

INSTITUTO NACIONAL DE ESTADISTICA



# **Employment of persons with disabilities 2019**

**Report**

Madrid, January 2021

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# 1. Summary

## **Context of the statistical operation Employment of Persons with Disabilities**

The group 'persons with disabilities' is considered a priority line of action for social policies, and one of their essential purposes is the integration of these persons within the workplace.

The National Institute of Statistics (INE) has information on disability and the labour market through the *Survey on Disabilities, Personal Autonomy and Situations of Dependency 2008* (EDAD 2008) and the 2002, 2011 and 2013 ad-hoc modules of the Economically Active Population Survey (EAPS) on People with disabilities and their relationship with employment, on Health Problems and their relationship with employment, and on Occupational accidents and work-related health problems, respectively. Likewise, in 2013, the INE published the Health and Social Integration Survey (EISS2012), whose objective is to provide results on disability, health status and limitations in activities and barriers to social participation with a common methodology for all countries of the EU in order to obtain harmonised information on disability and barriers to social participation.

The problem with these sources is their periodicity, which prevents us from having continuous, up-to-date information on this group's employment situation.

In 2009, with aid from the Spanish Committee of People with Disabilities (CERMI) and the ONCE Foundation, the INE set the objective of creating a continuous statistical operation that provides information on the Employment of people with disabilities.

In 2010, the project began as a pilot study, using reference data from 2008. Following that, during 2011, provisional results were obtained for the reference periods 2009 and 2010. In 2012, the statistics were expanded, including data on employment promotion measures and sheltered employment from the General Social Security Treasury (GSST), as well as information on benefits received from the Registry of Public Social Benefits of the National Social Security Institute (INSS) and data dependence from the System for the Autonomy and Support for Dependent Persons (SAAD).

The data for the 2008, 2009 and 2010 periods were thus made definitive, and *Employment of Persons with Disabilities* was established as a continuous operation of annual periodicity, which appears in the National Statistical Plan 2009-2012 and in 2013- 2016 with the number 5631.

It was created from information provided by IMSERSO and Social Security -which the INE would like to thank for their collaboration- as well as the Ministry of Health, Consumption and Welfare, who are co-signatories to a collaboration agreement for the preparation of these statistics. The collaboration of the Spanish Committee for Representatives of Persons with Disabilities (CERMI) and the ONCE Foundation, which contributed to the creation of this statistic from the outset, is also much appreciated.

Initially, the study population was made up of people aged 16 to 64 who reside in the primary family dwellings and have a degree of disability equal to or greater than 33%. That is, people of working age with a certificate of disability or a legally recognized disability.

The consideration of persons legally recognised as disabled, which was extended through legal assimilation in 2003, (Law 51/2003), definitively established under Royal Legislative Decree 1/2013, 29 December, published on 3 December 2013, which approves the revised text of the “General Law of rights of persons with disabilities and their social inclusion”.

According to this Royal Decree, persons officially recognised as disabled are considered those with a degree of disability greater than or equal to 33%. In addition, it establishes that social security pensioners who have a recognised permanent disability pension to the degree of total, long-term or severe disability will be considered as having a degree of disability greater than or equal to 33%, and state pensioners who have a retirement pension or retirement due to permanent incapacity or unfitness for work.

As a result of this Royal Decree, the population scope of The Employment of Persons with Disabilities extended to include the aforementioned group. 2014 was the first year in which this change took place, causing a rupture in the data series for The Employment of Persons with Disabilities.

Such inclusion implies an increase in the total estimate of persons with disability officially recognised in Spain, albeit not in an amount equal to that of the total of said group, since the persons who have a pension recognised for permanent disability and at the same time appear in the State Database of Persons with Disability were already accounted for in the total number of persons with disability previously published.

Technically, the operation is built on the cross-referencing of information from the Economically Active Population Survey (EAPS) with the State Database of People with Disabilities (SDPD) and with data from the General Social Security Treasury, the Registry of Public Social Benefits of the National Social Security Institute and the System for the Autonomy and Support for Dependent Persons.

An investigation is done as to the demographic, labour and educational characteristics of people with disabilities, the type of households in which they reside and the employment situation of their members.

Lastly, the elevation factors are applied. These incorporate an additional factor into the traditional EAPS calibration, which takes into account the main magnitudes of the population with legally recognized disabilities and the main work variables of the EAPS.

The main advantage of this operation is the use of administrative records, since it avoids the statistical overload that carrying out a specific survey would entail.

**The results of this statistic for the year 2019 show the following:**

- More than 6% of the working-age population has an officially recognized disability (6.2%).
- The most remarkable thing about this group is its low labour market participation, with an activity rate of 34.0%; more than 43 points lower than that of the population without disabilities.



- The number of inactive people with disabilities increases markedly with age. In terms of gender, the activity rate of women with disabilities is lower than that of men by 1.3 points (33.3% and 34.6%), while among the population without disabilities there is a difference of 11.2 points.
- In addition to gender and age, labour participation is highly determined by disability type and intensity. People with hearing impairment-associated disabilities are the most active at work, and have an activity rate 29 points higher than that of people with mental disorders - which is the most inactive group (56.8% versus 27.8%). The group made up of pensioners with a recognized permanent disability pension and who are not registered in the SDPD, for whom disability type is not available, shows an activity rate of 17.8%; that is, the majority of the people in this group are inactive.
- The activity rate of people with a degree of disability less than 45% is more than 41 points higher than that of people with a degree of disability of 75% or higher (54.0% versus 12.7%).
- The importance of training as an integrating variable in the social-labour environment is demonstrated through the activity and employment rates, since both increase as training level increases. In the case of persons with disabilities and higher education, the activity rate exceeds the average by 16.3 points, while the rest of the population with said level of education exceeds the average rate by just over 11 points.
- Regarding the job profile, 9 out of 10 workers with disabilities are salaried, 7.3 out of 10 salaried employees have a permanent contract and 8.1 out of 10 workers are in the service sector.
- Twenty-six point seven percent of employed persons with disabilities who work in ordinary centres have some deduction in Social Security contributions and almost the same percentage of employees have a specific disability contract (26.6%).
- Workers with disabilities in the private sector who work at companies with more than 50 workers account for 2.2% of all of these companies' employees<sup>1</sup>. Entities specialized in the social inclusion of people with disabilities are included in this percentage.
- Of every 100 persons of working age, 12 received benefits in 2019. In the specific case of persons with disabilities, the Public Benefit System helped 1,277,600 people (68 out of every 100). Of these, 20.4% (260,300 people) remained active.
- A total of 16.5% of persons with disabilities (309,400) were also officially recognized as being in situations of dependency. Of these, 31,900 (10.3% of persons with dependent disabilities) were active in the labour market.

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<sup>1</sup> The statistic "Employment of People with Disabilities" does not provide us with percentage of companies with more than 50 workers that comply with the legally established reserve quota, according to which they must have at least 2% of the persons on their staff must be disabled.

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## **2. Report of Results 2019**

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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, on that of the group of persons with disabilities.

In Spain, since the passage of the Spanish Social Integration of the Disabled Act (LISMI) in 1982, consensus has formed that achieving these persons' full social integration requires their integration into the labour market.

The so-called "Spanish Strategy on Disability 2012-2020" indicates that people with disabilities, especially those with severe disabilities, have low activity rates and very low employment levels. The strategy also specifies a series of lines of action intended to promote the employability of a growing number of people with disabilities.

In order to analyse the effectiveness of the action plans adopted, data is needed to provide suitable information. For many years, the group of those with disabilities were characterized by a lack of continuous and comparable information, both to measure the results and impacts of different intervention instruments in terms of employment, and to assess the challenges posed by the economic crisis.

The statistic "Employment of Persons with Disabilities" (EPD), which has been prepared by the INE since 2010, is carried out so as to provide continuous source of relevant information on the situation of people with legally recognized disabilities.

An analysis of the results offered by the statistic is provided below. In addition to offering a broad description of the employment situation in Spain of the group of people with disabilities, this analysis shows the breadth of information, possibilities and study focuses presented with the availability of these statistics.

However, the amount of information provided is restricted at the regional level. Since the presence of disability in the population is an atypical phenomenon, the sample size obtained for Autonomous Communities (AC) limits the exploitation of results.

As a consequence of Royal Legislative Decree 1/2013, the population scope of The Wages of Persons with Disabilities was expanded to include Social Security pensioners who have a recognized permanent total, absolute or major disability pension and civil service pensioners who have a recognized retirement pension due to permanent disability for service or disablement. This change first occurred in 2014, thereby causing a break in the data series of Employment of People with Disabilities. This was rectified using a double calculation of results for said year, applying both the old and the new methodologies.

In the following sections of this report we show the employment situation of the group of people with disabilities who participate in the labour market (active), comparing this group with the rest of the population. Other personal characteristics In addition to disability may have an impact on this comparison. A general vision of the population with and without disabilities is thus presented first.



## 2.2 Characteristics of the population with legally recognized disabilities in 2019

In 2019, there was a total of 1,876,900 working age (from 16 to 64 years) persons with certified disabilities and who resided in main family dwellings, accounting for 6.2% of the total working age population.

The structure of the population with disabilities influences its behaviour in the labour market. There is a higher percentage of men and people over 45 years of age. A close relationship between age and disability is evident: at older ages, the percentage of people with officially recognized disabilities grows.

### Population according to disability. Year 2019

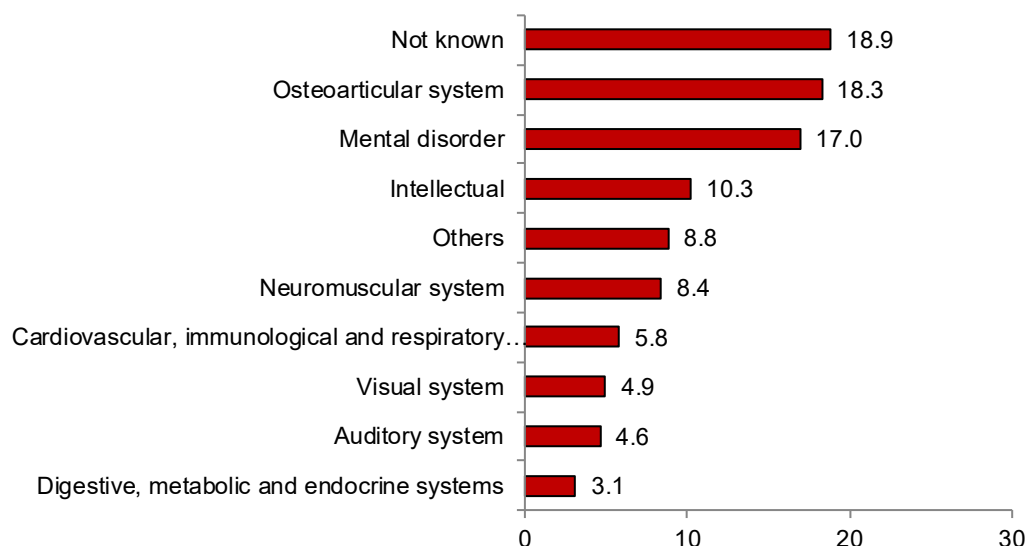
Units: absolute values in thousands

	Total			Persons without disabilities			Persons with disabilities		
	Absolute values	Vertical percentages	Horizontal percentages	Absolute values	Vertical percentages	Horizontal percentages	Absolute values	Vertical percentages	Horizontal percentages
TOTAL	30,419.3	100.0	100.0	28,542.4	100.0	93.8	1,876.9	100.0	6.2
SEX									
Men	15,208.0	50.0	100.0	14,141.3	49.5	93.0	1,066.7	56.8	7.0
Women	15,211.3	50.0	100.0	14,401.1	50.5	94.7	810.2	43.2	5.3
AGE GROUPS									
16 to 24 years	4,177.1	13.7	100.0	4,078.8	14.3	97.6	98.3	5.2	2.4
25 to 44 years	12,611.6	41.5	100.0	12,174.4	42.7	96.5	437.2	23.3	3.5
45 to 64 years	13,630.6	44.8	100.0	12,289.2	43.1	90.2	1,341.4	71.5	9.8

The **types of disability** with the highest rate in the working-age population in 2019 were those associated with *osteoarticular* deficiencies (18.3%) and *mental disorders* (17.0%). At the other end of the spectrum, deficiencies in the *digestive, metabolic and endocrine systems* (3.1%), *auditory system* (4.6%) and *visual system* (4.9%) are present to a lesser degree in this population. The following graph shows these percentages calculated with respect to the total number of people with officially recognized disabilities.

### Distribution according to type of disability. Year 2019

Units: percentage

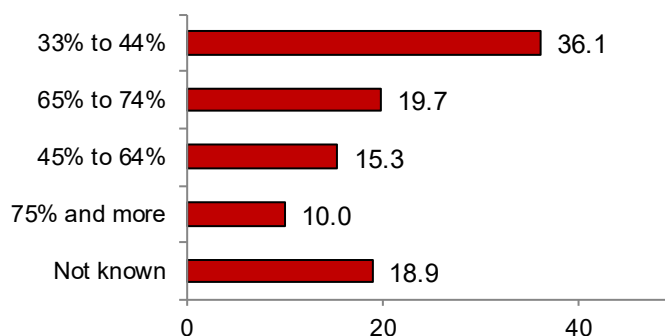


The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

In 2019, taking into account the **severity of the disability**, 10.0% of working-aged persons with officially-recognized disabilities had a degree of disability greater than or equal to 75%. The most frequent group, with 36.1% of persons, corresponded to the mildest degree of disability (from 33% to 44%).

### Distribution according to degree of disability. Year 2019

Units: percentage



The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD

According to the **level of studies**, there were notable differences in 2019 with respect to the population without disabilities. The weight of persons with higher education is lower, while they predominate among those with lower education, particularly primary school: 16.9% of people with disabilities have higher educational levels, compared to 36.4% of the rest of the population, and the percentage of people with primary education (19.1%) is more than double that of people without disabilities (7.1%).



## Population according to level of studies. Year 2019

Units: absolute values in thousands

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentage	Absolute values	Percentage	Absolute values	Percentage
TOTAL	30,419.3	100.0	28,542.4	100.0	1,876.9	100.0
Illiterate	196.4	0.6	112.9	0.4	83.6	4.5
Primary education	2,372.9	7.8	2,014.5	7.1	358.4	19.1
Secondary education and labour training and insertion programmes	17,143.3	56.4	16,025.9	56.1	1,117.3	59.5
Tertiary education	10,706.7	35.2	10,389.1	36.4	317.6	16.9

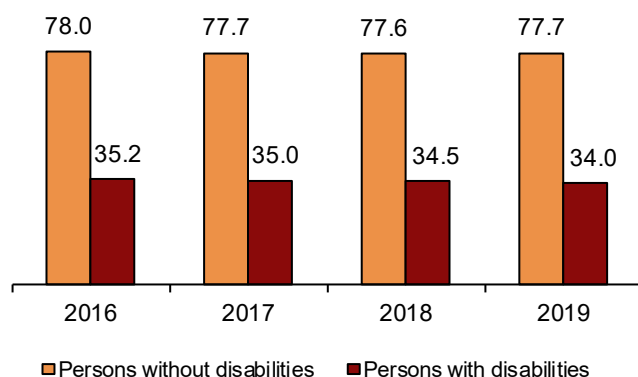
## 2.3 Economically-active Persons with Disabilities

According to data from the statistics on the Employment of People with Disabilities (EPD), in global terms, and from a labour standpoint, **the most significant aspect for the group of persons with legally-recognized disabilities is their low participation in the labour market**, even more so than their unemployment level.

Their **activity rate** (34.0%) is more than 43 points below that of the population without disabilities (77.7%).

### Evolution of the activity rate

Units: percentage



## Active persons aged 16 to 64 according to disability Year 2019

Units: absolute values in thousands

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentage	Absolute values	Percentage	Absolute values	Percentage
TOTAL	22,803.5	100.0	22,164.9	100.0	638.6	100.0
SEX						
Men	12,144.5	53.3	11,775.6	53.1	368.9	57.8
Women	10,659.0	46.7	10,389.3	46.9	269.6	42.2

As is the case for the general population, women are less actively present in the labour market, but **the activity rate of women with disabilities is closer to that of men than in the population without disabilities.**

For people with disabilities in 2019, the activity rate of women was 1.3 points below that of men (33.3% and 34.6%). As for people without disabilities and during the same year, the female activity rate was more than 11 points lower than the male rate (72.1% versus 83.3%).

It is also interesting to note that the differences in activity rates between one group and another are smaller in the case of women: there is a difference of 38.8 points between the two groups (33.3% for women with disabilities compared to 72.1% for the rest of women), while for men the difference is 48.7 points (34.6% versus 83.3%).

### Evolution of the activity rate by sex

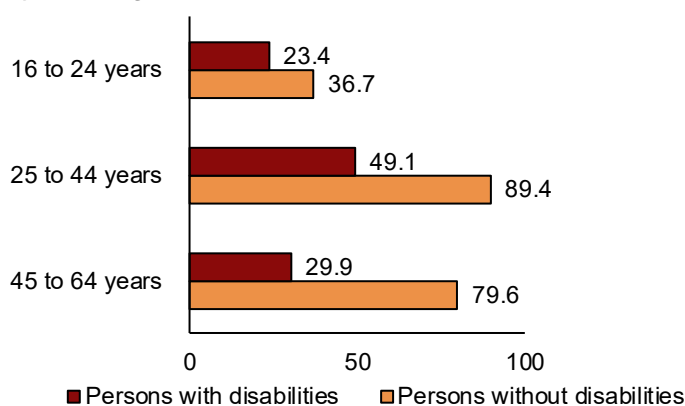
Units: percentage

	Persons without disabilities				Persons with disabilities			
	2016	2017	2018	2019	2016	2017	2018	2019
TOTAL	78.0	77.7	77.6	77.7	35.2	35.0	34.5	34.0
Men	83.9	83.7	83.6	83.3	35.2	35.1	35.1	34.6
Women	72.1	71.8	71.7	72.1	35.2	35.0	33.6	33.3

**As age increases, the gap in labour market participation between the population of persons with disabilities and the rest of the population increases.**

### Activity rate by age group. Year 2019

Units: percentage



The activity rate of people with disabilities decreased in the three age groups compared to 2018, with the greatest decrease in the 16-24 age group, where it fell by 0.5 points. For the other two age groups, there is a decrease of 0.4 points for the intermediate age group and 0.2 points for the older group. In the case of the non-disabled population, the activity rate is similar to the previous year, with slight decreases in the youngest and intermediate age groups and with an increase of 0.8 in the 45-64 age group.



## Evolution of the activity rate by age group. Year 2019

Units: percentage

	Persons without disabilities				Persons with disabilities			
	2016	2017	2018	2019	2016	2017	2018	2019
Total	78.0	77.7	77.6	77.7	35.2	35	34.5	34.0
16 to 24 years	36.8	37.1	36.9	36.7	28.1	25.4	23.9	23.4
25 to 44 years	90.5	90	89.7	89.4	50.3	50.6	49.5	49.1
45 to 64 years	78.1	78.3	78.8	79.6	30.2	30.3	30.1	29.9

Participation in the labour market is heavily determined by the **type and intensity of the disability**.

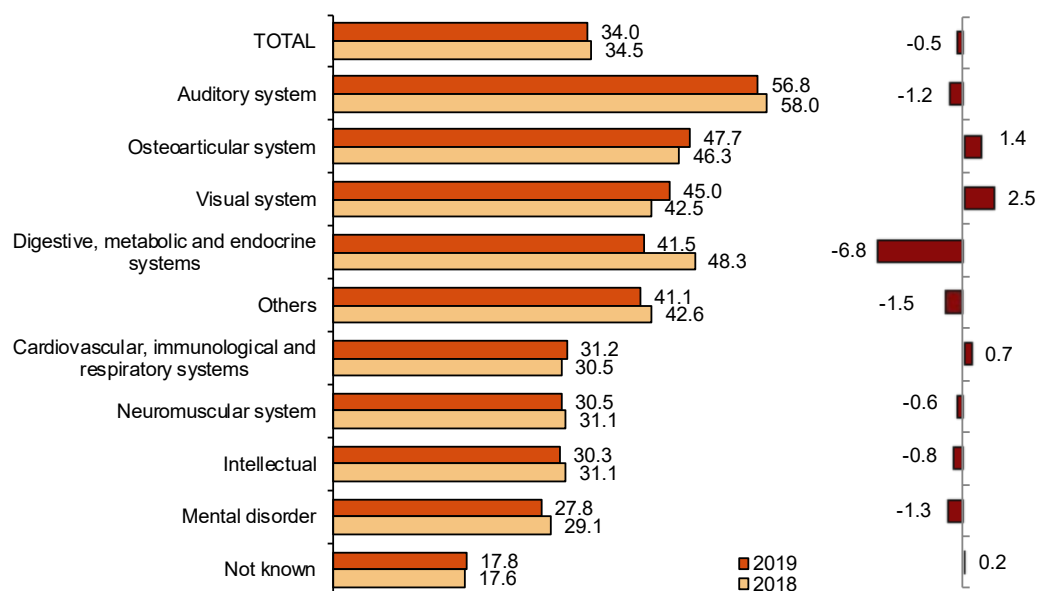
According to the **type of disability**, those with hearing impairments had highest activity rates in 2019 (56.8%), while those with mental disorders had the lowest (27.8%).

Regarding the evolution with respect to 2018, the increases in the activity rates of the disability groups associated with the *Visual System* and *Osteoarticular System* are worth mentioning.

On the contrary, the decrease in the activity rate is notable in the disability groups associated with the *Digestive, metabolic and endocrine systems* and *Others*.

## Activity rate by type of disability. Year 2019

Units: percentage



The group "Others" includes persons with expressive language disorders, indeterminate or unknown disabilities and also Social Security affiliates for whom the type of disabilities is not available.

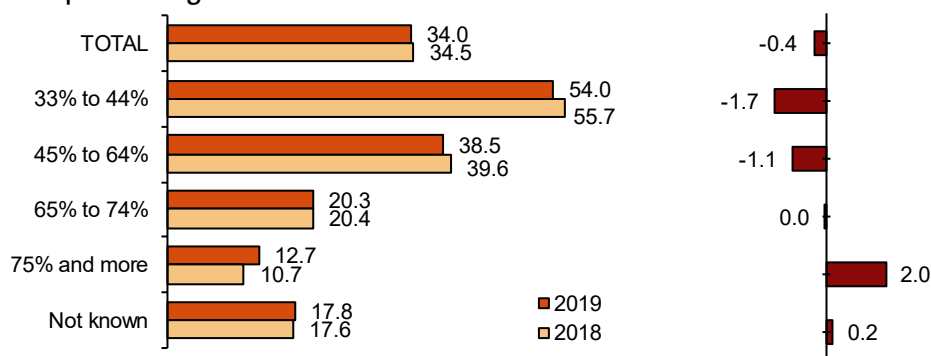
The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Regarding the **degree of disability** the activity rate for lower intensities of disability (below 45%) stands at 54.0% in 2019. This decreases progressively until reaching 12.7% for the highest degree of disability.

Compared to 2018, activity decreased in all groups with a degree of disability, except in the group with the highest intensity, where it increased by 2.0%. The greatest decrease was in the group of 33% to 44% disability.

### Activity rates by degree of disability. Year 2019

Units: percentage



The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

Training is an essential tool that generally facilitates labour market accessibility; and it is of particular importance in the specific case of persons with disabilities. An analysis of the activity situation of these persons based on their level of training, compared to that of people without disabilities, offers specific information.

**The economic activity rate of the population of persons with disabilities increases along with level of training, lowering differences as compared to the population as a whole.** In 2019, an activity rate of 50.3% was reached in people with disabilities with higher education, 16.3 points more than the group average and 31.2 points higher than that of those with primary education. Similar behaviour is observed in the population of people without disabilities, but it is less marked. The difference with the mean is, in this case, 11.4 points, and 25.2 points between those with higher education and primary education.

### Activity rates by level of studies. Year 2019

Units: percentage

	Total	Persons without disabilities	Persons with disabilities
Total	75.0	77.7	34.0
Illiterate	29.5	48.5	3.9
Primary education programmes	57.0	63.8	19.1
Tertiary education	69.9	72.2	36.4
	87.9	89.0	50.3

In regards to the evolution compared to 2018, in the case of people with disabilities, the activity rate decreased slightly in all groups except for illiterates, while for people without disabilities it decreased in all groups.

## Evolution of the activity rate by level of studies. Year 2019

Units: percentage

	Persons without disabilities				Persons with disabilities			
	2016	2017	2018	2019	2016	2017	2018	2019
Total	78.0	77.7	77.6	77.7	35.2	35.0	34.5	34.0
Illiterate	53.9	52.8	49.2	48.5	7.1	4.8	2.4	3.9
Primary education	65.0	64.7	64.5	63.8	21.7	20.1	19.7	19.1
Secondary education and labour training and insertion programmes	73.5	72.7	72.5	72.2	38.6	38.2	36.8	36.4
Tertiary education	89.3	89.4	89.1	89.0	53.9	52.5	53.1	50.3

## 2.4 Employed persons with disabilities

The employment rate for persons with disabilities was 25.9% in 2019, or less than half that of the population without disabilities, whose employment percentage is 66.9%. The situation is similar to that of previous years.

### Evolution of the activity rate by sex. Year 2019

Units: percentage

	Persons without disabilities				Persons with disabilities			
	2016	2017	2018	2019	2016	2017	2018	2019
Total	62.8	64.4	65.9	66.9	25.1	25.9	25.8	25.9
Men	68.9	70.8	72.4	73.1	25.3	26.0	26.2	26.5
Women	56.8	58.2	59.6	60.7	24.9	25.6	25.2	25.1

In 2019, the employment rate, compared to the previous year, decreased for women with disabilities (0.1 points) and increased slightly for men (0.3 points). There were increases in employment rates of the population without disabilities for both men and women, of 0.7 and 1.1 points, respectively.

Among the employed persons with disabilities, a higher percentage of men (58.1%) is observed than in the employed population without disabilities (54.2%).

### Employed persons. Year 2019

Units: absolute values in thousands

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentage	Absolute values	Percentage	Absolute values	Percentage
Total	19,567.9	100.0	19,082.0	100.0	485.9	100.0
Men	10,622.8	54.3	10,340.3	54.2	282.6	58.1
Women	8,945.1	45.7	8,741.7	45.8	203.4	41.9

**Level of studies has a significant influence on the employability of persons with disabilities.** In 2019, 90.5% of the employed persons in this group had a secondary or higher education level. Even though there is a difference of 4.3 points compared to the rest of employed persons, it shows the direct relationship between the level of studies achieved and the group's employability.

### Employed persons according to level of studies. Year 2019

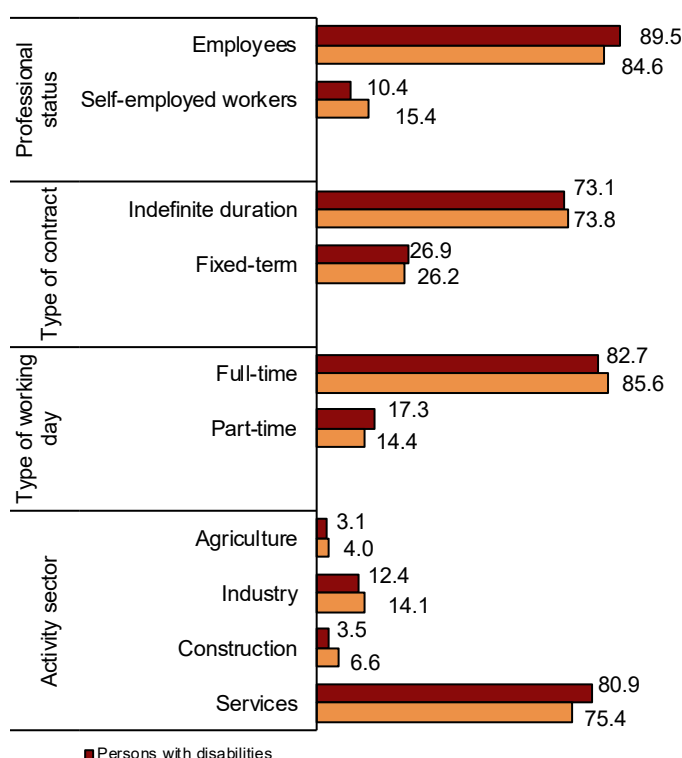
Units: absolute values in thousands

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentage	Absolute values	Percentage	Absolute values	Percentage
Total	19,567.9	100.0	19,082.0	100.0	485.9	100.0
Illiterate	34.9	0.2	32.3	0.2	2.7	0.6
Primary education	987.2	5.0	943.9	4.9	43.3	8.9
training and insertion programmes	9,952.9	50.9	9,654.5	50.6	298.3	61.4
Tertiary education	8,593.0	43.9	8,451.3	44.3	141.6	29.1

80.9% of those employed with disabilities worked in the Services sector, compared to 75.4% of those without disabilities.

### Distribution according to employment characteristics Year 2019

Units: percentages



Regarding the activity branches, employed persons with disabilities are more represented in 'Administrative and support service activities,' 'Human health and social work activities,' 'Extractive and manufacturing industries,' and 'Public administration and defence; compulsory social security.'



## Employed persons by activity sections. Year 2019

Units: absolute values in thousands

	Total		Persons without disabilities		Persons with disabilities	
	Absolute values	Percentage	Absolute values	Percentage	Absolute values	Percentage
TOTAL	19,567.9	100.0	19,082.0	100.0	485.9	100.0
Agriculture, forestry and Fishing	779.0	4.0	763.8	4.0	15.2	3.1
Mining and quarrying and manufacturing	2,510.8	12.8	2,458.6	12.9	52.2	10.7
Electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities	234.1	1.2	225.9	1.2	8.2	1.7
Construction	1,270.1	6.5	1,252.9	6.6	17.2	3.5
Wholesale and retail trade and repair of motor vehicles and motorcycles; wholesale trade, except of motor vehicles and motorcycles	1,130.0	5.8	1,106.6	5.8	23.4	4.8
Retail trade, except of motor vehicles and motorcycles	1,907.5	9.7	1,873.3	9.8	34.1	7.0
Transportation and storage	1,021.2	5.2	998.0	5.2	23.2	4.8
Accommodation and food service activities	1,692.0	8.6	1,664.8	8.7	27.2	5.6
Information and communications; financial and insurance, real estate, professional, scientific and technical activities	2,181.8	11.2	2,155.9	11.3	25.9	5.3
Administrative and support service activities	1,016.6	5.2	952.6	5.0	64.1	13.2
Public Administration and defence; Compulsory Social Security	1,342.3	6.9	1,298.1	6.8	44.1	9.1
Education	1,359.6	6.9	1,322.9	6.9	36.7	7.5
Human health and social work activities	1,668.3	8.5	1,607.9	8.4	60.4	12.4
Arts, entertainment and recreation	400.9	2.0	372.4	2.0	28.5	5.9
Other service activities	1,053.8	5.4	1,028.3	5.4	25.5	5.2

A total of 82.7% of employed persons with disabilities work full time, a slightly lower proportion than that among employed persons without disabilities.

## Employed persons by type of working day. Year 2019

Units: absolute values in thousands

	Persons without disabilities		Persons with disabilities	
	Absolute values	Percentage	Absolute values	Percentage
Total	19,082.0	100.0	485.9	100.0
Full-time	16,339.4	85.6	402.0	82.7
Part-time	2,742.6	14.4	84.0	17.3

Among the employed population, the proportion of wage earners - 89.5% - is higher in the case of the population with disabilities (4.9 points more than people without disabilities).

## Employed persons (16 to 64) by professional situation. Year 2019

Units: percentages

	2016	2017	2018	2019
<b>Total of employed persons (16 to 64)</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>- Employees</b>				
Persons without disabilities	83.2	83.7	84.2	84.6
Persons with disabilities	88.0	89.1	88.7	89.5
<b>- Freelancers</b>				
Persons without disabilities	16.7	16.3	15.7	15.4
Persons with disabilities	12.0	10.9	11.2	10.4

The percentage of wage earners with disabilities who work in companies with 50 or more private sector workers was 2.2%, a percentage that includes entities specialized in the social inclusion of people with disabilities.

## Percentage of wage earners with disabilities with regard to the total wage earners who make Social Security contributions in ordinary companies in the private sector<sup>(\*)</sup>. Year 2019

Units: percentage

Total of wage earners	1.9
Companies with less than 50 employees	1.6
Companies with 50 or more employees	2.2

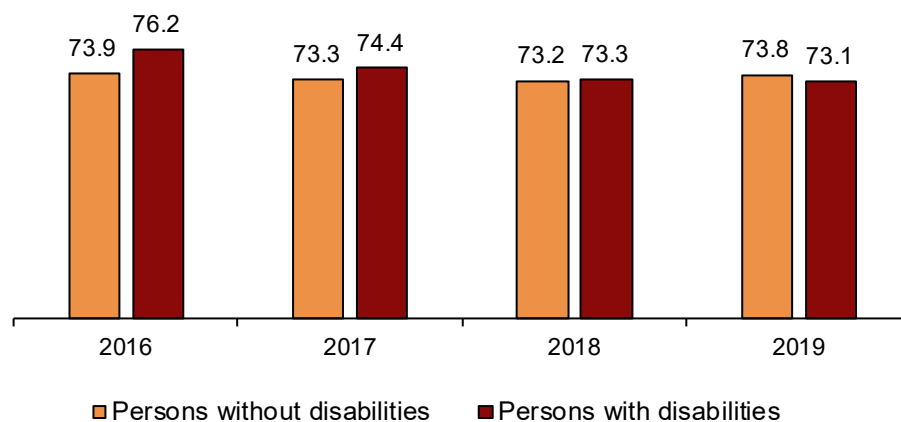
(\*) In case of public sector, the quota for persons with disabilities is established on the recruitment process and not with respect to the staff.

The word "ordinary" is used as opposed to "protected" (work in "special employment centers").

While labour market is more limited in the case of persons with disabilities, once integrated, their stability is similar to that of persons without disabilities. In 2019, **73.1% of wage earners with disabilities had a permanent contract.**

## Employees with an indefinite contract. Year 2019

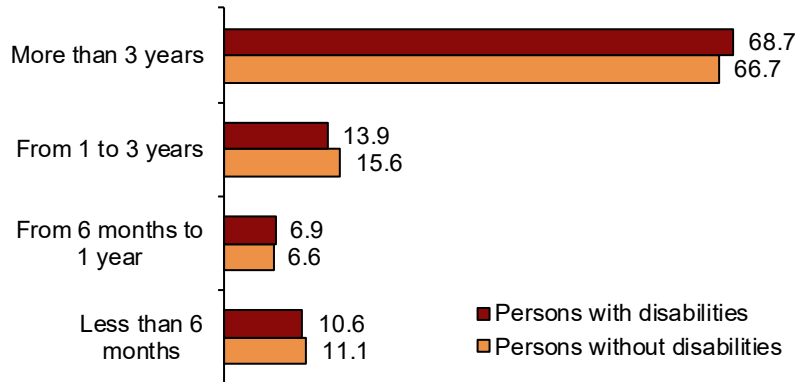
Units: percentages



Distribution according to the length of employment for persons with disabilities is very similar to that of all other employed persons.

### Employed persons according to length of service with the company. Year 2019

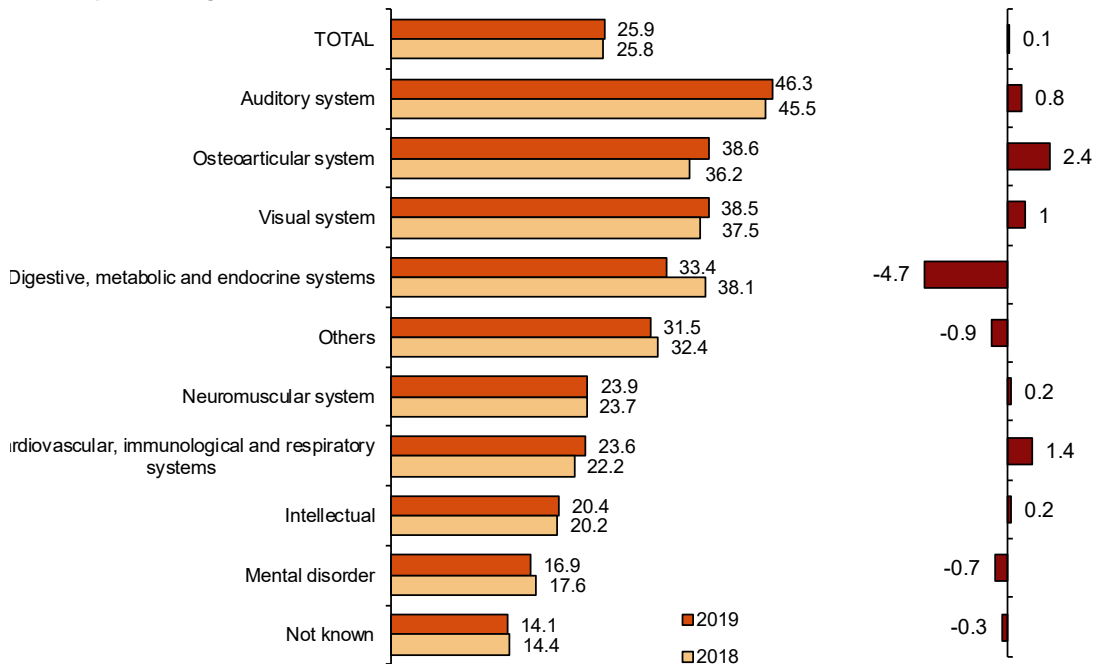
Units: percentages



By disability type, disabilities associated with hearing impairments had the highest employment rate in 2019 (46.3%), almost double that of people with disabilities in general. On the other hand, the lowest (16.9%) corresponded to mental disorders. This is without taking the “No evidence” group into account. As previously, this is not catalogued by type of disability because it is not registered in the SDPD.

### Employment rates according to type of disability. Year 2019

Units: percentages



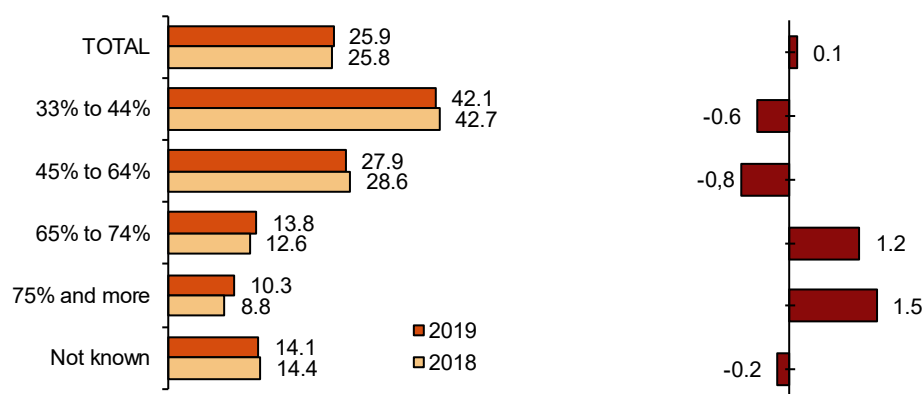
(\*)The group "Others" includes persons with expressive language disorders, indeterminate or unknown disabilities and also Social Security affiliates for whom the type of disabilities is not available.

The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

As disability intensity increases, the employment rate decreases, declining from 42.1% in the case of people with a milder degree of disability, to 10.3% in the case of those with a higher degree of disability.

## Employment rates by degree of disability Year 2019

Units: percentages



The group 'Not known' consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

## 2.5 Unemployed persons with disabilities

In 2019, the number of unemployed disabled persons was 152,600. The unemployment rate for this group (23.9%) is 10.0 points higher than that of the population without disabilities. The difference between the two groups decreased slightly compared to 2018.

Among unemployed persons with disabilities, there is a higher percentage of men and persons between 45 and 64 years of age than of unemployed persons without disabilities, as well as a lower representation of persons with higher education and a higher percentage of unemployed persons with only primary education.

### Unemployed persons by disability. Year 2019

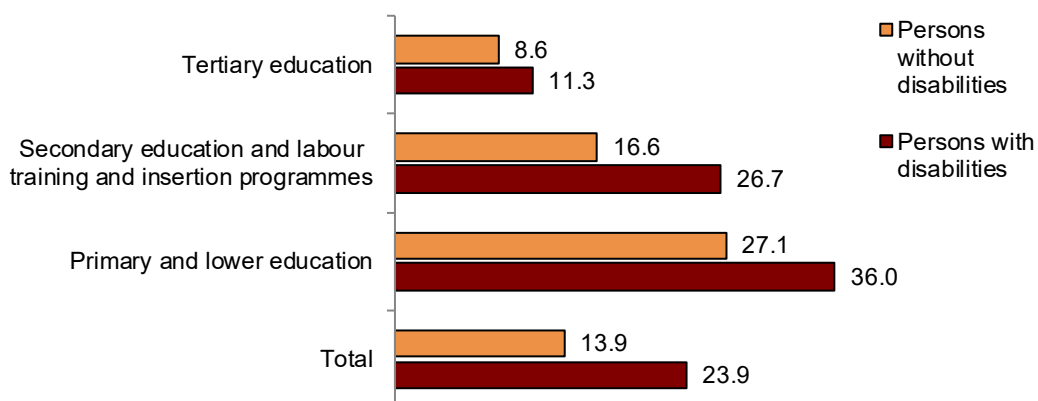
Units: absolute values in thousands and percentages

	Total		Persons without disabilities		Persons with	
	Absolute values	Percentage	Absolute values	Percentage	Absolute values	Percentage
TOTAL	3,235.5	100.0	3,082.9	100.0	152.6	100.0
SEX						
Men	1,521.7	47.0	1,435.3	46.6	86.4	56.6
Women	1,713.8	53.0	1,647.6	53.4	66.3	43.4
AGE GROUPS						
16 to 24 years	495.0	15.3	482.1	15.6	13.0	8.5
25 to 44 years	1,491.9	46.1	1,435.8	46.6	56.1	36.8
45 to 64 years	1,248.5	38.6	1,165.0	37.8	83.5	54.7
EDUCATIONAL LEVEL						
Illiterate	23.0	0.7	22.5	0.7	0.6	0.4
Primary education	366.2	11.3	340.9	11.1	25.3	16.6
Secondary education and labour training and insertion programmes	2,031.1	62.8	1,922.4	62.4	108.7	71.2
Tertiary education	815.2	25.2	797.1	25.9	18.1	11.9

At every level of education, the unemployment rate of persons with disabilities is higher than that of people without disabilities. The greatest difference occurs in secondary studies, where the unemployment rate for the group with disabilities is more than ten points higher than that of the population without disabilities.

### Unemployment rate by level of studies. Year 2019

Units: percentages



The unemployment rate in 2019 decreased compared to the previous year, for both the population with and without disabilities.

### Evolution of the unemployment rate. Year 2019

Units: percentages

	Persons without disabilities				Persons with disabilities			
	2016	2017	2018	2019	2016	2017	2018	2019
Total	19.5	17.1	15.1	13.9	28.6	26.2	25.2	23.9
<b>SEX</b>								
Men	17.9	15.4	13.4	12.2	28.1	25.8	25.4	23.4
Women	21.3	18.9	16.9	15.9	29.3	26.7	25.0	24.6
<b>AGE GROUPS</b>								
16 to 24 years	44.3	38.3	34.0	32.2	60.6	56.2	58.1	56.4
25 to 44 years	18.5	16.1	14.2	13.2	32.2	29.6	29.1	26.1
45 to 64 years	16.7	14.9	13.1	11.9	24.4	22.5	21.1	20.8

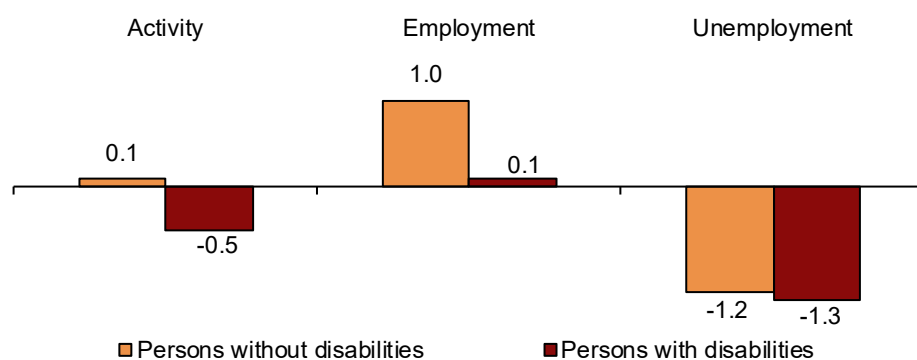
There is a higher incidence of unemployment among persons with disabilities than among those without. This holds true for both men and women and in all age groups, and is particularly high in the 16-24 age group.

The greatest decrease in the unemployment rate for persons with disabilities occurred in the 25 to 44 year old age group (3.0 points less than the previous year), followed by men, whose unemployment rate fell 2.0 points.



## 2019-2018 differences in economic activity, employment and unemployment rates

Units: percentages



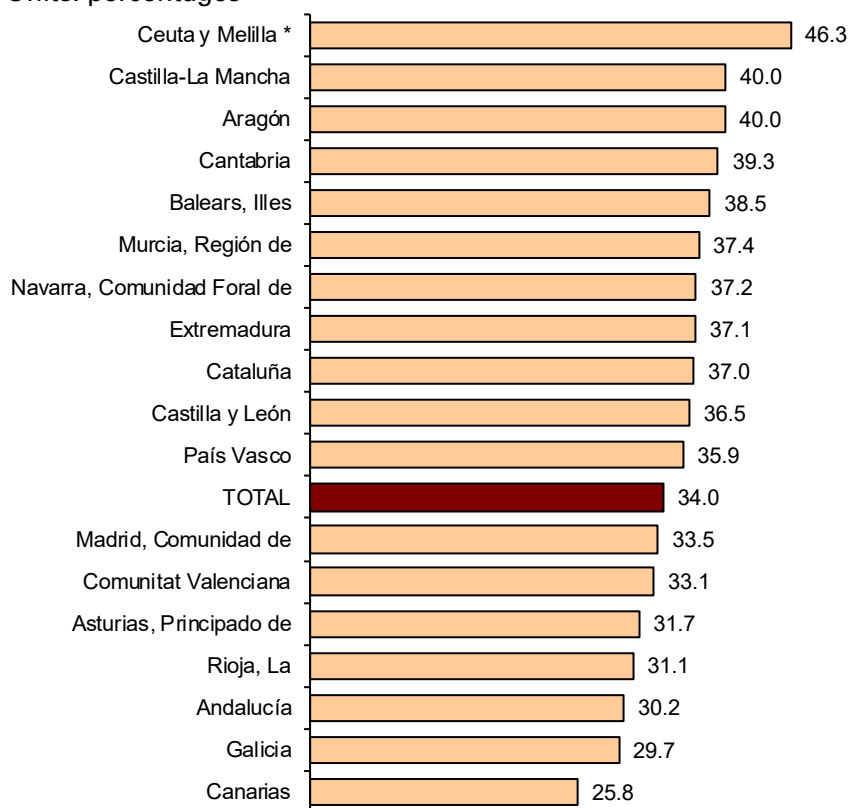
## 2.6 Autonomous Communities and Disability

The highest activity rates within the group of people with disabilities in 2019 were in Castilla-La Mancha (40.0%), and Aragón (40.0%) as well as the autonomous cities of Ceuta and Melilla (46.3%).

On the other hand, the lowest activity rates were recorded in Canarias (25.8%), Galicia (29.7%) and Andalucía (30.2%).

## Activity rate of persons with disabilities by Autonomous Communities. Year 2019

Units: percentages



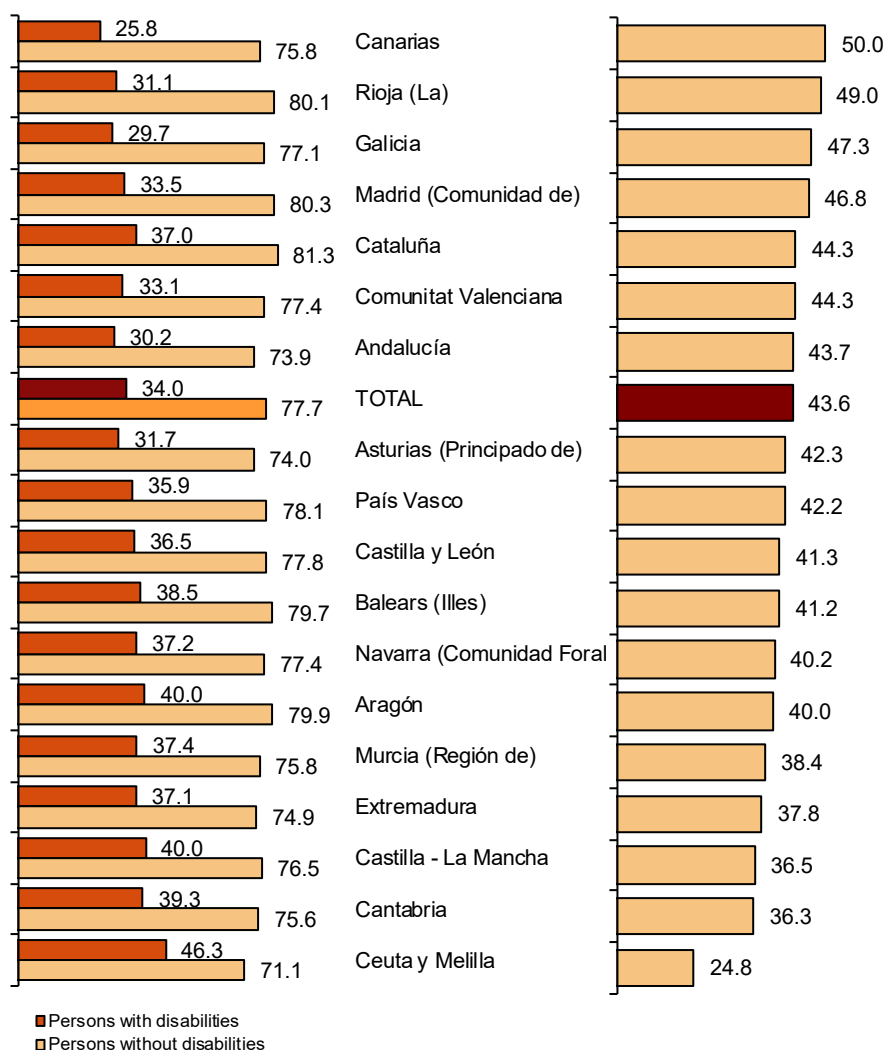
(\*) The sample size is small and therefore the figure should be treated with caution.

Ceuta and Melilla, Cantabria and Castilla-La Mancha show the smallest differences between the activity rate of persons with disabilities compared to that of persons without disabilities.

At the opposite extreme, Canarias, La Rioja and Galicia are the regions in which the gap between the activity of persons with disabilities and that of those without disabilities is widest.

## Activity rate of people with disabilities compared to people without disabilities, by autonomous communities. Year 2019

Units: percentages



## 2.7 Measures to encourage employment

One way to counteract the negative trends are measures aimed at promoting inclusion in ordinary employment. These favour the hiring, particularly permanent hiring, of people with disabilities and their permanence on the job. Notable among these policies is the **reductions and discounts in contribution quotas**, both for salaried workers and self-employed.

When we speak of ordinary employment, we are referring to employment with companies that are not Special Employment Centres (where the majority of workers are persons with disabilities).

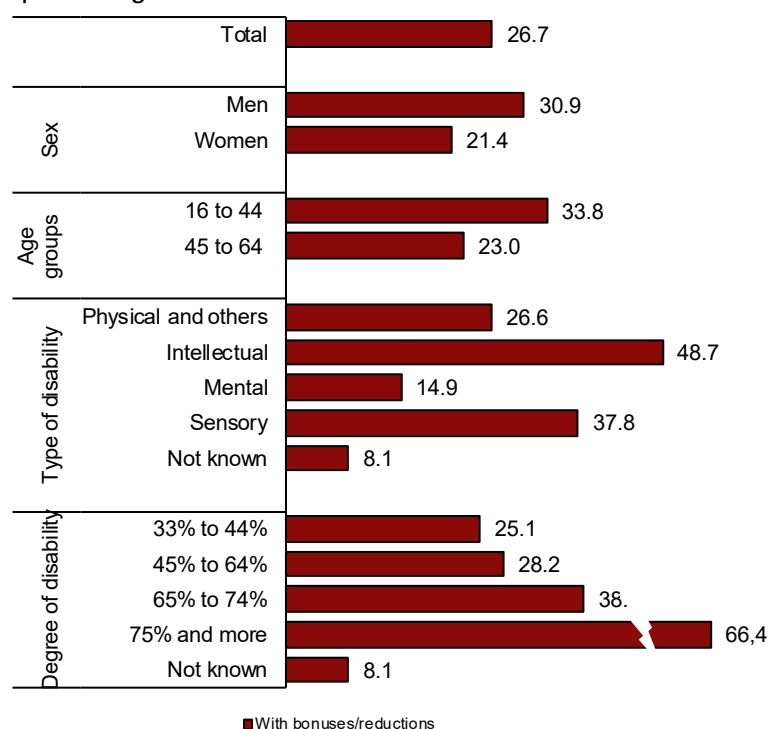


During 2019, **26.7% of employed persons with disabilities who contributed to Social Security received some type of contribution reduction/discount due to their disability.**

The contribution quota reductions/discounts overwhelmingly benefit the male population, groups with sensory and intellectual impairment-related disabilities, and people with a degree of disability of 75% and more. The age group that benefits the most is those between 16 and 44 years old.

**Employee training for those with disabilities in ordinary centres.  
Year 2019**

Units: percentages



(\*) Only workers contributing to the General Social Security System. The group "Not known" consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD.

In the case of salaried workers, the main measure that encourages ordinary employment is the **specific type of contract for workers with disabilities** in which, in addition to Social Security contribution reductions/discounts, include certain subsidies.

In 2019, **26.6% of wage earners with disabilities had the specific disability contract.**

The population groups benefiting the most from specific hiring are the same groups that benefit from contribution reductions/discounts.

In addition to the aforementioned measures, a **reserve quota** is established, another relevant issue in terms of ordinary employment. Taking this quota into



account, public and private companies that hire a number of permanent workers exceeding 50 must employ a number of workers with disabilities not less than 2.0%, except for a collective agreement or application of alternative measures (making some type of donation for labour placement or job creation for people with disabilities). In the Public Administration, 7.0% of job opening calls must be reserved for people with disabilities.

The “Employment of People with Disabilities” statistic does not allow for assessment of the degree of compliance with the reservation quota (that is, the percentage of companies that comply with it). However, it does make it possible to affirm that, during 2019, 2.5% of wage earners working in ordinary companies with 50 or more workers have a recognised disability. This percentage stands at 2.2% in the case of the private sector.

In the public sector - taking into account that data from Social Security exclude civil servants who contribute to mutual insurance companies - the percentage of people with disabilities comes to 3.2%.

We should note that, if workers hired by companies specialising in the social inclusion of persons with disabilities were excluded from the calculation, the proportion of employees with disabilities in the total number of companies with more than 50 private sector workers would be reduced to 1.9.

**Percentage of employees with disabilities in relation to the total number of employees<sup>(\*)</sup>. Year 2019**

Units: percentages

	Total	Public sector	Private sector
Including employees of companies specialized in social inclusion of people with disabilities	2.5	3.2	2.2
Excluding employees of companies specialized in social inclusion of people with disabilities	2.2	3.2	1.9

(\*)Excluded: people who do not pay social security contributions and those who work in special employment centres.

## 2.8 Social protection measures

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

Public Social Benefits are pensions and subsidies paid from public resources and whose purpose is to cover situations of disability, retirement, death and survival and family protection, unemployment for persons over 52 and provide other statutory improvements and complementary benefits.

Benefits requiring a prior contribution are called contributory. Non-contributory benefits do not require any prior contribution from the beneficiaries or the people on whom they have depended. They are financed from the State budget, in order to ensure assistance coverage to persons who have not contributed or have done



so with insufficient time to obtain access to contributory benefits, and who, furthermore, lack the minimum wage or economic income needed for subsistence.

It is defined as the incapacity to as the result of an illness or following an accident. The incapacity to work is one of the figures most covered by the protection systems, in order to economically reward workers during the time they are unable to work, and therefore, without income. In cases of partial (causing a reduction in performance), or total disability (makes carrying out the usual profession impossible), receipt of contributory pensions is compatible with carrying out work activities.

Of every 100 persons of working age, 12.4 received benefits in the year 2019. In the specific case of persons with disabilities, the **Public Benefit System helped 1,277,600 people (68 out of every 100)**. Of them, **20.4% (260,300 persons) were active**.

By sex, 61.9% of women with disabilities received some benefit in 2019, compared to 72.8% of men.

As age increases, more people receive benefits. Thus, the group of persons with disabilities aged 45 to 64 has the highest proportion of people with some type of benefit (73.7%, 5.6 points more than the average).

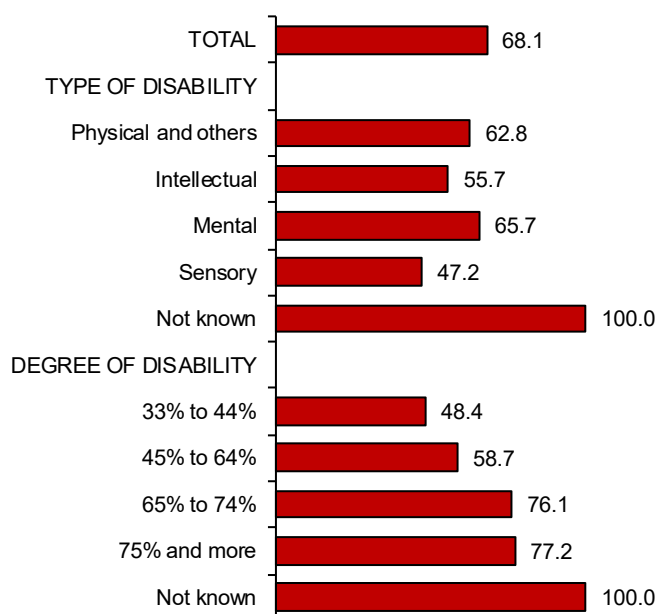
### Persons with disabilities according to whether or not they receive benefits. Year 2019

Units: absolute values in thousands and in percentages

	Absolute values in thousands			Percentages	
	Total	With benefits	Without benefits	With benefits	Without benefits
<b>TOTAL</b>	1,876.9	1,277.6	599.3	68.1	31.9
<b>SEX</b>					
Men	1,066.7	776.4	290.3	72.8	27.2
Women	810.2	501.2	309.0	61.9	38.1
<b>AGE GROUPS</b>					
16 to 24 years	98.3	38.5	59.7	39.2	60.8
25 to 44 years	437.2	249.9	187.3	57.2	42.8
45 to 64 years	1,341.4	989.2	352.2	73.7	26.3
<b>ECONOMIC ACTIVITY</b>					
Active persons	638.6	260.3	378.2	40.8	59.2
Inactive persons	1,238.4	1,017.3	221.1	82.1	17.9

## Perception of benefits according to type and degree of disability. Year 2019

Units: percentages



The group "Not known" consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD

If the type of disability is taken into account, people with disabilities associated with mental impairment received the most benefits (65.7%). As for the degree, almost 8 out of 10 people with a degree of disability greater than 75% received some type of benefit during 2019.

Taking into account the benefit type, and in relation to disability, the benefits derived from incapacity for work are analysed separately from other benefits.

The relationship between disability and incapacity for work is evident in the fact that, among the working-age population without disabilities receiving some type benefit in 2019, in 33.0% of cases, some benefits obtained derived from disability, while in the group of people with disabilities this percentage rose to 81.2% (1,037,400 people).

## People who received benefits according to whether or not they were due to disability, and according to disability. Year 2019

Units: absolute values in thousands and in percentages

	Absolute values in thousands			Percentages	
	Total	Benefits derived from disability	Other benefits	Benefits derived from disability	Other benefits
Persons without disabilities	2,506.1	827.1	1,679.0	33.0	67.0
Persons with disabilities	1,277.6	1037.4	240.2	81.2	18.8

The analysis of benefits is also of interest, based on whether the recipient has previously contributed for them (which implies that they have had an active working life) or not. Given that the same person can receive several benefits, the

condition for belonging to the group of recipients who have not previously contributed for them is to receive non-contributory benefits only.

A total of 28.1% of persons without disabilities who received some benefit did so exclusively in non-contributory terms; that is, without having previously contributed for them. This percentage was slightly lower than in 2018 (28.2%). On the other hand, only 2.7% (33,900) of people with disabilities who received a benefit did so exclusively in non-contributory terms.

### **People who received benefits according to whether it is contributory, and according to disability. Year 2019**

Units: absolute values in thousands and in percentages

	Absolute values in thousands			Percentages	
	Total	Non-contributory benefits only	Contributory and non-contributory benefits	Non-contributory benefits only	Contributory and non-contributory benefits
Persons without disabilities	2,506.1	703.2	1,802.9	28.1	71.9
Persons with disabilities	1,277.6	33.9	1,243.7	2.7	97.3

In addition to the benefits, aid is granted through the **System for Personal Autonomy and Care of Dependent Adults**.

Dependency is defined as the permanent state in which people find themselves who, for reasons relating to age, illness or disability, and linked to the lack or loss of physical, mental, intellectual or sensory autonomy, require care from one or more other people or significant help to carry out basic daily activities or, in the case of people with intellectual disability or mental illness, other support for their personal autonomy.

As a result of the approval of Law 39/2006 of 14 December, on the Promotion of Personal Autonomy and Care for Dependent Persons, a procedure for the assessment of the dependency situation has been established for those who voluntarily request it.

In 2019, 16.5% of persons with disabilities were also officially recognized as in situations of dependency. Of these, 31,900 (10.3% of persons with dependent disabilities) were active in the labour market.

### **People with disabilities according to officially recognized dependency. Year 2019**

Units: absolute values in thousands and in percentages

	Absolute values in thousands			Percentages	
	Total	Dependent persons	Rest	Dependent persons	Rest
TOTAL	1,876.9	309.4	1,567.5	100.0	100.0
Active	638.6	31.9	606.7	10.3	38.7
Inactive	1,238.4	277.5	960.8	89.7	61.3

In terms of dependency, there are no significant differences by sex.

**Persons with disabilities and in a situation of dependency by sex. Year 2019**

Units: percentages

SEX	In a dependency situation	Not in a dependency situation
Men	16.8	83.2
Women	16.1	83.9

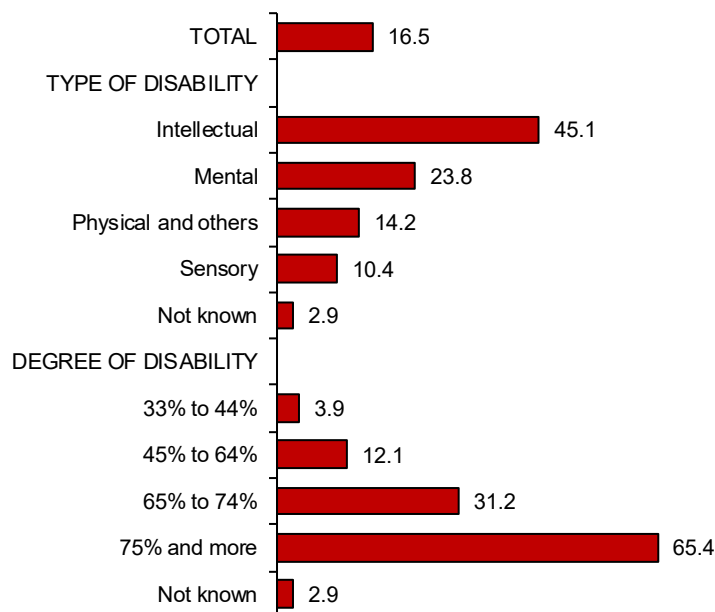
By disability type and degree, dependency is more significant, both in the case of people with intellectual disabilities and in those with a higher degree of disability.

Thus, among those with intellectual disabilities, the proportion of people in a situation of dependency was 45.1%. At the opposite extreme, the minimum proportion of people in a situation of dependency was among the group with sensory disabilities (10.4%).

The percentage of persons with a higher degree of disability who are also in a situation of dependency was 65.4%, compared to 3.9% of people with a lower degree.

**Persons with disabilities and in a situation of dependency. Year 2019**

Units: percentages



The group "Not know n" consists of pensioners who have a recognised permanent disability pension and are not registered in the SDPD



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## 2.9 Households and disability

**In 2019 there were 1,724,300 households with someone aged 16 to 64 with a legally recognized disability.** This represents 11.7% of all households with someone of working age.

It should be noted that, in 71.0% of households with someone of working age who had an officially recognized disability, at least one of the household members was working. In 10.2% of these households, all economically active members were unemployed and 49.6%, all active members were employed. This differs notably with respect to other households, where the respective percentages were 7.0% and 71.8%.

The relationship between disability and inactivity is once again evident: the percentage of households in which all members were inactive (29.0%) was almost 20 points higher than that of the rest of households.

In the reference universe (households with people between the ages of 16 and 64, in which one or some of them have a disability) there is a higher percentage of households that receive income and that have at least three income earners than is the case for households with people of working age but without disabilities.

Only 0.9% of households with persons between the ages of 16 and 64, in which one of them had a disability, did not receive any income in 2019.

**Households with elderly [16.64] according to composition and disability.  
Year 2019**

Units: absolute values in thousands and percentages

<i>Units in thousands</i>	With persons aged [16,64]	With persons aged [16,64] with disabilities
<b>TOTAL</b>	<b>14,741.3</b>	<b>1,724.3</b>
<i>Percentages</i>		
<b>BY COMPOSITION OF THE HOUSEHOLD</b>		
Single-person	18.2	14.1
Couple alone	16.7	16.2
Couple with children	43.3	39.7
Single parent with children	9.4	11.7
Other	12.3	18.3
<b>BY AGE OF THE MEMBERS</b>		
With members under 16 years old	30.6	16.1
With members over 64 years old	14.4	21.9
With members under 16 and over 64 years old	1.7	1.7
Without members under 16 or over 64 years old	53.3	60.2
<b>BY RECEIPT OF INCOME</b>		
With income	97.8	99.1
With 1 income recipient	36.5	31.8
With 2 income recipients	48.0	45.5
With 3 or mor income recipients	13.3	21.8
No income	2.2	0.9
<b>BY ECONOMIC ACTIVITY OF ITS MEMBERS</b>		
With some active member	90.6	71.0
Where all members are employed	71.8	49.6
Where all members are unemployed	7.0	10.2
Where all members are inactive	9.4	29.0

Differences were also observed in the composition of households with at least one person of working age with a disability, compared to the total number of households in which there are persons between 16 and 64 years of age.

A smaller number of single-person households and households with couples (with or without children) were found, while the number of single-parent and other types of households - in which someone with a disability lived - was higher than in general.

In 16.1% of the households in which there was a person with a disability, there were minors under 16 years of age; compared to 30.6% in the case of households without a disabled member. It should be noted that 60.2% of the households in which there was a person with a disability were neither under 16 nor over 64 years of age. In households without a disabled member, this percentage was 53.3%.



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### **3. Use of the State Database of Persons with Disabilities (SDPD)**

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### 3.1 Use of the State Database of Persons with Disabilities (SDPD)

The SDPD is a state-wide registration system for the assessment files of people with disabilities. It provides information on the characteristics of citizens who have been officially recognized as persons with disabilities by the respective State administrative bodies.

For the Employment of Persons with Disabilities, the SDPD is taken into account as of December 31 of each year. The quality of this database has improved notably from year-to-year compared to that available for the pilot study with reference date 12/31/2006 (SDPD 2006).

One of the most important aspects that contributed to optimal EPD development was database availability of the name, surname and address variables. These are used to improve the efficiency of cross-referencing said database with the Economically Active Population Survey (EAPS). Specifically, these variables allow for the cross-referencing of the SDPD with the INE Municipal Register database to be optimised. In turn, this allows standardised names and surnames to be obtained (that is, recorded in standard format, which is optimal for later contrast with the EAPS), as well as natural person ID (DNI, NIE or passport) for a greater number of registrations, so that:

- a) The number of EAPS-SDPD cross-references - that is, the study sample - is increased.
- b) Duplicate record detection is simplified.
- c) The detection of resident registers in collective dwellings is made easier.

However - and despite the improvements mentioned - there are still identification deficiencies for certain SDPD records. Since data from the General Social Security Treasury (GSST) have been available since 2010 for the EPA sample, which include, among others, the variable "degree of disability", as of 2011 they are incorporated into the sample of persons with disabilities those persons from the EPA who have not been able to cross paths with the BEPD but who appear in the TGSS with a degree of disability greater than or equal to 33%.

The consideration of persons legally recognised as disabled, which was extended through legal assimilation in 2003, (Law 51/2003), definitively established under Royal Legislative Decree 1/2013, 29 December, published on 3 December 2013, which approves the revised text of the "General Law of rights of persons with disabilities and their social inclusion".

According to this Royal Decree, persons officially recognised as disabled are considered those with a degree of disability greater than or equal to 33%. In addition, it establishes that social security pensioners who have a recognised permanent disability pension to the degree of total, long-term or severe disability will be considered as having a degree of disability greater than or equal to 33%, and state pensioners who have a retirement pension or retirement due to permanent incapacity or unfitness for work.

As a result of this Royal Decree, the population scope of The Employment of Persons with Disabilities extended to include the aforementioned group. 2014 was the first year in which this change took place, causing a rupture in the data series for The Employment of Persons with Disabilities. In order to resolve the issue, double results have been calculated for said year, using both the old and the new methodology.

This expansion implies an increase in the total estimate of persons with a disability officially recognised in Spain, albeit not in an amount equal to that of the total of said group, since the persons who have a pension recognised for permanent disability and at the same time appear in the State Database of Persons with Disability were already accounted for in the total number of persons with disability previously published.

People who are not in the SDPD are classified, in terms of disability type and severity, in the group called "No evidence." This information comes from the assessment carried out for their inclusion in the SDPD.

The legally recognized sample of people with disabilities from "The Employment of People with Disabilities" is therefore made up of three subsets:

**Sample EPD 2019**

Total	12,080
Original sample (crossing EPA-BEPD)	8,925
Sample extension (EPA-TGSS)	447
Sample extension (EPA-INSS)	2,708

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## 4. Methodology

The statistic "Employment of People with Disabilities" (EPD) gathers information on the labour market for the group of people between 16 and 64 with legally recognized disabilities.

The Employment of Persons with Disabilities uses the information derived from an integration of the statistical data provided by the Economically Active Population Survey (EAPS) with the administrators registered in the State Database of Persons with Disabilities (SDPD). It also includes data on employment promotion measures from the General Social Security Treasury (TGSS), information on benefits received from the Registry of Public Social Benefits of the National Social Security Institute (INSS) and data dependence from the System for the Autonomy and Support for Dependent Persons (SAAD).

Since 2014, the population scope of The Employment of Persons with Disabilities has also included Social Security pensioners who have a recognized permanent total, absolute or major disability pension and civil service pensioners who have a recognized retirement pension due to permanent disability for service or disablement under Royal Legislative Decree 1/2013. This change necessitated a break in the Employment of the People with Disability data series. This is the reason why the already-published results of 2014 were recalculated, including this new group, to provide a measure of the change.

The detailed methodology of the "Employment of Persons with Disabilities" statistics is available on the INE website:

[http://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica\\_C&cid=1254736055502&menu=ultiDatos&idp=1254735976595](http://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica_C&cid=1254736055502&menu=ultiDatos&idp=1254735976595)

It is updated on the day of results publication (December 16, 2020 for the EPD-2019).

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## 5. Bibliography and documentation

- Economically Active Population Survey Methodology (INE)  
[http://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica\\_C&cid=1254736176918&menu=ultiDatos&idp=1254735976595](http://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica_C&cid=1254736176918&menu=ultiDatos&idp=1254735976595)
- Ad-hoc modules 2002, 2011 and 2013 of the Economically Active Population Survey (EAPS)  
[https://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica\\_C&cid=1254736176918&menu=resultados&idp=1254735976595#!tabs-1254736195124](https://www.ine.es/dyngs/INEbase/es/operacion.htm?c=Estadistica_C&cid=1254736176918&menu=resultados&idp=1254735976595#!tabs-1254736195124)
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