

Representation of Persons with Disabilities in Ethiopian Labour Force: A Review of National Surveys on Disability Statistics

Central Statistics Agency



Addis Ababa, Ethiopia
December 2020

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Representation of Persons with Disabilities in Ethiopian Labour Force: A Review of National Surveys on Disability Statistics



**CENTRAL
STATISTICS
AGENCY**
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United Nations Entity for Gender Equality
and the Empowerment of Women

**Addis Ababa, Ethiopia
December 2020**

FOREWORD:

CENTRAL STATISTICS AGENCY OF ETHIOPIA

The Central Statistics Agency of Ethiopia (CSA) is mandated to produce and disseminate economic, social and demographic data. The agency also supports and effectively coordinates the work of other actors in the National Statistical System (NSS) to produce quality data. Statistical data collected and compiled by the CSA using scientific methodologies are crucial for accelerating the economic and social activities of the country and enhancing people's lives. Data are also the backbones in the planning and monitoring of national development plans and international commitments, and evidence-based policy prescription and decision-making. In achieving its mandate, the CSA collects and compiles data from sample surveys, censuses, and administrative records. It then analyzes these data and delivers statistical reports to various sectors and users. The agency also bears the added responsibility of providing technical guidance and capacity building for NSS members to establish effective administrative recording, registration, and reporting systems.

The CSA has long been working with stakeholders from the NSS and development partners to improve the data and statistics system. Among others, the Agency is working to enhance the systematic production, analysis, accessibility, and use of gender statistics for the implementation, monitoring, and accountability of the national development plan and Sustainable Development Goals (SDGs). Based on this initiative and considering the SDGs principle of "leave no-one behind", the CSA with the technical and financial support of the UN Women conducted an assessment to explore the representation of Persons with Disabilities in the workforce of Ethiopia with sex and age disaggregation. The assessment was undertaken using available data sources including national surveys and censuses undertaken by CSA and some administrative data. The report visualizes the available data, shows gaps and areas for improvement, and undergoing efforts to enhance disability statistics.

Overall, the Agency is grateful for those who were contributed in any manner for the completion of this report and we are pleased to announce the report ready for dissemination for the wider public.

Biratu Yigezu
Director-General,
CSA, Ethiopia
Addis Ababa, December 2020

FOREWORD: **UN WOMEN**

In September 2015, United Nations member states including Ethiopia came together to adopt the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals. At the heart of the Agenda lies the principle of “leaving no one behind” and to “endeavour to reach the furthest behind first”. The principle requires member states to take action to end poverty, curb inequalities, challenge discrimination and accelerate progress to reach the furthest behind. The translation of these commitments into concrete action requires a precise understanding of the target population and the availability of disaggregated data addressing all vulnerable groups including persons with disabilities is instrumental.

The Sustainable Development Goals adopted a holistic approach that enables the inclusion of all vulnerable groups in the development agenda. Furthermore, it specifically addresses persons with disabilities on issues related to education, growth and employment, inequality, accessibility of human settlements and data collection. The challenge in effectively addressing the rights of persons with disabilities in part emanates from the lack of data on the matter. Cognizant of this, UN Women partnered with the Central Statistics Agency of Ethiopia (CSA) to assess the representation of persons with disabilities in the Ethiopian Labour Force Survey.

The assessment takes stock of the existing national surveys and censuses undertaken by CSA in the past 20 years with the objective of assessing the prevalence of disabilities in Ethiopia and the representation of persons with disabilities in the workforce disaggregated by age and sex. The assessment goes further than merely providing data and numbers and identifies key challenges that hampered the development of disability statistics in the country. UN Women hopes that the findings of the assessment will serve as reference point for key stakeholders in the promotion and protection of the rights of persons with disabilities as well as the members of the national statistical system including the CSA, sector ministries and data users at large. The assessment is also expected to shade light on the intersectional vulnerabilities of women with disabilities prompting policy and programmatic action.

I thank the Central Statistics Agency for the valuable collaboration and partnership that is continuing to bear fruit in strengthening the availability of regular, reliable, quality, comparable, timely and easily accessible gender statistics. Great appreciation goes to the researcher, partners and stakeholders and CSA and UN Women staff who contributed to the assessment.

Letty Chiwara

UN Women Representative to Ethiopia, the African Union and the United Nations Economic Commission for Africa



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ACRONYMS AND ABBREVIATIONS

CPS	Current Population Survey
CSA	Central Statistics Agency
DISTAT	United Nations Disability Statistics Database
EDHS	Ethiopian Demographic and Health Survey
ESS	Ethiopia Socioeconomic Survey
ETUS	Ethiopia Time Use Survey
FDRE	Federal Democratic Republic of Ethiopia
FENAPD	Federation of Ethiopian National Associations of Persons with Disabilities
GAGE	Gender and Adolescence: Global Evidence
GTP	Growth and Transformation Plan
HCES	Household Consumption Expenditure Survey
ILO	International Labour Organization
KILM	Key Indicators of the Labour Market
MOLSA	Ministry of Labour and Social Affairs
NCLS	National Child Labour Survey
NGO	Non-governmental Organization
NLFS	National Labour Force Survey
PHC	Population and Housing Census
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
UEUS	Urban Employment Unemployment Survey
CRPD	Convention on the Rights of Persons with Disabilities
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WB	The World Bank
WG	Washington Group on Disability Statistics
WMS	Welfare Monitoring Survey
WHO	World Health Organization

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EXECUTIVE SUMMARY

Although reports from the World Health Organization (WHO) and the World Bank (WB) show that there are about 1 billion persons with disabilities (PWDs) that account for 15 per cent of the global population, little is empirically known about the disability prevalence rates in low-income countries. This is particularly true in the case of Ethiopia where a severe lack of data on disability statistics becomes more acute when taking into consideration the intersection of disability and gender.

Initiated by the Central Statistics Agency (CSA) in collaboration with UN Women, this report seeks to assess the existing national surveys and censuses undertaken by CSA in the last 20 years in order to quantify the disability prevalence rates in Ethiopia and estimate the representation of PWDs in the workforce by sex and age disaggregation. In doing the assessment, 37 recurring and one-time surveys were scrutinized for availability of any disability indicators. Only 30 per cent of these 37 national surveys had indicators for disability while the remaining 70 per cent did not have any indicators for PWDs. The absence of disability indicators in many of these national surveys implies that the national disability statistics in Ethiopia are hard to come by as little attention has been given to the collection of disability data in the country.

According to the 2013 National Labour Force Survey (NLFS), there were 2,428,877 PWDs accounting for an overall disability prevalence rate of 3.02 per cent in Ethiopia,

with negligible difference between men (3.17 per cent) and women (2.87 per cent). In the country's workforce the prevalence rate is about 4.6 per cent, with 4.83 per cent in the male workforce and 4.38 per cent in the female workforce. The labour force disability statistics is higher than the overall disability prevalence rate as the disability prevalence rate for those below the age of 15 years is lower compared to the working-age population. However, the overall disability prevalence rate increases over a period of time as seen from the comparable data of the 2005 NLFS, which showed a national disability prevalence rate of 1.98 per cent, with 2.14 per cent for the male workforce and 1.82 per cent for the female workforce. An assessment of the national disability statistics from other sources, such as the 2007 Population and Housing Census (PHC), the 2016 Household Consumption Expenditure Survey (HCES) and the records of the Ministry of Education, support the NLFS estimates.

While the disability prevalence by sex is not significantly different at the average value, it starts to vary after the middle age when women begin to exhibit higher disability prevalence than their male counterparts. The disability prevalence rates for the female workforce doubles from 4.72 per cent for the age group between 45 and 49 years to 8.62 per cent for the age group between 55 and 59 years and further increases to 22 per cent for those aged 65 years and above.

Compared to the disability prevalence rates reviewed for high-income and low-income countries with available data, the disability prevalence rates estimated for Ethiopia are believed to be underreported. One reason for this is a lack of any national mechanism in place for regular collection of data on PWDs. Until recently, when national surveys such as the PHC, the NLFS and the HCES were conducted the questionnaires were not designed to appropriately capture persons with disabilities mainly because the primary focus of these surveys were issues other than the collection of information on disability statistics. Additionally, PWDs are underrepresented at leadership and policy levels in CSA and other similar organizations, further limiting their visibility and preventing their issues from coming to the forefront. For example, there is no disability statistics unit at CSA that can closely monitor the designing of national surveys to properly capture any available information on disability during interviews. Another challenge is that the collection of data on disability is a highly sensitive task as households do not like to answer questions concerning disability due to fear of stigma and societal prejudice linked to certain traditional notions about disability. For instance, popular perceptions that associates the cause of disability to notions such as 'hidden' sins of the parents of a person with disability make it problematic for enumerators to get appropriate information on disability in field surveys.

In terms of their socio-economic status, PWDs are less likely to participate in the labour market than those with no disability. In 2013, the labour force participation rate for PWDs was only 55.89 per cent compared to 84.91 per cent for those with no disability. Women with disabilities are particularly disadvantaged as their participation rate was only 46.6 per cent. Similarly, PWDs experience significant disparities in the employment rate as well when compared to persons with no disability (53.5 per cent vs 80.7 per cent). Additionally, due to gender-based violence, abuse and marginalization, there is a considerable difference in the employment rates of women with disabilities (43.7 per cent) and men with disabilities (63 per cent). However, these employment figures mask the harsh realities faced by PWDs in the labour market as more than 90 per cent of those with disabilities work in the informal sector with meagre earnings and with no social and legal protections.

PWDs are also a disadvantaged group in terms of literacy rates and the overall poverty status. Only one in four persons with disabilities (25 per cent) is able to read and write while this is about 50 per cent for persons with no disabilities. The literacy level is even lower for women with disabilities (15.12 per cent) compared to men with disabilities (34.85 per cent). An implication of such lower literacy rate of PWDs is that they are likely to end up in low-skilled jobs in the labour market that do not allow them

to escape poverty. This situation of PWDs is evidenced by the fact that in 2016 the poverty rate for households with PWDs was 29.41 per cent compared to 22.8 per cent for those households with no persons with disability, showing nearly a seven-point difference.

This assessment outlines the following recommendations to improve the disability statistics and conditions of PWDs in Ethiopia:

- Ethiopia has already ratified the 2006 United Nations Convention on the Rights of Persons with Disabilities (CRPD) in 2010 including the articles on data collection (Article 31) and reporting (Article 36) of national disability statistics. Moreover, the central theme of the Sustainable Development Goals (SDGs), “leave no one behind”, calls for the inclusion of persons with disabilities in all aspects of life. This requires the generation of data on various indicators like workforce participation, employment and earnings that are disaggregated by disability, sex and age to understand the differential composition of men and women with disabilities. Thus, signifying that there is an urgent need to include people with disabilities in the national representative survey teams and improve the attitude of individual team members. Hence, statistical agencies including CSA need to have a disability statistics unit to oversee such activities.
- Until recently CSA has been using two questions to identify disability in the national surveys: “Is there any disability?”, “If yes, state type of disability”. However, disability by its nature is quite complex to measure and notice with these two simple questions. The data collection tools, therefore, need to have specific questions that take into consideration the various dimensions of disability. CSA is particularly advised to adopt the Washington Group Short Set of questions on disability to facilitate the identification of PWDs in the target population. As a progress in this direction, CSA recently revised the questions on disability, which were being used for several years, by introducing a new set of questions (in the form of a module) into the questionnaire for the next (fourth) national PHC and Ethiopian Demographic Health Survey (EDHS). This updated disability module is therefore welcomed and expected to provide appropriate data on the representation of PWDs in the national statistics system.
- One of the key challenges in the collection of national data on disability is the societal prejudice against disability, based on certain traditional beliefs that identify the cause of disability as a curse on the parent. Hence, there is a pressing need to strengthen advocacy efforts including mobilizing the public to change societal perceptions about disability and in the process also enable the collection of more accurate data on PWDs using questions on disability in national censuses and surveys.

- As the recently conducted labour force surveys, such as the 2018 and 2020 Urban Employment Unemployment Surveys (UEUSs), did not explicitly ask for disability data, the disability statistics reported in this document is limited to the latest data from the 2013 NLFS and 2016 HCES, and is therefore lagging behind. In order to have updated and timely disability statistics in the national statistics system it will be important to consider collecting disability data whenever household surveys are being administered through the inclusion of disability modules. In fact, CSA conducted a one-time, stand-alone survey on the

labour markets of PWDs in 1993 called the “Employment and Unemployment of Persons with Disabilities Survey”. Apart from this, there are hardly any other separate studies conducted by CSA on the situation of PWDs. Hence, in order to generate updated data and to have clear insights on the current labour market status and livelihood opportunities for PWDs in Ethiopia conducting a standalone survey on PWDs would be vital in an effort to ensure that “no one is left behind”.

INTRODUCTION

1.1. Background

The world has about 1 billion persons with disabilities representing roughly 15 per cent of the global population, out of this about 2–4 per cent experience significant difficulties with everyday functioning (WHO and WB, 2011). Furthermore, an estimated 82 per cent of persons with disability in low-income countries particularly in Africa live below the poverty line and lack access to education, health care, employment opportunities, housing, social protection systems, justice, cultural expression and participation in political life (ILO, 2013a). This is mainly because the existing physical environment, and transportation, information and communication systems are not equally accessible to everyone. In Ethiopia, for example, anecdotal evidence shows that only 0.7 per cent of PWDs have access to educational services, and as much as 95 per cent of all PWDs live in poverty and difficult conditions (MOLSA, 2012). Women with disabilities are further disadvantaged due to gender role stereotyping and gender-based prejudices that lead to double discrimination (Tirussew Teferra and others, 2013). In the available statistics, the global average prevalence rate of disability in the female population aged 18 years and above was 19.2 per cent, compared to 12 per cent for males, indicating that one in five women have some form of disability (WHO and WB, 2011; UN Women, 2018).

In order to improve the livelihood of persons with disabilities and achieve disability-inclusive development several efforts are being made at international and national levels. At the international level, the United Nations ratified several conventions that were later adopted and implemented by Member States. The articles in the Convention on the Rights of Persons with Disabilities promote disability-inclusive development agenda and inclusion of persons with disabilities in every aspect of life (United Nations, 2006). The Convention also calls for the international collection of statistical and research data on disability (Article 31) and the submission of a comprehensive report on measures taken by State Parties to the Committee on the Rights of Persons with Disabilities (Article 35). In the absence of any valid and reliable population-based data on disability disaggregated by age and sex, it is difficult to monitor the effects of policies intended to promote the well-being of PWDs and ensure their participation in all aspects of life on par with those without disability.

Having ratified the Convention in the Convention on the Rights of Persons with Disability Ratification Proclamation (No. 676/2010), Ethiopia adopted and implemented a number of laws, policies and standards pertaining to PWDs, including their right to productive and decent work (CARDOS, 2007). The First Growth and Transformation Plan (GTP-I) 2010-2015, for example, identified disability as a

cross-cutting issue in development, with focus being given to preventing disability and to providing education and training, rehabilitation and equal access and opportunities to PWDs. Furthermore, the Ethiopian government in its GTP-II (2016-2020) also decided to focus on providing employment opportunities, and in increasing the number of services and centres for PWDs. The ongoing plan, the National Plan of Action of Persons with Disabilities (2012-2021), aims to make Ethiopia an inclusive society by addressing the needs of PWDs for comprehensive rehabilitation services, equal opportunities in education, skills training and work as well as full participation in the life of their families, communities and the nation. Such efforts are further supported by non-governmental organizations (NGOs), such as the Federation of Ethiopian National Associations of Persons with Disabilities.

However, adopting the CRPD per se is not enough to improve the situation of PWDs although it is a necessary step in the right direction. Updated and relevant data on persons with disabilities disaggregated by sex and age are equally important in ensuring that PWDs are not left behind, as emphasised in the central theme of the SDGs also adopted by Ethiopia. The labour market participation of persons with disabilities in Ethiopia have received less attention, with the disability statistics yet to be well integrated into the National Statistical System. There is no clarity and consensus on

the existing disability statistics including on the labour market representation of PWDs. For example, estimates from the 1994 PHC indicated that there were 988,849 PWDs in Ethiopia, accounting for less than 2 per cent of the total population (ILO, 2004). However, the 2007 PHC showed only 805,492 PWDs, accounting for just 1.1 per cent of the total population of 86 million in Ethiopia in 2007.

Institutions working in the area and scholars have observed that these disability statistics grossly underestimate the number of PWDs in the country. These national statistics and rates are much lower than the estimates made by international organizations. The World Report on Disability by the World Bank and World Health Organization inferred from the global disability statistics pattern that there were 15 million PWDs in Ethiopia, representing 17.6 per cent of the total population (WHO and WB, 2011). This shows that there is a significant variation in the estimates of PWDs in Ethiopia. Indeed, apart from these international and aggregate estimates on disability statistics, there is no recent and disaggregated data by age and sex in relation to labour market participation of PWDs in Ethiopia that might support and inform decision-making bodies. This report thus seeks to remedy these issues by examining the existing raw data in surveys and administrative records on disability and by outlining recommendations to improve the condition of PWDs in Ethiopia.

1.2. Objectives

The lack of data on disability statistics in Ethiopia becomes even more acute at the intersection of disability and gender with respect to issues related to the Ethiopian labour market. If the data disaggregated by age groups are available at all they do not provide evidence on other important socio-economic variables such as participation in the workforce, earnings, poverty, education and health conditions. This report therefore aims to quantitatively estimate the representation of PWDs disaggregated by sex and age in the Ethiopian workforce in relation to key socio-economic variables. Qualitative approaches were also used to supplement quantitative evidences. More specifically, the report seeks to:

1. Exhaustively identify important data in national surveys and administrative records of sector ministries to explicitly show the representation of persons with disabilities in the Ethiopian workforce disaggregated by sex and age group
2. Undertake a review of background documents on age, sex and disability representation in the workforce and other data sources such as supporting documents and policy frameworks
3. Analyze the gaps in statistical data related to persons with disabilities in the National Statistical System
4. Identify the challenges faced by persons with disabilities in the labour market.

REVIEW OF KEY CONVENTIONS AND DISABILITY STATISTICS

In this sub-section, the key international conventions such as the United Nations Conventions on the Rights of Persons with Disabilities (CRPD), and systems on national disability statistics pertaining to labour market participation are reviewed. Examining these international conventions will help in providing insightful information on Ethiopia's disability statistics in terms of collection and reporting of data on disability.

2.1. International conventions

Persons with disabilities began receiving special attention in Ethiopia since the adoption of the 2006 Convention on the Rights of Persons with Disabilities, which covers a wide range of rights pertaining to PWDs. For instance, the Article 27 on “Work and Employment” states that all PWDs have the right to work on an equal basis with others. The Convention also provides, for the first time within a human rights framework, specific articles that call for the international collection (Article 31) and reporting (Article 35) of statistical data on disability. In the absence of valid and reliable population-based data on disability disaggregated by age and sex, it is not possible to monitor the effects of policies intended to promote the lives of PWDs and ensure their participation in all aspects of life on par with those without disabilities.

One of the fundamental conventions of the International Labour Organization (ILO), the ILO C111 - Discrimination (Employment and Occupation) Convention, 1958, which was ratified by Ethiopia in June 1966, also prohibits discrimination in employment and occupation on the basis of disability. Furthermore, ILO also introduced the C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983, which was ratified by Ethiopia in January 1991. The ILO Decent Work Agenda promotes good standards at work including enhancing equal employment opportunities and treatment at the workplace, particularly for persons with disabilities. Additionally, the concerns of PWDs is also well incorporated in the Sustainable Development Goals of 2030, mainly through the ‘principle’ of “leave no-one behind”. The SDG target 8.5 states that “By 2030 [States need] to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”. In order to achieve this goal, there is an urgent need to fully integrate persons with disability into the labour market so that they can have a meaningful life. The SDGs also recommend labour market indicators to be disaggregated by sex and age to understand the differential composition of men and women in the labour market as measured by labour force participation, employment and earnings.

2.2. International best practices on disability statistics system

As discussed in the above international conventions focusing on the rights of persons with disabilities, reliable and updated national statistics are key to ensuring the equal participation of PWDs in any development agenda particularly in the labour market and for economic empowerment. Cognizant of the importance of updated and reliable national disability statistics on the labour market and to inform policy on equalization of opportunities, the Washington Group on Disability Statistics (WG) was formed at the International Seminar on the Measurement of Disability organised by the United Nations in 2001. The Washington Group aims to deal with the definitions, concepts, standards and methodologies to estimate national disability statistics that are internationally comparable in order to develop a common understanding on disability. In the CRPD (2006) Article 1:

“Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”.

However, in a practical sense disability is a fluid and evolving concept, which makes its conception complex, dynamic, multidimensional, and contested across regions (United Nations, 2006; WHO and WB, 2011). The fluidity of the concept provides different understandings of disability that becomes subjective in its quantitative measurement across countries.

This subjectivity in measurement could be one of the explaining factors for considerable variation in disability statistics across regions. Hence, the Washington Group aims to guide the development of disability tools and measures in such a way so as to make it suitable for use in censuses, national surveys, and other particular statistical formats of each country (WG, 2001). Towards this, the WG has designed six Washington Group Short Set on Functioning questions (WG-SS) to identify individuals with a disability in a population, mainly by asking them if they have difficulties in performing basic universal functioning activities, mainly related to hearing, seeing, walking, cognition, self-care and communication. Following this, in 2008 the United States of America modified and added the six WG-SS questions into its Current Population Survey (CPS) to identify those with a disability. The questions in CPS are:

1. Is anyone deaf or does anyone have serious difficulty hearing?
2. Is anyone blind or does anyone have serious difficulty seeing even when wearing glasses?
3. Because of a physical, mental, or emotional condition, does anyone have serious difficulty concentrating, remembering, or making decisions?
4. Does anyone have serious difficulty walking or climbing stairs?
5. Does anyone have difficulty dressing or bathing?
6. Because of a physical, mental, or emotional condition, does anyone have difficulty doing errands alone such as visiting a doctor’s office or shopping?

The WG is currently looking at developing an extended set on functioning questions (37 questions) to be used in surveys so that it would be possible to capture more comprehensive information on disability, mainly on mental health (including anxiety and depression), environment barriers, and level of participation in education and employment (WG)¹.

The European countries have been using the Model Disability Survey (MDS) that was introduced by the World Health Organization and the World Bank. This survey tool is based on the understanding of disability in WHO's International Classification of Functioning, Disability and Health, and provides comprehensive and comparable information on disability in a country's population. The module also identifies unmet needs, barriers and inequalities faced by PWDs. However, the United Nations Statistical Commission, the United Nations Economic Commission for Europe, and the Conference of European Statisticians have recommended the six questions in WG-SS as the method for collecting information on disability as of 2020 (WG on Disability Statistics²). The United Nations Children's Fund (UNICEF) also worked with the WG to design a Module on Child Functioning in relation to child disability. As a result, a module was included in UNICEF's Multiple Indicator Cluster Survey (MICS) to better identify children with disabilities (UNICEF, 2017).

2.3. National policies and standards on persons with disabilities

Ethiopia has signed and ratified several international agreements on the rights of persons with disabilities. Based on these international agreements, the Government of Ethiopia has been designing a number of national laws, policies and standards pertaining to PWDs, including the right to productive and decent work (CARDOS, 2007). Indeed, Ethiopia has integrated the rights of persons with disabilities in its Constitution. The Article 41 (5) of the 1995 Constitution of the Federal Democratic Republic of Ethiopia (FDRE) asserts that the State shall, within available means, allocate resources to care for and rehabilitate people with physical disabilities and mental impairments. The Articles 41 (6) and 41 (7) of the Constitution also directs the State to formulate policies to create employment opportunities for the poor and unemployed and take all measures to expand opportunities for gainful employment. The Constitution also underlines that any international convention ratified by the government will spontaneously be considered as a national law in order to ensure equal rights to all. Table 2-1 below summarizes the major national policy documents and international agreements on PWDs developed and/or ratified by the Ethiopian government.

1. Available at www.washingtongroup-disability.com/fileadmin/uploads/wg/Documents/Questions/Washington_Group_Questionnaire_2_-_WG_Extended_Set_on_Functioning.pdf.

2. Available at www.washingtongroup-disability.com/fileadmin/uploads/wg/Documents/An_Introduction_to_the_WG_Questions_Sets_2_June_2020_.pdf.

Table 2-1: Ethiopian national policies and international agreements on persons with disabilities

Ethiopian national policies and international agreements on PWDs	Remarks
1 The Right of Disabled Persons to Employment Proclamation No. 101/1994 ³ . Amended in 2008 as Right to Employment of Persons with Disability Proclamation No.568/2008 ⁴ .	The proclamation aims to protect and promote the rights of PWDs by providing proper educational training, employment opportunities and payments, and by preventing any workplace discrimination. However, its implementation was limited (MOLSA, 2008).
2 National Programme of Action for Rehabilitation of Persons with Disabilities (1999)	This government programme aims to prevent disability and achieve better living standard for persons with disabilities. It also strives to ensure equal rights for PWDs and their full participation in the society through greatly involvement in their communities.
3 Labour Proclamation No.1156/2019	This labour proclamation focuses on general worker-employer relations and prohibits employers from discriminating against workers “on the basis of nationality, sex, religion, political outlook or on any other conditions”. It also looks at the determination of degree of disablement for benefits.
4 The Federal Civil Servants Proclamation No. 515/2007	This law provides affirmative action for PWDs during the recruitment process.
5 Ethiopian Building Proclamation No. 624/2009	This proclamation makes it compulsory for public buildings including toilet facilities to be made accessible for use by physically impaired persons.
6 Definition of Powers of Duties of the Executive Organs of Federal Democratic Republic of Ethiopia Proclamation No. 691/2010	It provides equal opportunities and full participation of PWDs and those living with HIV/AIDS.

3. The Proclamation No.101/1994 concerning the “rights of disabled persons to employment” defines “a disabled person” as “a person who is unable to see, hear or speak or suffering from injuries to his limbs or from mental retardation, due to natural or man-made causes; provided, however, that the term does not include persons who are alcoholics, drug addicts and those with

psychological problems due to socially deviant behaviors”.

4. The Proclamation No. 568/2008, defines a “person with disability” as “an individual whose equal employment opportunity is reduced as a result of his physical, mental or sensory impairments in relation with social, economic and cultural discrimination”.

Ethiopian national policies and international agreements on PWDs		Remarks
7	Convention on the Rights of Persons with Disabilities Ratification Proclamation No. 676/2010	The Ethiopian government ratified the CRPD that automatically made it a national law; however, the government has not signed or ratified the Optional Protocol to the CRPD.
8	Growth and Transformation Plan (GTP I/II) 2010-2020	These national plans have identified disability as a cross-cutting development issue over the last ten years of GTP I and GTP II.
9	Ethiopian National Plan of Action of Persons with Disabilities (2012-2021)	The law aims to mainstream disability issues across sectors (education, health and labour market) and ensure the full participation of PWDs in the life of their families, communities and beyond.
10	10-Year Development Plan of Ethiopia (2020-2030)	This plan is expected to replace the Growth and Transformation Plans (GTPs) and consider disability as a cross-cutting issue in all development endeavours.

In spite of several laws, policies and labour proclamations being introduced in Ethiopia, many of these laws and policies are yet to be fully implemented in the country for several reasons. Poor coordination among national, regional and sub-regional actors could be one of the explaining factors for the inadequate enforcement of legislation aimed at ensuring the well-being of PWDs. Moreover, there is poor communication between national and international actors. Although there are a number of NGOs working in the disability sub-sector across the country, their approach is fragmented, uncoordinated and oftentimes lack clear direction (MOLSA, 2008). The Charities and Societies Proclamation No.621/2009 was one of those challenging factors as it prohibited civil society organizations to work on rights-based issues among which were the rights of persons with disability (Sida, 2014). However, after 10 years this

law was amended in 2019 and replaced with a more progressive law that largely removed previous obstacles.

2.4. Empirical estimates of disability statistics in other countries

It is important to review the experiences of other countries (high-income and low-income countries) on how they fare with respect to disability statistics in order to understand where Ethiopia stands in this regard. Comparisons with other countries can provide a bigger picture and comparable data to assess the representation of PWDs in the labour market in Ethiopia. In this regard, see Table 2-2, Table 2-3, Table 2-4 and Table 2-5 for the latest available data on disability statistics for selected high-income countries and some African countries from the United

Nations Disability Statistics Database (DISTAT).

Among high-income countries the prevalence of disability varies considerably from one country to another (see Table 2-2 and Table 2-3). For countries with available national data, the United Kingdom (UK) (20.7 per cent) and Austria (18.4 per cent) seem to have the highest disability prevalence rates while countries like the Netherlands (12.3 per cent) and the USA (12 per cent) appear to have relatively lower disability prevalence rates. Norway (15 per cent) is somehow in between in relation to these countries. It is important to note that these countries use different modules to estimate their national disability statistics. While some countries, such as Austria, use disability modules combined with the Labour Force Survey, other countries like the Netherlands use disability-specific surveys. Nevertheless, no matter what type of module each country uses one noticeable feature across the disability statistics is that women experience higher disability than men in all the high-income countries. The higher disability prevalence among women is attributed to their lower economic and social status, gender-based violence, and harmful or gender-discriminatory practices (UN Women, 2015).

Similar disability statistics were also extracted from DISTAT for some African countries with available data (see Table 2-4). There are substantial variations in the proportion of persons with disabilities among the African countries as well. Disability

prevalence accounts for about 5 per cent of the population in countries like Mauritius, Morocco and Rwanda and more than 9 per cent in countries like Tanzania and Zimbabwe. Unlike the high-income countries discussed in this report, many of the African countries use similar methods of data collection such as Population and Housing Census. The variation might be due to the subjective interpretation of disability in the African countries. With respect to sex differences in the prevalence of disability, similar to high-income countries women appear to be more affected by disability than men in the African countries as well. The higher prevalence of disability among women is associated with several health, disease, behavioural and socio-demographic related factors (S. G. Leveille and others, 2000). In this regard, Ahmad Reza Hosseinpoor and others (2012) also attributed variations in the distribution of socio-demographic factors to nearly 45 per cent of the sex inequalities in disability. It is also evident that the prevalence of disability increases with age in both high-income and low-income countries (see Table 2-3 and Table 2-5).

Another important feature of the data is that disability prevalence rates are comparatively higher in the high-income countries than in the African countries (as shown in Table 2-2 and Table 2-4). This might be because in the high-income countries the understanding of disability has moved away from a physical or medical perspective to take into account the general well-being of a person as per the WHO definition based on a person's physical, social and political context (WHO, 2011⁵).

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5. Available from the Disability section in Health Topics of the World Health Organization website, www.who.int/health-topics/disability#tab=tab_1.

There is no data on disability for Ethiopia in DISTAT. The missing of the database for Ethiopia is an important indication of the lack of data on persons with disabilities, including

the absence of a systematic and regular mechanism for data collection on PWDs and its availability to data users and the public in general.

Table 2-2: Disability prevalence in selected high-income countries by sex

No.	Country	Disability prevalence (percentage)			Surveys conducted in each country
		Males	Female	All	
1	Austria	17.9	18.8	18.4	NLFS, 2015 (with disability module)
2	Netherlands	9.4	15.2	12.3	Dutch Health Interview Survey, 2016
3	Norway	11.8	18.3	15.0	Level of Living Survey, 2015
4	UK	18.7	22.7	20.7	Family Resources Survey, 2015/16 Annual Population Survey, 2015
5	USA	12.7	12.9	12.0	American Community Survey, 2016

Source: Disability Statistics Database 2015-2016 in Statistics Division, United Nations; see (<https://unstats.un.org>).

Abbreviations: UK, United Kingdom of Great Britain and Northern Ireland; USA, United States of America.

Table 2-3: Disability prevalence in selected high-income countries by age group

Netherlands		USA		UK	
Age group	Disability prevalence	Age group	Disability prevalence	Age group	Disability prevalence
12-34	3.3	0-4	0.7	0-14	6.5
35-44	8.0	5-17	5.6	15-24	11.4
45-54	11.8	18-34	6.3	25-34	12.2
55-64	15.6	35-64	13.1	35-44	15.8
65-74	17.9	65-74	25.3	45-54	21.2
75 & over	42.1	75 & over	49.5	55-64	29.3
Average	12.3	Average	12.8	65-74	36.5
				75-84	51.8
				85 & over	64.7
				Average	20.7

Source: Disability Statistics Database 2015-2016 in Statistics Division, United Nations; see (<https://unstats.un.org>).

Abbreviations: UK, United Kingdom of Great Britain and Northern Ireland; USA, United States of America.

Table 2-4: Disability prevalence in selected African countries by sex

No.	Country	Disability Prevalence (percentage)			Surveys conducted in each country
		Males	Female	All	
1	Mauritius	4.8	4.9	4.9	Population and Housing Census 2011
2	Morocco	5.0	5.1	5.1	Population and Housing Census 2014
3	Rwanda	5.2	4.8	5.0	Population and Housing Census 2012
4	Senegal	5.4	6.1	5.7	Population and Housing Census 2013
5	South Africa	6.5	8.9	7.7	Community Survey 2016
6	Morocco	5.0	5.1	5.1	Population and Housing Census 2014
7	Rwanda	5.2	4.8	5.0	Population and Housing Census 2012
4	Senegal	5.4	6.1	5.7	Population and Housing Census 2013
5	South Africa	6.5	8.9	7.7	Community Survey 2016
6	Tanzania	9.0	9.3	9.1	Population and Housing Census 2012
7	Zimbabwe	8.2	9.9	9.1	Inter-Censal Demographic Survey 2017

Source: Disability Statistics Database 2015-2016 in Statistics Division, United Nations; see (<https://unstats.un.org>).

Table 2-5: Prevalence of disability in selected African countries by age group

Age group	Disability prevalence (percentage)				
	Morocco	Senegal	South Africa	Tanzania	Zimbabwe
Below 14	1.4	2.4	3.6	8.5	4.8
15-24	2.0	2.5	2.5	8.1	4.1
25-34	2.4	3.4	3.0	8.0	5.2
35-44	3.4	6.4	4.7	8.6	8.6
45-54	6.3	12.7	11.2	10.2	17.3
55-64	12.1	20.7	20.9	12.6	27.7
65-74	22.5	32.9	35.3	17.7	40.1
75-84	38.8	45.7	53.7	24.8	58.0
85 and over	58.2	54.6	73.1	34.1	77.4
Average	5.1	5.7	7.7	9.1	9.1

Source: Disability Statistics Database 2015-2016 in Statistics Division, United Nations; see (<https://unstats.un.org>).

METHODOLOGY AND APPROACHES

In Ethiopia there are limited guidelines to measure the labour force status of persons with disabilities. Many of the existing national Labour Force Surveys are not designed to gauge PWDs' labour market participation but to provide the overall labour market profile of the nation. For a better picture on the disability statistics in Ethiopia, this report uses the mixed methods research involving quantitative and qualitative approaches.

While the quantitative methods explore several raw survey data sources to quantitatively estimate the representation of sex, age and persons with disabilities in the Ethiopian workforce, the qualitative approach aims to integrate the experiences of persons with disabilities and make their voices heard in relation to the challenges they face in the labour market while allowing for the inclusion of evidences in the national statistics efforts. The qualitative methodology can also substantiate or triangulate the findings from quantitative surveys alluding to the lack of systematic data collection on PWDs, besides integrating the voices of PWDs that would support future advocacy of their rights.

3.1. Quantitative surveys

The Ethiopian government has undertaken several national surveys overtime. Some of these official surveys are the national Labour Force Survey; the Ethiopian Urban Employment Unemployment Survey; the Household Consumption Expenditure

6. The ESS is part of the Living Standards Measurement Study (LSMS) that was a collaborative project between CSA and the World Bank.

Survey; the Welfare Monitoring Survey (WMS); the Ethiopian Demographic and Health Survey; the Ethiopia Socioeconomic Survey (ESS)⁶; Ethiopia National Child Labour Survey (NCLS); the Ethiopia Time Use Survey (ETUS); and the Population and Housing Censuses. Despite such frequent surveys many of the surveys do not include indicators for disability. The availability of indicators for disability is limited to only a few of these surveys. It is then essential to first identify which survey has an indicator for disability, and which does not, so that it would be easy to make the analysis against identified indicators.

3.1.1. Availability of disability indicators by survey type

a. Labour Force Surveys

Ethiopia has so far conducted three national Labour Force Surveys in 1999, 2005, and 2013. However, indicators for disability are available only for its latest surveys in 2005 and 2013; the 1999 NLFS did not include indicators for disability. In the latest two surveys the following questions were used to identify persons with disabilities:

■ Is there any disability?

In order to know the type of disability there was a follow-up question, asking

■ If yes, state type of disability.

The data obtained from these indicators are entirely used in the analysis of this report to estimate the representation of PWDs in the Ethiopian workforce.

b. Urban Employment Unemployment Surveys

In addition to the NLFS, Ethiopia conducted the Urban Employment Unemployment Survey 12 times between 2003 and 2018; however, only the 2014 UEUS includes indicators for disability. The other UEUSs did not ask any direct question on disability. The surveys had questions pertaining to those who are either unemployed or inactive in the workforce. Hence, disability in the UEUSs indirectly emerged as a reason for unemployment or for not being active in the labour market. However, the same could not capture persons with disabilities who work or have a job.

For those in the unemployed workforce, the question was:

- **Why are you not available for a job if you find a job?**

0=Home maker

1=Pregnancy/delivery

2=Student

3=Disability

4=Illness/injury

5=Too young

6= Remittance

7=Pensioned/old age

8=Other /Specify

Likewise, for those who are inactive or outside the labour force, the question was:

- **What was the main reason for not working or not being available for work for most of the last 6 months?**

0=Pregnancy/delivery

1=Home maker

2=Student

3=Disability

4=Illness

5=Too young

6= Remittance

7=Pensioned/old age

8=Other/Specify

In a nutshell, these indicators of disability in the UEUSs are not sufficient to quantify the disability statistics for the urban labour market as the surveys exclude those who are employed in the labour market and do not provide separate data on those who have a disability and those who do not.

c. Multi-topic household and child surveys

Besides the labour market surveys, the Ethiopian government has been undertaking several multi-topic household and child-related surveys mainly to measure the general living standards of its population and child activities, including the use of time. These surveys include the HCES, WMS, EDHS, NCLS, ETUS, and ESS. However, only a few of these household surveys include indicators for disability. Moreover, the indicators for disability are not entirely mentioned in the database of the Ethiopian

Demographic and Health Survey (2000, 2005, 2011 and 2016), the 2013 Ethiopia Time Use Survey, and the 2015 Ethiopia National Child Labour Survey.

Although indicators are incorporated in some of the household survey tools, the nature of questions vary from one survey to another making them difficult to compare on the representation of disabilities in the Ethiopian workforce. For example, the questions related to disability are different for the Ethiopian Household Consumption Expenditure Survey and the Welfare Monitoring Survey even though these are twin surveys, being administered for the same households at the same period of time for every five years since 1996. While the indicators for disability in the Ethiopian HCES questionnaire are:

- **Do you have disabilities?**
- **What type of disabilities?**

In the WMS module the questions are:

- **Do you have difficulties?**
- **What type of difficulties?**

Likewise, the identification of disability status in the Ethiopia Socioeconomic Survey is different from the other household surveys. Unlike the other household surveys, the ESS has adopted the six short questions from the WG definition of disability (associated with problems of hearing, seeing, walking or climbing, remembering or concentrating, self-care, and communicating or understanding) and these are:

- **Do you have difficulty seeing, even if you are wearing glasses?**
- **Do you have difficulty hearing, even if you are wearing a hearing aid?**
- **Do you have difficulty walking or climbing steps?**
- **Do you have difficulty (with self-care) washing all over or dressing, feeding, toileting etc?**
- **Using your usual language, do you have difficulty communicating**

After asking these questions, field researchers are required to record as 'disabled individual' if the respondent answers "Yes" to any of these six questions.

Furthermore, to know the level of difficulty or severity of the disability a follow-up question is asked, which is:

- **Does this difficulty reduce the amount of work you can do at home, work, or school⁷?**

Based on the above questions on disability, ESS noted that there were about 7,718,143 persons of all ages (9.24 per cent) in the total population with varying levels of disabilities. Among them about 1,821,365 persons, representing 2.17 per cent of the 83.5 million Ethiopian population in 2015/16, experienced difficulties in attending schools or in performing work.

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 7. This question is a bit misleading because PWDs can do the same amount of work but with associated opportunity costs such as discomfort or painless luxury time.

d. Population and Housing Censuses

Population and Housing Census is a wide-ranging statistical census that provides a complete picture of the population in a country, including housing conditions and various demographic, social and economic characteristics. The information collected in this census includes data on age, gender, residence (rural versus urban), marital status, housing conditions, marriage, family size, education, employment, disability, among others. Ethiopia conducted three rounds of PHCs in 1984, 1994 and 2007. The population census is usually carried out every decade; however, Ethiopia was unable to conduct its fourth census in 2017. The census has been further delayed, for the third time, due to the ongoing COVID-19 pandemic. The questions in the PHC for identifying persons with disabilities in the Ethiopian population are:

Is ... disabled?

If yes, state type of disability.

It is, however, important to note that the disability prevalence rates from the Population and Housing Censuses have already been published in many official reports. For example, based on the 1994 census, there were nearly 1 million persons with disabilities, accounting for less than 2 per cent of the total population of the country.

In the 2007 census, there were nearly one million (805,492) persons with disabilities, representing 1.1 per cent of the total population of 73 million in 2007. However, disability statistics are underreported in these figures for several reasons, such as limitations in the formulation of disability questions, lack of knowledge about disability among enumerators, and due to a narrow definition of disability that places emphasis on a medical certificate during surveys (ILO, 2007).

Table 3-1 summarizes the various types of surveys that were undertaken by the Central Statistics Agency in Ethiopia in partnership with other organizations such the World Bank over the years. The questions used to identify the status and types of disability are shown for each of the surveys with available indicators. It appears that of the 37 repeated and non-repeated surveys collected for this review only 11 have included indicators for disability, accounting for 30 per cent of the total recurrent and one-time surveys. This shows that about 70 per cent of the surveys being undertaken in Ethiopia do not have indicators to directly measure disability.

Table 3-1: Availability of indicators for disability in Ethiopian national surveys

No.	Survey Type	Year	Indicator for disability	Remarks			
				Question type	Follow-up question		
1	National Labour Force Survey	1999	No	NA	NA		
2	National Labour Force Survey	2005	Yes	Is there any disability?	What type of disability?		
3	National Labour Force Survey	2013	Yes	Is there any disability?	What type of disability?		
4	Urban Employment Unemployment Survey	2020	No	What was the main reason for not working or not being available for work for most of the last six months?	Options: Pregnancy/ delivery; Home maker; Student; Disability; Illness		
5	Urban Employment Unemployment Survey	2016	No				
6	Urban Employment Unemployment Survey	2015	No				
7	Urban Employment Unemployment Survey	2014	Yes			Is there any disability?	What type of disability?
8	Urban Employment Unemployment Survey	2013	No		
9	Urban Employment Unemployment Survey	2012	No	What was the main reason for not working or not being available for work for most of the last six months?	Options: Pregnancy/ delivery; Home maker; Student; Disability; Illness		
10	Urban Employment Unemployment Survey	2011	No				
11	Urban Employment Unemployment Survey	2010	No				
12	Urban Employment Unemployment Survey	2009	No				
13	Urban Employment Unemployment Survey	2006	No				
14	Urban Employment Unemployment Survey	2004	No				
15	Urban Employment Unemployment Survey	2003	No				
16	Ethiopia Time Use Survey	2013	No	NA	NA		
17	National Child Labour Survey	2015	No	NA	NA		
18	Household Consumption Expenditure Survey	2016	Yes	Do you have disabilities?	What type of disabilities?		
19	Household Consumption Expenditure Survey	2011	No	NA	NA		
20	Household Consumption Expenditure Survey	2005	No	NA	NA		
21	Household Consumption Expenditure Survey	2000	No	NA	NA		
22	Household Consumption Expenditure Survey	1996	No	NA	NA		
23	Welfare Monitoring Survey	2016	Yes	Do you have difficulties?	What type of difficulties?		

No.	Survey Type	Year	Indicator for disability		Remarks
24	Welfare Monitoring Survey	2011	No	NA	NA
25	Welfare Monitoring Survey	2005	No	NA	NA
26	Welfare Monitoring Survey	2000	No	NA	NA
27	Welfare Monitoring Survey	1996	No	NA	NA
28	Ethiopia Socioeconomic Survey	2016	Yes		Uses the Washington Group on Disability Statistics' definition of disability
29	Ethiopia Socioeconomic Survey	2013	Yes		
30	Ethiopia Socioeconomic Survey	2011	Yes		
					Information on injuries and accidents was collected for the first time in the 2016 EDHS
31	Ethiopian Demographic and Health Survey	2016	No	NA	No explicit indicator for disability
32	Ethiopian Demographic and Health Survey	2011	No	NA	
33	Ethiopian Demographic and Health Survey	2005	No	NA	
34	Ethiopian Demographic and Health Survey	2000	No	NA	
35	Population and Housing Census	2007	Yes		If yes, state type of disability.
36	Population and Housing Census	1994	Yes		
37	Population and Housing Census	1984	Yes	Is ... disabled?	

NA – Not Available

It is worth mentioning that CSA is now planning to adopt the questions developed by the Washington Group on Disability Statistics. The two national surveys that are preparing to apply the latest disability module are the fourth national Population and Housing Census, which was supposed to be administrated in 2018 but has been delayed, and the Ethiopian Demographic and Health Surveys that are expected to be conducted in the next one year. The surveys are introducing a disability module questionnaire derived from the WG's definition of disability as shown in Table 3-2.

The questions related to disability are asked in two stages. In the first stage, the respondent is asked about each family member having difficulties in functioning and participation due to any physical or mental condition that lasts longer than six months. Once an individual is identified as having a disability in the household, enumerators are advised to understand the level of the disability by asking elaborating questions such as “no difficulty”, “some difficulty”, “a lot of difficulty” or “cannot do at all”. The fourth national PHC also has questions on the causes of disabilities.

Table 3-1: Availability of indicators for disability in Ethiopian national surveys

Fourth national Population and Housing Census (pending)			Ethiopian Demographic and Health Survey (planned)	
Type of questions	Please record level/severity	What was the main cause of difficulty?	Type of questions on disabilities	Please record level/severity
WG definition of disability	1 = No, I do not have any difficulty 2 = Yes, I have some difficulty 3 = Yes, I have a lot of difficulty 4 = Yes, It cannot do at all	1. Car/motor accident 2. Other accident /injury 3. Illness/disease 4. Violence/war related 5. Congenital 6. Old age 7. Do not know 8. Other	1 = Seeing, even if wearing glasses 2 = Hearing, even if using a hearing aid 3 = Walking or climbing stairs 4 = Remembering or concentrating 5 = Self-care (washing all over or dressing) 6 = Communicating (talking, conveying information, listening – using usual language) 7 = Others (please, specify)	1 = no difficulty 2 = some difficulty 3 = a lot of difficulty 4 = cannot see at all 8 = don't know

Source: Fourth national Population and Housing Census questionnaire and the Ethiopian Demographic and Health Survey provided by CSA

3.1.2. Other relevant surveys

The results obtained from all the survey data sources are further triangulated using the records on PWDs from the Ministry of Labour and Social Affairs (MOLSA) and the Ministry of Education (MoE) in Ethiopia. Likewise, in addition to those government ministry offices, several NGOs working on persons with disabilities were consulted for relevant data and primary information. Other panel surveys conducted in Ethiopia are also reviewed in this report. This includes the Young Lives survey that has been

following 3000 children in Ethiopia since 2002; the sample group now aged between 20 and 27 years in 2020 are transitioning to the labour market. Another survey is a nine-year project from 2015 to 2024 called Gender and Adolescence: Global Evidence (GAGE), which is collecting panel data of 7,044 adolescent girls and boys from across the country including emerging regions such as Afar in north-eastern Ethiopia. GAGE includes indicators for disability derived from the WG Extended Set on Functioning (WG-ES) that includes questions on mental health.

3.1.3. Labour market indicators of persons with disabilities

After the collection of all the required secondary data sources, deciding on the indicators to be estimated for the NLFs and the other household-related surveys is important. While it is possible to estimate several indicators of labour market outcomes for persons with and without disabilities, in order to be consistent with the international labour standards and ILO's Key Indicators of the Labour Market (KILM) this report focuses on population share of disability, workforce, labour market participation rate, number of employed, employment-population ratio, number of unemployed, unemployment rate, and not in labour force (inactive), and all indicators disaggregated by sex and age. In addition to these indicators, data on earnings, nature of employment (formal/inform employment, full time employment/part-time employment), poverty status, and educational status/literacy level are also quantitatively estimated.

3.2. Qualitative methods

To integrate the views of PWDs and enrich the quantitative part of the assessment, a qualitative survey was conducted using the online survey tool, Google Forms. Basic information was collected about the main problems with the national data collection

on PWDs, the challenges faced by PWDs, particularly female workers, in the labour market, and people's knowledge of the official disability statistics being underreported or over-reported. Suggestions were also collected on how persons with disabilities should be included in the national representative surveys so that their voices are heard in the formulation of appropriate policies to help them fully integrate into all aspects of life. The main informants were experienced senior managers working in various positions in governmental and non-governmental offices, with a majority of them holding a master's degree and who perceive themselves to have some sort of disability. The responses of the interviewees are integrated into the qualitative analysis. The team also visited two training centres for PWDs in Ethiopia, Signum Vitae and Misrach Center, that focus on increasing employment opportunities for PWDs. These centres have been working for economic integration and social inclusion of persons with disabilities for over three decades.

The following section provides data analysis on the representation of persons with disabilities disaggregated by sex and age in those Ethiopian national surveys identified with disability indicators as reported in Table 3-1.

RESULTS OF DISABILITY STATISTICS ESTIMATES

4.1. Disability prevalence by sex and age in Ethiopia

Table 4-1 reports the prevalence of disability in Ethiopia disaggregated by sex and age group for the data obtained from two national Labour Force Surveys conducted in 2005 and 2013. According to the 2013 NLFS, there were about 2.4 million persons with disabilities across all ages, accounting for 3.02 per cent of the 80.4 million population in 2013. The proportions for males and females with disabilities were 3.17 per cent and 2.87 per cent, respectively, but the variation is not significantly different. There is however a noticeable variation by age, in that older people experience higher prevalence of disability than children and young people. People aged between 60 and 64 years, and those over 65 years have higher disability prevalence rates of 10.9 per cent and 20.46 per cent, respectively, while children less than 5 years of age and between 6 and 9 years of age show disability prevalence rates of 0.48 per cent and 1.18 per cent, respectively. There is also an increase in the disability prevalence rate over time, from 2005 to 2013. With 2.14 per cent for the male and 1.82 per cent for the female workforces, the 2005 NLFS shows a lower disability prevalence rate of 1.98 per cent compared to 3.02 per cent estimated for 2013 NLFS.

Besides the national labour force surveys, disability prevalence rates were also assessed and compared to the data obtained from the 2007 Population and Housing Census and the 2016 Household Consumption Expenditure Survey. The results of the disability statistics for the surveys were similar to the estimates of the NLFS (2005 and 2013). The 2007 PHC shows a disability prevalence of 1.16 per cent, with 1.09 per cent for females and 1.24 per cent for males, with no significant statistical difference between males and females. However, as expected, the disability prevalence rate increased with age, from a disability rate of 0.37 per cent for children aged below 5 years to about 7.73 per cent for people aged 75 years and over. Likewise, the 2016 HCES showed a similar pattern, with a disability prevalence rate of 2.42 per cent and negligible difference between males (2.48 per cent) and female (2.36 per cent). The data from the 2016 HCES, however, showed a comparatively higher disability prevalence rate for older people (10.18 per cent for people aged between 65 and 69, and 17.33 per cent for people aged over 70 years) than in the 2007 PHC data.

Table 4-1: Disability prevalence in Ethiopia by age group and sex

Age group	Disability prevalence in Ethiopia (percentage)					
	2005			2013		
	Male	Female	Total	Male	Female	Total
0-5	0.54	0.23	0.39	0.53	0.44	0.48
6-10	0.97	0.79	0.88	1.33	1.01	1.18
11-14	1.28	1.21	1.25	2.05	1.57	1.82
15-19	2.04	1.51	1.77	2.51	1.82	2.17
20-24	2.29	1.24	1.71	2.48	1.93	2.19
25-29	2.44	1.68	2.02	3.15	2.01	2.53
33-34	2.37	1.57	1.96	3.52	2.73	3.12
35-39	2.47	1.99	2.23	3.19	3.23	3.21
40-44	2.92	2.2	2.55	4.24	4.16	4.2
45-49	4.08	2.9	3.47	5.36	4.72	5.03
50-54	5.36	4.45	4.88	5.71	7.48	6.6
55-59	4.07	6.31	5.18	7.38	8.62	7.99
60-64	5.24	8.5	6.81	9.86	12.05	10.9
65 +	11.43	13.49	12.35	19.21	22.01	20.46
Average	2.14	1.82	1.98	3.17	2.87	3.02
Number of persons with disabilities in Ethiopia	668853	582349	1251202	1278 513	1150529	2429042
Population of Ethiopia	31281391	31947209	63228600	40335493	40108655	80444148

Source: National Labour Force Survey 2013, CSA-Ethiopia

Table 4-2: Disability prevalence in Ethiopia by age group and sex

Population and Housing Census 2007		Household Consumption Expenditure Survey 2016	
Sex	Disability prevalence (percentage)	Sex	Disability prevalence (percentage)
Male	1.24	Male	2.48
Female	1.09	Female	2.36
Total	1.16	Total	2.42

Population and Housing Census 2007	
Age group	Disability prevalence (percentage)
0 - 4	0.37
5 - 9	0.59
10 - 14	0.77
15 - 19	0.96
20 - 24	1.02
25 - 29	1.06
30 - 34	1.30
35 - 39	1.39
40 - 44	1.72
45 - 49	1.89
50 - 54	2.36
55 - 59	2.67
60 - 64	3.51
65 - 69	4.10
70 - 74	5.62
75 +	7.73
Total	1.16

Household Consumption Expenditure Survey 2016	
Age group	Disability prevalence (percentage)
0-4	0.40
5-9	0.92
10-14	1.49
15-19	1.49
20-24	1.74
25-29	1.87
30-34	2.48
35-39	2.48
40-44	3.50
45-49	4.54
50-54	5.14
55-59	5.39
60-64	8.35
65-69	10.18
>70	17.33
Total	2.42

Source: Population and Housing Census 2007 and Household Consumption Expenditure Survey 2016

4.2. Labour force disability statistics

According to the 2013 Ethiopian national Labour Force Survey, about 2,057,137 persons in the 44.69 million workforce aged 15 years and above⁸ had some form of disability. The PWDs accounted for 4.6 per cent of the working-age population, with negligible difference between the male (4.83 per cent) and female (4.38 per cent) workforces. The disability labour force statistics is above the overall disability

prevalence rate (3.02 per cent) because people below the age of 15 years have lower disability prevalence rates compared to people who are in the labour force. Over a period of time, there is also a rise in the disability prevalence rate in the Ethiopia workforce. A similar NLFS with comparable data conducted in 2005 showed that the disability prevalence rate in the Ethiopian workforce was 3.12 per cent in 2005, with 3.42 per cent for the male and 2.84 per cent for the female workforces (see Table 4-3).

8. There is no updated survey on the Ethiopian labour force after 2013, however according to the World Bank projections on development

indicators in Ethiopia, the total Ethiopian Labour force was reported to be 53,195,087 in 2019.

Table 4-3: Disability prevalence in Ethiopian workforce, aged 15 years and over

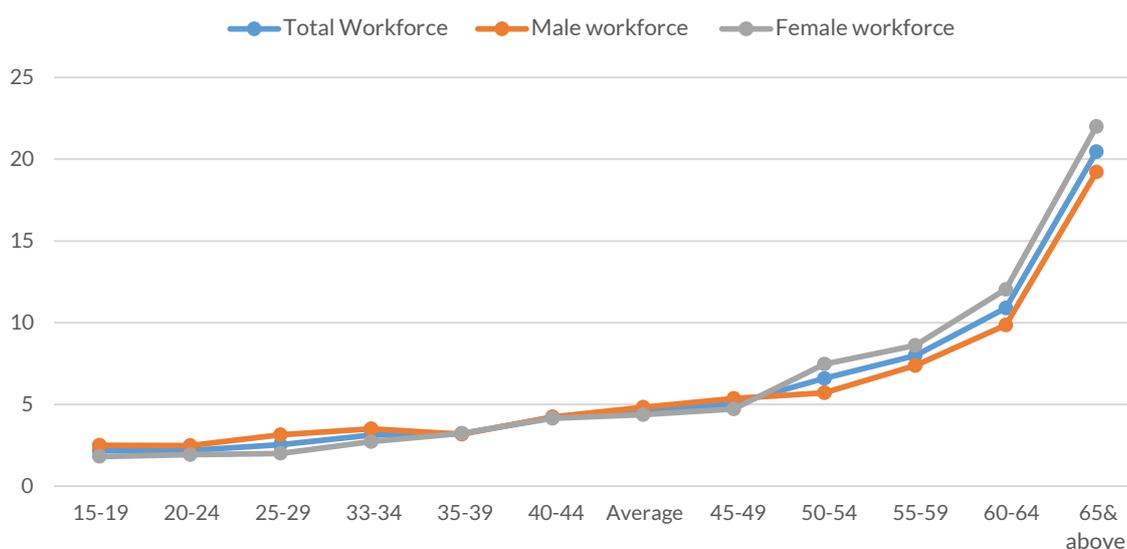
Type of Workforce	Ethiopian workforce (15 years and above)					
	2005			2013		
	Number of persons with disabilities in workforce	Total workforce	Disability prevalence (percentage)	Number of persons with disabilities in workforce	Total workforce	Disability prevalence (percentage)
Male	505,462	14,795,191	3.42	1,063,943	22,011,853	4.83
Female	456,788	16,058,307	2.84	993,194	22,686,859	4.38
All workers	962,250	30,853,498	3.12	2,057,137	44,698,712	4.6

Source: National Labour Force Survey 2005 and 2013, CSA-Ethiopia.

Although the disability prevalence for male and female workforces is not significantly different at the average value in both 2005 and 2013, it starts to vary from the middle-aged workforce. The female workforce begins to experience higher disability prevalence than their male counterparts. In fact, the disability prevalence rises for both male and female workforces after the age of 45 years; however, the increase is considerably higher for the female workforce. The percentage of disability doubles from 4.72 per cent for the

age group of 45-49 years to 8.62 per cent for the age group of 55-59 years, and further increases to 22 per cent for those aged 65 years and over (see Figure 4-1). The 2005 disability prevalence rates show a similar pattern to that of the 2013 NLFS, where people in the younger age groups have lower rate of disability compared to the workforce at older ages; in particular, the older female workforce experienced a higher rate of disability.

Figure 4-1: Disability prevalence rate in Ethiopian labour force by gender and age group, 2013



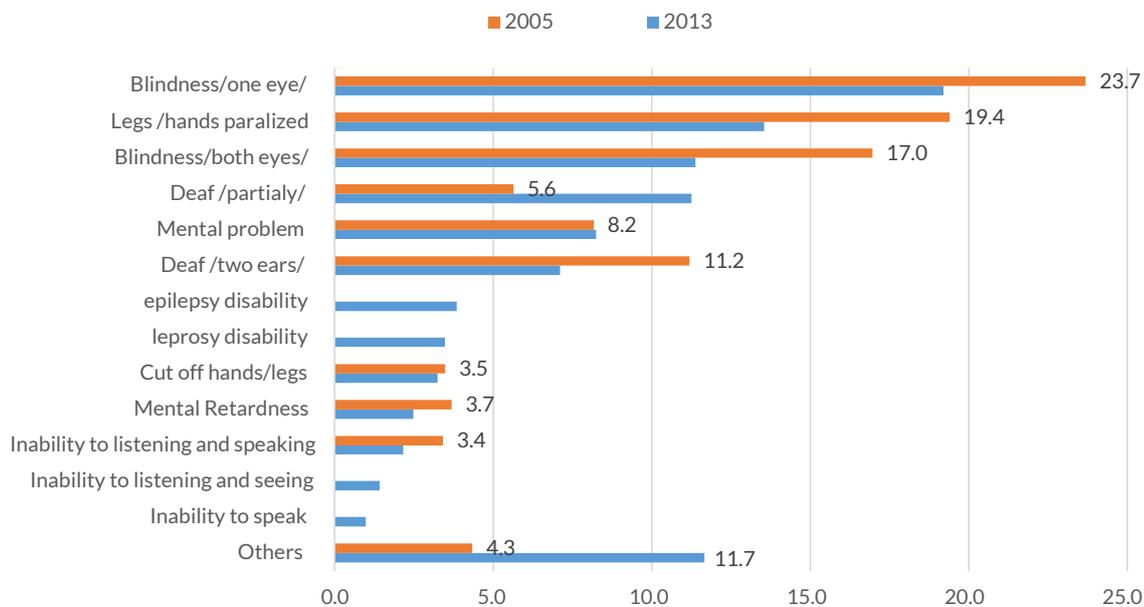
Source: National Labour Force Survey 2013, CSA-Ethiopia

4.3. Type of disability

Looking at the type of disability might also be equally important for policymakers in the area of disability. Figure 4-2 shows the major types of disabilities in the Ethiopian workforce, aged 15 years and above, in 2005 and 2013. It appears that blindness is the most widespread form of disability in the Ethiopian workforce. In the total disability statistics, blindness in one eye accounted for about 23.7 per cent of disability prevalence

in 2005 and 19.2 per cent in 2013, while blindness in both eyes accounted for 17 per cent in 2005 and 11.4 per cent in 2013. This implies that nearly one-third of the disability prevalence in the Ethiopian workforce is related to blindness in one eye and both eyes. The other two most common disability types are leg/hand paralyzed (19.4 per cent in 2005 and 13.4 per cent in 2013), and partial (11.3 per cent in 2013) and complete deafness (11.2 per cent in 2005).

Figure 4-2: Type of disability prevalence in Ethiopian workforce aged 15 years and above, 2005 and 2013

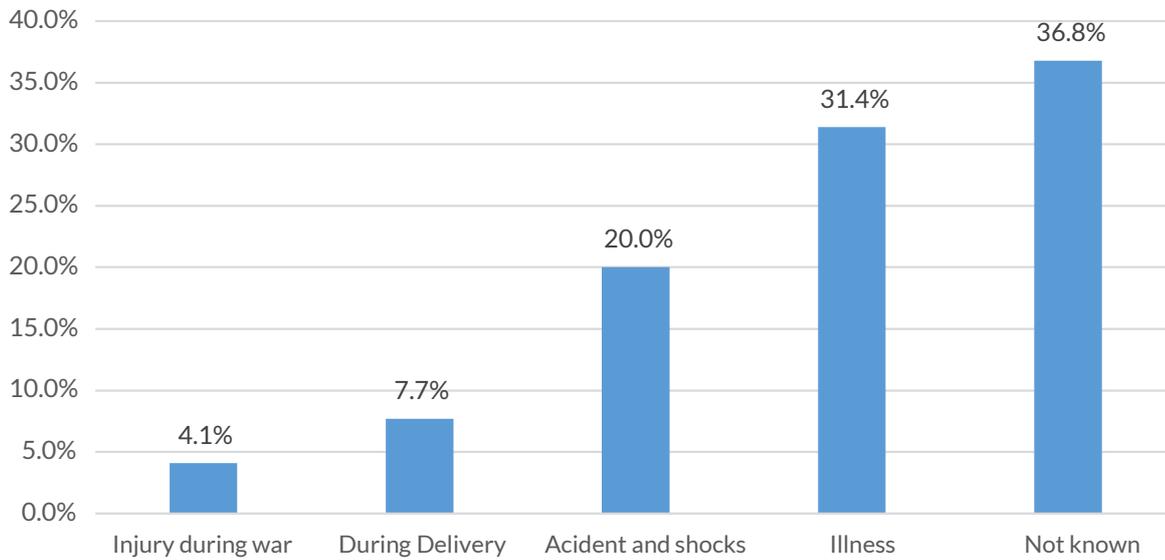


4.4. Causes of disability

Unlike other national surveys, the 2007 Population and Housing Census gathered data on the causes of disabilities in addition to the status and type of disabilities (as shown in Figure 4-3). For 805,533 persons with disabilities in this census, in about two-thirds of the cases the causes of disabilities were known while for the remaining one-third (36.8 per cent) the causes were unknown.

Of the known causes of disability, about one-third (31.4 per cent) is due to illness including poliomyelitis (polio) and leprosy, while one-fifth of the disabilities were due to accidents, such as road accidents and accidents at construction sites, and natural Shocks. Injuries during war caused 4.1 per cent of disabilities, while childbirth-related injuries accounted for 7.7 per cent of the total disabilities in Ethiopia.

Figure 4-3: Causes of disabilities in Ethiopia



Source: Population and Housing Census 2007, CSA-Ethiopia

4.5. Disability statistics from other sources

4.5.1. Gender and Adolescence: Global Evidence

GAGE has been following a sample of 7,044 adolescent boys and girls in Ethiopia, comprising 44.7 per cent boys and 55.3 per cent girls. In this sample of adolescent boys and girls about 6.36 per cent are found with some form of disability as per the WG definition, with 6.95 per cent for boys and 5.88 per cent for girls. The slightly higher prevalence of disability in boys than girls

might be due to boys being more mobile during adolescence compared to girls. This can make boys more vulnerable to accidents and Shocks that result in higher vulnerability to disability.

Table 4-4 shows the type of disability among adolescents from the GAGE Ethiopia baseline survey. The data shows that about 28.4 per cent of young people have locomotor disability while 22.5 per cent and 19 per cent have communication and visual difficulties, respectively. According to the GAGE survey, mobility disability is the most pervasive form of disability among young people in Ethiopia.

Table 4-4: Types of disability among adolescents from GAGE Ethiopia baseline survey

Types of disability and prevalence rate (percentage)	
Great difficulty seeing or cannot see (even with wearing glasses or contact lenses)	16.1
Great difficulty hearing or cannot hear (even when wearing hearing aids)	19.0
Great difficulty in or cannot walk	28.4
Difficulty with self-care	11.2
Difficulty remembering or concentrating	18.1
Difficulty communicating in usual language	22.5

Source: GAGE Ethiopia baseline survey, 2017/18.

Source: Sum of the percentages do not add up to 100 per cent due to multiple disabilities in some individuals

4.5.2. Young Lives survey

In 2001, when 2000 children aged 1 year and 1000 children aged 8 years were randomly sampled from five regions in Ethiopia, they were not assessed for disabilities. In fact, no questions on disability were used in the first three rounds of the Young Lives surveys conducted in 2001, 2005 and 2009. However, when a disability question was introduced in the survey in the fourth round in 2012-2013, 1.55 per cent of the Young Lives sample was found to have permanent disabilities. After three years, the percentage of permanent disabilities increased from 1.55 per cent in 2012-2013 to 2.1 per cent in the fifth round in 2015-2016. This meant that about 0.6 per cent of the young people without disability in 2012-2013 became persons with permanent disabilities by 2016. About 0.5 per cent of disabilities were due to Shock, accident and/or crime that resulted in disablement because a large proportion of people who survive their injuries incur temporary or permanent disabilities (WHO, 2014; CSA and ICF, 2016).

In the permanent disability scale, the data from Young Lives survey reveals that despite these young people having permanent disability due to several reasons, slightly more than one-third (36.73 per cent) of the young people with disability can do similar amount of work as those without disability in their age group. A similar proportion (32.65 per cent) among young people with disabilities are also capable of doing most type of full-time work, however they might face some difficulties with physical work. About one-tenth (13.65 per cent) are also capable of doing full-time work that does not require physical activity. The remaining 17 per cent of young people with disability are in such difficult situations that do not allow them to undertake full-time work, or that require them to take help from others for their daily activities, such as dressing and bathing.

Table 4-5: Permanent disability scale by type of work done

Percentage of permanent disabilities by work done	
Able to work same as others of this age	36.73
Capable of most types of full-time work but some difficulty with physical work	32.65
Able to work full-time but only work requiring no physical activity	13.27
Can only do light work on a part-time basis	5.1
Cannot work but able to care for themselves (e.g., dress themselves)	w5.1
Cannot work and needs help with daily activities such as dressing and washing	5.1
Other	2.04

Source: Ethiopia Young Lives survey, 2016

The data obtained from the Ethiopian Ministry of Education shows that the total number of students with special education needs in primary school was 316,271 in 2018-2019. Assuming that the total population of children aged between 7 and 14 years in this period was 19,157,386, the disability statistics for primary school children would be about 1.7 per cent. However, this figure is also assumed to underreport disability as the data from CSA, because underreporting is a major problem in the Ethiopian regions of Somali, Afar and Gambella. If disability is reported in these regions at all, the reported figures are proportionally very small in comparison to those from other regions (MoE, 2018/19). Additionally, only children with partial learning problems attend schools due to various reasons, including social stigma borne by parents and teachers of children with disabilities, inaccessible

environment including lack of proper transport and infrastructural facilities, rigid teaching practices, poorly trained teachers, and the lack of adapted learning resources (Handicap International, 2019). To estimate the percentage of population with special needs education (SNE) in each region, the Ministry of Education uses the world average disability rate of 15 per cent. Based on this, there were 2,873,608 children aged between 7 and 14 years with some form of disability. This comprised 11 per cent of the gross enrolment ratio of children with SNE in primary schools in 2018-2019, which is much lower than the target of 61 per cent for this academic year as per the fifth Education Sector Development Program V (ESDP V).

Table 4-6: Enrolment of children with special needs education in primary education (grade 1-8), 2018-2019

By region	Population with special needs education (7-14 years)			Number of students with special needs education			Gross enrolment rate (percentage)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Tigray	76 314	74 280	150 594	14 113	10 867	24 980	18.5	14.6	16.6
Afar	25 362	23 185	48 547	56	41	97	0.2	0.2	0.2
Amhara	318 387	310 028	628 415	12 371	9 401	21 772	3.9	3.0	3.5
Oromia	581 113	568 596	1 149 709	40 575	27 936	68 511	7.0	4.9	6.0
Somali	85 685	80 769	166 455	39	36	75	0.0	0.0	0.0
B-G	16 854	16 270	33 124	2 984	1 834	4 818	17.7	11.3	14.5
SNNPR	304 289	300 465	604 754	100 755	81 407	182 162	33.1	27.1	30.1
Gambella	6 196	5 846	12,042	2	2	4	0.0	0.0	0.0
Harar	3 235	3 114	6 349	897	547	1 444	27.7	17.6	22.7
Addis Ababa	30 897	31 841	62 738	6 083	5 283	11 366	19.7	16.6	18.1
Dire Dawa	5 495	5 385	10 881	660	382	1 042	12.0	7.1	9.6
Total	1 453 827	1 419 779	2 873 608	178 535	137 736	316 271	12.7	9.3	11.0

Source: Ethiopian Ministry of Education, 2018/19.

Note: Population with special needs education has been estimated as 15 per cent of the total population based on WHO and WB report (2011).

Abbreviations: B-G, Benishangul-Gumuz; SNNPR, Southern Nations, Nationalities and People's Region.

At the secondary educational level (grades 9-12), a total of 37,468 students with some form of disability were enrolled in 2018-2019, out of which 42.5 per cent were females. The population of Ethiopia aged between 15 and 18 years were estimated to be about 8,805,946 the same year. Hence, the disability statistics for the population in this age group was 0.43 per cent. Considering 15 per cent as the disability rate from the world average, the gross enrolment

ratio in secondary education of students with disability would be about 2.8 per cent. Similar to the primary school level, the underreporting of children with disabilities is very common in secondary education as well. For instance, the Ethiopia-Somali region has never reported any form of disability to the Ministry of Education in 2018-2019; one reason for this being, the weak institutional capacity of the region's education bureau.

Table 4-7: Enrolment of students with special needs education in secondary education, 2018-2019

By region	Population with special needs education (15-18 years)			Number of students with special needs education			Gross enrolments rate (percentage)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Tigray	37,036	36,104	73,140	2,082	1,719	3,801	5.6	4.8	5.2
Afar	11,869	9,808	21,677	21	7	28	0.2	0.1	0.1
Amhara	141,011	138,386	279,397	2,146	1,519	3,665	1.5	1.1	1.3
Oromia	270,554	265,165	535,719	3,040	1,850	4,890	1.1	0.7	0.9
Somali	34,515	28,198	62,713	NA	NA	NA	NA	NA	NA
B-G	7,906	7,671	15,577	362	159	521	4.6	2.1	3.3
SNNPR	145,870	144,799	290,669	13,266	10,129	23,395	9.1	7.0	8.0
Gambella	3,109	2,819	5,928	3	NA	3	0.1	NA	0.1
Harar	1,578	1,561	3,139	29	14	43	1.8	0.9	1.4
Addis Ababa	12,937	14,199	27,137	528	463	991	4.1	3.3	3.7
Dire Dawa	2,877	2,919	5,796	68	63	131	2.4	2.2	2.3

Source: Ethiopian Ministry of Education, 2018/19.

Note: Population with special needs education has been calculated as 15 per cent of the total population based on the WHO and WB report (2011).

Abbreviations: B-G, Benishangul-Gumuz; SNNPR, Southern Nations, Nationalities and People's Region.

NA: No data available.

4.6. Is disability statistics underreported in Ethiopia?

The prevalence of disability estimated from various national surveys indicate that disability rates for Ethiopia vary from one survey to another, ranging from 1.16 per cent in the 2007 PHC to 3.02 per cent in the 2013 NLFS. Compared to the disability rates of selected high-income and African countries reviewed in Section 3, these rates are grossly underestimated. The average disability prevalence rate for many of the high-income countries is about 15 per cent and for many of the African countries is more than 5 per cent. Tanzania, for example, reported a disability prevalence rate of 9.1 per cent.

In order to find out if there is an underreporting of disability prevalence in Ethiopia, a qualitative survey was conducted with key informants who work with organizations on disability. These key informants were asked to share their knowledge and insights on the disability data in Ethiopia, particularly on why the disability statistics are underreported compared to the world average (15 per cent). Many of the key informants noted that they were aware of the limitations of disability statistics in Ethiopia. The available data from censuses and household surveys grossly understates the number of persons with disabilities as compared to the WHO estimates. One senior decision-maker from the disability sub-sector explicitly stated that:

Population and housing census do report about 1 per cent of disability in Ethiopia. But this is too far from reality. Other household surveys also estimated persons with disability about 2-3 per cent and this is even too far from my belief and the existing reality that [people] witness in their daily life.

Other key informants also confirmed that the disability prevalence in Ethiopia is obviously underestimated. This can easily be verified with the data provided in the World Report on Disability that clearly mentions disability prevalence in Ethiopia as being 17.6 per cent in 1984 (WHO and WB, 2011, p. 272) and also from the reports of the Ministry of Labour and Social Affairs that estimate it to be over 5 per cent. However, census figures from CSA in Ethiopia show the same as being only 1 per cent, which need to be further investigated and the causation of disability determined in an effort to ensure the full participation of PWDs in the Ethiopian society. One respondent made the following observation:

The figure I assume is 10-15 per cent of the total population. However, it is often underreported because there is no system that allow regular collection of data and statistics on PWDs. Also, [PWDs] are not well represented at leadership and policy levels at CSA and other similar organization, which limit their visibility and issues concerning PWDs to come to the forefront.

The implication of the points raised by the key informants is that disability has not been given enough emphasis in many of the national surveys. The data collection tools often does not take into consideration the issue of disability when undertaking surveys. For example, one key informant revealed:

I know they were asking a blind person in a national survey, but the enumerator did not ask him anything about disability.

In many of the reviewed questionnaires, disability appeared as a response to an inability to do work or go to school, or as a reason to drop out of school. In most surveys, questions on disability are not asked and in rare cases when such questions are asked responses are not collected from all respondents. In many of the UEUSs, for example, the question on disability has been “What was the main reason for not working or not being available for work for most of the last 6 months?” The options as response for this question include pregnancy/delivery, home maker, student, disability, illness, too young, remittance, pensioned/old age, among others. From this question although it is possible to capture those who do not work due to disability, this does not allow us to collect data on PWDs who have been working for the last six months as there is a jump option for those who work. The same is true for those who attend school. Such questions provide only partial information on disability statistics, making it difficult to get a complete picture on the disability statistics from the Ethiopian national surveys. Moreover, an administrative problem is that there is no official registration for elderly persons who become PWDs.

On the other hand, households with persons with disabilities do not like to answer questions on disability due to societal bias and are more likely to hide information about a member with disabilities from enumerators. Negative societal perceptions that associate the cause of disability with parent's 'hidden' sins or curse make many households with a person with disabilities from reporting on disability.

As many of the key informants also had some form of disability, they were asked whether they had ever been administered questionnaire from any of the following national representative surveys. About 20 per cent of them reported being interviewed for the Population and Housing Census, however none of them were interviewed in any other national surveys. They mainly said: "Neither was I interviewed, nor [have] I heard [of] any person with disability [who] was interviewed for this survey".

Table 4-8: Responses of PWDs on participation in Ethiopian national representative surveys

No.	National representative surveys	Year	Have you ever been administered questionnaire from the survey?		
			Yes	No	I can't remember
1	National Labour Force Survey	1999-2013	-	No	-
2	Ethiopian Urban Employment Unemployment Survey	2014-2018	-	No	-
3	Ethiopia Time Use Survey	2013	-	No	-
4	Ethiopia National Child Labour Survey	2015	-	No	-
5	Household Consumption Expenditure Survey	1996-2016	-	No	-
6	Welfare Monitoring Survey	1996-2016	-	No	-
7	Ethiopian Demographic and Health Survey	2000-2015/16	-	No	-
8	Population and Housing Census	1884, 1994, 2007	Yes (20 per cent)	No	-
9	Employment and Unemployment of Persons with Disabilities Survey	1993	-	No	-

The option is not applicable.

SOCIOECONOMIC OUTCOMES BY DISABILITY STATUS

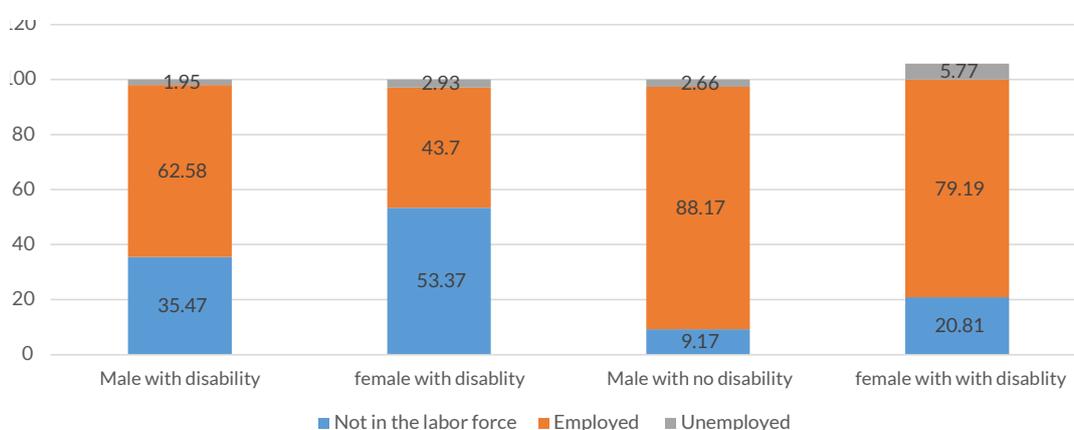
People with disabilities face multidimensional marginalization in workplaces and are expected to be disadvantaged in accessing various social services. They are also more likely to become victims of higher poverty and lower earnings than persons with no disability. In this regard, this report also explores how persons with disabilities fare compared to persons with no disability using the 2013 NLFS and 2016 HCES.

5.1. Labour force participation rate

The labour force participation rate is a measure of the proportion of a country's working-age population that is actively engaged in the labour market, either as a paid worker or in search of employment (ILO, 2013b). It is a measure of the economy's active workforce in a country. To know the proportion of persons with disabilities active in the Ethiopian economy estimates are made using 2013 NLFS. Figure 5-1 presents the

key labour market indicators for both PWDs and persons without disabilities for the working-age population aged 15 years and above and disaggregated by sex. It appears that PWDs are less likely to participate in the labour market than those with no disabilities. In 2013, the labour force participation rate for PWDs was only 55.89 per cent while this was as high as 84.91 per cent for persons with no disabilities. This means that only one out of two persons with disabilities was able to participate in the labour market compared to at least 8 out of 10 persons with no disability. In terms of labour market representation, females with disability were particularly disadvantaged group as their participation rate was only 46.6 per cent while the rate of participation for females with no disability was 79.2 per cent. This reconfirms that the labour force participation rate of the female workforce with no disability was nearly twice that of the female workforce with disability.

Figure 5-1: Share of persons with/without disability in Ethiopian labour force by sex, 2013

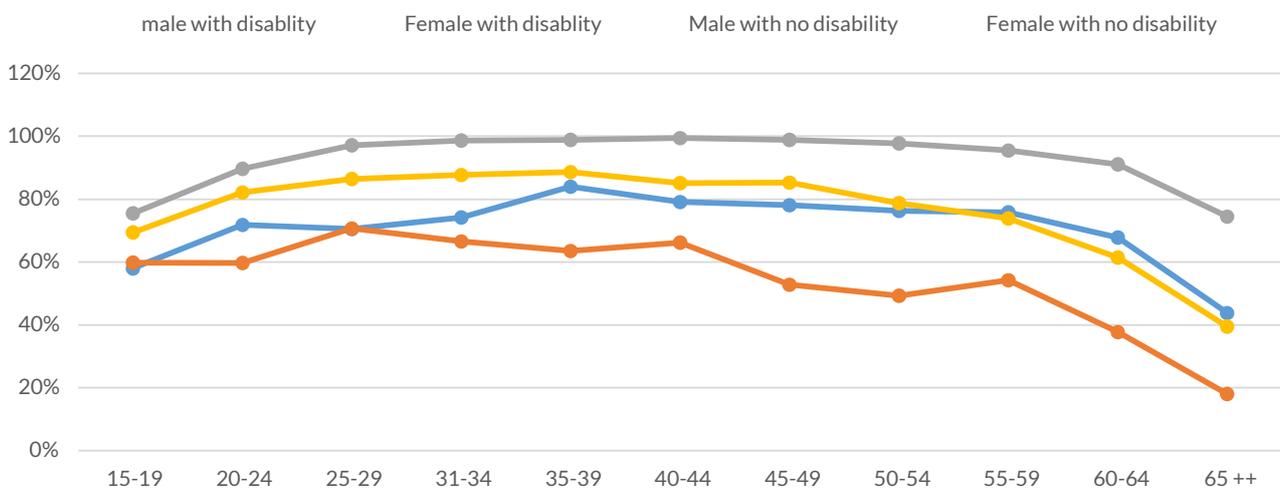


Source: National Labour Force Survey 2013, CSA-Ethiopia

As expected, among the age groups, the labour market participation rate is higher for people aged between 25 and 44 years. Across all age groups, PWDs have lower labour market participation than persons with no disability. The female workforce with

disability, in particular, has a much lower participation rate compared to the other three groups. Along with age, there is an evident gap in labour market participation by sex and disability as well (as shown in Figure 5-2).

Figure 5-2: Labour force participation for persons with/without disability by sex and age group, 2013



Source: National Labour Force Survey 2013, CSA-Ethiopia

5.2. Employment

Employment rates⁹ are defined as a measure of the extent to which the available economically active workforces are contributing to the economy. They are computed as the ratio of the employed people to the total working-age population mostly aged between 15 years and above. In Ethiopia PWDs’ employment rate is lower

than the employment rates of people without disabilities. In 2013, of the 2,057,137 persons with disabilities aged 15 years and above in the Ethiopian workforce only half of them (53.5 per cent) were working at least for an hour within the seven days prior to the survey, while the employment rate for those with no disability was 80.7 per cent. Similar to the labour force participation rate discussed above (see Figure 5-2),

9. Reports, such as the World Report on Disability, note that the unemployment rate may not be a good labour market indicator for persons with disabilities as a majority of PWDs are inactive in the workforce since they do not look for jobs (WHO and WB, 2011, p. 237). For this reason, they are also not counted as part of

the workforce. The empirical findings of this report on unemployment is not different from this hypothesis. Instead, the employment rate is more commonly used as an indicator of the labour market status of people with disabilities (WHO and WB, 2011).

there is also considerable difference in the employment ratio between the female and male workforces, particularly among those with disability (43.7 per cent for females and 63 per cent for males with disabilities). This indicates that working-age PWDs experience significant lower employment rate than those without disability. Similar pattern was also observed for the data obtained from the 2005 NLFS (see Table A.2).

Regarding the type of employment, persons with disabilities not only experience lower rates of employment they are also majorly engaged in less formal employment than their counterparts without disability. In 2013, of the 1,100,373 PWDs who reported having worked for at least one hour in the week prior to the labour force survey, more than 90 per cent were self-employed (59.47 per cent) and involved in unpaid family work

(31.03 per cent). Almost half of the females with disabilities (49.05 per cent) were particularly working for their families, while about 44.51 per cent generated meagre income through self-employment such as street trading. This means that 9 out of 10 PWDs in employment are engaged in the informal labour market without any social and legal protections. Only 2.37 per cent of them work as government employees, with no difference between male (2.45 per cent) and female (2.25 per cent) workers with disabilities, while another 3.32 per cent work in private organizations with noticeable difference between male (4.23 per cent) and female (1.92 per cent) workers. Only few of them (0.64 per cent) were able to be employers, with 1 per cent for males with disabilities and 0.03 per cent for females with disabilities (see Table 5-1).

Table 5-1: Types of employment of persons with/without disability in Ethiopia

Type of employment	Persons with disabilities (percentage)			Persons with no disability (percentage)		
	Female	Male	Total	Female	Male	Total
Government employees	2.6	4.11	3.51	4.0	6.42	5.3
Employee-private organization	1.92	4.23	3.32	3.33	5.99	4.76
Employee-NGO	0.17	0.17	0.17	0.22	0.33	0.28
Employee (domestic work)	1.19	0.78	0.94	1.33	0.6	0.94
Other employees	0.21	0.47	0.37	0.12	0.45	0.29
Member of co-operative	0.19	0.21	0.2	0.17	0.32	0.25
Self employed	44.51	69.24	59.47	31.31	60.72	47.1
Family work	49.05	19.26	31.03	58.92	23.95	40.14
Employer	0.03	1.04	0.64	0.16	0.78	0.49
Apprentice	0.0	0.01	0.01	0.03	0.04	0.03
Others	0.12	0.49	0.34	0.43	0.38	0.4
Total number of employees	434,551	665,822	1,100,373	15,928,635	18,470,475	34,399,110

Source: National Labour Force Survey 2013, CSA-Ethiopia

As discussed above, in terms of employment, only less than 10 per cent of the employed persons with disabilities were engaged in the formal labour market in contractual agreements with their employers. Among those who had formal agreements with employers, about one-third (37.7 per cent) worked as permanent workers while another one-third (37.09 per cent) was engaged in temporary activities with slight difference between female and male workers. Additionally, about 12.69 per cent of workers with disabilities were contractual workers and almost similar proportion of workers

with disabilities was casual workers (10.54 per cent). Although there is no noticeable difference by sex in the employment rates, there is considerable difference in the employment arrangement between persons with disabilities and those with no disability. For example, more than half (53.38 per cent) of the persons with no disability are permanent employees compared to 37.7 per cent of persons with disabilities. On the other hand, casual employment is only 5.84 per cent for those with no disability compared to 10.54 per cent for persons with disabilities (see Table 5-2).

Table 5-2: Terms of employment of persons with/without disability in Ethiopia

Terms of employment	Persons with disabilities (percentage)			Persons with no disability (percentage)		
	Male	Female	Total	Male	Female	Total
Permanent employee	38.01	36.96	37.71	53.88	52.49	53.38
Temporary employee	37.66	35.72	37.09	26.88	33.18	29.15
Contract employee	13.82	9.91	12.69	12.65	8.41	11.13
Casual worker	10.19	11.38	10.54	6.01	5.53	5.84
Others	0.32	6.03	1.98	0.58	0.38	0.51
Total number of employees	64,992	26,500	91,492	2,549,220	1,430,504	3,979,724

Source: National Labour Force Survey 2013, CSA-Ethiopia

Persons with disabilities face hurdles in the Ethiopian labour market because of a number of barriers and misconceptions about their potentials (Tirussew Teferra and others, 1995). To complement the quantitative estimation, a qualitative survey was administered using Google Forms. The forms were distributed to key informants to collect basic information on the challenges

faced by persons with disabilities in the labour market, particularly female workers with disabilities. The key informants were informed senior managers working in various positions in governmental and non-governmental offices, with a majority of them having master's degree and who identified themselves as having some sort of disability.

According to the key informants, the main challenges faced by persons with disabilities in the labour market include misconceptions about disability, inappropriate infrastructure, limited enforcement of laws to protect the rights of PWDs by employers and the public in general. These challenges are explained below.

■ **Misconceptions about disability:**

There is in general a negative attitude towards persons with disabilities. The key informants believe that many people perceive persons with disabilities as being mentally incompetent, less educated and unable to work, and PWDs are to be pitied and given help at the workplace. People also wrongly perceive and fear PWDs as being aggressive and disability as something that is communicable or contagious. In addition to the negative attitude of the general public towards PWDs, employers also tend to first notice the disability, rather than the abilities of PWDs, and as such they are often rejected during the recruitment process. Nearly 83 per cent of the respondents believed that employers are unwilling to hire people with disabilities while the remaining 16.7 per cent assumed that employers are willing to hire workers with disabilities. None of the respondents felt that employers are fully willing to hire PWDs. In fact, not only are employers unwilling to hire PWDs, but people are generally less willing to work alongside PWDs. About 33.3 per cent of the respondents believed that people are reluctant to work with PWDs altogether while 66.7 per cent felt that co-workers are willin to work with PWDs.

- **Inappropriate infrastructure:** Existing working conditions and infrastructure are not suitable for persons with disabilities. Inaccessible buildings, exclusionary public transport, and communication barriers are some of the most important challenging factors. Even when PWDs are qualified for a job position, employers are unwilling to recruit them due to their disabilities, instead advise them to look for another organization for employment. One of the respondents observed that:

Persons with disability don't have easy access to basic infrastructure and services such as education, health and roads that hinder full utilization and makes PWD less privileged in the labour market and employment. Society's attitude needs to change towards PWDs and create conducive environment for PWDs to equally participate and benefit from the development of their country.

- **Limited enforcements of laws on PWDS by employers and the general public.** Although Ethiopia has ratified the Convention on the Rights of Persons with Disabilities there is still limited enforcement of laws to protect the rights of PWDs by employers and the public in general.

Employers tend to believe that any support given to PWDs at workplace is a privilege bestowed upon them. Moreover, many employers do not perceive persons with disabilities to have equal employment opportunities. PWDs are also more likely to get abused by their employer and face difficulties in getting promotions. Many of the key informants also confirmed that persons with disabilities are forced to work longer hours in order to show to their employers that they are capable of doing work on par with persons without disabilities.

The challenges faced by women with disabilities in the labour market were particularly pervasive. Women with disabilities suffer a double jeopardy of gender and disability due to deep-rooted and systemic gender-based discrimination and stereotyping. Often women with disabilities are vulnerable to abuse and exploitation in the labour market more than men with disabilities. To quote from one of the key informants:

Many people think women with disabilities do not have sexual partners and [are] free of HIV and other disease and abuse them [sexually]. This results in unplanned and unwanted pregnancy and in many cases, they get sexually transmittable diseases.

In terms of policy awareness, many of the respondents (83.3 per cent) had limited information about existing labour market policies that deal with the rights to employment of PWDs in the Ethiopian workforce. Only few (16.7 per cent) of the respondents had information about employment policies that support PWDs.

For those who had information on disability employment policies, they were asked if they ever benefited from such policies. Their response showed that there is limited implementation of these policies in workplaces. Some of the employment policies mentioned by the respondents are the following:

- Sign language interpreter support for deaf employees
- ILO resolution on disability at workplace
- Proclamations of employment for person with disabilities
- Convention on the Rights of Persons with Disabilities
- Awarding three extra points for PWDs during employment process

Two centres with the best practices in creating employment opportunities for persons with disabilities were visited to gather experiences on the employment and empowerment of PWDs.

These two centres are Signum Vitae and Misrach Center.

- i. Signum Vitae was established in 1989 as an NGO for PWDs by Swiss and German volunteers. It has now transformed into a cooperative member-owned organization of 36 persons with disabilities (20 women and 16 men) affected by different types of disability, such as physically disabilities and congenital or acquired disabilities from diseases like polio, due to burns, and resulting in deafness and blindness. The cooperative members have created employment for 90 PWDs, among whom

60 per cent have some form of disabilities or difficulties. They are working in different fields such as woodwork, making frames for eyeglasses, lens grinding, optical work and handicrafts. In Signum Vitae, everyone is assigned work that is suitable to their abilities and the centre is a good example of an organization that creates employment for PWDs.

ii. Misrach Center: A school of apprenticeship and rehabilitation for the blind, deaf-mute and other PWDs since the 1980s, Misrach Center basically aims to train and rehabilitate persons with disabilities to make them productive and responsible citizens of the nation. The work done by the centre include providing low-cost eyeglasses to individuals and to hospitals for persons with sight problems, improving income-generating opportunities for PWDs, and promoting and adopting appropriate technologies for PWDs. The data obtained during visits to the centre shows that Misrach Center has trained more than 3000 blind and visually impaired persons to read and write Amharic and English in Braille over the last 10 years. This programme takes two to three years. Once the blind and visually impaired persons have successfully completed the training in Braille, they are given the opportunity to either go for education to a regular school system in the country or join one of the following training programmes of the centre:

1. Wood and brush section

- 2.** Optical section with frame making and edging of spectacles
- 3.** Sewing section (weaving, spinning and knitting)
- 4.** Card section
- 5.** School for blind adults (the social program for students)
- 6.** Training programmes in collaboration with other institutions

Evidence provided by the centre during field visits shows that more than 60 per cent persons with

disabilities trained by the centre are now employed and supporting themselves and their families.

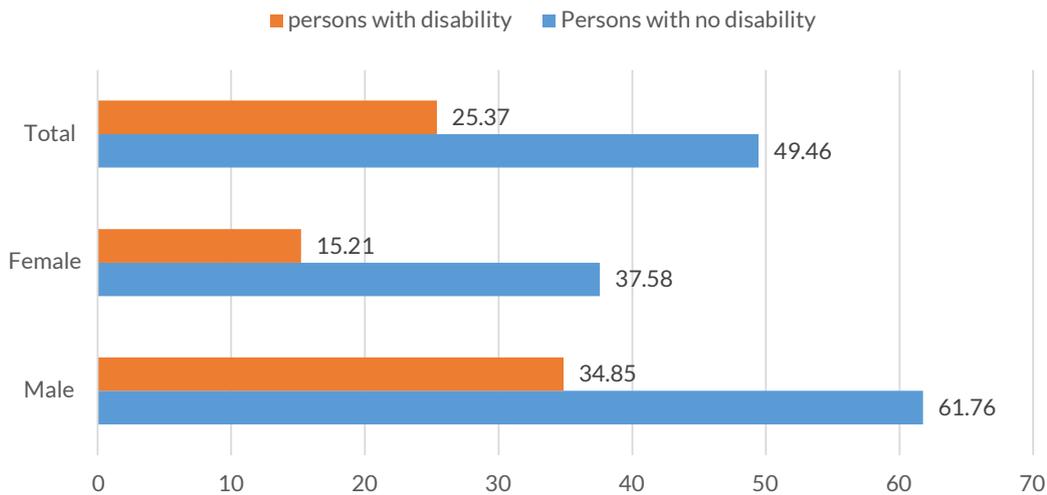
5.3. Literacy rate by disability status

People with disabilities have lower literacy rates than people without disabilities (Nidhi Singal and others, 2015; UNESCO Institute of Statistics, 2018; United Nations, 2018). Figure 5-3 shows the percentage of the labour force who can read and write by disability in Ethiopia for the age group 15 years and above from the 2013 National Labour Force Survey. It appears that only one out of four persons with disabilities (25 per cent) is able to read and write while this is nearly 50 per cent (one out of two) for persons with no disability. The literacy level is even lower for females with disability compared to their male counterparts (15.21 per cent for females with disability and 34.85 per cent for males with disability). Males with no disability have 61.76 per cent literacy

rate while this is 37.58 per cent for females with no disability. An implication of such low literacy rate for persons with disabilities is that they are more disadvantaged in the

labour market and are most likely to end up in low-skilled jobs that do not allow them to escape poverty.

Figure 5-3: Percentage of labour force who can read and write by disability and sex, 2013



In terms of highest-grade completion, persons with a disability have lower grade achievement than persons with no disability. For example, 68.61 per cent of persons with disability do not attend any formal education (with 58.82 per cent for males with disabilities and 79.1 per cent for females with disabilities), while this is only 46.56 per cent

for persons with no disability, with 34.91 per cent for males with no disability and 57.81 per cent for females with no disability. Only 2.51 per cent of persons with disability are able to achieve diploma level education compared to 8.55 per cent of persons with no disability.

Table 5-3: Educational levels of persons with/without disability (15 years and above)

Level of education	Persons with disabilities (percentage)			Persons with no disability (percentage)		
	Male	Female	Total	Male	Female	Total
Never attended	58.82	79.1	68.61	34.91	57.81	46.56
Informal education	10.57	5.94	8.34	6.59	3.32	4.93
Primary level	23.84	11.64	17.95	41.09	27.05	33.95
Secondary education	3.32	1.22	2.31	5.61	3.75	4.66
Diploma	3.01	1.98	2.51	9.76	7.39	8.55
Degree level	0.36	0.11	0.24	1.69	0.6	1.13
Above degree	0.07	0.01	0.04	0.36	0.06	0.21

Source: National Labour Force Survey 2013, CSA-Ethiopia

5.4. Earnings from paid employment by disability status

As discussed in the section on the type of employment, only about 10 per cent of persons with disabilities who are employed hold explicit (or written) or implicit employment contracts or an oral agreement that consists of a basic remuneration. The remaining 90 per cent of PWDs work in the informal sector, mainly engaged in self-employment or unpaid works. If we examine those persons with disabilities who are monthly remunerated with wages or salaries, it appears that persons with a disability earn less income than their counterparts without disability. Table 5-4 reports the monthly

average earnings by educational qualification with price of 2013. It shows there are noticeable wage gaps as measured by sex, disability and educational status. Persons with disability generally earn only 938 ETB, while those with no disability earn 1513 ETB per month. Female workers with disability are particularly found to be paid the lowest average monthly income (768 ETB per month) among the other groups. Education wise, those with higher level of education, both persons with or without disability, earn higher average monthly income than those with lower level of education or than those who never attended any schooling (see Table 5-4).

Table 5-4: Average monthly earning by disability status and educational qualification, 2013

Highest education	Persons with disabilities (percentage) (in ETB)			Persons with no disability (percentage) (in ETB)		
	Male	Female	Total	Male	Female	Total
Never attended	458	246	363	664	399	507
Informal education	695	336	609	602	427	574
Primary level	770	446	705	1082	480	827
Secondary education	1296	1384	1325	1555	1072	1387
Diploma level	1335	1076	1232	1642	1304	1496
Degree level	2634	2454	2589	3167	2702	3048
Above degree	3585	2300	3250	4563	4630	4573
Monthly Average	1020	768	938	1777	1117	1513

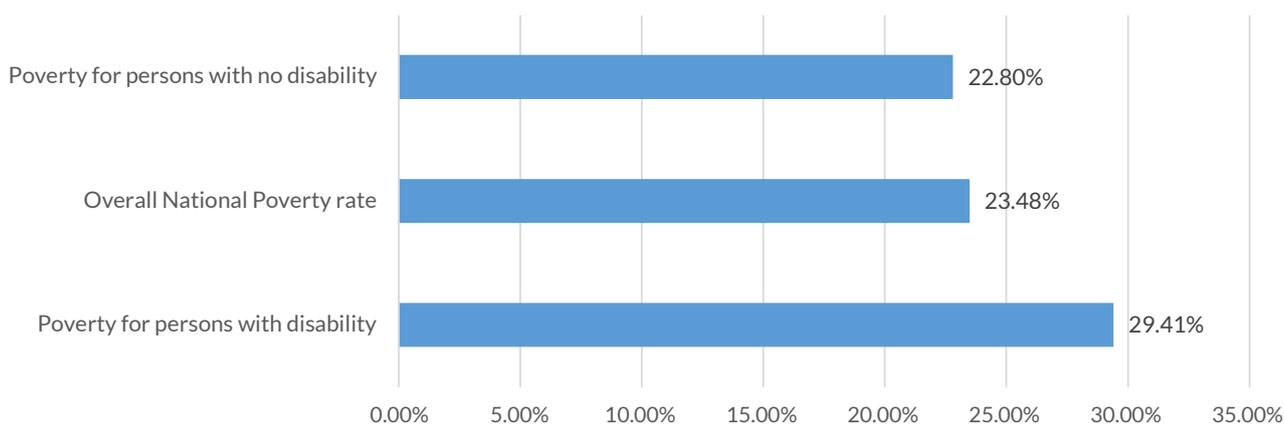
Source: National Labour Force Survey 2013, CSA-Ethiopia

5.5. Poverty rate by disability status

The difference in income earnings between persons with disability and without disability discussed above shows that households with a person with disability are at a significantly higher risk of poverty. To check this argument an assessment was made of the HECS that has been monitoring change in national poverty levels in the country since 1996. According to the latest HECS conducted in 2016 the national poverty rate

was 23.5 per cent. The national poverty rates when examined by disability status showed that households with any persons with disabilities experienced higher poverty rate compared to households without any PWDs. That is, the poverty rate for households with persons with disabilities was 29.41 per cent compared to 22.8 per cent for those households without PWDs, showing a six-point difference (see Table 5-4 and Table 5-5). The implication of this is that lower labour market participation due to disability status could be one of the important reasons for higher poverty levels among PWDs.

Figure 5-4: Absolute poverty rate by disability in Ethiopia, 2016



Source: Household Consumption Expenditure Survey, 2015/16

Other poverty indicators, such as poverty gap and severity indexes, also show us similar patterns. For instance, the poverty gap for persons with no disability is 6.49 per cent compared to 8.39 per cent for persons with disabilities (see Table 5-5). This means that even among poor households, poverty is much more severe for households with PWDs than those without any PWDs. The poverty

gap further shows that households with any PWDs are far below the national poverty line and require more resources to move out of poverty than households with no PWDs.

Table 5-5: Poverty rates by disability in Ethiopia, 2016

Disability status	Poverty rates (percentage)		
	Absolute poverty	Poverty gap	Poverty severity
Households with no persons with disability	22.80	6.49	2.67
Households with any persons with disabilities	29.41	8.39	3.44
National average	23.48	6.69	2.75

Source: Household Consumption Expenditure Survey, 2015/16

CONCLUSIONS AND RECOMMENDATIONS

6.1. Conclusions

This report assesses the representation of persons with disabilities in the Ethiopian national surveys and censuses, containing sex and age disaggregated data, conducted by the Central Statistics Agency (CSA) over the last 20 years. In doing the assessment 37 recurring and one-time surveys were scrutinized for availability of any disability indicators. It appears that of the 37 repeated and nonrepeated national surveys conducted by CSA; merely 30 per cent of them had indicators for disability whereas the remaining 70 per cent of surveys did not have any specific questions for disability and hence no indicators for PWDs. The absence of disability indicators in many of the national surveys implies that national disability statistics in Ethiopia are scarce and often of poor quality that vary greatly from one census/survey to another. According to the 2013 NLFS, out of the total 80.4 million population in Ethiopia there were 2,428,877 persons with disabilities, representing an overall disability prevalence rate of 3.02 per cent with negligible difference between men (3.17 per cent) and women (2.87 per cent). In terms of workforce, the Ethiopian workforce was estimated to be 44.69 million in 2013. Of this, about 2,057,137 people had some form of disability, accounting for 4.6 per cent of the working-age population with 4.83 per cent for the male workforce and 4.38 per cent for the female workforce.

The labour force disability statistics is more than the overall disability prevalence rate because people below the age of 15 years

have lower disability prevalence rates compared to people in the working-age population. Over a period of time, there is a rise in the overall disability prevalence rate. A comparable national labour survey conducted in 2005 showed an overall disability prevalence rate of 1.98 per cent, with 2.14 per cent and 1.82 per cent for male and female workforces, respectively.

Although the disability prevalence for male and female workforces is not significantly different at the average value in both 2005 and 2013, it starts to vary after the age of 45 years when the female workforce experiences higher disability prevalence than their male counterparts. In fact, the disability prevalence rises for both male and female workforces with age. However, the increase is considerably higher for the female workforce with the disability prevalence rate doubling from 4.72 per cent for those aged between 45 and 49 years to 8.62 per cent for those aged between 55 and 59 years; this further increases to 22 per cent for those aged 65 years and above.

The national disability statistics estimated from other sources, such as the 2007 Population and Housing Census, the 2016 Household Consumption Expenditure Survey, and records of the Ministry of Education in Ethiopia, were found to be similar to these NLFS estimates. Only international surveys such as GAGE, which collects disability data on the basis of the Washington Group's definition of disability, showed about 6.36 per cent disability prevalence among adolescent girls and boys in

2017. Additionally, the disability prevalence rates estimated using data from various national surveys are assumed to be much lower compared to the disability prevalence rates reviewed for selected high-income and low-income countries with available data, implying that the national disability statistics in Ethiopia is underreported. One of the reasons for this underreporting of disability statistics in Ethiopia is the absence of national system that enables regular collection of data and statistics on PWDs. Until recently, questionnaires used in national surveys, such as the Population and Housing Censuses, Labour Force Surveys and Household Consumption Expenditure Surveys, were not designed to adequately capture information on disability as the primary purpose of these surveys were to gather data on other issues. Importantly, persons with disabilities are also not adequately represented at leadership and policy levels in CSA and other similar organization, which further limits their visibility and prevents issues concerning PWDs from coming to the forefront. For example, there is no disability statistics unit at CSA that can closely follow the development of national surveys to ensure that information about disability is properly captured during interviews.

Another challenge in collecting disability data is that households with PWDs do not like to answer questions on disability due to society bias against disability, and hence are more likely to hide information about a member with disabilities from enumerators. Negative societal perceptions that associate

the cause of disability with parent's 'hidden' sins or curse make many households with a PWDs from reporting on disability. This creates problems in data collection during household surveys and field interviews.

In terms of socio-economic status of PWDs, assessment was made on labour force participation rate, employment, literacy rate or highest-grade achievement, earnings from paid employment, and poverty rate. It appears that PWDs are less likely to participate in the labour market than those with no disability. In 2013, the labour force participation rate for PWDs was only 55.89 per cent while for those with no disability was as high as 84.91 per cent. This means that only one out of two persons with disabilities is able to participate in the labour market compared to at least 8 out of ten persons for those with no disability. Females with disabilities are particularly disadvantaged as their participation rate was only 46.6 per cent while it was 79.2 per cent and 90.8 per cent for female and male workforces with no disability, respectively. Similar to the labour force participation rate, PWDs experience significant disadvantage in terms of their employment rate as well. In 2013, only half of PWDs (53.5 per cent) were working at least for one hour within the seven days prior to the survey while the employment rate for those with no disability was 80.7 per cent. There is also substantial difference between females with disabilities (43.7 per cent) and males with disabilities (63 per cent) in the workforce on employment due to gender-based violence, abuse and marginalization.

The employment figures, however, mask important realities that the PWDs face in the labour market. More than 90 per cent of those with disabilities who reported working for at least one hour

in the week prior to the labour force survey were actually engaged in self-employment (59.47 per cent) and in family work (31.03 per cent) with meagre earnings. This implies that 9 out of 10 PWDs with employment are engaged in the informal labour market with no social and legal protections. The low labour force participation rate and employment of PWDs may be due to varied factors such as popular misconceptions about persons with disabilities including such notions that disability is contagious; inappropriate infrastructure and lack of facilities for PWDs; and inadequate enforcement of existing CRPD legislations and other proclamations in relation to disability.

PWDs are also found to be a disadvantaged group in terms of literacy rates, highest grade achievement and overall poverty status. Only one in four persons with disabilities (25 per cent) is able to read and write while this is about 50 per cent for persons with no disability. The literacy level is even lower for females with disabilities (15.12 per cent) than their male counterparts (34.85 per cent). An implication of such low literacy rate for PWDs is that they are likely to end up in low-skilled jobs in the labour market that do not allow them to escape poverty. This situation of the PWDs is evidenced by the fact that the poverty rate for households with any PWDs was 29.41 per cent compared to 22.8 per cent for those households with no persons with disability, showing nearly a seven-point difference.

6.2. Recommendations

Through the design and enforcement of appropriate programmes, policies and laws, persons with disabilities can equally participate and benefit from development endeavours. However, for this to be realized PWDs need to be fairly represented in national surveys and ways to collect appropriate information about their conditions should be well incorporated into the national system of statistics. In order to do this, the following necessary actions should be put in place.

- Ethiopia has already ratified the CRPD (2006) in 2010, including the articles on data collection (Article 31) and reporting (Article 36) of national disability statistics. Likewise, the SDGs central theme “leave no one behind” calls for the inclusion of persons with disabilities in all aspects of life on equal terms with those without disability. It also recommends for indicators, like labour force participation, employment and earnings, to be disaggregated by disability to understand the differential composition of men and women with disabilities. In this manner, statistical agencies including CSA need to have a disability statistics unit that oversees these activities.
- There is also a need to include persons with disabilities as part of national representative survey teams and improve the attitude of the people working in national representative surveys. As using appropriate terminologies while interviewing persons with disabilities is particularly important, enumerators must be adequately trained to convince households to provide data on disability.

- Until recently CSA has been using a narrow definition of disability in the national surveys: “Is there any disability?”, “If yes, state type of disability”. Disability by its very nature is quite complex to measure and notice with these two simple questions. The data collection tools therefore need to have specific questions that take into consideration the various dimensions of PWDs. CSA is particularly advised to adopt the Washington Group Short Set questions on disability to facilitate the identification of PWDs within a target population. In fact, during the validation workshop for this report the team learned that CSA has already revised the questions on disability that were being used for several years and introduced the new set of questions (in the form of a module) into the questionnaire for the next (fourth) national Population and Housing Census. This updated disability module is therefore welcomed and expected to provide appropriate data on the representation of PWDs in the national statistics system.
- There is limited communication among national and international actors working on disability due to several barriers. One barrier has been the restrictive laws of the 2009 proclamation that significantly limited the civil society sector, especially those organizations working on human rights issues and issues related to the rule of law concerning gender equality and the rights of PWDs. The replacement of this law with a new progressive law in 2019 is a welcome move, but there is

still a need to reconsider how these laws are affecting organizations working on disability and those involved in advocacy to change negative attitudes towards PWDs. Undeniably, there is insufficient coordination between CSA and MOLSA, which is responsible for the legal implementation of disability policies in Ethiopia. So, MOLSA and organizations working on persons with disabilities need to be well coordinated to ensure adequate enforcement of existing CRPD legislations and related labour proclamations on PWDs.

- Disability statistics reported in this report are lagging behind and there are no recent surveys on disability in the country. If there are any at all they do not include disability indicators. Hence, there is an urgent need to measure the representation of persons with disabilities on a regular basis. CSA conducted a self-stand survey on the labour market participation of PWDs in 1993, entitled Employment and Unemployment of Persons with Disabilities Survey. There are barely any other studies conducted by CSA on the situation of PWDs after this. To generate updated data and know the current labour market status and livelihood options for persons with disabilities, conducting a self-stand survey on persons with disabilities would be equally vital as an effort to ensure that “no one is left behind”.

- One of the key challenges in collecting national data on disability is that of traditional taboo against disability in the society. Popular perceptions associate the cause of disability with a 'curse' on the parent. Hence, there is a pressing need for better advocacy efforts, including mobilization of the public, to change social bias against disability and in the process also enable the collection of more accurate data on PWDs during censuses and surveys.
- To boost the employability of PWDs, developing manual or national guideline for employers and for persons with disabilities would be advisable. Establishing cooperative centres owned by persons with disabilities, along the lines of Signum Vitae and Misrach Center located in the city of Addis Ababa, would be vital for PWDs to create employment for themselves and others.
- It is imperative to acknowledge that disability inclusion in labour force participation is an evolving issue, and there is still a need for mainstreaming disability inclusion in employment programmes.

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APPENDIX: NATIONAL LABOUR FORCE SURVEY DATA

Table A.1: Labour market indicators for persons with/without disability (15 years and above) by sex

Key indicators	Persons with disabilities						Persons with no disability					
	2005			2013			2005			2013		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of persons in population	544,361	630,012	1,174,373	1,150,458	1,278,419	2,428,877	29,290,345	28,751,690	58,042,035	38,954,258	39,053,476	78,007,734
Number of persons in workforce	456,788	505,462	962,250	993,194	1,063,943	2,057,137	15,601,519	14,289,729	29,891,248	21,693,665	20,947,910	42,641,575
Participation rate (percentage)	47.81	66.71	57.74	46.6	64.53	55.89	80.29	92.29	86.02	79.2	90.8	84.91
Number of employed persons	203,164	327,898	531,062	434,029	665,822	1,099,851	11,688,811	12,954,528	24,643,339	15,926,058	18,469,282	34,395,340
Employment-population ratio (percentage)	44.48	64.87	55.19	43.7	63.0	53.5	74.92	90.66	82.44	72.1	86.9	80.7
Number of unemployed persons	15,231	9,308	24,539	29,099	20,753	49,852	836,951	233,112	1,070,063	1,252,213	557,630	1,809,843
Unemployment rate (percentage)	6.97	2.76	1.79	6.28	3.02	4.34	6.68	1.77	4.16	7.29	2.93	5.0
Number of persons outside labour force	238,393	168,256	406,649	529,301	377,368	907,434	3,075,757	1,102,089	4,177,846	4,515,394	1,920,998	6,436,392

Source: National Labour Force Survey 2005 and 2013, CSA-Ethiopia

Table A.2: Disability prevalence in Ethiopian workforce (15 years and above) by sex and age group

Age group	Disability prevalence in Ethiopian workforce (percentage)					
	2005			2013		
	All workforce	Male workforce	Female workforce	All Workforce	Male workforce	Female workforce
15-19	1.77	2.04	2.0	2.17	2.51	1.82
20-24	1.71	2.29	1.24	2.19	2.48	1.93
25-29	2.02	2.44	1.68	2.53	3.15	2.01
33-34	1.96	2.37	2.0	3.12	3.52	2.73
35-39	2.23	2.47	1.99	3.21	3.19	3.23
40-44	2.55	2.92	2.2	4.2	4.24	4.16
45-49	3.47	4.08	2.9	5.03	5.36	4.72
50-54	4.88	5.36	4.45	6.6	5.71	7.48
55-59	5.18	4.07	6.31	7.99	7.38	8.62
60-64	6.81	5.24	8.5	10.9	9.86	12.05
65+	12.35	11.43	13.49	20.46	19.21	22.01
Average	3.12	3.42	2.84	4.6	4.83	4.38

Source: National Labour Force Survey 2005 and 2013, CSA-Ethiopia

Table A.3: Labour force participation rate for persons with/without disability in Ethiopia, 2013

Age group	Males with disabilities				Females with disabilities				Total persons with disabilities			
	Males with disabilities		Active males with disabilities in labour force		Females with disabilities		Active females with disabilities in labour force		Total persons with disabilities		Total persons with disabilities	
	Number of active males with disabilities in labour force	Total number of males with disabilities	Active males with disabilities in labour force	Number of active males with disabilities in labour force	Total number of females with disabilities	Active females with disabilities in labour force	Number of active females with disabilities in labour force	Total number of persons with disabilities	Number of persons with disabilities in labour force	Total number of persons with disabilities	Active persons with disabilities (%)	Active persons with disabilities (%)
15-19	62 132	107 089	58.0	45 370	75 824	59.8	107 502	182 913	58.8			
20-24	54 718	76 233	71.8	39 660	66 414	59.7	94 378	142 647	66.2			
25-29	66 922	94 900	70.5	49 681	70 234	70.7	116 603	165 134	70.6			
33-34	58 538	78 844	74.2	42 297	63 547	66.6	100 835	142 391	70.8			
35-39	60 656	72 185	84.0	50 880	80 175	63.5	111 536	152 360	73.2			
40-44	55 026	69 607	79.1	44 297	66 946	66.2	99 323	136 553	72.7			
45-49	55 986	71 704	78.1	34 151	64 621	52.8	90 137	136 325	66.1			
50-54	45 788	60 048	76.3	39 437	79 981	49.3	85 225	140 029	60.9			
55-59	45 757	60 376	75.8	36 734	67 829	54.2	82 491	128 205	64.3			
60-64	50 274	74 117	67.8	30 928	82 121	37.7	81 202	156 238	52.0			
65-99	130 778	298 840	43.8	49 693	275 502	18.0	180 471	574 342	31.4			
Total/Average	6 86 575	1 063 943	64.5	463 128	993 194	46.6	1 149 703	2 057 137	55.9			
Age group	Males with no disability				Females with no disability				Total persons with no disability			
	Males with disabilities		Active males with disabilities in labour force		Females with disabilities		Active females with disabilities in labour force		Total persons with disabilities		Total persons with disabilities	
	Number of active males with disabilities in labour force	Total number of males with disabilities	Active males with disabilities in labour force	Number of active males with disabilities in labour force	Total number of females with disabilities	Active females with disabilities in labour force	Number of active females with disabilities in labour force	Total number of persons with disabilities	Number of persons with disabilities in labour force	Total number of persons with disabilities	Active persons with disabilities (%)	Active persons with disabilities (%)
15-19	3 142 909	4 160 124	75.5	2 845 310	4 101 474	69.4	5 988 219	8 261 598	72.5			
20-24	2 688 079	2 995 851	89.7	2 769 611	3 368 233	82.2	5 457 690	6 364 084	85.8			
25-29	2 839 014	2 921 385	97.2	2 963 147	3 428 620	86.4	5 802 161	6 350 005	91.4			
33-34	2 131 139	2 158 816	98.7	1 983 157	2 261 178	87.7	4 114 296	4 419 994	93.1			
35-39	2 6465	2 188 065	98.9	2 130 074	2 404 649	88.6	4 294 539	4 592 714	93.5			
40-44	1 563 741	1 573 782	99.4	1 312 083	1 541 770	85.1	2 875 824	3 115 552	92.3			
45-49	1 253 094	1 267 243	98.9	1 111 866	1 304 173	85.3	2 364 960	2 571 416	92.0			
50-54	968 196	991 120	97.7	778 335	989 223	78.7	1 746 531	1 980 343	88.2			
55-59	723 356	757 534	95.5	531 187	718 910	73.9	1 254 543	1 476 444	85.0			
60-64	617 318	677 560	91.1	367 983	599 376	61.4	985 301	1 276 936	77.2			
65-99	935 601	1 256 430	74.5	385 518	976 059	39.5	1 321 119	2 232 489	59.2			
Total/Average	19 026 912	20 947 910	90.8	17 178 271	21 693 665	79.2	36 205 183	42 641 575	84.9			

Source: National Labour Force Survey 2013, CSA-Ethiopia

Table A.4: Employment-population ratio in Ethiopia

Age group	Males with disabilities				Persons with disabilities				Total persons with disabilities			
	Males with disabilities		Females with disabilities		Males with disabilities		Females with disabilities		Total persons with disabilities		Total persons with disabilities	
	Number of employed males with disabilities	Total number of males with disabilities	Employed males with disabilities (%)	Number of employed females with disabilities	Total number of females with disabilities	Employed females with disabilities (%)	Number of employed PWDs	Total number of PWDs	Employed PWDs	Total number of PWDs	Employed PWDs	Total number of PWDs
15-19	60 825	107 089	56.8	41 547	75 824	54.8	102 372	182 913	56.0	182 913	56.0	182 913
20-24	51 278	76 233	67.3	35 094	66 414	52.8	86 372	142 647	60.5	142 647	60.5	142 647
25-29	63 416	94 900	66.8	45 460	70 234	64.7	108 876	165 134	65.9	165 134	65.9	165 134
33-34	57 133	78 844	72.5	40 616	63 547	63.9	97 749	142 391	68.6	142 391	68.6	142 391
35-39	58 867	72 185	81.6	47 668	80 175	59.5	106 535	152 360	69.9	152 360	69.9	152 360
40-44	54 199	69 607	77.9	42 852	66 946	64.0	97 051	136 553	71.1	136 553	71.1	136 553
45-49	53 540	71 704	74.7	31 960	64 621	49.5	85 500	136 325	62.7	136 325	62.7	136 325
50-54	45 250	60 048	75.4	37 096	79 981	46.4	82 346	140 029	58.8	140 029	58.8	140 029
55-59	43 840	60 376	72.6	35 954	67 829	53.0	79 794	128 205	62.2	128 205	62.2	128 205
60-64	48 493	74 117	65.4	29 213	82 121	35.6	77 706	156 238	49.7	156 238	49.7	156 238
65-99†	128 981	298 840	43.2	46 569	275 502	16.9	175 550	574 342	30.6	574 342	30.6	574 342
Total/Average	665 822	1 063 943	62.6	434 029	993 194	43.7	1 099 851	2 057 137	53.5	2 057 137	53.5	2 057 137
Age group	Males with disabilities				Persons with no disability				Total persons with disabilities			
	Males with disabilities		Females with disabilities		Males with disabilities		Females with disabilities		Total persons with disabilities		Total persons with disabilities	
	Number of employed males with disabilities	Total number of males with disabilities	Employed males with disabilities (%)	Number of employed females with disabilities	Total number of females with disabilities	Employed females with disabilities (%)	Number of employed PWDs	Total number of PWDs	Employed PWDs	Total number of PWDs	Employed PWDs	Total number of PWDs
15-19	3 022 105	4 160 124	72.6	2 631 559	4 101 474	64.2	5 653 664	8 261 598	68.4	8 261 598	68.4	8 261 598
20-24	2 517 271	2 995 851	84.0	2 443 008	3 368 233	72.5	4 960 279	6 364 084	77.9	6 364 084	77.9	6 364 084
25-29	2 731 848	2 921 385	93.5	2 723 242	3 428 620	79.4	5 455 090	6 350 005	85.9	6 350 005	85.9	6 350 005
33-34	2 088 914	2 158 816	96.8	1 837 982	2 261 178	81.3	3 926 896	4 419 994	88.8	4 419 994	88.8	4 419 994
35-39	2 128 416	2 188 065	97.3	2 014 130	2 404 649	83.8	4 142 546	4 592 714	90.2	4 592 714	90.2	4 592 714
40-44	1 539 138	1 573 782	97.8	1 238 247	1 541 770	80.3	2 777 385	3 115 552	89.1	3 115 552	89.1	3 115 552
45-49	1 240 463	1 267 243	97.9	1 062 175	1 304 173	81.4	2 302 638	2 571 416	89.5	2 571 416	89.5	2 571 416
50-54	959 465	991 120	96.8	740 244	989 223	74.8	1 699 709	1 980 343	85.8	1 980 343	85.8	1 980 343
55-59	713 338	757 534	94.2	510 711	718 910	71.0	1 224 049	1 476 444	82.9	1 476 444	82.9	1 476 444
60-64	607 694	677 560	89.7	353 177	599 376	58.9	960 871	1 276 936	75.2	1 276 936	75.2	1 276 936
65-99	920 630	1 256 430	73.3	371 583	976 059	38.1	1 292 213	2 232 489	57.9	2 232 489	57.9	2 232 489
Total/Average	18 469 282	20 947 910	88.2	15 926 058	21 693 665	73.4	34 395 340	42 641 575	80.7	42 641 575	80.7	42 641 575

Source: National Labour Force Survey 2013, CSA-Ethiopia

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Surveys on Disability Statistics**

**Addis Ababa, Ethiopia
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