

Appendix 1

Table A1.1 Modelling employment rates

				95% CI for OR		
	B	S.E.	Sig.	OR	Lower	Upper
25 to 29 years	0.16	0.06	0.01	1.18	1.05	1.32
Ethnic minority group	-0.52	0.07	0.00	0.59	0.52	0.68
Family type			0.00			
Lone parent with dependent children	-0.64	0.29	0.02	0.53	0.30	0.92
Couples with dependent children	-0.45	0.16	0.00	0.64	0.47	0.87
Couples without dependent children	1.01	0.13	0.00	2.75	2.11	3.57
With parents (mostly)	0.06	0.12	0.63	1.06	0.84	1.34
Health status			0.00			
Fairly good	0.29	0.08	0.00	1.33	1.15	1.55
Not good	-1.09	0.08	0.00	0.34	0.29	0.39
Caregiving			0.00			
1 to 19 hours	0.69	0.19	0.00	2.00	1.38	2.88
20 or more hours	-0.70	0.24	0.00	0.50	0.31	0.80
Region			0.00			
North West	-0.09	0.17	0.58	0.91	0.65	1.27
Yorkshire and Humberside	-0.20	0.19	0.30	0.82	0.57	1.19
East Midlands	0.34	0.24	0.15	1.41	0.88	2.25
West Midlands	-0.23	0.18	0.18	0.79	0.56	1.12
Eastern England	0.35	0.21	0.09	1.42	0.95	2.12
South East	0.42	0.16	0.01	1.53	1.12	2.09
South West	0.27	0.22	0.21	1.31	0.86	2.00
Inner London	0.16	0.16	0.31	1.17	0.86	1.60
Outer London	0.38	0.17	0.02	1.47	1.06	2.04
Scotland	-0.17	0.18	0.34	0.84	0.59	1.20
Wales	-0.36	0.24	0.14	0.70	0.44	1.12
Northern Ireland	-0.01	0.32	0.98	0.99	0.53	1.87
Region by gender			0.01			
North West * women	0.45	0.17	0.01	1.57	1.12	2.19
Yorkshire and Humberside * women	0.34	0.19	0.07	1.41	0.97	2.05
East Midlands * women	0.34	0.24	0.16	1.40	0.88	2.23
West Midlands * women	0.18	0.18	0.32	1.19	0.85	1.68
Eastern England * women	-0.63	0.21	0.00	0.53	0.35	0.80
South East * women	-0.13	0.16	0.40	0.88	0.65	1.19
South West * women	0.00	0.22	0.98	1.00	0.65	1.52
Inner London * women	-0.06	0.15	0.69	0.94	0.70	1.26
Outer London * women	0.12	0.16	0.43	1.13	0.83	1.54
Scotland * women	-0.20	0.18	0.27	0.82	0.58	1.16
Wales * women	-0.12	0.24	0.60	0.88	0.55	1.41
Northern Ireland * women	-0.39	0.31	0.21	0.67	0.36	1.25
Constant	0.00	0.15	0.98	1.00		

Table A1.2 Modelling part-time working

	95% CI for OR					
	B	S.E.	Sig.	OR	Lower	Upper
With dependent children	0.32	0.13	0.01	1.38	1.07	1.78
Health status			0.00			
Fairly good	-0.07	0.12	0.56	0.93	0.74	1.18
Not good	0.41	0.14	0.00	1.51	1.16	1.97
Ethnic minority group * women	-0.35	0.09	0.00	0.71	0.59	0.84
Constant	-1.64	0.13	0.00	0.19		

Table A1.3 Modelling industry sector

		95% C.I. for OR					
		B	S.E.	Sig.	OR	Lower	Upper
Public sector	With dependent children	-1.45	0.49	0.00	0.24	0.09	0.61
	Women	1.30	0.20	0.00	3.66	2.49	5.39
	Part-time work	1.30	0.39	0.00	3.65	1.70	7.82
	Dependent children * women	2.33	0.79	0.00	10.33	2.21	48.36
	Constant	0.23	0.13	0.08			
Financial services	With dependent children	-1.38	0.41	0.00	0.25	0.11	0.56
	Women	0.28	0.20	0.16	1.32	0.90	1.95
	Part-time work	0.19	0.43	0.66	1.21	0.53	2.78
	Dependent children * women	1.44	0.80	0.07	4.22	0.88	20.21
	Constant	0.73	0.12	0.00			
Other services	With dependent children	-1.08	0.47	0.02	0.34	0.14	0.85
	Women	0.41	0.22	0.06	1.50	0.98	2.30
	Part-time work	1.55	0.40	0.00	4.73	2.16	10.38
	Dependent children * women	1.39	0.84	0.10	4.01	0.78	20.67
	Constant	-0.01	0.14	0.97			

Table A1.4 Modelling socio-economic status

	B	S.E.	Sig.	OR	95% CI for OR	
					Lower	Upper
Higher managerial and professional						
25 to 29 years	0.63	0.18	0.00	1.88	1.32	2.69
Minority ethnic group	-0.33	0.22	0.14	0.72	0.47	1.11
Family type						
Lone parent with dependent children	-2.01	1.09	0.06	0.13	0.02	1.12
Couples with dependent children	-0.44	0.36	0.23	0.65	0.32	1.32
Couples without dependent children	0.13	0.21	0.54	1.14	0.75	1.73
With parents (mostly)	-0.72	0.22	0.00	0.49	0.32	0.75
Health status						
Fairly good	-0.07	0.19	0.72	0.93	0.64	1.36
Not good	-0.12	0.24	0.60	0.88	0.56	1.40
Women	-0.40	0.17	0.02	0.67	0.48	0.94
Constant	0.09	0.21	0.67			
Lower managerial and professional						
25 to 29 years	0.73	0.16	0.00	2.07	1.50	2.85
Minority ethnic group	-0.61	0.20	0.00	0.54	0.36	0.81
Family type						
Lone parent with dependent children	-0.92	0.59	0.12	0.40	0.13	1.26
Couples with dependent children	0.00	0.31	1.00	1.00	0.54	1.85
Couples without dependent children	0.20	0.20	0.31	1.22	0.83	1.80
With parents (mostly)	-0.31	0.19	0.11	0.73	0.50	1.07
Health status						
Fairly good	0.10	0.17	0.54	1.11	0.80	1.55
Not good	-0.51	0.22	0.02	0.60	0.39	0.93
Women	0.59	0.16	0.00	1.80	1.33	2.45
Constant	-0.05	0.20	0.79			
Intermediate occupations						
25 to 29 years	0.63	0.20	0.00	1.88	1.27	2.78
Minority ethnic group	-0.56	0.26	0.03	0.57	0.35	0.95
Family type						
Lone parent with dependent children	-0.51	0.73	0.48	0.60	0.14	2.48
Couples with dependent children	0.01	0.40	0.97	1.01	0.47	2.20
Couples without dependent children	0.19	0.25	0.45	1.21	0.74	1.98
With parents (mostly)	0.40	0.23	0.08	1.50	0.95	2.36
Health status						
Fairly good	0.37	0.20	0.07	1.45	0.97	2.16
Not good	-0.16	0.27	0.56	0.86	0.51	1.45
Women	0.50	0.19	0.01	1.66	1.14	2.40
Constant	-1.19	0.26	0.00			

Table A1.5 Modelling supervisory status

	B	S.E.	Sig.	OR	95% CI for OR	
					Lower	Upper
25 to 29 years	0.29	0.07	0.00	1.33	1.16	1.52
Constant	-0.91	0.07	0.00	0.40		

Table A1.6 Modelling proportion ever worked

	B	S.E.	Sig.	OR	95% CI for OR	
					Lower	Upper
25 to 29 years	0.30	0.10	0.00	1.34	1.10	1.64
Ethnic minority group	-0.55	0.10	0.00	0.58	0.47	0.70
Living in a couple	0.28	0.13	0.03	1.32	1.03	1.70
Constant	1.22	0.13	0.00	3.39		

Appendix 2

Table A2.1 Subject of degree by types of disability and gender – all graduate women (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Medicine, dentistry & allied subjects	9	9	6	4	11	7	11
Biological, veterinary & agriculture sciences	18	11	17	19	14	15	14
Physical sciences	3	4	3	6	3	2	4
Mathematical & computer sciences	3	4	8	2	3	2	4
Engineering, technology, architecture, building & planning	–	2	0	1	2	4	2
Social studies	12	11	13	13	10	12	10
Law	3	4	5	2	4	4	6
Business, administrative & information studies	16	10	13	9	13	11	15
Languages, historical & philosophical studies	16	19	19	30	17	13	17
Creative arts & design	14	20	12	13	16	26	12
Education & combined studies	6	6	6	2	7	4	6
<i>Base (= 100 per cent)</i>	<i>147</i>	<i>257</i>	<i>144</i>	<i>176</i>	<i>1674</i>	<i>290</i>	<i>96360</i>

Table A2.2 Subject of degree by types of disability and gender – all graduate men (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Medicine, dentistry & allied subjects	2	7	3	2	6	3	6
Biological, veterinary & agriculture sciences	7	13	5	7	8	11	9
Physical sciences	6	6	1	4	7	4	7
Mathematical & computer sciences	17	11	17	16	15	11	14
Engineering, technology, architecture, building & planning	10	12	12	9	10	10	12
Social studies	6	8	12	18	10	11	10
Law	6	2	7	3	4	2	4
Business, administrative & information studies	13	12	21	5	13	13	16
Languages, historical & philosophical studies	16	11	13	18	13	7	11
Creative arts & design	15	15	9	18	13	23	10
Education & combined studies	3	3	–	–	2	5	2
<i>Base (= 100 per cent)</i>	<i>163</i>	<i>195</i>	<i>76</i>	<i>97</i>	<i>1117</i>	<i>265</i>	<i>74218</i>

Table A2.3 Class of degree by types of disability and gender – all graduates (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
First	6	8	12	11	9	12	10
Upper second	53	49	42	51	49	50	51
Lower / undivided second	36	35	34	28	32	31	30
Third / Pass	1	4	8	3	4	5	4
Unclassified	5	4	4	7	6	2	6
<i>Base (= 100 per cent)</i>	<i>146</i>	<i>257</i>	<i>143</i>	<i>174</i>	<i>1674</i>	<i>287</i>	<i>96360</i>
Men							
First	11	8	8	16	10	11	10
Upper second	42	43	45	49	42	36	42
Lower / undivided second	38	30	43	23	33	38	33
Third / Pass	6	10	3	5	7	11	7
Unclassified	3	9	1	7	8	5	7
<i>Base (= 100 per cent)</i>	<i>162</i>	<i>194</i>	<i>75</i>	<i>96</i>	<i>1118</i>	<i>263</i>	<i>74217</i>

Table A2.4 Employment rates by types of disability and gender (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
Full-time employment	55	55	43	50	59	54	62
Part-time employment	11	14	14	14	13	13	10
In paid employment	66	69	56	63	71	67	72
Not in paid work	34	31	44	37	29	33	28
<i>Base (= 100 per cent)</i>	<i>125</i>	<i>221</i>	<i>124</i>	<i>147</i>	<i>1418</i>	<i>227</i>	<i>80321</i>
Men							
Full-time employment	47	55	38	56	56	45	59
Part-time employment	9	13	12	4	9	14	9
In paid employment	56	68	50	60	65	59	69
Not in paid work	44	32	50	40	35	41	31
<i>Base (= 100 per cent)</i>	<i>129</i>	<i>155</i>	<i>60</i>	<i>70</i>	<i>942</i>	<i>194</i>	<i>60444</i>

Table A2.5 Further study by types of disability and gender (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
Full-time study	17	17	19	16	18	22	18
Part-time study	14	11	14	11	9	9	7
Not in study, research or training	69	72	68	73	72	70	75
<i>Base (= 100 per cent)</i>	<i>125</i>	<i>221</i>	<i>124</i>	<i>147</i>	<i>1418</i>	<i>227</i>	<i>80321</i>
Men							
Full-time study	22	12	18	21	20	17	17
Part-time study	8	8	7	9	6	7	7
Not in study, research or training	71	79	75	70	74	76	76
<i>Base (= 100 per cent)</i>	<i>129</i>	<i>155</i>	<i>60</i>	<i>70</i>	<i>942</i>	<i>194</i>	<i>60444</i>

Table A2.6 Industry sector by types of disability and gender – full-time work only (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
Public	41	57	55	49	55	39	50
Financial services	26	19	23	26	20	25	24
Other services	23	17	15	10	16	21	18
Manufacturing & construction	10	6	8	15	8	16	8
Other	–	2	–	–	0	–	0
<i>Base (= 100 per cent)</i>	<i>69</i>	<i>121</i>	<i>53</i>	<i>73</i>	<i>830</i>	<i>122</i>	<i>49656</i>
Men							
Public	37	35	35	44	33	31	32
Financial services	38	30	22	28	34	31	34
Other services	22	20	35	18	20	26	20
Manufacturing & construction	3	15	9	10	13	12	14
Other	–	–	–	–	0	–	0
<i>Base (= 100 per cent)</i>	<i>60</i>	<i>86</i>	<i>23</i>	<i>39</i>	<i>525</i>	<i>86</i>	<i>35871</i>

Table A2.7 Occupational position by types of disability and gender – full-time work only (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
Managers and senior officials	10	5	8	11	6	11	7
Professional occupations	13	20	21	23	30	12	25
Associate professional and technical occupations	29	31	36	27	28	35	28
Administrative and secretarial occupations	26	19	23	22	18	15	21
Other occupations*	22	25	13	16	17	26	18
<i>Base (= 100 per cent)</i>	<i>69</i>	<i>122</i>	<i>53</i>	<i>73</i>	<i>832</i>	<i>122</i>	<i>49643</i>
Men							
Managers and senior officials	12	12	13	3	8	20	11
Professional occupations	33	30	22	31	33	15	29
Associate professional and technical occupations	20	28	35	26	25	26	26
Administrative and secretarial occupations	20	12	13	21	14	14	15
Other occupations*	15	19	17	21	20	25	19
<i>Base (= 100 per cent)</i>	<i>60</i>	<i>86</i>	<i>23</i>	<i>39</i>	<i>523</i>	<i>87</i>	<i>35847</i>

* Includes: Skilled trades, Personal service, Sales and customer service, Process, plant and machine operatives, and Elementary occupations.

Table A2.8 Terms of employment by types of disability and gender – full-time work only (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
Permanent or open-ended contract	62	53	64	54	59	66	59
Fixed-term contract: 12 months or more	13	15	22	12	16	9	14
Fixed-term contract: under 12 months	9	17	7	14	11	10	11
Self-employed / freelance	2	3	2	3	4	3	2
Temporarily, through an agency	7	4	2	8	7	8	8
Temporarily, other than through an agency	5	6	2	8	3	4	5
Other	2	2	–	2	1	1	1
<i>Base (= 100 per cent)</i>	<i>55</i>	<i>100</i>	<i>45</i>	<i>65</i>	<i>694</i>	<i>79</i>	<i>41071</i>
Men							
Permanent or open-ended contract	46	69	62	59	56	67	59
Fixed-term contract: 12 months or more	20	10	5	9	11	10	12
Fixed-term contract: under 12 months	17	4	5	9	13	9	11
Self-employed / freelance	4	6	24	9	5	5	4
Temporarily, through an agency	7	9	5	13	9	9	8
Temporarily, other than through an agency	7	1	–	–	5	–	5
Other	–	1	–	–	1	–	2
<i>Base (= 100 per cent)</i>	<i>46</i>	<i>70</i>	<i>21</i>	<i>32</i>	<i>436</i>	<i>58</i>	<i>28561</i>

Table A2.9 Gross mean annual salary by types of disability and gender – full-time work only (£s per year)

	<i>Women</i>	<i>Men</i>	<i>All</i>
Hearing impairment	£13,241	£14,750	£13,846
Multiple disabilities	£14,510	£13,910	£14,254
Unseen disability	£14,212	£15,086	£14,532
Mobility impairment	£14,829	£13,998	£14,576
Seeing impairment	£15,085	£14,462	£14,853
Mental health problems	£14,858	£16,255	£15,174
All disabled	£14,251	£14,919	£14,495
Not disabled	£14,636	£15,605	£15,006
All	£14,627	£15,590	£14,994

Table A2.10 Whether would have secured current job without a degree qualification by types of disability and gender – full-time work only (per cent)

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
No, degree was a formal requirement	27	33	27	24	36	33	35
No, degree was expected	6	9	7	10	8	9	8
Possibly, degree was an advantage	20	25	27	31	25	16	22
Yes	45	31	36	31	28	38	32
Don't know	2	2	2	3	2	4	2
<i>Base (= 100 per cent)</i>	<i>51</i>	<i>97</i>	<i>44</i>	<i>58</i>	<i>675</i>	<i>76</i>	<i>39701</i>
Men							
No, degree was a formal requirement	36	33	21	39	29	20	32
No, degree was expected	7	9	11	3	12	13	11
Possibly, degree was an advantage	25	22	16	10	21	24	22
Yes	32	31	47	45	34	40	33
Don't know	–	5	5	3	3	4	3
<i>Base (= 100 per cent)</i>	<i>44</i>	<i>64</i>	<i>19</i>	<i>31</i>	<i>405</i>	<i>55</i>	<i>27342</i>

Table A2.11 Reason for taking current job by types of disability and gender – full-time work only (per cent)*

	<i>Seeing impairment</i>	<i>Hearing impairment</i>	<i>Mobility impairment</i>	<i>Mental health problems</i>	<i>Unseen disability</i>	<i>Multiple disabilities</i>	<i>Not disabled</i>
Women							
Fit into career plan / was type of work wanted	39	49	35	58	56	39	51
Broaden experience / develop general skills	28	54	40	39	42	48	43
Experience in order to get another job	33	44	40	45	35	36	33
Best or only job on offer	22	21	50	15	22	27	24
To pay off debts	22	15	25	36	22	32	22
Experience of this type of work	22	13	30	24	21	23	21
Better than being unemployed	17	18	40	21	17	25	18
Opportunity to progress in the organisation	11	21	10	12	15	16	18
<i>Base (= 100 per cent)</i>	<i>18</i>	<i>39</i>	<i>20</i>	<i>33</i>	<i>313</i>	<i>44</i>	<i>18167</i>
Men							
Fit into career plan / was type of work wanted	64	69	50	50	55	43	52
Broaden experience / develop general skills	64	53	50	58	43	52	42
Experience in order to get another job	27	37	13	33	23	43	31
Best or only job on offer	36	44	25	33	26	30	28
To pay off debts	27	25	13	42	22	26	23
Experience of this type of work	18	22	13	8	17	17	20
Better than being unemployed	18	22	25	33	28	30	23
Opportunity to progress in the organisation	0	19	13	25	19	22	19
<i>Base (= 100 per cent)</i>	<i>11</i>	<i>32</i>	<i>8</i>	<i>12</i>	<i>176</i>	<i>23</i>	<i>10316</i>

* Percentages sum to more than 100 because two or more responses were invited.

Appendix 3

Stakeholder Group Members

Jenny Day Head of Able to Work British Telecom

Paula Dobrowolski, Head, Accessibility Centre, Leicester

Carl Gileard, CEO, AGR, The Innovation Centre

James Kirby, Disability and Additional Needs Service, Loughborough

Beth Rice, Fast Track Project Manager, Scope

Steve Scott, External Relations Manager, Remploy Ltd

Claire Shanks, Disability Co-ordinator, The Hillsborough Centre, Sheffield

Lorna Slack, Career Development Centre, University of Derby

Amy Sweeney, Senior Policy Officer, Skill

Barbara Taylor, Head of Academic Support, University of Nottingham