

Research to Inform Policy

Interagency Committee on Disability
Research

June 24, 2015

Dahlia Shaewitz, Principal Researcher, American Institutes
for Research

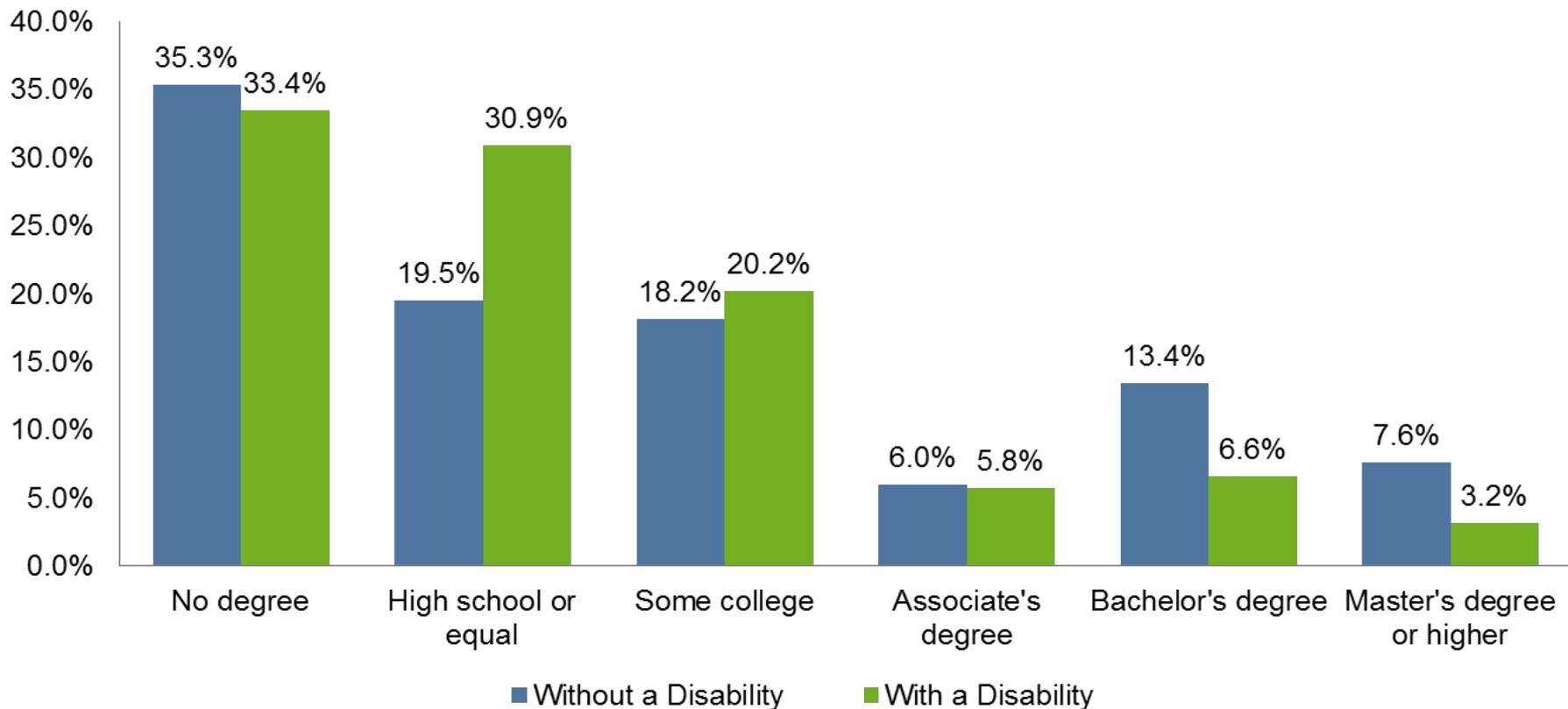
An Uneven Playing Field: The Lack of Equal Pay for People with Disabilities

Authors: Dr. Michelle Yin, Dahlia Shaewitz,
Mahi Megra

People with disabilities have lower rates of employment

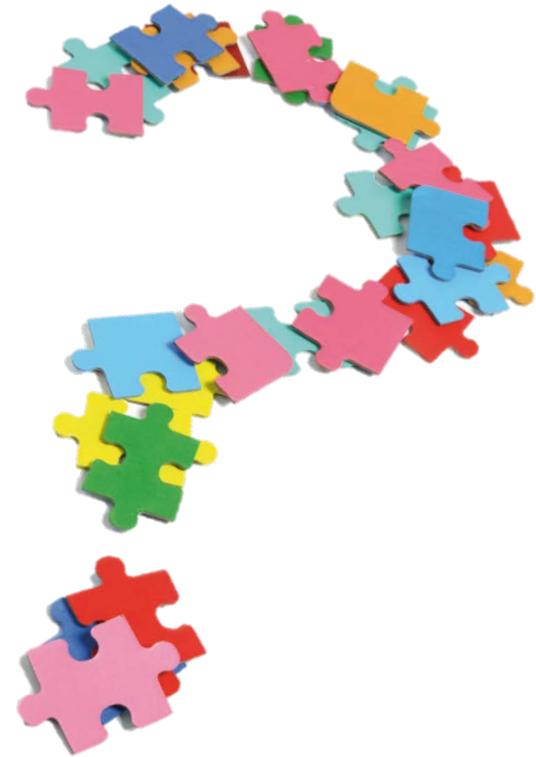
Employment status by disability status	Without a disability	With a disability
Employed, at work	50.7%	24.8%
Employed, with a job but not at work	1.0%	1.5%
Unemployed	5.4%	6.5%
Armed Forces, at work	0.5%	0.2%
Not in universe, missing	24.3%	9.7%
Not in labor force	18.2%	57.3%

People with disabilities have lower educational attainment

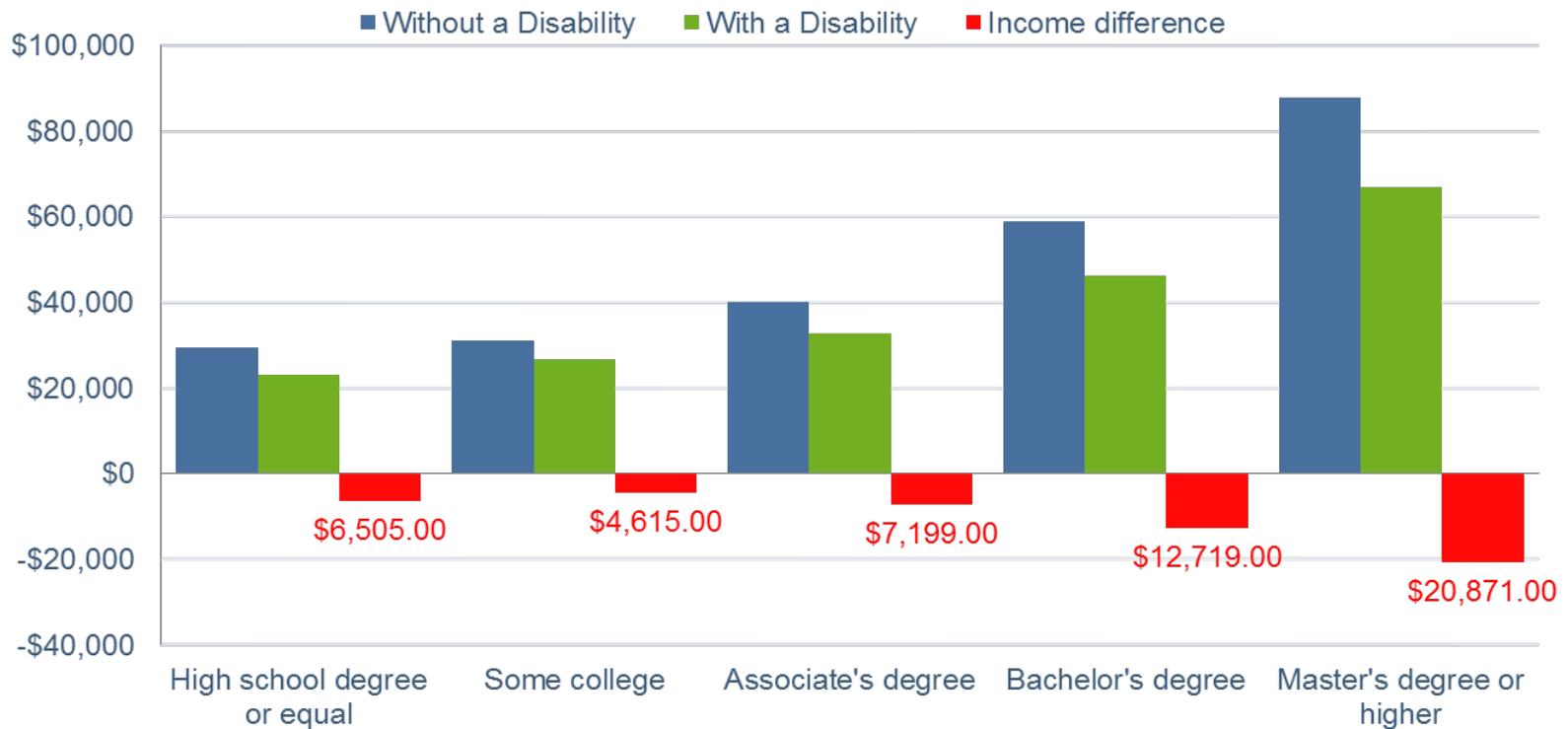


Our research question

- Among similarly educated, full-time workers, do those with disabilities get paid the same as their colleagues?
- Data:
 - U.S. Census 2011 American Community Survey
- Method:
 - Income by disability status, educational attainment and state
 - Forgone federal and state income tax
 - Regression framework



Earnings and Earnings Differences by Disability Status and Ed. Attainment



Earnings disparity is even higher in some states

- High school diploma or equivalent

1. Vermont (\$12,700)
2. Connecticut (\$12,000)
3. Iowa (\$10,000)

- Bachelor's degree

1. Washington, D.C. (\$20,000)
2. Minnesota (\$18,000)
3. Washington (\$17,000)

- Master's degree and higher

1. Nevada (\$38,700)
2. Connecticut (\$35,500)
3. Hawaii (\$33,800)

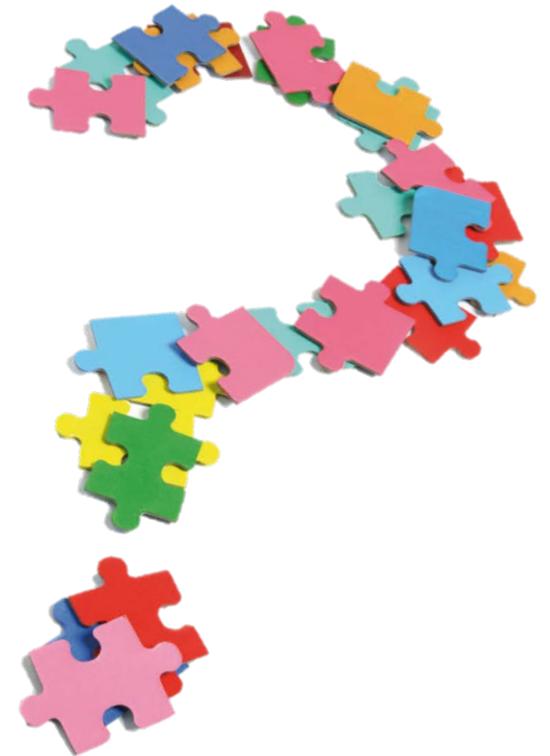
State and federal losses



- Individual loss adds up to \$141 billion, or nearly 1% of GDP
- Total federal income tax loss was \$25 billion
- Total state income tax loss was \$6.5 billion

More questions remain...

- Why do these pay gaps exist?
- And what can we do to close them?



Working Title: One Size Does not Fit all: Another Look at Labor Force Participation for People with Disabilities

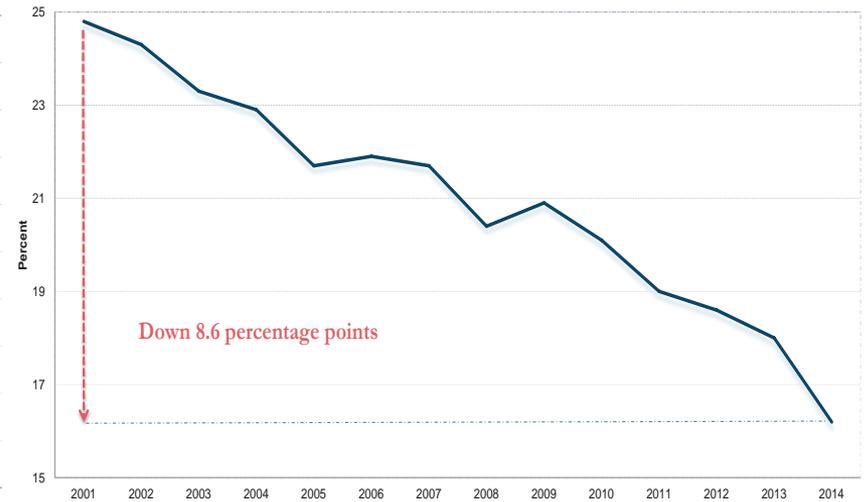
Research Brief – Sneak preview of report to be released in July

Labor Force Participation Rates (LFPR) Continue to Decline for PWD

Labor Force Participation Rate For Adults Ages 21-65

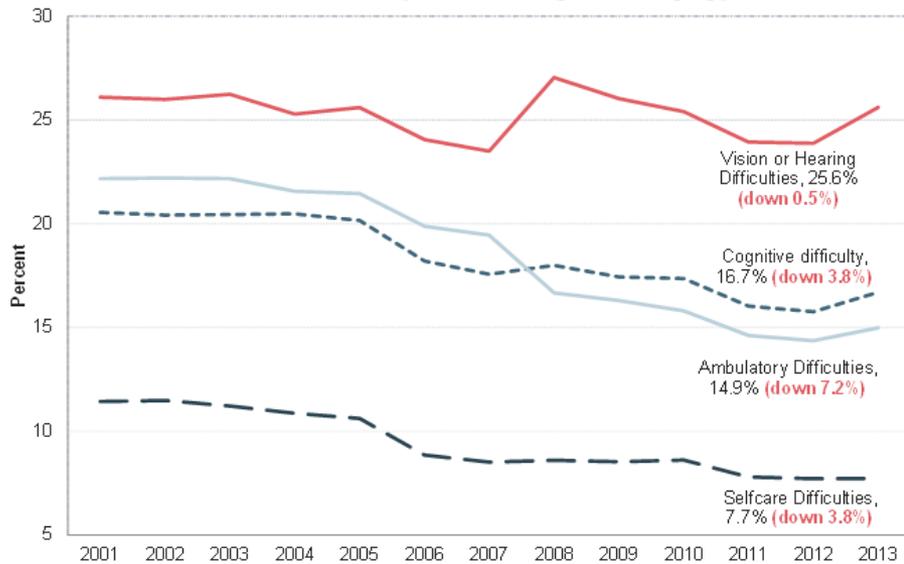


Labor Force Participation Rate For Adults with Disabilities Ages 21-65

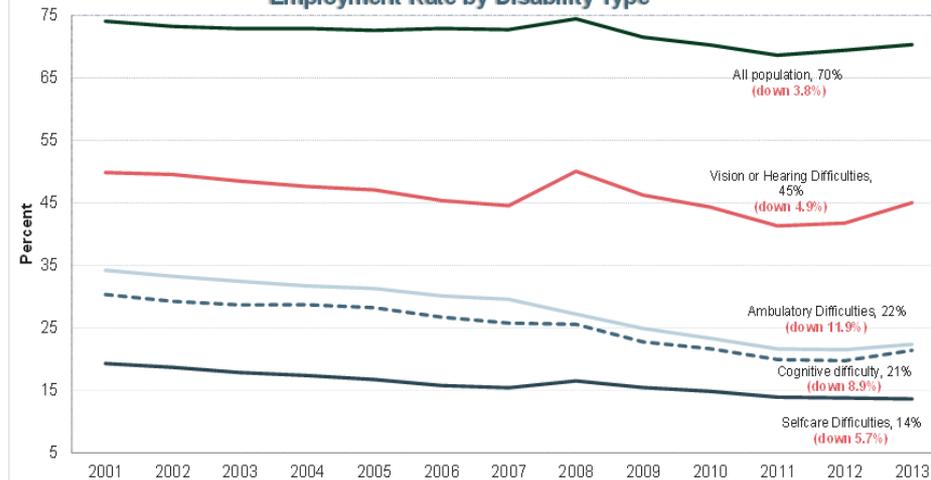


LFPR & Employment Rates (ER): Disability Type Matters

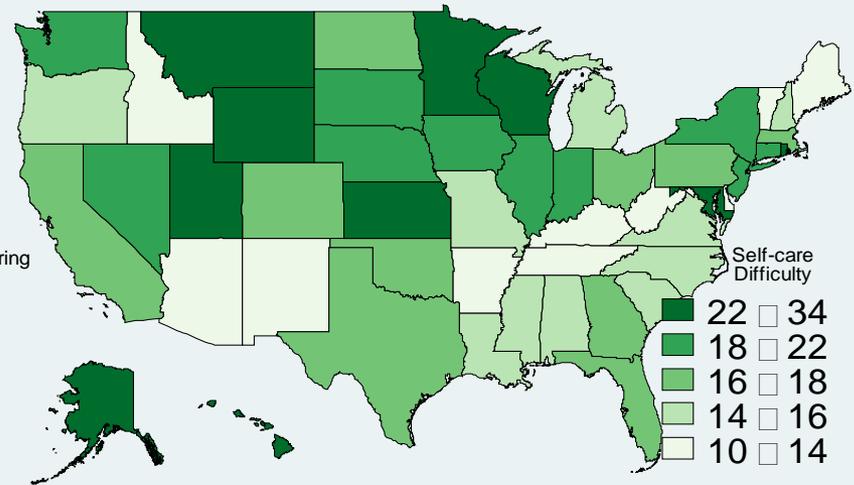
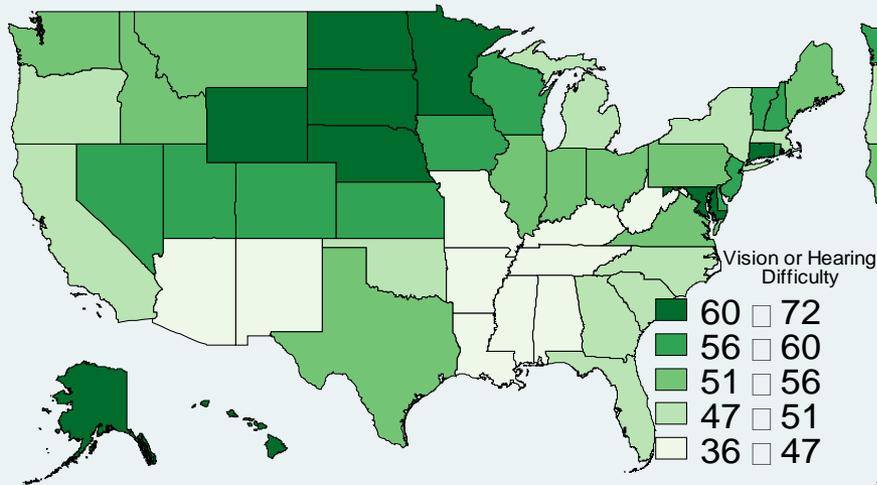
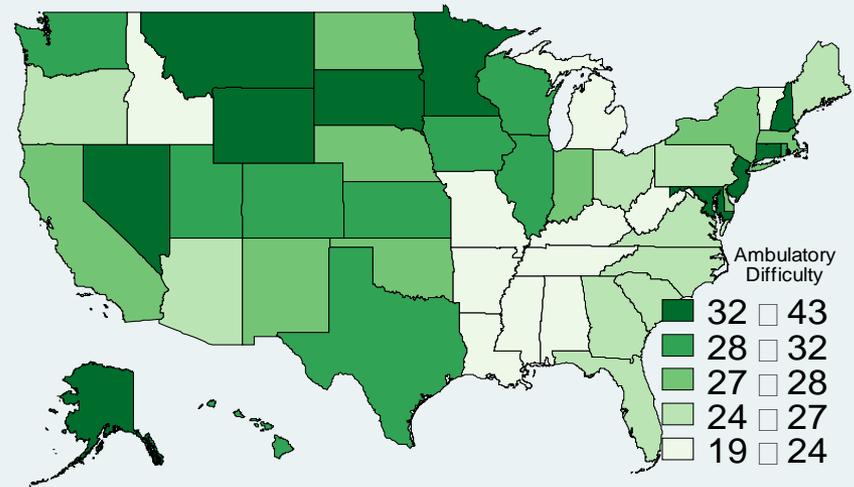
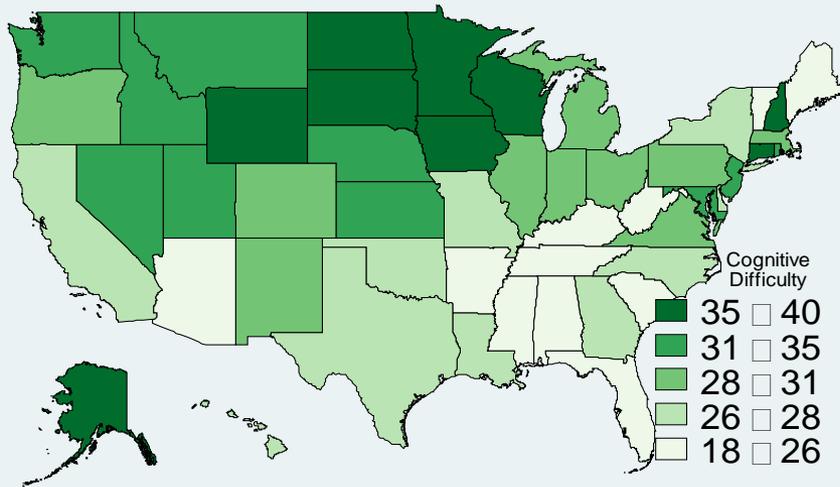
Labor Force Participation Rate by Disability Type



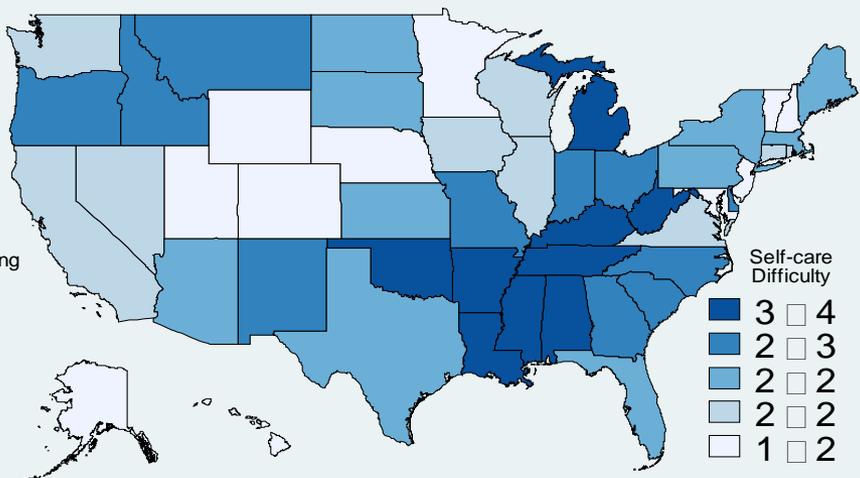
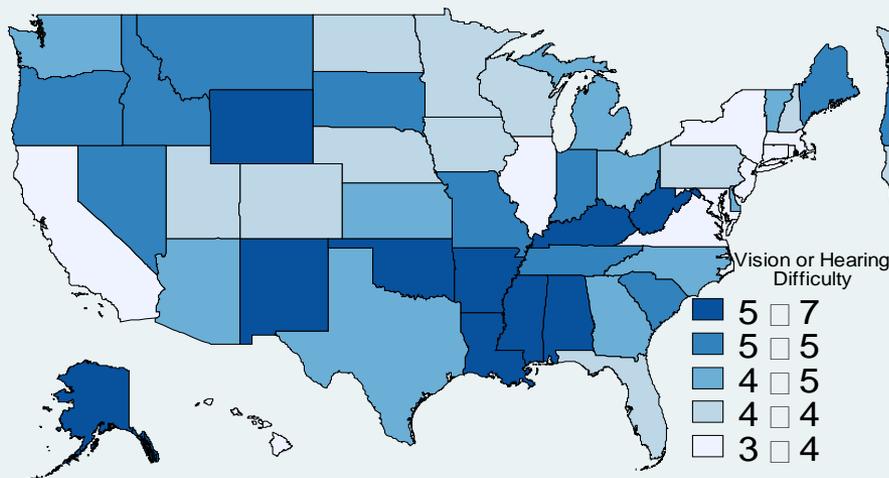
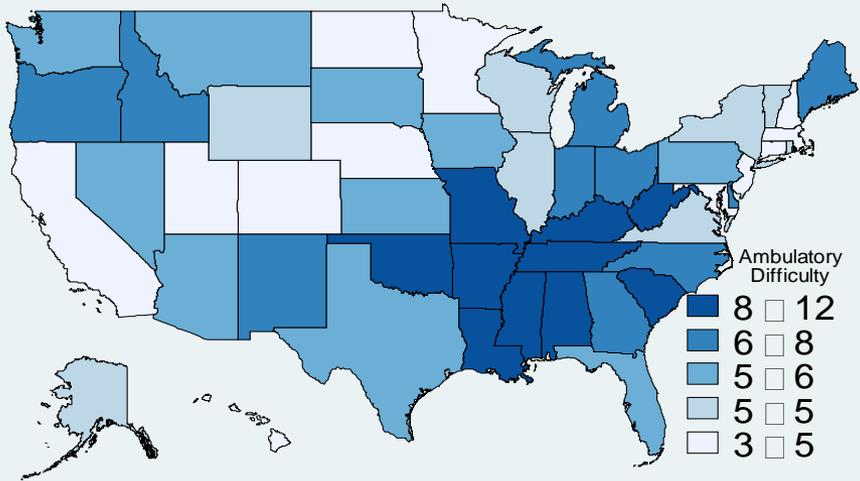
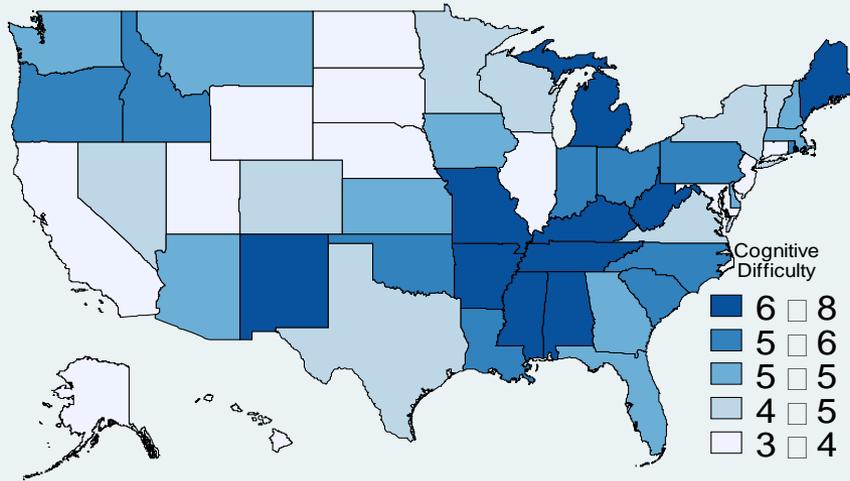
Employment Rate by Disability Type



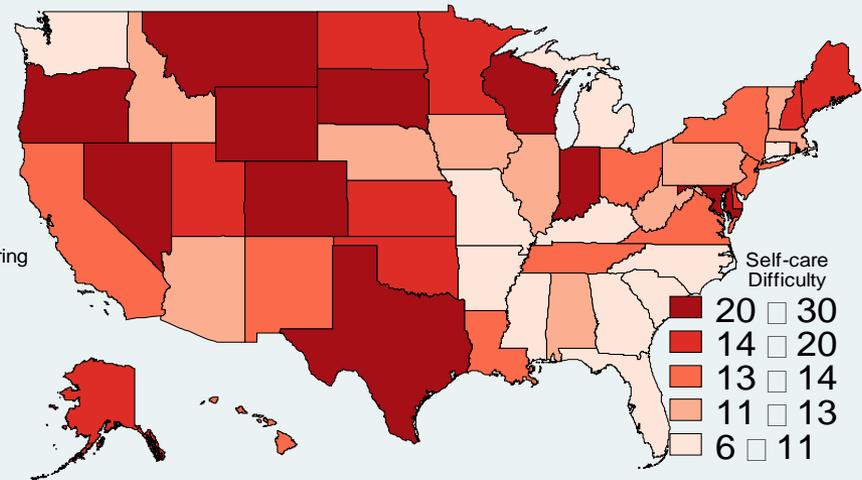
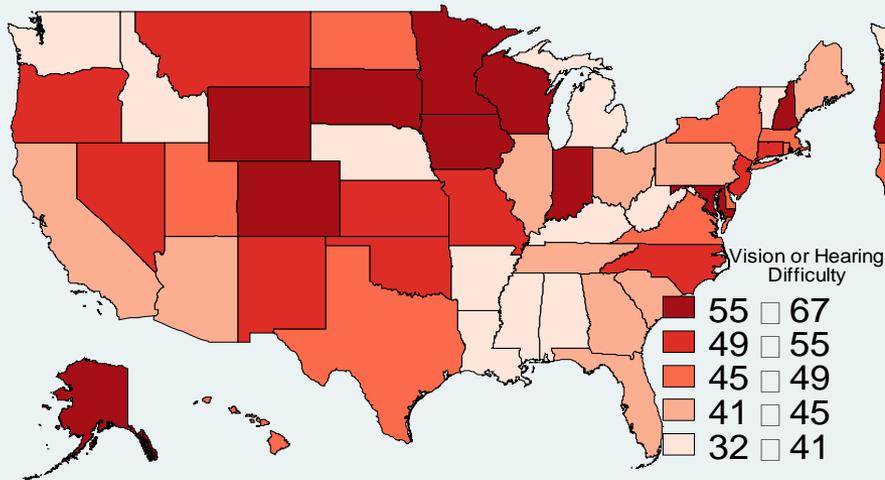
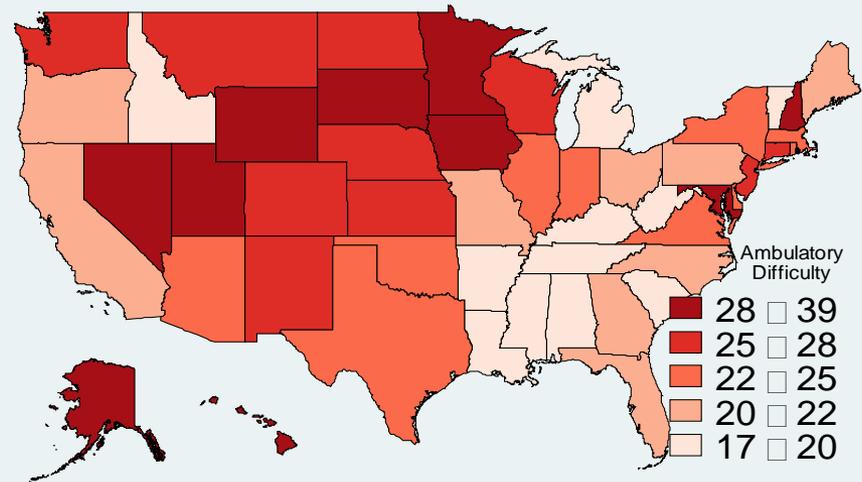
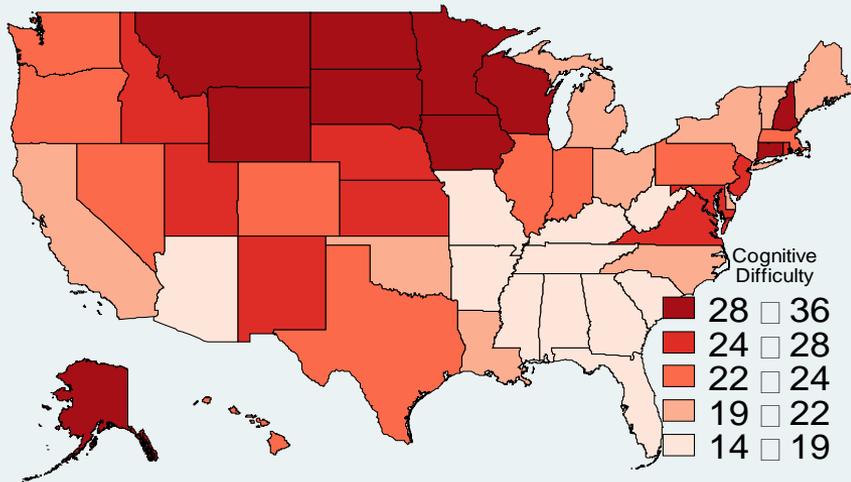
LFPR by State and Disability Type, 2013



Disability Rate by State and Type, 2013



ER by State and Disability Type, 2013



Top 10 Occupations for People with Disabilities in 2003 and 2013

Ranking	2003	2013
1	Janitors and Building Cleaners	Janitors and Building Cleaners
2	Cashiers	Cashiers
3	Laborers and Freight, Stock, and Material Movers, Hand	Laborers and Freight, Stock, and Material Movers, Hand
4	Driver/Sales Workers and Truck Drivers	Driver/Sales Workers and Truck Drivers
5	Cooks	Cooks
6	Retail Salespersons	Retail Salespersons
7	Nursing, Psychiatric, and Home Health Aides	Nursing, Psychiatric, and Home Health Aides
8	Maids and Housekeeping Cleaners	Stock Clerks and Order Fillers
9	Secretaries and Administrative Assistants	Other production workers including semiconductor processors and cooling and freezing equipment operators
10	Stock Clerks and Order Fillers	Secretaries and Administrative Assistants

Connecting Research to Policy

Knowledge Translation

- KT is “a dynamic and iterative process that includes synthesis, dissemination, exchange and ethically-sound application of knowledge...” (CIHR, 2014)
- Strategies to get information to policymakers
- Research Brief on disparities in earnings
 - Press releases
 - Hill briefing
 - Website publication with blog

For Your Metro Reading

- **An Uneven Playing Field: The Lack of Equal Pay for People With Disabilities**
 - Research Brief highlighting income disparities of people with disabilities, sponsored by the American Institutes for Research
 - <http://www.air.org/resource/uneven-playing-field-lack-equal-pay-people-disabilities>
- **MSKTC: Engaging Policymakers Tips Sheet**
 - Tips sheet for Model Systems researchers and others to understand the policy process and how to engage policymakers, funded by the National Institute on Disability, Independent Living, and Rehabilitation Research
 - <http://www.msktc.org/Knowledge-Translation>

Dahlia Shaewitz
202-403-6840
dshaewitz@air.org

1000 Thomas Jefferson Street NW
Washington, DC 20007
TTY: 887-334-3499
www.air.org