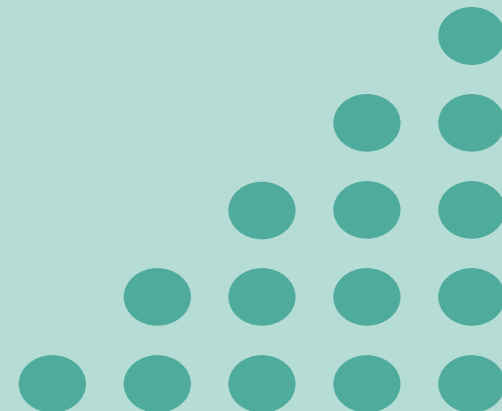


ADR UK Researcher Network Symposium: World of Work (7 March 2023)

Getting into and staying in employment: Limiting long-term illness

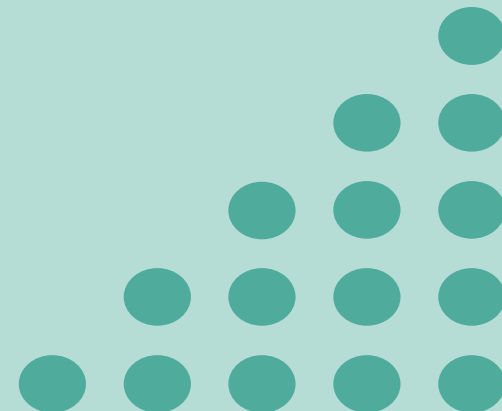
Dr Jos Ijpelaar

NISRA, Administrative Research Unit



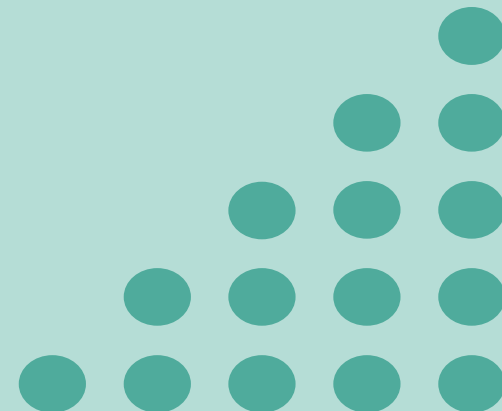
Background

- Wider research project on changes in economic activity status between 2001 and 2011
- Project using the Northern Ireland Longitudinal Study (NILS)
- Focus on those with limiting long-term illness in 2001
- Added analysis of Disability Employment Gap following discussions with NI Department for Communities policy team

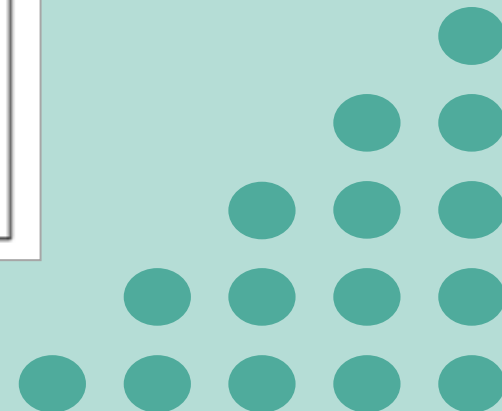
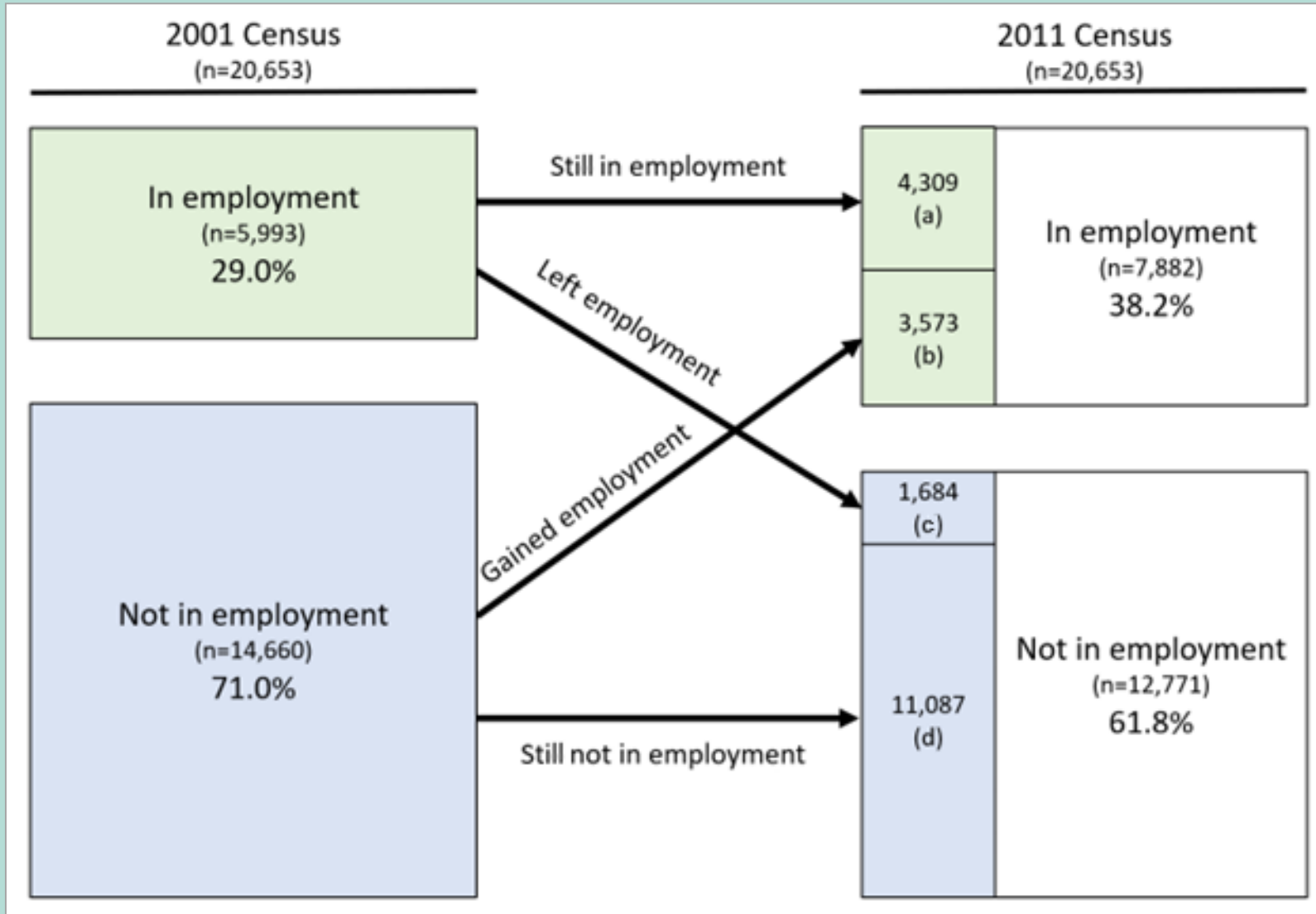


Northern Ireland Longitudinal Study (NILS)

- Sample of 104 birth dates (28%) of NI Health Card Registration System, linked to the Census of population
- Selection criteria
 - Limiting long-term illness in 2001
 - Aged 20 to 49 in 2001 (30-59 in 2011)
 - Excluding students
 - Living in households
 - Also enumerated in 2011 Census



Study sample



Getting / staying in work more likely (unilateral)

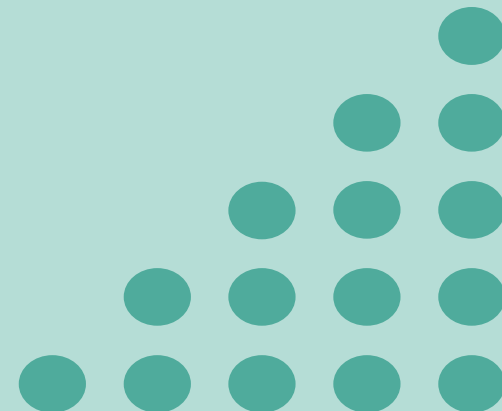
- Male
- Younger
- Good general health
- High educational qualifications
- Current or last occupation non-manual
- Dependent children in the household
- One or more cars in the household
- In owner-occupied household
- Living in a rural area
- Living in less deprived areas

If in employment:

- Working full-time

If not in employment:

- Recent employment
- Looking for work

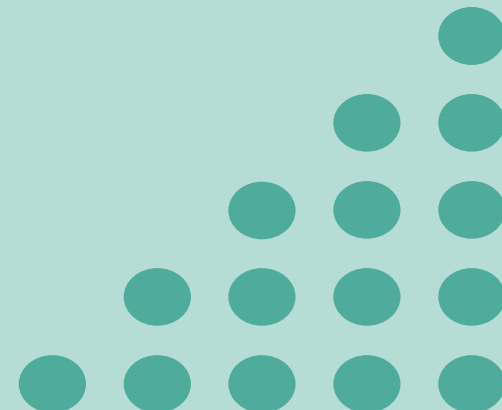


Modelling and odds ratios

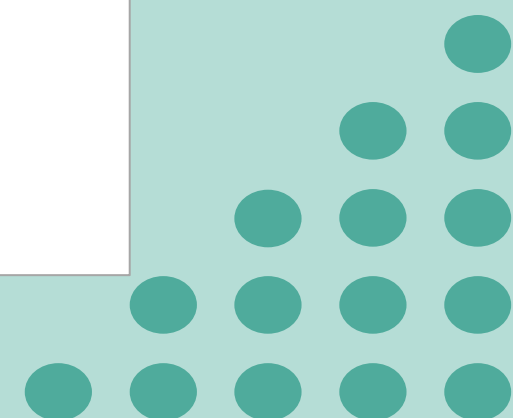
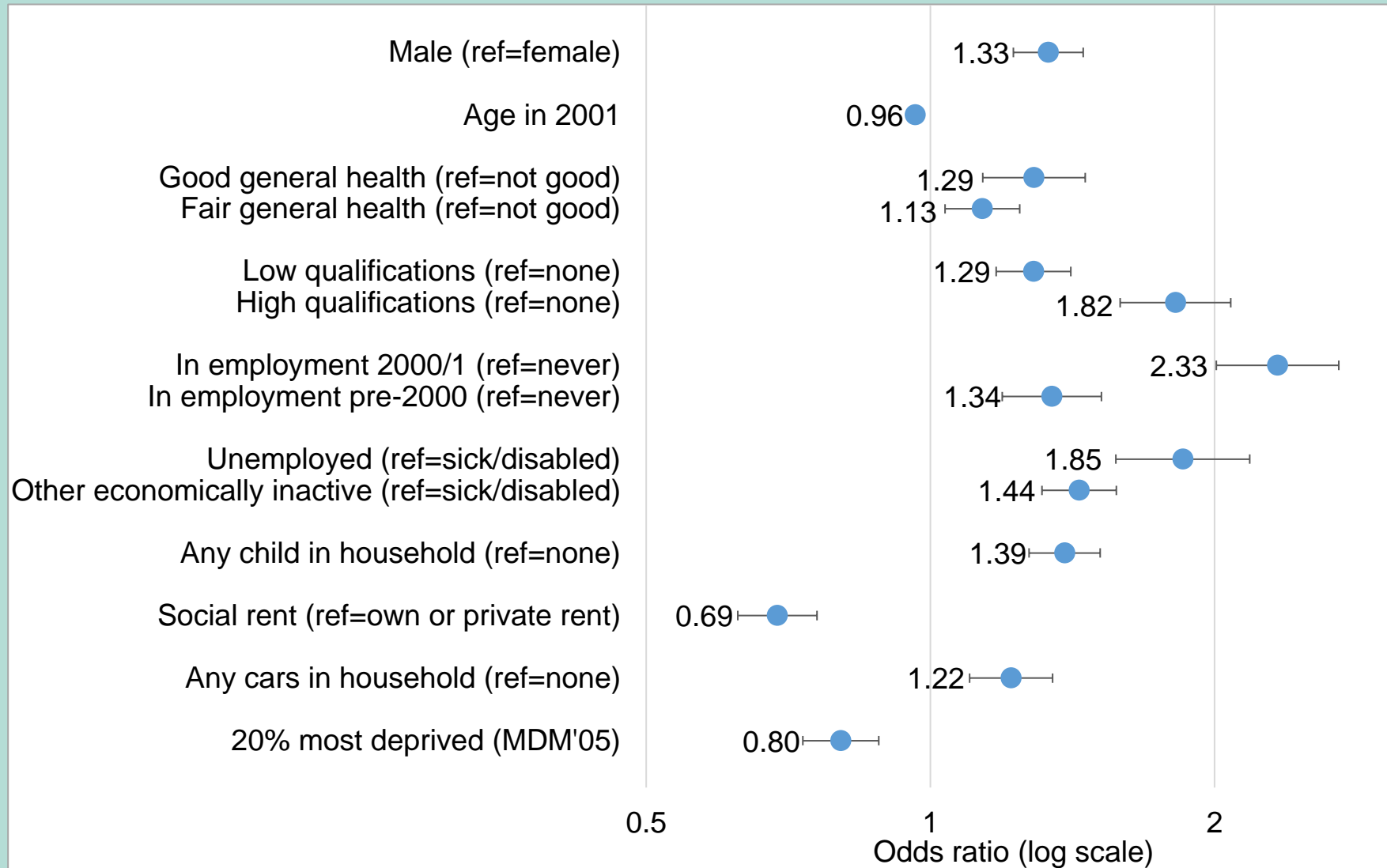
- Logistic regression whether in employment in 2011
- Separate models – getting into and staying in employment

Odds ratios (ORs)

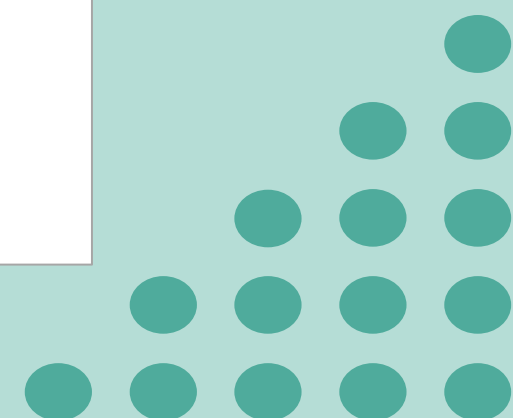
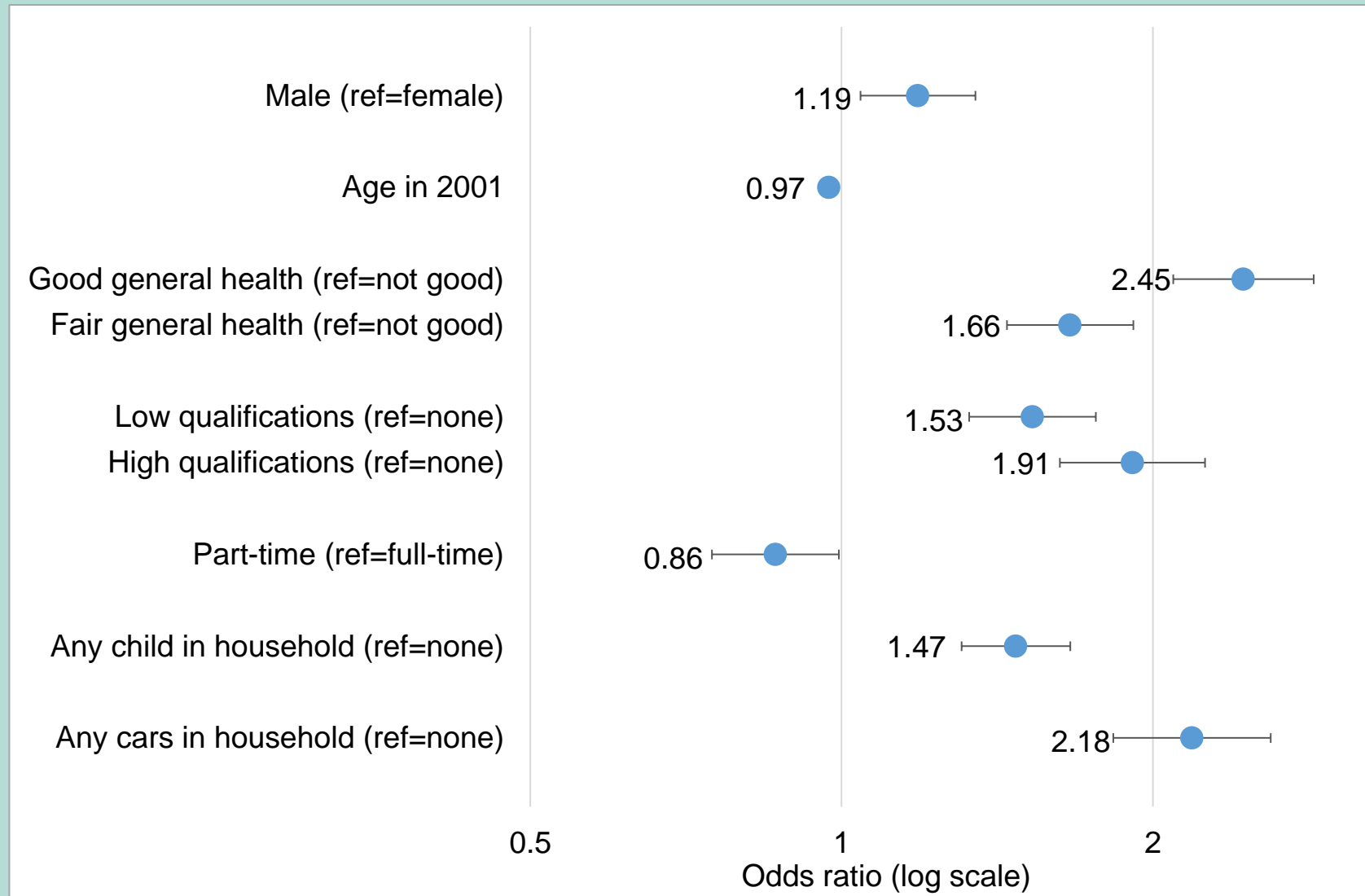
- Example: if 75% in reference group stay in work, then odds are 75:25 or 3:1 (work vs. no work). Odds ratio show how the odds are affected.
- $OR < 1$ less likely to get/stay in employment than reference group
 - $OR = 0.33$ then odds become 1:1 and 50% stay in work
- $OR > 1$ more likely to get/stay in employment than reference group
 - $OR = 3$ then odds become 9:1 and 90% stay in work



Getting into employment (n=14,660)

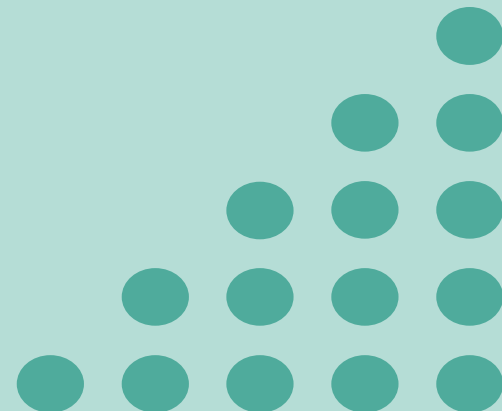


Staying in employment (n=5,993)



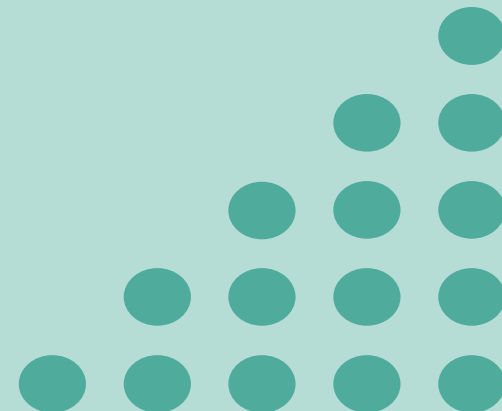
Disability employment gap

- Difference in employment rate between those with and without disability
- Official statistics published by NISRA (2014-20)
- Published survey-based disability employment gap is based on too few respondents for detailed analysis



Disability employment gap - Methodology

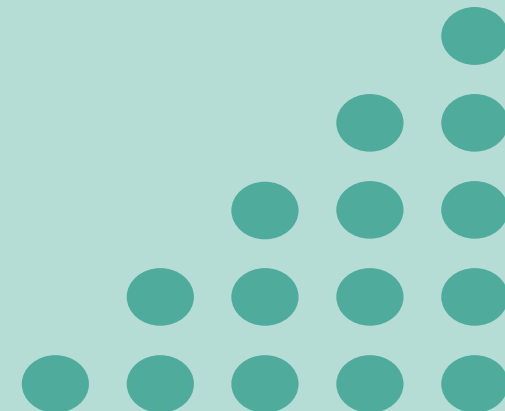
- Same dataset: 190,424 NILS members aged 30-59 in 2011
- 19.1% reported that their day-to-day activities were limited a little or a lot due to a long-term health condition or disability
- Gap is 52.3pps – difference in employment rate between those with (31.4%) and without a long-term health problem or disability (83.7%)
- Univariate analyses: employment gap within a subset
- Fairlie decomposition method: (a) differences in characteristics, (b) differences in their effects, and (c) unexplained differences



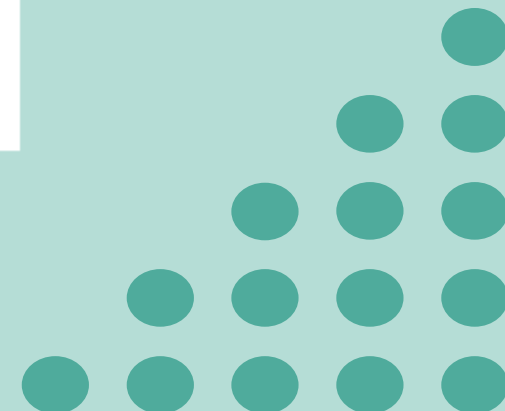
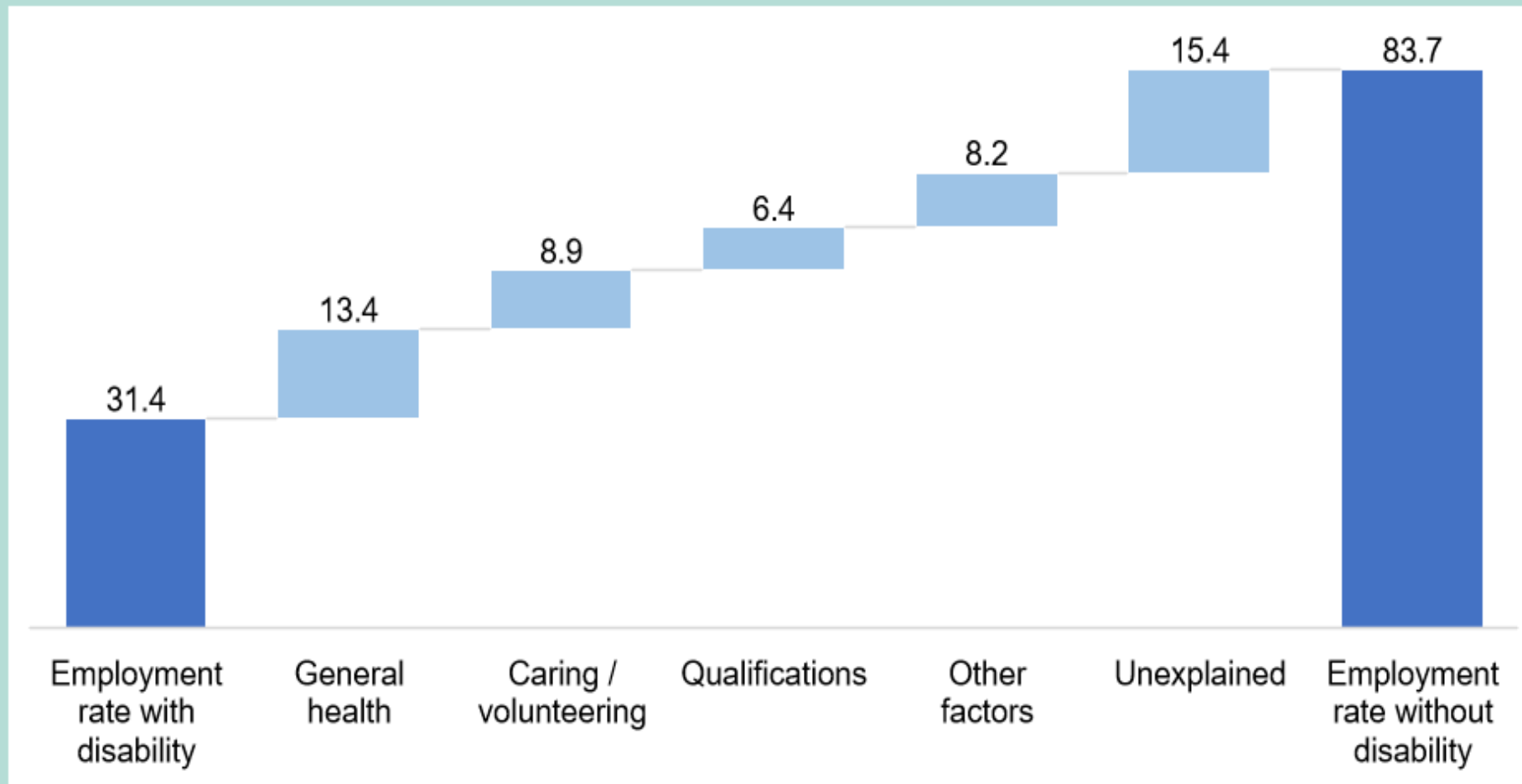
Disability employment gap - univariate

- Overall gap 52.3pps
- Smaller for degree-level or higher qualification (33.8)
- Around 30pps for unpaid care providers and volunteers
- Smaller within same general health category

General health	Sample	Disability (%)	Employed (%)	Gap (pps)
Good	149,475	5.0	83.8	28.4
Bad	28,577	59.3	46.6	34.3
Not good	12,372	96.5	15.1	33.4
All	190,424	19.1	73.8	52.3

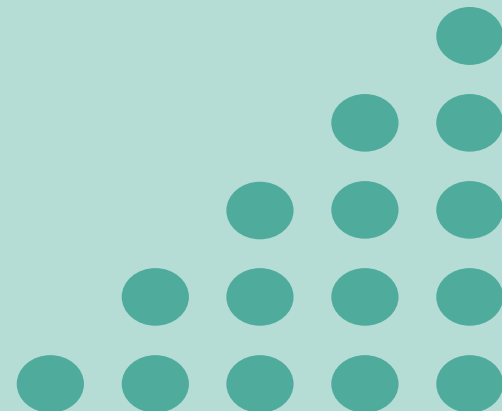


Decompose disability employment gap (52.3pps)



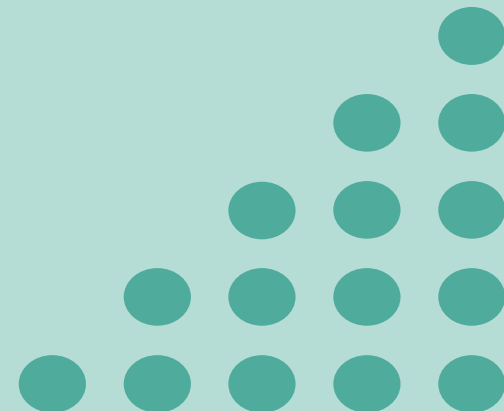
Limitations & future work

- Two points in time – 2001 and 2011
 - Work last week
 - Self-reporting / justification bias
 - Excludes quality of employment
 - Other factors
-
- Disability wage gap
 - Reprise using 2021 Census



Acknowledgements

The help provided by the staff of the Northern Ireland Longitudinal Study and the NILS Research Support Unit is acknowledged. The NILS is funded by the Health and Social Care Research and Development Division of the Public Health Agency (HSC R&D Division) and NISRA. The NILS-RSU is funded by the ESRC and the Northern Ireland Government. The authors alone are responsible for the interpretation of the data and any views or opinions presented are solely those of the author and do not necessarily represent those of NISRA/NILS.



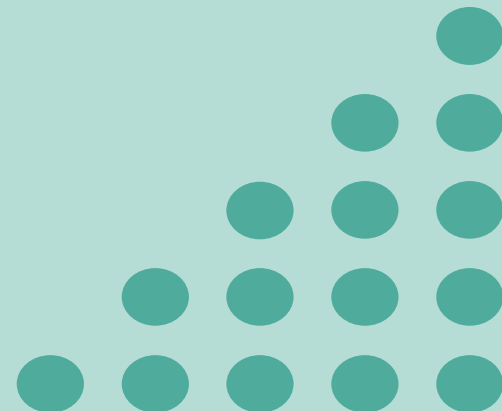
Thank You!

Full report available at:

<https://www.nisra.gov.uk/support/research-support/nisra-led-research>

For further information:

Dr Jos Ijpelaar jos.ijpelaar@nisra.gov.uk



ADR UK Researcher Network Symposium: World of Work (7 March 2023)

Getting into and staying in employment: Limiting long-term illness

Dr Jos Ijpelaar

NISRA, Administrative Research Unit

