

Disabled Women

Almost 1 in 4 New Zealanders are disabled. Disabled workers (aged 15-64) make up 2% of the New Zealand labour market and are equally represented across all sectors. So all industries need to be responsive to disabled workers.

Disabled workers are under-represented in higher-income positions, and are less likely to have qualifications (and higher qualifications) than non-disabled people. Disabled women's unemployment has tracked downward over the last five years from 15 percent in 2017 to 8.2 percent in 2021.

Disabled workers, on average, work **3 hours less** per week than non-disabled workers. For some, reduced hours will provide flexibility. Like non-disabled women, disabled women work fewer paid hours than men, reflecting the high need for flexible working conditions shared by all women.

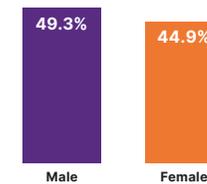
Disabled workers stay longer with their employers, staying almost **3 years longer on average than non-disabled workers.**

Disabled people are almost twice as likely to be 'underutilised' than non-disabled women. In June 2021, 1 in 5 disabled women (22%) were 'underutilised' as a group, including unemployed and underemployed, and seeking more hours of work.

Young disabled people are **four times more likely** to not be in employment, education or training, than their non-disabled peers.

Workforce participation

In 2021, **45%** of female disabled workers (aged 15-64) were employed or seeking paid work. This participation rate has been stable since statistics on the employment of disabled people became available.



Labour force participation rate for disabled workers (2021)

In 2021, **65.7%** of employed disabled women worked full-time, and **34.3%** part-time. This pattern is close to the part-time/full-time pattern of all women.

Disabled women worked an average of **32** hours a week, compared with 34 hours per week for non-disabled women.

Top industries for disabled workers

While disabled workers are represented equally (**2%**) across all industries, industries vary by size. Nearly **16%** of all disabled workers are employed in retail trade, accommodation or food services. The next most common sector is healthcare and social assistance.

Gender Pay Gap



In 2021, New Zealand's national gender pay gap is **9.1%**.

The gender pay gap for **disabled women** compared to all men is **19.0%**. This gap reduces only slightly to **16.1%** compared to disabled men.

As at June 2021, disabled women have an hourly median wage of **\$23.50**, compared to \$28.00 for disabled men and \$29.00 for all men.

Qualifications



In 2021, **65.1%** of disabled women held a school qualification or higher.

17.9% held a bachelor's degree or higher.

Reasons for leaving the workforce

Half of working-age disabled people who left their job did so due to a **sickness, illness or injury** – compared to 14% of non-disabled workers.

The second main reason that disabled workers leave their job is that they were laid off or made redundant (**8.7%**). This is similar to non-disabled workers (**9.4%**).



74%
of disabled adults not in paid work would like a job



32 hours
average weekly hours worked by disabled women



8.2%
unemployment rate for disabled women



60%
of working disabled people were satisfied with their job



37%
experienced discrimination in the past 12 months



65.1%
of disabled women have a qualification

Top 5 industries where disabled workers are employed (2021)

