficulties or mental illness, other support for their personal autonomy.

As a result of the passing of Law 39/2006 of 14 December, Promotion of Personal Independence and Care for Persons in a Situation of Dependence, a mechanism is established to assess situations of dependence for those voluntarily requiring it.

In 2011, **16.5% of persons with disabilities also had their situation of dependence recognised.**



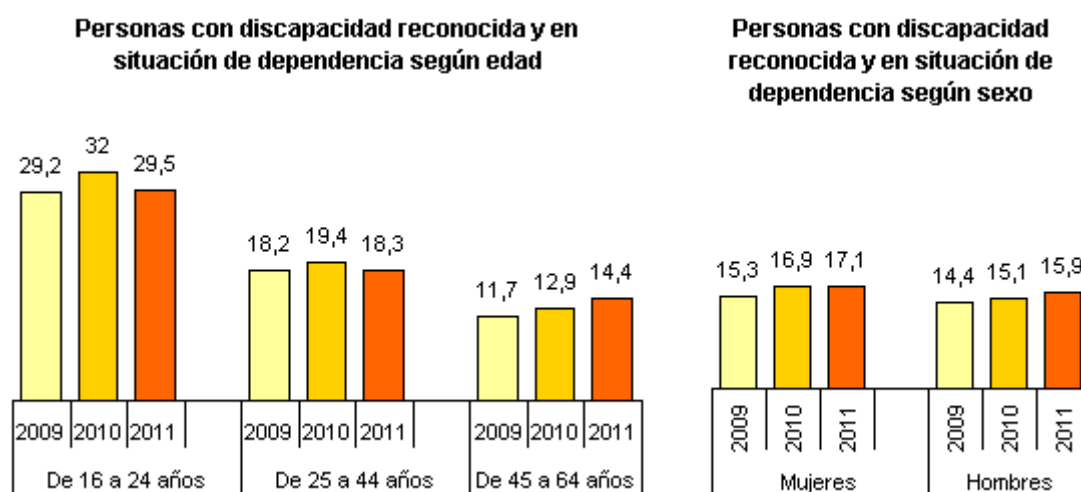
The evolution of the number of persons with disabilities who have been recognised as dependent has been on the increase in the last three years.

It is worth highlighting the active presence in the labour market of persons with a disability and in a situation of dependence, although the data shows that the percentage of economically active persons within the group of persons in a situation of dependence is lower than for the remainder of persons without disabilities, standing at 8.4% as compared with 42.2%.



In terms of dependency, there are no significant differences by gender, although different conclusions are drawn by placing the focus on age.

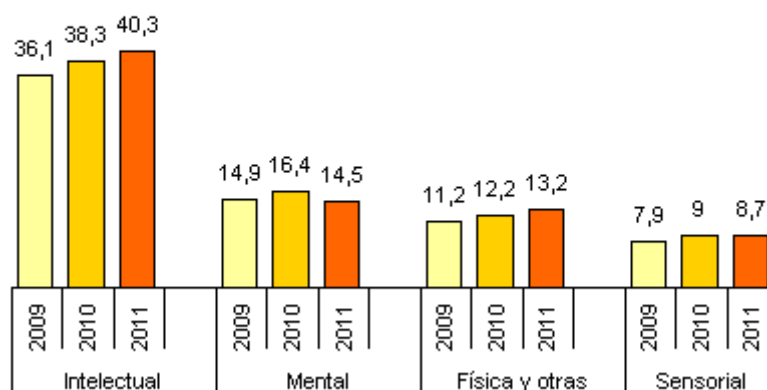
Although the number of persons with disabilities and in a situation of dependence increases with age, dependency is highest amongst the younger population. In 2011, 29.5% of persons with disabilities between the ages of 16 and 24 were dependent, as compared with 14.4% for those aged over 45.



By type of disability, **dependency had more weight both in relation with persons with intellectual impairment, as well in relation with persons with a higher degree of disability.**

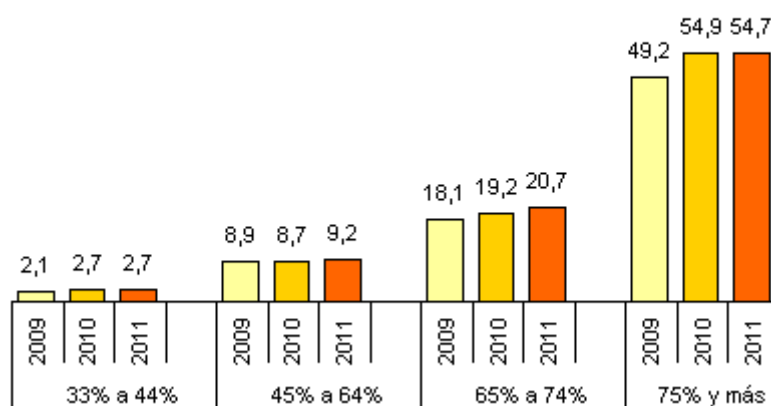
In terms of type of impairment, the greatest proportion of persons in a situation of dependence is the group of persons with intellectual disabilities (40.3%). At the other end of the spectrum, the group of persons with the lowest concentration of persons in a situation of dependence was that of sensory disability (8.7%).

Personas con discapacidad reconocida y en situación de dependencia según grupo de discapacidad



The percentage of persons with the greatest degree of disability who are also in a situation of dependence was 54.7%, as compared with 2.7% of persons with the lowest degree.

Personas con discapacidad reconocida y en situación de dependencia según grupo de discapacidad



2.9 Households and disabilities

In 2011 there were 1,176,000 households with some person aged between 16 and 64 with recognised disabilities, accounting for 8.3% of the total number households with some person of working age.

With regard to economic activity, it is worth noting that in 71.9% of households in which there resides a person of working age with a disability certificate, at least one of its members is actively employed. In a minority of these households all their members were unemployed (1.5%), and in 7.2% all their members were employed.

Once again the connection between disability and inactivity is observed, in that the percentage of this type of household in which all its members are economically inactive (28.1%) exceeds the general situation by a difference of almost 20 points.

In the reference universe (households with persons between the ages of 16 to 64, in which one of them has a disability), the percentage of households receiving an income, and households with a higher number of income recipients, is greater than the number of households with persons of working age but without disabilities.

Only 1.2% of households with persons aged between 16 and 64, in which one of them has a disability, receive no income.

Hogares con personas de edad [16,64] según composición y discapacidad

	Con alguna persona de edad [16,64]	Con alguna persona de edad [16,64] con discapacidad
<i>Unidades en miles</i>		
TOTAL	14 199,2	1 176,0
<i>Porcentajes</i>		
SEGÚN COMPOSICION DEL HOGAR		
Unipersonal	12,5	11,1
Pareja sola	16,8	14,8
Pareja con hijos	47,7	42,3
Monoparental con hijos	8,7	12,4
Otro	14,3	19,3
SEGÚN EDAD DE SUS MIEMBROS		
Hogares con menores de 16 años	35,4	18,4
Hogares con mayores de 64 años	14,7	24,1
Hogares con menores de 16 y mayores de 64 años	1,9	2,1
Hogares sin menores de 16 ni mayores de 64 años	48,0	55,3
SEGÚN PERCEPCION DE INGRESOS		
Con ingresos	97,2	98,8
Con 1 perceptor de ingresos	35,3	31,7
Con 2 perceptores de ingresos	48,0	45,3
Con 3 o mas perceptores de ingresos	13,9	21,9
Sin ingresos	2,8	1,2
SEGÚN ACTIVIDAD DE SUS MIEMBROS		
Hogares con algún miembro activo	90,9	71,9
Con todos los miembros ocupados	18,8	7,2
Con todos los miembros parados	2,7	1,5
Hogares con todos los miembros inactivos	9,1	28,1

Moreover, there exist differences in the composition of households with a person of working age with a disability, when compared with the total number households with persons aged 16 to 64.

On the one part, fewer single-person households and fewer households with couples (with and without children) are detected. On the other hand, the number of one-parent households, and of other types, with the presence of persons with disabilities, is greater than what it is generally.

In households with a person with a disability between the age of 16 and 64, there is a greater percentage of cases in which one of the members of the household is aged above 64 (persons with disabilities who live with their parents, among others) than in households without persons with disabilities. At the same time, there is a lower percentage of households with members under 16 years of age with the presence of disabilities (households with persons without disabilities without small children, among others) when compared with the general situation. Finally, also noteworthy is the fact that there is a greater percentage of households without minors under the age of 16 or elderly persons over 64 years of age in cases involving the presence of disabilities.

3. Situation of the State Database of Persons with Disabilities (BEPD)

3.1 Use of the State Database of Persons with Disabilities (BEPD)

The BEPD is a national registration system that records proceedings concerning the assessment of persons with disabilities. It provides information regarding the characteristics of citizens who have been officially recognised as persons with disabilities by the State administrative bodies with jurisdiction on the matter.

The quality of the State Database of Persons with Disabilities, with reference date of 31/12/2010, has improved with respects to the data available for the pilot study, with reference date of 31/12/2006 (BEPD 2006).

One of the most important aspects, which has contributed the most to the optimum development of the project, is the availability of the variables ‘given name’, ‘surnames’ and ‘address’, which are used to improve the effectiveness of the data being crossed. Specifically, it enables the optimisation of the crossing of the BEPD with the INE’s Register Database, which, in turn, provides both the normalised name and surnames (that is, recorded in standard format, its optimum format for its subsequent contrasting with the Economically Active Population Survey), as well as the identifier of the physical person (ID card or passport) for a greater number of records, so that:

- a) The number of EAPS-BEPD crossings is increased, that is, the study sample.
- b) The detection of duplicated records is made easier.
- c) The detection of records of residents in group dwellings is made easier.

Nevertheless, and despite improvements, there still exist deficiencies in the identification of certain records of the BEPD. In view of the fact that since 2010 data from the Social Security General Treasury (TGSS) is available for the EAPS sample, which include, amongst others, the variable “degree of disability”, in 2011 it was possible to include within the sample of persons with disabilities those persons from the EAPS that could not be crossed with the BEPD but which appear in the TGSS with a degree of disability greater than or equal to 33%.

It is worth noting that in this additional sample of persons with disabilities there is no information regarding the type of disability, given that this variable is not registered in the records of the TGSS. They have been automatically assigned to the tabulation group “others”, which includes undetermined and unknown deficiencies.

Given that all these persons of this sub-sample are on record in the TGSS, this means that they have had some type of labour relationship during the year 2011. Thus, the behaviour of the disability group that includes this category is biased, and is not comparable with previous years.

Muestra EPD 2011

Total	7.992
Ampliación de muestra (EPA-TGSS)	380
Muestra original (cruce EPA-BEPD)	7.612

Tamaños BEPD, edad [16,64]

	2008	2009	2010	2011
Total BEPD	1.048.838	1.212.052	1.256.905	1.385.438
Válidos BEPD	892.455	1.105.017	1.197.932	1.289.298

The size of the sample used for the operation The Employment of Persons with Disabilities, since 2008 to 2011, is shown in the following table:

Tamaños por trimestres

	BEPD					Muestra EPD			
	2008	2009	2010	2011		2008	2009	2010	2011
T1	883.010	1.069.204	1.186.575	1.276.311	T1	3.155	4.064	4.644	5.081
T2	876.038	1.077.459	1.176.383	1.266.063	T2	3.047	3.976	4.433	4.999
T3	869.727	1.085.761	1.167.001	1.256.976	T3	2.966	4.206	4.323	4.869
T4	863.421	1.094.924	1.157.512	1.248.454	T4	2.944	4.170	4.254	4.766
Promedio	873.049	1.081.837	1.171.868	1.261.951	Total ⁽¹⁾	5.056	6.854	7.305	7.992

⁽¹⁾ different sample units.

Since T3 2009 the sample of EAPS in Galicia is duplicated, which implies an annual increase of around 6000 persons aged (16,64)

3.2 Problems detected

The problems that have emerged throughout the project during 2011 derive from the integration into one sole publication phase of the traditional tabulation (BEPD-EAPS) with the new features added in 2011 (TGSS promotion of employment, INSS benefits and SISAAD dependence).

Another problem has been the delay in the availability of the complete BEPD, which has required an adjustment in the time frames within which the final files of the operation have been obtained, and in the tabulation and analysis processes.

The technical problem has been automated, thus it has been overcome for future years.

However, with regards to BEPD, for successive editions of the project it would be preferable to advance its full availability, issue which essentially depends on the autonomous communities, who are responsible for the collection and administration of the information on record in the BEPD.

4. Methodology

The statistics “The Employment of persons with disabilities” (EPD) investigates the labour market situation of the group persons between the ages of 16 and 64 who hold disability certificates.

The EPD uses the information derived from the integration of the statistical data provided by INE's Economically Active Population Survey (EAPS), with the information on record in IMSERSO's State Database of Persons with Disabilities (BEPD). The data on disabilities, provided by the database on persons with a disability certificate, is added to the employment and demographic data of the survey (that is, a degree of disability equal to or greater than 33%).

Since 2012 the statistics have been broadened with the inclusion of data from the Social Security General Treasury (TGSS) on measures promoting employment and protected employment, with information regarding the payment of benefits from the Register of Public Social Benefits of the National Social Security Institute (INSS), and data regarding dependency collected by the System for the Autonomy of and Support for Dependent Persons (SAAD).

The detailed methodology of the statistics “The Employment of Persons with Disabilities” (EPD) is available on the INE web site:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=%2Ft22/p320&file=inebase&L=1>

It is updated on the day on which the results are published (5 December 2012 for the EPD-2011)

5. Bibliography and documentation

- Methodology of the Economically Active Population Survey (INE)
http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/e308_mnu&file=inebase&N=&L=0
- Methodology of the Survey on Disabilities, Personal Independence and Dependency (INE)
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