

INSTITUTO NACIONAL DE ESTADISTICA



# **The Employment of persons with disabilities 2012**

**Results report**

Madrid, January 2014

# Index

INE

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# 1. Summary

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## 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 is built by 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.

In 2012 the INE also published the Social Integration and Health Survey (SIHS2012), whose main objective is to provide results on disabilities, state of health and activity limitations and barriers to social involvement, with a common methodology for all the countries in the EU. This aims to obtain harmonised information on disabilities and barriers to social involvement.

**The results of these statistics for year 2012 show the following:**

- Less than 5% of the population of working age have a disability certificate (4.8%).
- Regarding the employment market, most noteworthy within this group is its low participation therein, with an activity rate of 36.6%, almost 40 points lower than that of the population without disabilities.
- The number of inactive persons with disabilities increases notably with age. In terms of gender, however, the activity rate of women with disabilities (33.5%) is somewhat closer to the male rate (39.2%) than in the population without disabilities: there is a difference of 5.7 points in the presence of disability by sex rate, as compared with 13.1 for the rest.
- 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 (57.4% as compared with 27.1%)
- 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 13.3%)

- 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. In the case of persons with disabilities and higher education, the activity rate exceeds by more than 20 points the average rate, while the rest of the population exceeds the activity rate in almost 12 points.
- In terms of employment profile, 8.8 out of 10 workers with disabilities are salaried employees, 7.8 out of 10 salaried employees have an indefinite contract, and 8 out of 10 workers are in the services sector.
- 1 out of 4 employed persons with disabilities who work in ordinary centres received some rebate in their social security contributions. Likewise, one out of four 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<sup>1</sup>, 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 (54%) receive some benefit. Of these, 18.6% (146,400 persons) remain active.
- 17.1% of persons with disabilities (248,400) officially have a dependency situation. Of these, 9 out of 100 remained active in the workforce.

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

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## **2. Results report 2012**

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## 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 2012 of the population legally recognised as disabled.

**In 2012 there was a total of 1,450,800 persons of working age (16 to 64 years old) with a disability certificate, accounting for 4.8% of the total population of working age.**

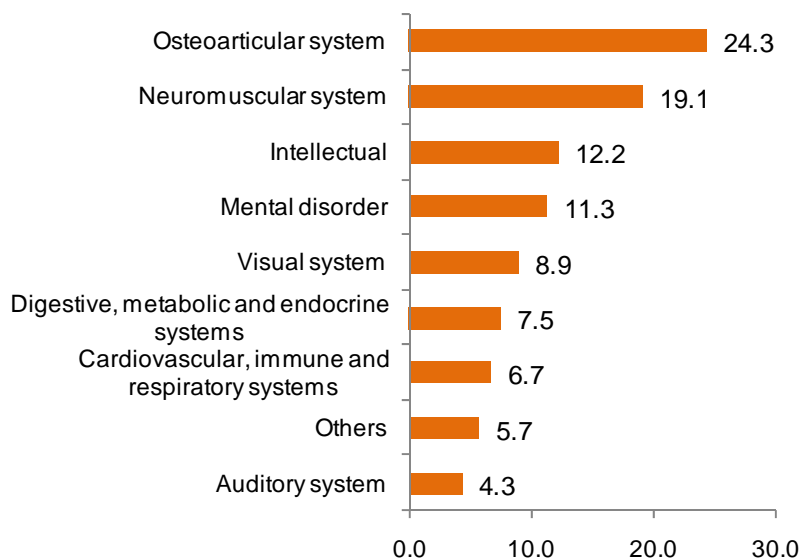
**The structure of the population with disabilities influences its behaviour in the labour market.** A greater percentage of men and persons over the age of 45 is observed. The close-knit relationship between age and disability is evident, whereby the greater the age, the greater the percentage of persons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

**Population according to disability. Year 2012. Absolute values in thousands**

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	%	Absolute values	%	Absolute values	%
<b>TOTAL</b>	30,486.2	100.0	29,035.4	100.0	1,450.8	100.0
<b>SEX</b>						
Men	15,308.3	50.2	14,517.8	50.0	790.5	54.5
Women	15,178.0	49.8	14,517.6	50.0	660.3	45.5
<b>AGE GROUPS</b>						
16-24	4,156.1	13.6	4,070.2	14.0	85.9	5.9
25-34	6,656.2	21.8	6,497.3	22.4	159.0	11.0
35-44	7,754.1	25.4	7,465.6	25.7	288.5	19.9
45-54	6,740.8	22.1	6,333.5	21.8	407.3	28.1
55-64	5,179.0	17.0	4,668.8	16.1	510.2	35.2

The **types of disability** occurring the most among the population of working age in 2012 are those associated with *osteoarticular impairments* (24.3%) and *neuromuscular system* (19.1%). At the other end of the spectrum, impairments of the *auditory system* (4.3%), *others*<sup>2</sup> (5.7%) and impairments of the *cardiovascular, immune and respiratory systems* (6.7%) register a lower degree in said population.

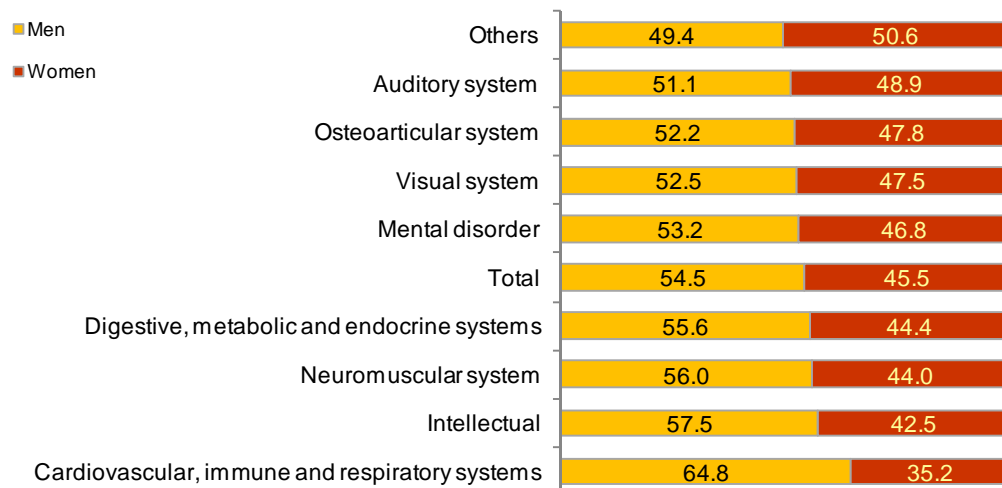
**Distribution by type of disability (%). Year 2012**



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, 64.8% are men and 35.2% are women.

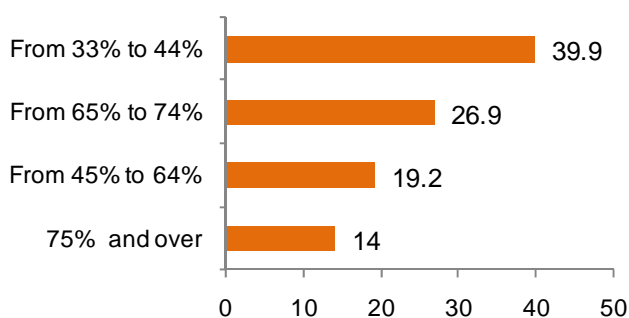
<sup>2</sup> The group "Others" includes persons with expressive, indeterminate or unknown disabilities and persons registered in the Social Security General Treasury as members without a type of disability.

**Persons with a disability certificate by type of disability.  
Distribution by sex (%). Year 2012**



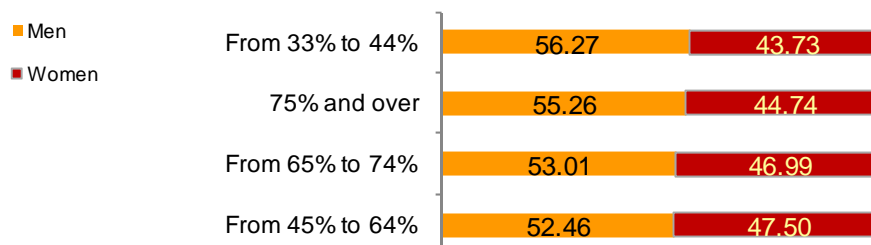
In 2012, in terms of **intensity of the disability**, 14% of persons with a disability certificate of working age need assistance from a third party (who have a degree of disability equal to or greater than 75%), whereas the most common group, with 39.9% of persons, is the group with the lowest degree of disability (between 33% and 44%).

**Distribution by degree of disability (%). Year 2012**



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).

**Persons with a disability certificate by type of disability.  
Distribution by sex (%). Year 2012**



According to the **level of studies** there are notable differences in 2012 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 30.4% for the remainder of the population, and the percentage of persons with primary education (31.7%) is double that of persons without disabilities (14.7%).

**Population according to level of studies. Year 2012. Absolute values in thousands.**

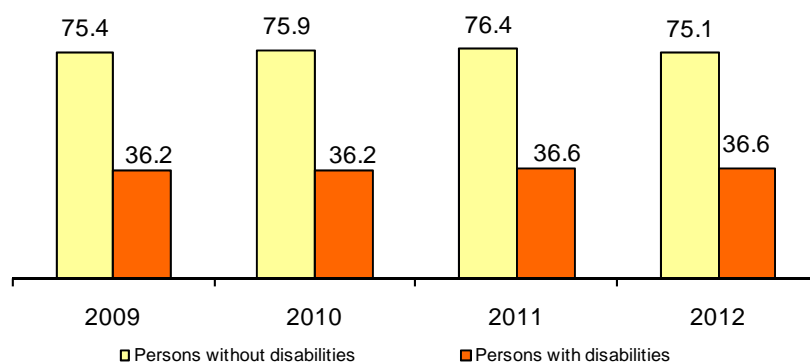
	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	%	Absolute values	%	Absolute values	%
<b>TOTAL</b>	30,486.2	100.0	29,035.4	100.0	1,450.8	100.0
Illiterates	280.1	0.9	174.6	0.6	105.5	7.3
Primary education	4,717.0	15.5	4,257.5	14.7	459.5	31.7
Secondary education and training and labour market insertion programmes	16,463.5	54.0	15,790.4	54.4	673.1	46.4
Higher education, including doctorate studies	9,025.7	29.6	8,813.0	30.4	212.7	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** remained stable as compared with 2011 (36.6%), nearly 40 points below that of the population without disabilities (75.1%). Although the difference was lower than that of 2011, the rate has barely varied throughout the 2009-2012 period.

### Evolution of the activity rate (%)



### Active persons according to disability . Year 2011. Absolute values in thousands.

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentages	Absolute values	Percentages	Absolute values	Percentages
TOTAL	22,949.2	100.0	22,487.6	100.0	461.6	100.0
SEX						
Men	12,595.5	54.9	12,323.3	54.8	272.2	59.0
Women	10,353.7	45.1	10,164.3	45.2	189.5	41.0

### Active persons according to disability . Year 2012. Absolute values in thousands.

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentages	Absolute values	Percentages	Absolute values	Percentages
TOTAL	22,886.3	100.0	22,354.7	100.0	531.6	100.0
SEX						
Men	12,438.7	54.4	12,128.6	54.3	310.2	58.3
Women	10,447.5	45.6	10,226.1	45.7	221.4	41.7

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.**

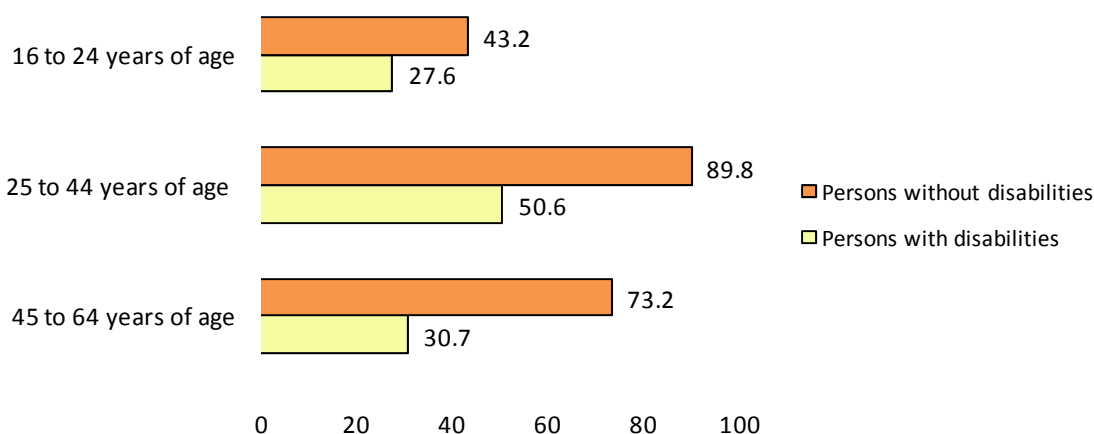
In 2012, with regards to persons with disabilities, the economic activity rate for women stood at 33.5%, showing a 5.7 point difference from men, at 39.2%. With regards to persons without disabilities, and during that same year, there was nearly a 14-point difference between the economic activity rate of women and that of men (70.4% as compared with 83.5%).

### Evolution of activity by sex (%)

	Persons without disabilities				Persons with disabilities			
	2009	2010	2011	2012	2009	2010	2011	2012
Total	75.4	75.9	76.4	75.1	36.2	36.2	36.6	36.6
Men	83.8	83.6	83.4	83.5	41.0	40.4	39.6	39.2
Women	66.9	68.1	69.3	70.4	30.4	31.0	33.0	33.5

**As age increases, 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. It is worth noting that the gap in the youngest age group was 5% higher as compared with the previous years, reaching a 15.6-point difference.**

### Evolution of the activity rate (%)



On the other hand, the group of persons aged between 16 and 24 recorded a drop in activity in the 2009-2012 period. This decrease, in comparison with 2011, was of up to 7.3 points in the case of young persons with disabilities, changing the trend in which those with disabilities had a slighter decrease than those without disabilities (for whom the decrease stood at 2.2 points, as compared with 2011). Among **those aged between 25 and 44 years old with disabilities**, the activity rate **recorded a slight decrease for the first time since 2008**, while for the rest of persons the rate has kept the upward trend from the previous years.

**For persons aged 45 years old and over, the activity rate increased but at a slower pace than that for persons without disabilities.**

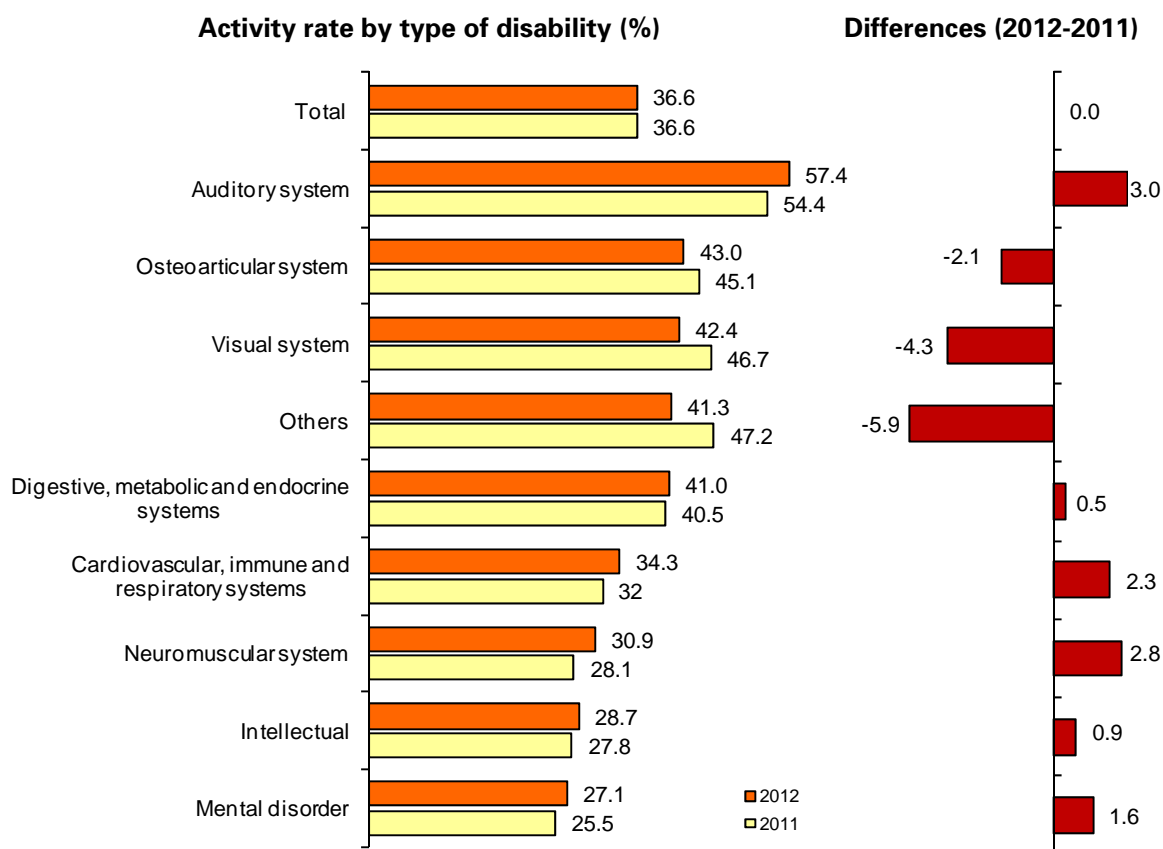
### Evolution of the activity rate by age group (%)

	Persons without disabilities				Persons with disabilities			
	2009	2010	2011	2012	2009	2010	2011	2012
Total	75.4	75.9	76.4	77.0	36.2	36.2	36.6	36.6
16 to 24 years of age	49.9	47.6	45.4	43.2	35.8	35.6	34.9	27.6
25 to 44 years of age	87.8	88.6	89.2	89.8	49.2	50.1	50.9	50.6
45 to 64 years of age	68.9	70.1	71.4	73.2	29.1	28.9	29.4	30.7

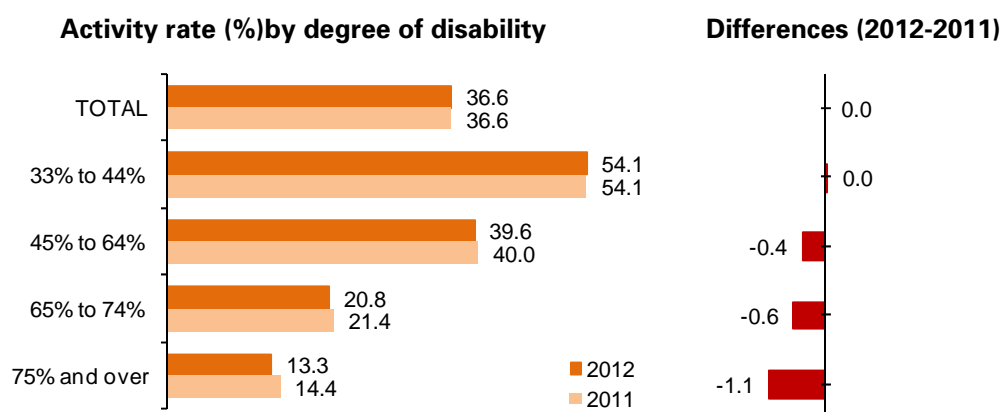
Labour participation was strongly determined by the **type and intensity of the disability**.

According to the **type of disability**, disability associated with hearing impairments was the one registering the highest activity rates in 2012 (57.4%). In turn, disability associated with mental disorder registered the lowest (27.1%).

As compared with the evolution in 2009-2012, greatest growth was registered in the activity rate in groups whose disability was associated with the auditory system impairment and those of the neuromuscular, cardiovascular, immunological and respiratory systems. The greatest decreases corresponded to groups with disabilities associated with impairments of the osteoarticular and visual systems.



(\*)The deficiency group Others is not comparable with years prior to 2011. It includes persons with expressive, indeterminate and unknown disabilities, and since 2011, persons registered with the Social Security General Treasury for whom data on the type of disability is not available.



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 2012, an activity rate of 57.3% was reached in persons with disabilities with higher education, 20.7 points above the average for the group, and 34.2 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 almost 12 points when compared with the average, and 28.1 points between those with higher education and those with primary education.

#### Activity rate by level of studies (%). Year 2012

	Total	Persons without disabilities	Persons with disabilities
Total	75.10	77.00	36.60
Illiterates	31.50	47.80	4.40
Primary education	57.10	60.80	23.10
Secondary education and training and labour market insertion programmes	73.80	75.00	44.40
Higher education, including doctorate studies	88.20	88.90	57.30

With regards to the evolution as compared with 2011, in the case of persons without disabilities the activity rate recorded slight increases in all educational levels, whereas for persons with disabilities it only increased among those with university studies.

#### Evolution of the activity rate by level of studies (%)

	Persons without disabilities				Persons with disabilities			
	2009	2010	2011	2012	2009	2010	2011	2012
Total	75.40	75.90	76.40	77.00	36.20	36.20	36.60	36.60
Illiterates	44.10	47.80	47.20	47.80	7.20	7.00	6.00	4.40
Primary education	60.40	61.20	60.60	60.80	22.20	21.80	23.40	23.10
Secondary education and training and labour market insertion programmes	74.40	74.50	74.80	75.00	45.50	44.90	44.70	44.40
Higher education, including doctorate studies	88.10	88.10	88.40	88.90	61.40	59.70	57.10	57.30

## 2.4 Employed persons with disabilities

**The employment rate with regards to persons with a disability certificate was 24.5% in 2012, less than half than for the population without disabilities, whose percentage of employed persons was 57.8%. The situation is similar to that of previous years.**

### Evolution of the occupation rate by sex (%)

	Persons without disabilities				Persons with disabilities			
	2009	2010	2011	2012	2009	2010	2011	2012
Total	61.8	60.6	59.8	57.8	28.3	27.7	26.7	24.5
Men	68.9	67.1	65.7	62.9	32.1	31.4	29.1	26.2
Women	54.5	54.1	53.9	52.6	23.7	23.3	23.9	22.5

In 2012, the employment rate decreased for both sexes, as compared to the previous year, 1.3 points for men and 1.4 for women, thus losing the slight increase registered by the latter in 2011. The decreases have also been registered in persons without disabilities throughout the analysed period. Among employed persons with disabilities, a greater percentage of men is observed (58.2%) than in the employed population without disabilities (54.5%).

### Employed persons. Year 2012. Absolute values in thousands.

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	%	Absolute values	%	Absolute values	%
Total	17,123.7	100.0	16,768.2	100.0	355.5	100.0
Men	9,343.6	54.6	9,136.6	54.5	207.0	58.2
Women	7,780.1	45.4	7,631.6	45.5	148.5	41.8

**The educational level has a considerable influence on the employability of persons with disabilities.** In 2012, 80.2% of persons from this group with higher education were employed. Although there is a difference of 10 points as compared to the rest of employed persons, this shows that the educational level reached and the employability of this group are directly connected.

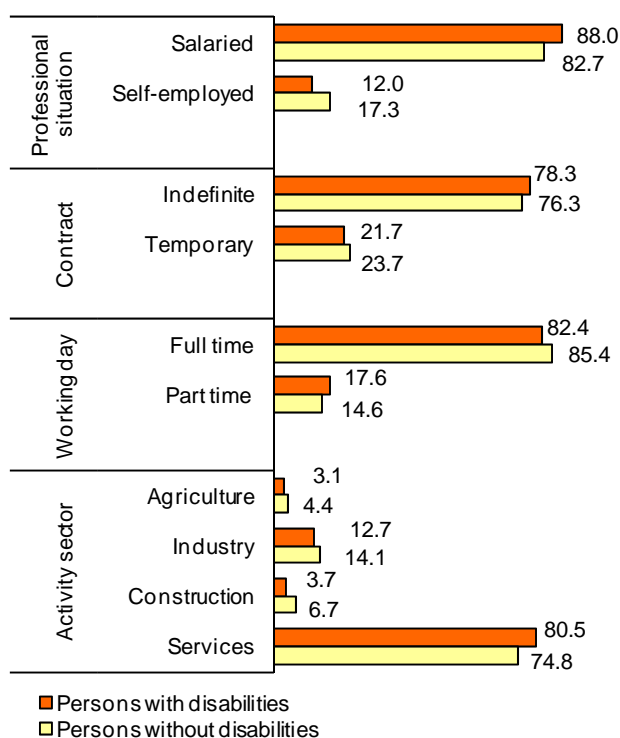
### Employed persons according to level of studies. Year 2012. Absolute values in thousands.

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	%	Absolute values	%	Absolute values	%
Total	17,123.7	100.0	16,768.2	100.0	355.5	100.0
Illiterates	40.1	0.2	36.8	0.2	3.3	0.9
Primary education	1,664.5	9.7	1,597.7	9.5	66.8	18.8
Secondary education and training and labour market insertion programmes formación e inserción laboral	8,660.0	50.6	8,472.2	50.5	187.8	52.8
Higher education, including doctorate studies	6,759.1	39.5	6,661.5	39.7	97.5	27.4

As for the work profile of persons with disabilities, 88% of workers with disabilities worked as salaried employees (5.3 points more than persons without disabilities) and 78.3% had an indefinite contract (2 points more than persons without disabilities) in 2012.

80.5% of employed persons with disabilities carry out their economic activity within the Services sector, as compared with 74.8% 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', 'Mining and quarrying and Manufacturing industries', 'Public Administration, Defence and Compulsory Social Security' and in 'Administrative and Support Service activities'.

**Evolution of the activity rate (%)**



**Employed persons according to disability. Year 2012. Absolute values in thousands.**

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentages	Absolute values	Percentages	Absolute values	Percentages
<b>TOTAL</b>	<b>17,123.7</b>	<b>100.0</b>	<b>16,768.2</b>	<b>100.0</b>	<b>355.5</b>	<b>100.0</b>
Agriculture, forestry and fishing	741.4	4.3	730.5	4.4	10.9	3.1
Mining and quarrying and manufacturing industries	2,198.5	12.8	2,156.9	12.9	41.6	11.7
Electricity, gas, steam and air conditioning supply, water supply, sewerage, waste management and remediation activities	216.1	1.3	212.4	1.3	3.7	1.0
Construction	1,139.2	6.7	1,126.0	6.7	13.3	3.7
Wholesale and retail trade and repair of motor vehicles and motorcycles; wholesale trade, except of motor vehicles and motorcycles	977.4	5.7	962.3	5.7	15.1	4.2
Retail trade, except of motor vehicles and motorcycles	1,817.8	10.6	1,791.3	10.7	26.6	7.5
Transportation and storage	820.6	4.8	807.3	4.8	13.3	3.7
Accommodation and food service activities	1,315.2	7.7	1,298.0	7.7	17.3	4.9
Information and communication, financial and insurance activities, real estate activities, professional, scientific and technical activities	1,840.0	10.7	1,816.0	10.8	24.0	6.7
Administrative and support service activities	871.0	5.1	836.0	5.0	35.0	9.9
Public Administration and defence; compulsory social security	1,296.3	7.6	1,260.8	7.5	35.5	10.0
Education	1,163.9	6.8	1,135.0	6.8	28.9	8.1
Human health and social work activities	1,360.2	7.9	1,314.9	7.8	45.3	12.7
Arts, entertainment and recreation	301.7	1.8	279.7	1.7	22.0	6.2
Rest of services	1,064.3	6.2	1,041.2	6.2	23.1	6.5

82.4% of employed persons with disabilities worked full time (3 points less than persons without disabilities).

**Employed persons by type of working day. Year 2012.**

	Persons without disabilities		Persons with disabilities	
	Absolute values	%	Absolute values	%
<b>Total</b>	<b>16,768.2</b>	<b>100.0</b>	<b>355.5</b>	<b>100.0</b>
Full time	14,323.0	85.4	292.8	82.4
Part time	2,445.2	14.6	62.6	17.6

Among the employed population, during the 2009-2012 period **the rate of salaried employees followed the trend, being always higher with regards to the population with disabilities. This rate has decreased for all persons in favour of self-employment; in the case of persons with disabilities, it increased more than 1 point as compared to 2011.**

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

	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
<b>Total number of employed persons (16 to 64)</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>- Salaried employees</b>				
Persons without disabilities	83.3	83.4	83.7	82.7
Persons with disabilities	88.9	89.3	89	88
<b>- Self-employed workers</b>				
Persons without disabilities	16.7	16.6	16.3	17.3
Persons with disabilities	11	10.6	10.8	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.

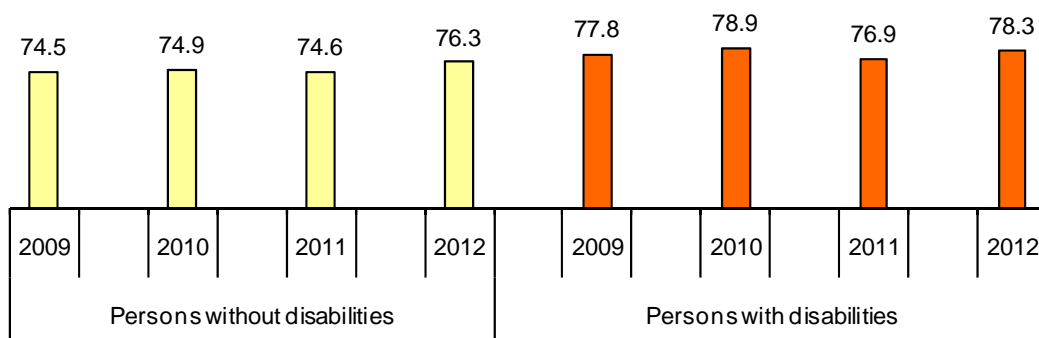
#### **Salaried employees with disabilities in private sector companies(\*). Year 2012**

	<b>Percentage</b>
Total number of salaried employees	1.8
Companies with less than 50 workers	1.5
Companies with 50 or more workers	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.

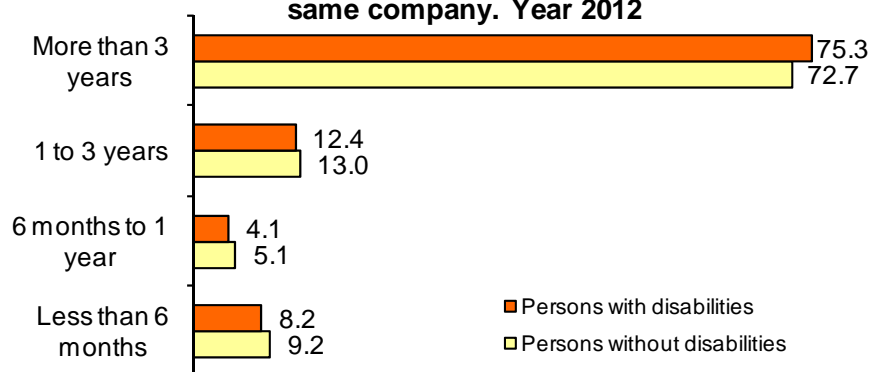
Although access to the labour market is more limited for persons with disabilities, once they enter the market they have more stability than the population without disabilities. In 2012, **78.3% of salaried employees with a disability certificate had an indefinite contract, two points more than the rate for the rest of the population.** In 2012 the percentage of employed persons with disabilities with this type of contract increased, approaching that of the population without disabilities.

### Salaried employees with an indefinite contract

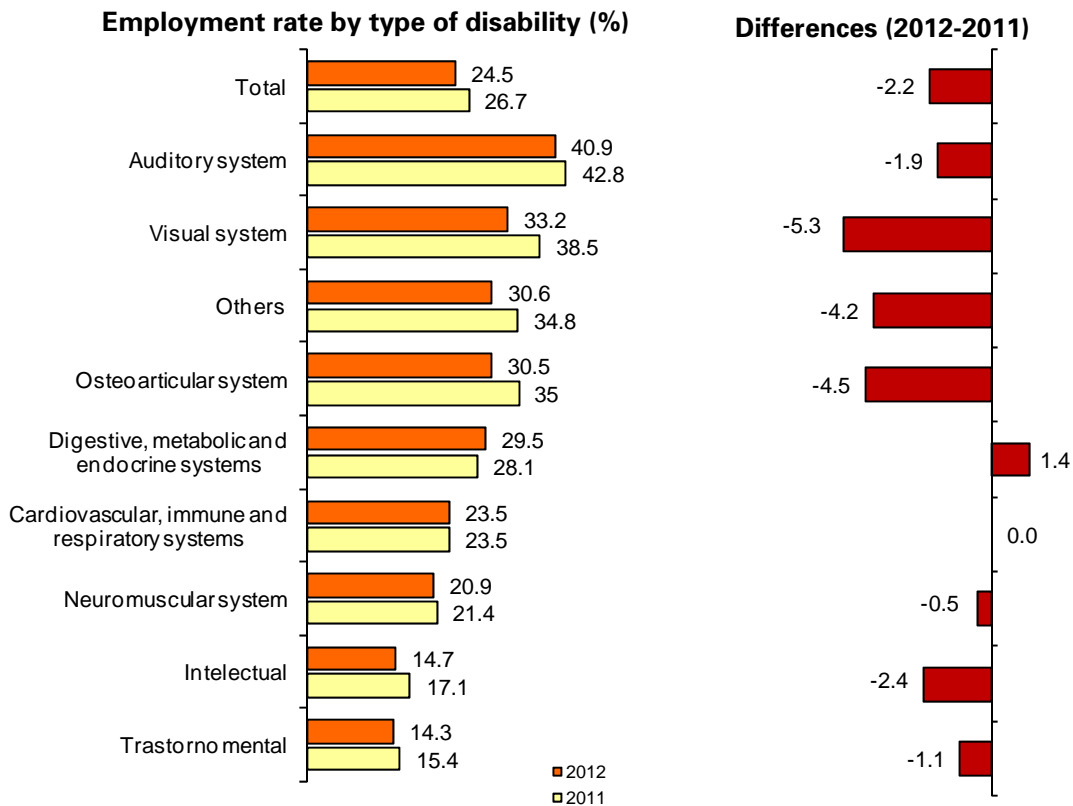


Distribution according to the seniority of the employed persons with disabilities was very similar to that found with respects to the rest of employed persons, with the only particularity of being slightly lower for persons with disabilities in all brackets, except for those workers in the '3 years and over' seniority bracket.

### Employed persons according to seniority in the same company. Year 2012

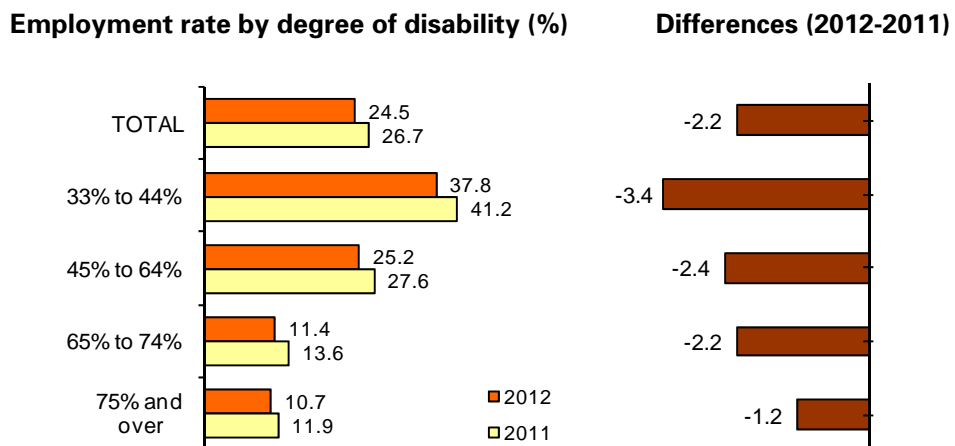


Regarding the type of disability, that associated with auditory impairments presented the highest employment rate in 2012 (40.9%), and was twice the rate of persons with disabilities in general. In turn, the lowest rate (14.3%) corresponded to mental disorder.



(\*) The deficiency group Others is not comparable with years prior to 2011. It includes persons with expressive, indeterminate and unknown disabilities, and since 2011, persons registered with the Social Security General Treasury for whom data on the type of disability is not available.

As the intensity of the disability increased, the employment rate decreased, dropping from 41.2% in persons with the lowest degree of disability to 10.7% in relation with persons with the highest degree.



## 2.5 Unemployed persons with disabilities

The number of unemployed persons with disabilities in 2012 reached 176,100. The unemployment rate (33.1%) for this group exceeded that of the population without disabilities by more than 8 points. The gap between groups has increased by almost 3 points as compared with 2011.

In the unemployed population with disabilities there was a higher percentage of men and persons aged 45 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 and secondary education.

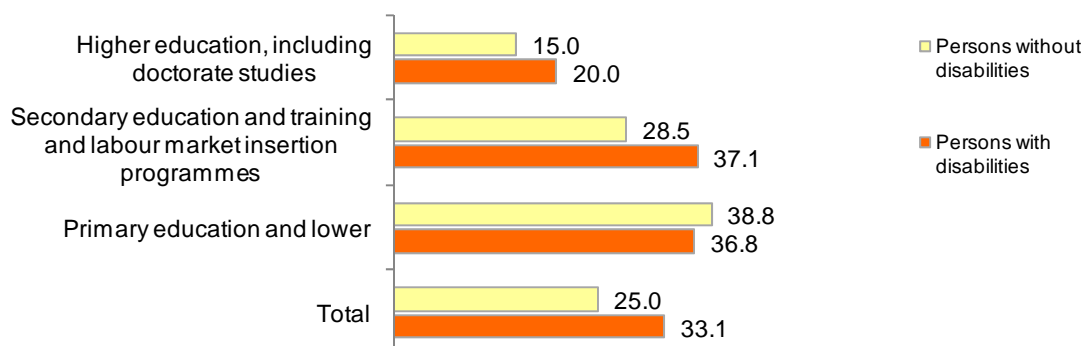
### Unemployed persons according to disability. Year 2012. Absolute values in thousands.

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	%	Absolute values	%	Absolute values	%
<b>TOTAL</b>	5,762.6	100.0	5,586.4	100.0	176.1	100.0
<b>SEX</b>						
Men	3,095.2	53.7	2,992.0	53.6	103.2	58.6
Women	2,667.4	46.3	2,594.5	46.4	72.9	41.4
<b>AGE GROUP</b>						
16-24	947.5	16.4	931.7	16.7	15.8	9.0
25-34	1662.2	28.8	1624.3	29.1	37.8	21.5
35-44	1513.8	26.3	1467.2	26.3	46.6	26.4
45-54	1141.9	19.8	1094.2	19.6	47.7	27.1
55-64	497.2	8.6	469.0	8.4	28.2	16.0
<b>LEVEL OF STUDIES</b>						
Illiterates	48.0	0.8	46.7	0.8	1.3	0.8
Primary education	1,030.6	17.9	991.0	17.7	39.5	22.4
Secondary education and training and labour market insertion programmes	3,484.6	60.5	3,373.6	60.4	111.0	63.0
Higher education, including doctorate stu	1,199.4	20.8	1,175.1	21.0	24.3	13.8

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



### Unemployment rate by level of studies (%). Year 2012.



The evolution of the unemployment rate for persons with disabilities over the course of four years, 2009-2012, showed that the rate had been noticeably increasing in the last year. There was a growth of 6.2 points over the previous year, in such a way that it increased more than for persons without disabilities (for them, the increase was 3.3 points).

### Differences 2012-2011 in the activity, employment and unemployment rates



### Evolution of the unemployment rate (%)

	Persons without disabilities				Persons with disabilities			
	2009	2010	2011	2012	2009	2010	2011	2012
Total	18.1	20.1	21.7	25.0	21.8	23.3	26.9	33.1
SEXO								
Men	17.8	19.8	21.2	24.7	21.6	22.2	26.5	33.3
Women	18.4	20.5	22.2	25.4	22.1	24.8	27.6	32.9
AGE GROUPS								
16 to 24 years	37.7	41.4	46.3	53.0	46.5	52.1	58.0	66.6
25 to 44 years	17.7	19.9	21.3	24.6	24.7	25.3	29.5	37.3
45 to 64 years	12.8	14.8	16.3	19.4	16.4	18.2	21.2	27.0

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. It was particularly high among persons aged 16 to 24 years old.

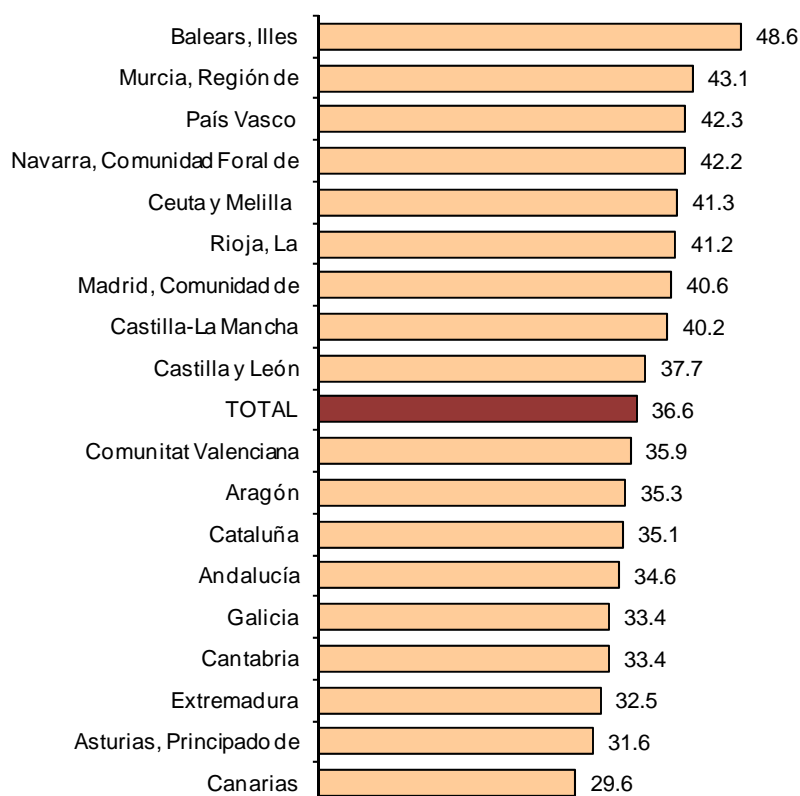
The greatest increases in the unemployment rate for persons with disabilities were registered for the male population (6.8 points higher than in 2011) and in the youngest age group (8.6 points more than the previous year).

## 2.6 Autonomous Communities and disabilities

The Autonomous Communities that recorded the highest economic activity rates within the group 'persons with disabilities' in 2012 were Illes Balears (48.6%), Murcia (43.1%), País Vasco (42.3%) and Comunidad Foral de Navarra (42.2%). 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 29.6%) and Principado de Asturias (31.6%).

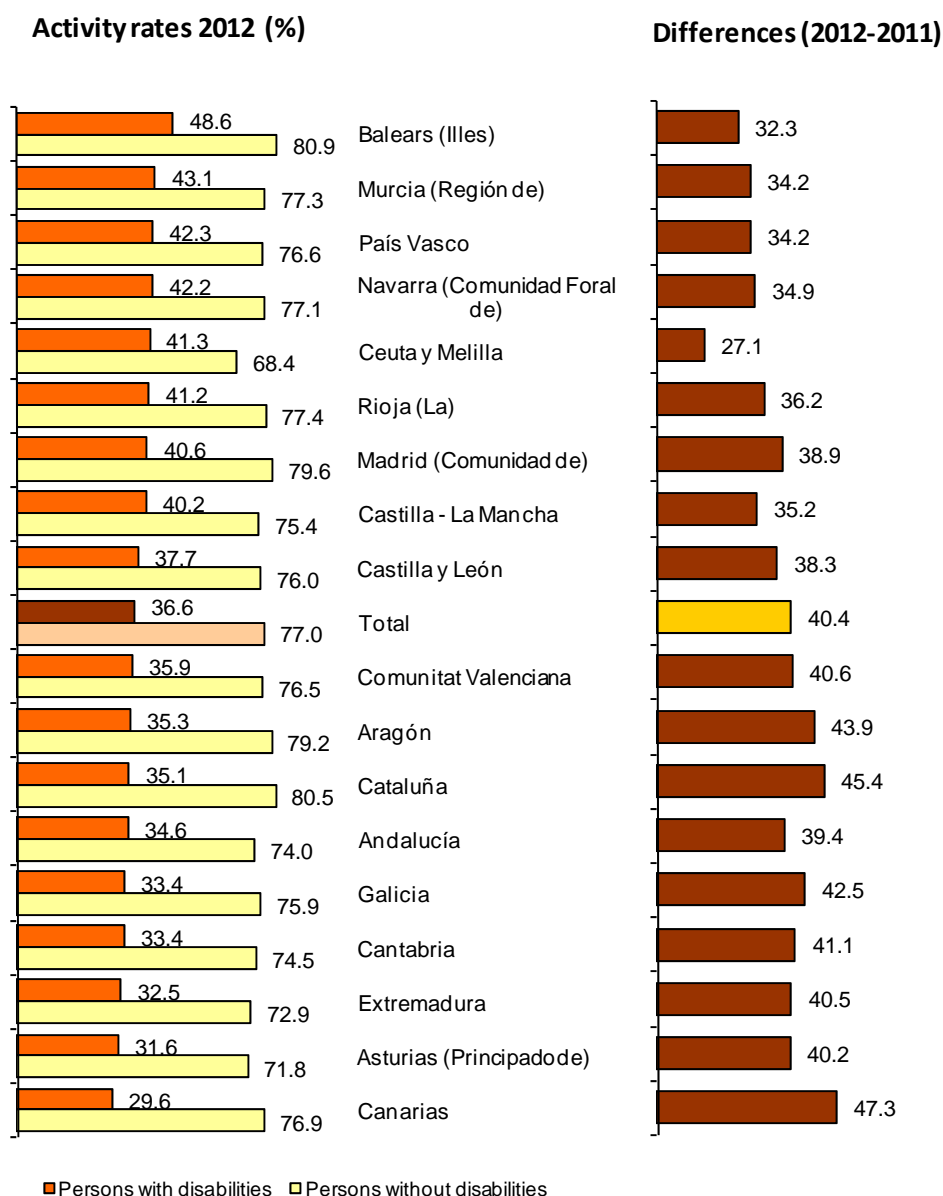
**Activity rate of persons with disabilities by Autonomous City and Community (%).  
Year 2012.**



Ceuta and Melilla, Illes Balears, 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, Cataluña and Aragón were the regions in which the gap between the economic activity of persons with disabilities and that of persons without disabilities was widest.

### Activity of persons with disabilities as compared to persons without disabilities by Autonomous Community



## 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 2012, **25% 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%).

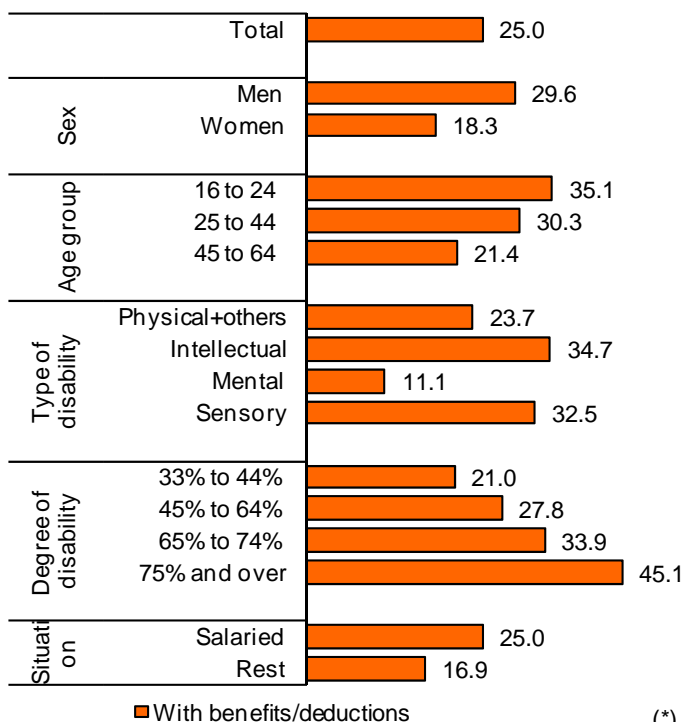
With regards to salaried employees there is another measure that promotes ordinary employment: the modality **specific contract for workers with disabilities**, which, besides allowances in social security contributions, contemplates certain subsidies.

In the year 2012, **24.9% of salaried employees with disabilities had this specific disability contract**.

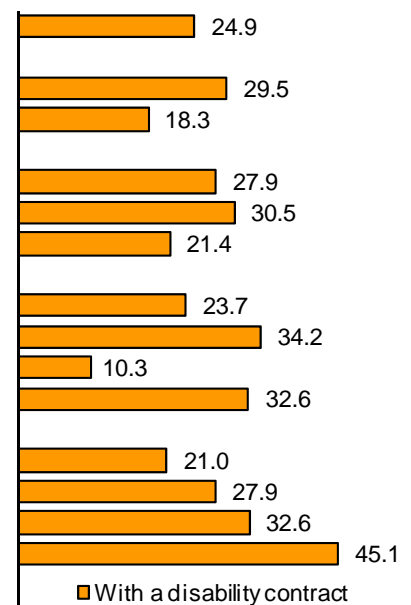
Deductions in social security contributions and specific hiring mostly benefited the male population, the disability group associated with intellectual and sensory impairments, and persons with the greatest degree of disability. With regard to age, deductions mostly benefited young persons (16 to 24 years old), while specific hiring mostly benefited the '25 to 44 years' age group.

**Promoting the employment of persons with disabilities in ordinary centres. Year 2012**

**Employed persons<sup>(\*)</sup> with disabilities with benefits/deductions in contributions (%)**



**Salaried employees<sup>(\*)</sup> with a specific disability contract (%). Year 2012**



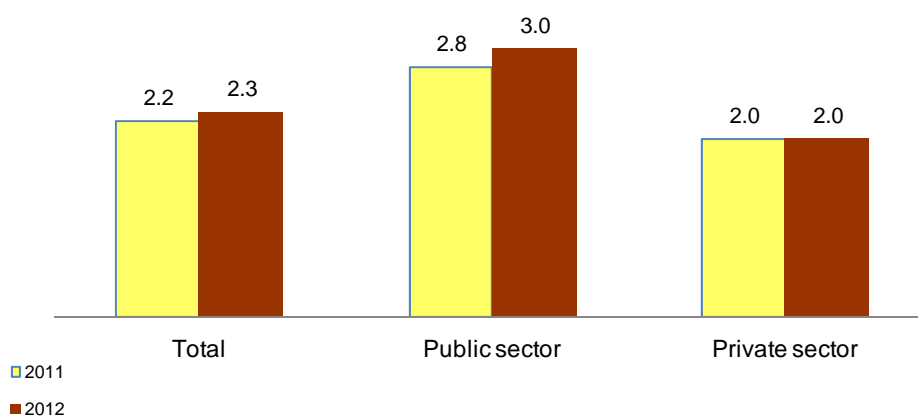
(\*) Persons contributing to the TGSS only

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 2012, 2.3% 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 3%.

**Percentage of salaried employees with disabilities as compared to the total number of salaried employees in companies(\*) with more than 50 workers**



(\*) Excluding: - Special Employment Centres  
- Persons who do not make Social Security contributions

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 1.6.

**Percentage of salaried employees with disabilities as compared to the total number of salaried employees in companies(\*) with more than 50 workers**

	Total	Public sector	Private sector
Including salaried employees from companies specialised in social inclusion of persons with disabilities	2.3	3.0	2.0
Excluding salaried employees from companies specialised in social inclusion of persons with disabilities	2.0	3.0	1.6

(\*) Excluding: - Special Employment Centres  
- Persons who do not make Social Security contributions

## 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.

Nine 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 788,400 (54 out of every 100)**. 18.6% of them (**146,400 persons**) were **economically active**.

By gender, 49.8% of disabled women received some type of benefit in 2012, as compared with 58.1% of men.

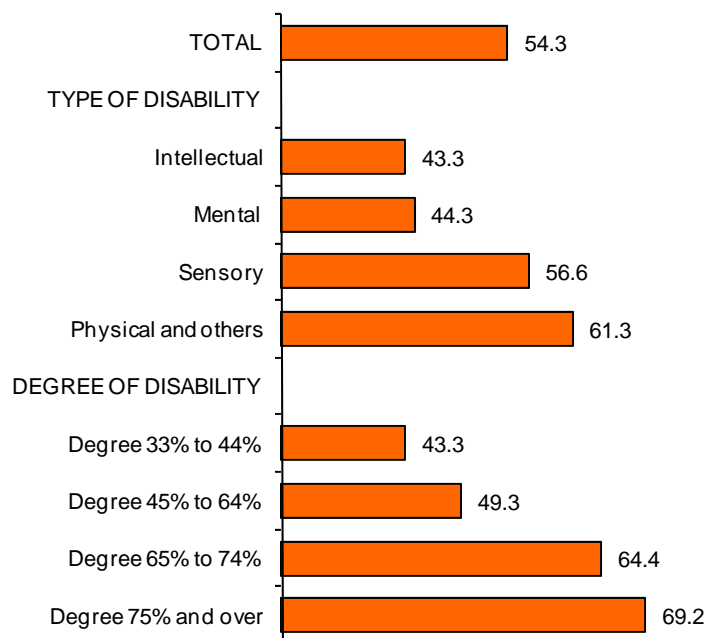
As age increases, there is a larger number of persons receiving benefits, while the reception of benefits is lower for the youngest group. Thus, the group of persons with disabilities, aged between 45 and 64, is the group with the highest

proportion of persons with any type of benefit (62.9 %, which is 8.5 points more than the average).

### Persons with disabilities depending on the receipt of benefits. Year 2012

	Absolute values in thousands			Percentages	
	Total	With benefits	Without benefits	With benefits	Without benefits
<b>TOTAL</b>	1,262.0	719.4	542.5	57.0	43.0
<b>SEX</b>					
Men	687.7	414.5	273.2	60.3	39.7
Women	574.2	304.9	269.4	53.1	46.9
<b>AGE GROUPS</b>					
16 to 24 years	75.9	13.6	62.3	17.9	82.1
25 to 44 years	403.2	178.0	225.3	44.1	55.9
45 to 64 years	782.8	527.9	255.0	67.4	32.6
<b>ACTIVITY SITUATION</b>					
Active	461.6	138.7	322.9	30.0	70.0
Inactive	800.3	580.7	219.6	72.6	27.4

### Receipts of benefits by type of disability. Year 2012



**Persons with a disability certificate according to dependence officially recognised.  
Year 2012**

	Persons with disabilities (thousands)			Percentages (%)	
	Total	Dependent	Rest	Dependent	Rest
TOTAL	1,450.8	248.4	1,202.4	100.0	100.0
Active	531.6	22.4	509.1	9.0	42.3
Inactive	919.2	226.0	693.2	91.0	57.7

Taking into account the type of disability, persons with disabilities associated with physical and other impairments are those receiving the most benefits (61.3%), 7 points above the average. In terms of degree, almost 7 out of every 10 persons with a degree of disability greater than 65% received some type of benefit during 2012.

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 2012, in 43.9% 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 83.3% (656,700).

**Persons receiving benefits depending on whether or not they are due to disabilities, and by disability**

	Absolute values in thousands			Percentages	
	Total	Benefits derived from the disability	Other benefits	Benefits derived from the disability	Other benefits
Persons without disabilities	2,287.4	1,003.1	1,284.3	43.9	56.1
Persons with disabilities	788.4	656.7	131.7	83.3	16.7

**Persons with disabilities according to whether or not they receive benefits**

**Year 2012. Absolute values in thousands**

	Absolute values	Percentages
TOTAL	1,450.8	100.0
With benefits	788.4	54.3
Without benefits	662.4	45.7

**Persons with disabilities receiving benefits**

**Year 2012. Absolute values in thousands**

	Absolute values	Percentages
Total number with benefits	788.4	100.0
Benefits derived from disability	656.7	83.3
Other benefits	131.7	16.7
Non-contributory benefits only	26.8	3.4
Contributory and non-contributory	761.6	96.6
Active	146.4	18.6
Inactive	642.1	81.4



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.

22.4% 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. This rate was almost 3 points higher than in 2011. In turn, only 3.4% (26,800) 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.

**Persons receiving benefits depending on whether or not they are contributory, and by disability**

	Absolute values in thousands			Percentages	
	Total	Non-contributory benefits only	Contributory and non-contributory	Non-contributory benefits only	Contributory and non-contributory
Persons without disabilities	2,287.4	511.3	1,776.2	22.4	77.6
Persons with disabilities	788.4	26.8	761.6	3.4	96.6

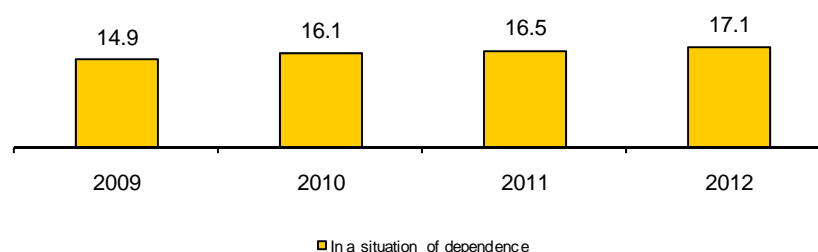
Besides benefits, assistance is promoted via the **System for the Autonomy of and Support for Dependent Persons**.

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 2012, **17.1% of persons with disabilities had their situation of dependence recognised at the same time.**

**Persons with a disability certificate in a situation of dependence (%)**



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

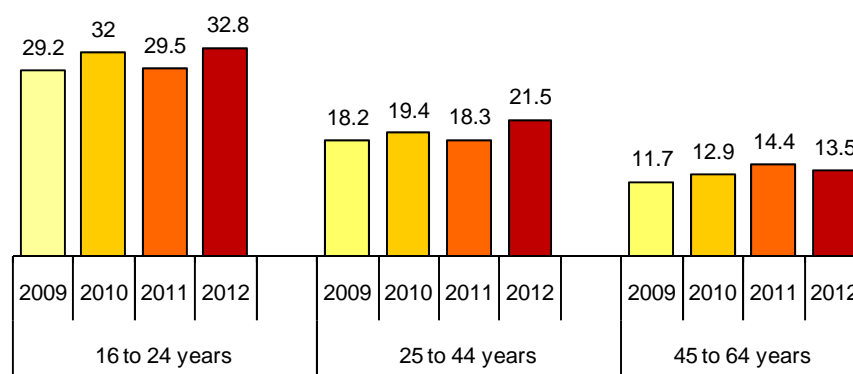
In terms of dependency, there are no significant differences by gender, although different conclusions are drawn by placing the focus on age.

**Persons with disabilities in a situation of dependence by sex**

	In a situation of dependence				Not in a situation of dependence			
	2009	2010	2011	2012	2009	2010	2011	2012
SEX								
Men	15.3	16.9	17.1	17.3	84.7	83.1	82.9	82.7
Women	14.4	15.1	15.9	16.9	85.6	84.9	84.1	83.1

Although the number of persons with disabilities and in a situation of dependence increases with age, dependency is highest amongst the younger population. In 2012, 32.8% of persons with disabilities between the ages of 16 and 24 were dependent, as compared with 13.5% for those aged over 45.

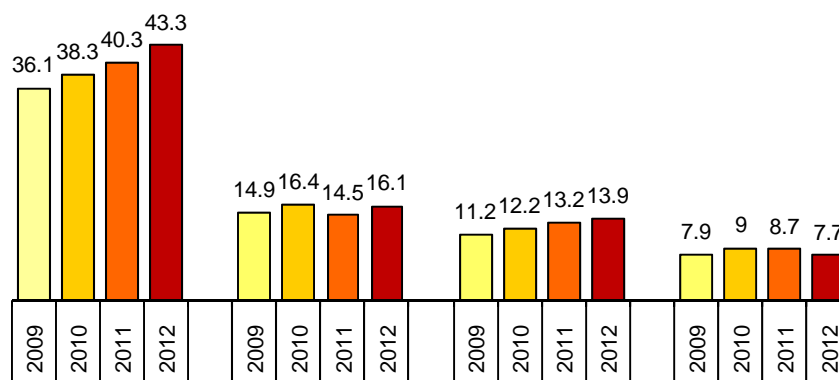
**Persons who have been recognised dependent and who are in a situation of dependence by age**



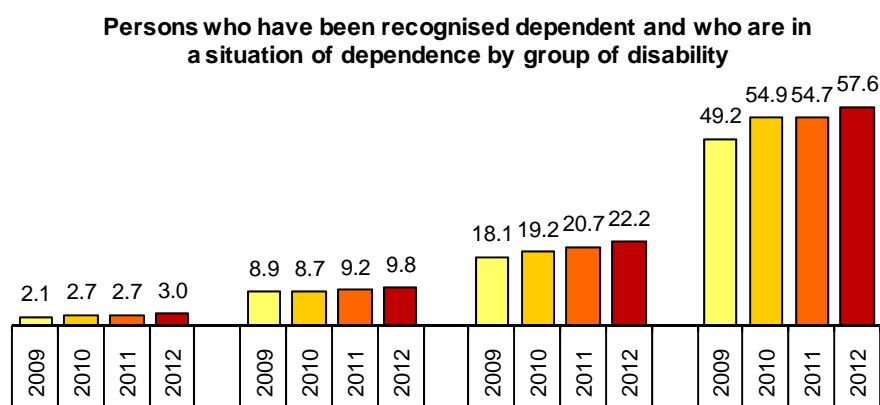
By type of disability, **dependency had more weight both in relation with persons with intellectual impairment, as well in relation with persons with a higher degree of disability.**

Thus, the proportion of persons in a situation of dependence stood at 43.3% among those with intellectual disabilities. 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 (7.7%).

**Persons who have been recognised dependent and who are in a situation of dependence by group of disability**



The percentage of persons with the greatest degree of disability who are also in a situation of dependence was 57.6%, as compared with 3% of persons with the lowest degree.



## 2.9 Households and disabilities

**In 2012 there were 1,343,500 households with some person aged between 16 and 64 with recognised disabilities**, accounting for 9.5% of the total number households with some person of working age.

With regard to economic activity, it is worth noting that in 72.6% 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 21.3% of these households all their active members were unemployed, and in 56.6% all their active members were employed. The rates have varied significantly as compared with 2011, when these percentages were 17% and 62.3%, respectively.

Once again the connection between disability and inactivity is observed, given that the percentage of households in which all its members are economically inactive (27.4%) exceeds the general situation by 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 1.5% of households with persons aged between 16 and 64, in which one of them has a disability, receive no income.

**Households with persons aged [16,64] according to composition and disability. Year 2012.**

<i>Units in thousands</i>	With some person aged [16,64]	With a person aged [16,64] with disability
<b>TOTAL</b>	14,195.4	1,343.5
<i>Percentages</i>		
<b>ACCORDING TO HOUSEHOLD COMPOSITION</b>		
Single person	13.0	11.0
Couple alone	16.2	14.3
Couple with children	47.7	43.5
Single parent with children	9.2	12.1
Others	13.9	19.2
<b>ACCORDING TO THE AGE OF THE MEMBERS</b>		
Households with persons aged under 16	35.6	19.4
Households with persons aged 64 and over	14.7	23.8
Households with persons aged under 16 and over 64	1.9	2.1
Households without persons aged under 16 and over 64	47.8	54.7
<b>ACCORDING TO INCOME</b>		
Receiving income	96.8	98.5
1 income recipient	37.0	32.8
2 income recipients	47.1	44.8
3 or more income recipients	12.8	21.0
Not receiving any income	3.2	1.5
<b>ACCORDING TO THE ACTIVITY OF THE MEMBERS</b>		
Households with active members	91.0	72.6
All members employed	59.4	41.1
All members unemployed	12.4	15.5
Households with all members inactive	9.0	27.4

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.

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

In 19% of households with a person with a disability there are members aged under 16, as compared with 16% of households without the presence of disabilities. It is worth noting that almost in 55% of households with a person with a disability there were not minors under the age of 16 or elderly persons over 64 years of age. In households without the presence disabilities, the percentage did not reach 50%.

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

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### 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 31/12/2011, has been improving every year 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 the aforementioned 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, including, amongst others, the variable "degree of disability", since 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 have had some type of labour relationship during the year 2012, the behaviour of the disability group that includes this category is biased, and is only comparable to the year 2011.

### Sample EPD 2012

Total	8,999
Enlargement of the sample (EPA-TGSS)	264
Original sample (cross EPA-BEPD)	8,735

### Sizes BEPD, aged [16,64]

	2008	2009	2010	2011	2012
Total BEPD	1,048,838	1,212,052	1,256,905	1,385,438	1,630,704
Valid BEPD	892,455	1,105,017	1,197,932	1,289,298	1,481,289

The size of the sample used for the operation The Employment of Persons with Disabilities, since 2008 to 2012, is shown in the following table:

#### Sizes by quarters

	BEPD						Sample EPD				
	2008	2009	2010	2011	2012		2008	2009	2010	2011	2012
<b>1Q</b>	883,010	1,069,204	1,186,575	1,276,311	1,467,591	<b>1Q</b>	3,155	4,064	4,644	5,081	5,657
<b>2Q</b>	876,038	1,077,459	1,176,383	1,266,063	1,456,654	<b>2Q</b>	3,047	3,976	4,433	4,999	5,658
<b>3Q</b>	869,727	1,085,761	1,167,001	1,256,976	1,445,167	<b>3Q</b>	2,966	4,206	4,323	4,869	5,603
<b>4Q</b>	863,421	1,094,924	1,157,512	1,248,454	1,433,773	<b>4Q</b>	2,944	4,170	4,254	4,766	5,612
<b>Average</b>	873,049	1,081,837	1,171,868	1,261,951	1,450,796	<b>Total<sup>(1)</sup></b>	5,056	6,854	7,305	7,992	8,999

<sup>(1)</sup> 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 2012 derive from the integration into one sole publication phase of the traditional tabulation (BEPD-EAPS).

Due to the delay in the availability of the SISAAD data and the complete BEPD, a cross between administrative registers was made as the sources were available. This 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.



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## 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 on 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 (9 December 2013 for the EPD-2012).

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## **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=1](http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/e308_mnu&file=inebase&N=&L=1)
- Methodology of the Survey on Disabilities, Personal Independence and Dependency (INE)  
<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p418&file=inebase&L=1>
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[http://www.imserso.es/imserso\\_01/documentacion/estadisticas/bd\\_estatal\\_pcd/index.htm](http://www.imserso.es/imserso_01/documentacion/estadisticas/bd_estatal_pcd/index.htm)
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- Royal Decree 1971/1999, of 23 December, on the procedure for the recognition, declaration and rating of the degree of disability
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