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PERSONS WITH A DISABILITY: LABOR FORCE CHARACTERISTICS — 2019

In 2019, 19.3 percent of persons with a disability were employed, the U.S. Bureau of Labor Statistics reported today. In contrast, the employment-population ratio for persons without a disability was 66.3 percent. The unemployment rates for both persons with and without a disability declined from the previous year to 7.3 percent and 3.5 percent, respectively.

The data on persons with a disability are collected as part of the Current Population Survey (CPS), a monthly sample survey of about 60,000 households that provides statistics on employment and unemployment in the United States. The collection of data on persons with a disability is sponsored by the Department of Labor's Office of Disability Employment Policy. For more information, see the Technical Note in this news release.

Highlights from the 2019 data:

- Half of all persons with a disability were age 65 and over, about three times larger than the share of those with no disability. (See table 1.)
- Across all age groups, the employment-population ratios were much lower for persons with a disability than for those with no disability. (See table 1.)
- Across all educational attainment groups, unemployment rates for persons with a disability were higher than those for persons without a disability. (See table 1.)
- In 2019, 32 percent of workers with a disability were employed part time, compared with 17 percent for those with no disability. (See table 2.)
- Employed persons with a disability were more likely to be self-employed than those with no disability. (See table 4.)

Demographic characteristics

Persons with a disability tend to be older than persons with no disability, reflecting the increased incidence of disability with age. In 2019, half of persons with a disability were age 65 and over, compared with 16 percent of those with no disability. Overall, women were somewhat more likely to have a disability than men, partly reflecting the greater life expectancy of women. In 2019, the

prevalence of disability continued to be higher for Blacks and Whites than for Hispanics and Asians. (See table 1.)

Employment

In 2019, the employment-population ratio for persons with a disability was 19.3 percent, little changed from 19.1 percent in 2018. The ratio for persons without a disability, at 66.3 percent, increased by 0.4 percentage point over the year. The lower ratio among persons with a disability reflects, in part, the older age profile of persons with a disability; older workers are less likely to be employed regardless of disability status. However, across all age groups, persons with a disability were much less likely to be employed than those with no disability. (See tables A and 1.)

In 2019, the employment-population ratio for persons with a disability between ages 16 to 64 edged up to 30.9 percent, while the ratio for persons without a disability in the same age group increased to 74.6 percent. The employment-population ratio for persons with a disability age 65 and over, at 7.6 percent, was little changed from the prior year; the ratio for persons without a disability in the same age group, at 24.4 percent, increased in 2019. (See table A and table 1.)

Persons with a disability are less likely to have completed a bachelor's degree or higher than those with no disability. Among both groups, those who had attained higher levels of education were more likely to be employed than those who had attained less education. Across all levels of education in 2019, persons with a disability were much less likely to be employed than were their counterparts with no disability. (Educational attainment data are presented for those age 25 and over.) (See table 1.)

Workers with a disability were more likely to be employed part time than those with no disability. Among workers with a disability, 32 percent usually worked part time in 2019, compared with 17 percent of those without a disability. The proportion of workers with a disability who worked part time for economic reasons was slightly higher than their counterparts without a disability (4 percent, compared with 3 percent). These individuals were working part time because their hours had been reduced or they were not able to find a full-time job. (See table 2.)

In 2019, workers with a disability were more concentrated in service occupations than those with no disability (20.7 percent, compared with 17.0 percent). Workers with a disability were also more likely than those with no disability to work in production, transportation, and material moving occupations (14.5 percent, compared with 11.7 percent). Persons with a disability were less likely to work in management, professional, and related occupations than those without a disability (34.1 percent, compared with 41.0 percent). (See table 3.)

At 13.3 percent, the proportion of workers employed in government in 2019 was the same for those with and without a disability. A larger share of workers with a disability were self-employed in 2019 than were those with no disability (10.0 percent versus 5.9 percent). In contrast, a smaller share of workers with a disability were employed as private wage and salary workers (76.6 percent), than were those without a disability (80.7 percent). (See table 4.)

Unemployment

The unemployment rate for persons with a disability, at 7.3 percent in 2019, declined by 0.7 percentage point from the previous year. Their jobless rate continued to be about twice as high as the rate for those without a disability. (Unemployed persons are those who did not have a job, were available for work,

and were actively looking for a job in the 4 weeks preceding the survey.) The unemployment rate for persons without a disability declined by 0.2 percentage point to 3.5 percent in 2019. (See tables A and 1.)

In 2019, the unemployment rate for men with a disability (7.4 percent) was about the same as the rate for women with a disability (7.3 percent). The rate for men with a disability was little changed from the previous year, whereas the rate for women with a disability declined from 2018 to 2019.

Among persons with a disability, Blacks had a higher unemployment rate in 2019 (11.8 percent) than Hispanics (8.6 percent), Asians (6.7 percent), and Whites (6.6 percent). The jobless rate for Whites with a disability declined over the year, while the rates for Blacks, Hispanics, and Asians showed little change. (See table 1.)

Not in the labor force

Persons who are neither employed nor unemployed are considered not in the labor force. A large proportion of persons with a disability—about 8 in 10—were not in the labor force in 2019, compared with about 3 in 10 of those with no disability. In part, this reflects the older age profile of persons with a disability; persons age 65 and over are much less likely to participate in the labor force than younger age groups. Across all age groups, however, persons with a disability were more likely to be out of the labor force than those with no disability. (See table 1.)

For persons with and without a disability, the vast majority of those not in the labor force reported that they do not want a job. In 2019, 3 percent of those with a disability and 6 percent of those without a disability wanted a job. Among those who do want a job, a subset is classified as marginally attached to the labor force. These individuals wanted and were available to work, and had looked for a job sometime in the prior 12 months. They were not counted as unemployed because they had not searched for work in the 4 weeks preceding the survey. (Persons marginally attached to the labor force include discouraged workers.) About 1 percent of persons with a disability and 2 percent of persons without a disability were marginally attached to the labor force in 2019. (See table 5.)

Table A. Employment status of the civilian noninstitutional population by disability status and age, 2018 and 2019 annual averages
 [Numbers in thousands]

Characteristic	2018			2019		
	Total, 16 years and over	16 to 64 years	65 years and over	Total, 16 years and over	16 to 64 years	65 years and over
PERSONS WITH A DISABILITY						
Civilian noninstitutional population.....	30,136	15,325	14,810	30,392	15,231	15,161
Civilian labor force.....	6,266	5,111	1,155	6,321	5,117	1,204
Participation rate.....	20.8	33.3	7.8	20.8	33.6	7.9
Employed.....	5,767	4,666	1,101	5,858	4,706	1,152
Employment-population ratio.....	19.1	30.4	7.4	19.3	30.9	7.6
Unemployed.....	499	445	54	463	411	52
Unemployment rate.....	8.0	8.7	4.7	7.3	8.0	4.3
Not in labor force.....	23,870	10,215	13,655	24,070	10,113	13,957
PERSONS WITH NO DISABILITY						
Civilian noninstitutional population.....	227,655	191,182	36,472	228,783	191,039	37,744
Civilian labor force.....	155,809	146,932	8,877	157,218	147,758	9,460
Participation rate.....	68.4	76.9	24.3	68.7	77.3	25.1
Employed.....	149,994	141,390	8,604	151,680	142,485	9,195
Employment-population ratio.....	65.9	74.0	23.6	66.3	74.6	24.4
Unemployed.....	5,815	5,542	273	5,537	5,273	265
Unemployment rate.....	3.7	3.8	3.1	3.5	3.6	2.8
Not in labor force.....	71,846	44,250	27,595	71,566	43,282	28,284

NOTE: Updated population controls are introduced annually with the release of January data.

Technical Note

The estimates in this release are based on annual average data obtained from the Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 eligible households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over.

Questions were added to the CPS in June 2008 to identify persons with a disability in the civilian noninstitutional population age 16 and older. The addition of these questions allowed the BLS to begin releasing monthly labor force data from the CPS for persons with a disability. The collection of these data is sponsored by the Department of Labor's Office of Disability Employment Policy.

Information in this release will be made available to sensory-impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS and estimating standard errors is available at www.bls.gov/cps/documentation.htm#reliability.

CPS estimates are controlled to population totals that are available by age, sex, race, and Hispanic ethnicity. These controls are developed by the Census Bureau and are based on complete population counts obtained in the decennial census. In the years between decennial censuses, they incorporate the latest information about population change (births, deaths, and net international migration). As part of its annual update of population estimates, the Census Bureau introduces adjustments to the total population controls. The updated controls typically have a negligible impact on unemployment rates and other ratios. The estimates of the population of persons with a disability are not controlled to independent population totals of persons with a disability because such data are not available. Without independent population totals, sample-based estimates are more apt to vary from one time period to the next. Information about population controls is available at www.bls.gov/cps/documentation.htm#pop.

Disability questions and concepts

The CPS uses a set of six questions to identify persons with disabilities. In the CPS, persons are classified as having a disability if there is a response of "yes" to any of these questions. The disability questions appear in the CPS in the following format:

This month we want to learn about people who have physical, mental, or emotional conditions that cause serious difficulty with their daily activities. Please answer for household members who are 15 years and older.

- Is anyone deaf or does anyone have serious difficulty hearing?
- Is anyone blind or does anyone have serious difficulty seeing even when wearing glasses?
- Because of a physical, mental, or emotional condition, does anyone have serious difficulty concentrating, remembering, or making decisions?
- Does anyone have serious difficulty walking or climbing stairs?
- Does anyone have difficulty dressing or bathing?

- 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 CPS questions for identifying individuals with disabilities are only asked of household members who are age 15 and older. Each of the questions ask the respondent whether anyone in the household has the condition described, and if the respondent replies "yes," they are then asked to identify everyone in the household who has the condition. Labor force measures from the CPS are tabulated for persons age 16 and older. More information on the disability questions and the limitations of the CPS disability data is available on the BLS website at www.bls.gov/cps/cpsdisability_faq.htm.

Other definitions

Other definitions used in this release are described briefly below. Additional information on the concepts and methodology of the CPS is available at www.bls.gov/cps/documentation.htm.

Employed. Employed persons are all those who, during the survey reference week, (a) did any work at all as paid employees; (b) worked in their own business, profession, or on their own farm; or (c) worked 15 hours or more as unpaid workers in a family member's business. Persons who were temporarily absent from their jobs because of illness, bad weather, vacation, labor dispute, or another reason also are counted as employed.

Unemployed. Unemployed persons are those who had no employment during the reference week, were available for work at that time, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Civilian labor force. The civilian labor force comprises all persons classified as employed or unemployed.

Unemployment rate. The unemployment rate represents the number of unemployed persons as a percent of the civilian labor force.

Not in the labor force. Persons not in the labor force include all those who are not classified as employed or unemployed. Information is collected on their desire for and availability to take a job at the time of the CPS interview, job search activity in the prior year, and reason for not looking in the 4-week period

ending with the reference week. This group includes individuals *marginally attached to the labor force*, defined as persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months). They are not counted as unemployed because they had not actively searched for work in the prior 4 weeks. Within the marginally attached group are *discouraged workers*—persons who are not currently looking for work because they believe there are no jobs available or there are none for which they would qualify. The *other persons marginally attached to the labor force* group includes persons who want a job but had not looked for work in the past 4 weeks for reasons such as family responsibilities or transportation problems.

Part time for economic reasons. Persons classified as at work part time for economic reasons, a measure sometimes referred to as involuntary part time, are those who gave an economic reason for working 1 to 34 hours during the reference week. Economic reasons include slack work or unfavorable business conditions, inability to find full-time work, and seasonal declines in demand. Those who usually work part time must also indicate that they want and are available for full-time work to be classified as part time for economic reasons.

Occupation, industry, and class of worker. The occupation, industry, and class of worker classifications for the employed relate to the job held in the survey reference week. Persons with two or more jobs are classified in the job at which they worked the greatest number of hours. Persons are classified using the 2010 Census occupational and 2012 Census industry classification systems. The class-of-worker breakdown assigns workers to the following categories: private and government wage and salary workers, self-employed workers, and unpaid family workers. Wage and salary workers receive wages, salary, commissions, tips, or pay in kind from a private employer or from a government unit. Self-employed persons are those who work for profit or fees in their own business, profession, trade, or farm. Only the unincorporated self-employed are included in the self-employed category. Self-employed persons who respond that their businesses are incorporated are included among wage and salary workers. Unpaid family workers are persons working without pay for 15 hours a week or more on a farm or in a business operated by a family member in their household.

Table 1. Employment status of the civilian noninstitutional population by disability status and selected characteristics, 2019 annual averages
 [Numbers in thousands]

Characteristic	Civilian noninstitutional population	Civilian labor force						Not in labor force
		Total	Participation rate	Employed		Unemployed		
				Total	Percent of population	Total	Rate	
TOTAL								
Total, 16 years and over.....	259,175	163,539	63.1	157,538	60.8	6,001	3.7	95,636
Men.....	125,353	86,687	69.2	83,460	66.6	3,227	3.7	38,667
Women.....	133,822	76,852	57.4	74,078	55.4	2,774	3.6	56,970
PERSONS WITH A DISABILITY								
Total, 16 years and over.....	30,392	6,321	20.8	5,858	19.3	463	7.3	24,070
Men.....	14,184	3,442	24.3	3,189	22.5	254	7.4	10,741
Women.....	16,208	2,879	17.8	2,669	16.5	210	7.3	13,329
Age								
16 to 64 years.....	15,231	5,117	33.6	4,706	30.9	411	8.0	10,113
16 to 19 years.....	667	157	23.5	123	18.4	34	21.7	510
20 to 24 years.....	909	412	45.4	365	40.2	47	11.4	497
25 to 34 years.....	1,992	973	48.8	866	43.5	107	11.0	1,019
35 to 44 years.....	2,168	899	41.5	836	38.5	63	7.0	1,269
45 to 54 years.....	3,393	1,154	34.0	1,069	31.5	86	7.4	2,238
55 to 64 years.....	6,103	1,522	24.9	1,448	23.7	74	4.9	4,580
65 years and over.....	15,161	1,204	7.9	1,152	7.6	52	4.3	13,957
Race and Hispanic or Latino ethnicity								
White.....	24,189	5,092	21.0	4,755	19.7	337	6.6	19,097
Black or African American.....	4,192	742	17.7	654	15.6	88	11.8	3,450
Asian.....	873	177	20.3	165	18.9	12	6.7	696
Hispanic or Latino ethnicity.....	3,481	781	22.4	714	20.5	67	8.6	2,699
Educational attainment								
Total, 25 years and over.....	28,816	5,752	20.0	5,370	18.6	382	6.6	23,064
Less than a high school diploma.....	5,090	510	10.0	462	9.1	48	9.3	4,580
High school graduates, no college ¹	10,262	1,718	16.7	1,594	15.5	124	7.2	8,544
Some college or associate degree.....	7,900	1,879	23.8	1,743	22.1	135	7.2	6,022
Bachelor's degree and higher ²	5,563	1,645	29.6	1,570	28.2	75	4.5	3,918
PERSONS WITH NO DISABILITY								
Total, 16 years and over.....	228,783	157,218	68.7	151,680	66.3	5,537	3.5	71,566
Men.....	111,170	83,244	74.9	80,272	72.2	2,973	3.6	27,925
Women.....	117,614	73,973	62.9	71,409	60.7	2,564	3.5	43,641
Age								
16 to 64 years.....	191,039	147,758	77.3	142,485	74.6	5,273	3.6	43,282
16 to 19 years.....	16,026	5,739	35.8	5,027	31.4	712	12.4	10,286
20 to 24 years.....	20,147	14,784	73.4	13,807	68.5	977	6.6	5,363
25 to 34 years.....	42,885	36,218	84.5	34,942	81.5	1,277	3.5	6,667
35 to 44 years.....	38,792	33,159	85.5	32,292	83.2	867	2.6	5,634
45 to 54 years.....	37,052	31,777	85.8	30,973	83.6	804	2.5	5,275
55 to 64 years.....	36,138	26,081	72.2	25,445	70.4	636	2.4	10,057
65 years and over.....	37,744	9,460	25.1	9,195	24.4	265	2.8	28,284
Race and Hispanic or Latino ethnicity								
White.....	176,638	121,508	68.8	117,686	66.6	3,822	3.1	55,130
Black or African American.....	28,844	19,891	69.0	18,727	64.9	1,164	5.9	8,954
Asian.....	15,478	10,283	66.4	10,014	64.7	269	2.6	5,195
Hispanic or Latino ethnicity.....	40,026	28,272	70.6	27,091	67.7	1,181	4.2	11,754
Educational attainment								
Total, 25 years and over.....	192,611	136,695	71.0	132,846	69.0	3,848	2.8	55,917
Less than a high school diploma.....	16,536	9,465	57.2	8,979	54.3	487	5.1	7,071
High school graduates, no college ¹	52,198	34,444	66.0	33,244	63.7	1,200	3.5	17,754
Some college or associate degree.....	49,613	35,541	71.6	34,539	69.6	1,002	2.8	14,071
Bachelor's degree and higher ²	74,265	57,244	77.1	56,085	75.5	1,159	2.0	17,021

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Table 2. Employed full- and part-time workers by disability status and age, 2019 annual averages
 [Numbers in thousands]

Disability status and age	Employed			At work part time for economic reasons ¹
	Total	Usually work full time	Usually work part time	
TOTAL				
16 years and over.....	157,538	130,597	26,941	4,407
16 to 64 years.....	147,191	124,175	23,016	4,187
65 years and over.....	10,347	6,422	3,925	219
Persons with a disability				
16 years and over.....	5,858	3,985	1,873	248
16 to 64 years.....	4,706	3,401	1,305	220
65 years and over.....	1,152	584	568	28
Persons with no disability				
16 years and over.....	151,680	126,612	25,068	4,159
16 to 64 years.....	142,485	120,774	21,711	3,967
65 years and over.....	9,195	5,838	3,357	191

¹ Refers to persons who, whether they usually work full or part time, worked 1 to 34 hours during the reference week for an economic reason such as slack work or unfavorable business conditions, inability to find full-time work, or seasonal declines in demand. Persons who usually work part time for an economic reason, but worked 35 hours or more during the reference week are excluded. Also excludes employed persons who were absent from their jobs for the entire reference week.

NOTE: Full time refers to persons who usually work 35 hours or more per week; part time refers to persons who usually work less than 35 hours per week.

Table 3. Employed persons by disability status, occupation, and sex, 2019 annual averages
 [Percent distribution]

Occupation	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	5,858	3,189	2,669	151,680	80,272	71,409
Occupation as a percent of total employed						
Total employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations.....	34.1	32.4	36.1	41.0	37.3	45.2
Management, business, and financial operations occupations.....	15.6	17.6	13.2	17.2	18.1	16.2
Management occupations.....	11.4	13.9	8.4	12.1	13.6	10.3
Business and financial operations occupations.....	4.2	3.7	4.8	5.1	4.4	5.9
Professional and related occupations.....	18.5	14.8	22.9	23.8	19.2	29.1
Computer and mathematical occupations.....	2.2	3.0	1.2	3.4	4.8	1.9
Architecture and engineering occupations.....	1.2	1.8	0.6	2.1	3.4	0.7
Life, physical, and social science occupations.....	0.8	0.7	0.8	0.9	0.9	1.0
Community and social service occupations.....	1.9	1.2	2.7	1.7	1.1	2.5
Legal occupations.....	1.1	1.4	0.8	1.2	1.1	1.4
Education, training, and library occupations.....	4.8	2.8	7.3	6.0	3.0	9.5
Arts, design, entertainment, sports, and media occupations.....	2.1	2.0	2.3	2.1	2.0	2.2
Healthcare practitioners and technical occupations.....	4.3	1.9	7.2	6.2	2.9	10.0
Service occupations.....	20.7	16.5	25.8	17.0	13.6	20.8
Healthcare support occupations.....	2.5	0.6	4.8	2.4	0.6	4.4
Protective service occupations.....	2.2	3.1	1.1	2.0	2.9	0.9
Food preparation and serving related occupations.....	5.7	4.8	6.8	5.3	4.6	6.1
Building and grounds cleaning and maintenance occupations.....	5.6	6.0	5.1	3.6	3.9	3.2
Personal care and service occupations.....	4.7	2.0	8.0	3.8	1.6	6.1
Sales and office occupations.....	22.3	17.0	28.6	21.1	15.7	27.3
Sales and related occupations.....	9.7	8.8	10.8	9.9	9.6	10.2
Office and administrative support occupations.....	12.6	8.2	17.8	11.2	6.1	17.0
Natural resources, construction, and maintenance occupations.....	8.4	14.5	1.0	9.1	16.3	1.0
Farming, fishing, and forestry occupations.....	0.7	1.0	0.3	0.7	1.0	0.4
Construction and extraction occupations.....	4.4	7.8	0.3	5.3	9.7	0.4
Installation, maintenance, and repair occupations.....	3.3	5.7	0.4	3.1	5.6	0.3
Production, transportation, and material moving occupations.....	14.5	19.5	8.5	11.7	17.1	5.7
Production occupations.....	6.4	7.8	4.7	5.4	7.3	3.3
Transportation and material moving occupations.....	8.1	11.8	3.8	6.3	9.8	2.4

Table 4. Employed persons by disability status, industry, class of worker, and sex, 2019 annual averages
 [Percent distribution]

Industry and class of worker	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	5,858	3,189	2,669	151,680	80,272	71,409
Industry as a percent of total employed						
Total employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture and related industries.....	2.5	3.6	1.2	1.5	2.1	0.8
Nonagricultural industries.....	97.5	96.4	98.8	98.5	97.9	99.2
Mining, quarrying, and oil and gas extraction.....	0.4	0.6	0.1	0.5	0.8	0.2
Construction.....	6.4	10.8	1.2	7.2	12.3	1.6
Manufacturing.....	9.3	12.2	5.8	10.0	13.4	6.3
Wholesale trade.....	1.8	2.6	0.9	2.3	3.0	1.4
Retail trade.....	12.7	12.7	12.7	10.2	10.1	10.3
Transportation and utilities.....	5.6	7.5	3.3	5.7	8.2	2.9
Information.....	1.5	1.6	1.3	1.8	2.0	1.5
Financial activities.....	5.4	5.3	5.5	6.9	6.1	7.7
Professional and business services.....	11.9	13.1	10.6	12.5	13.8	11.0
Education and health services.....	21.9	11.4	34.4	22.8	10.8	36.3
Leisure and hospitality.....	9.8	8.3	11.5	9.3	8.6	10.1
Other services.....	6.0	5.4	6.7	4.8	4.2	5.5
Public administration.....	5.0	5.0	4.9	4.6	4.7	4.4
Class of worker as a percent of total employed						
Total employed ¹	100.0	100.0	100.0	100.0	100.0	100.0
Wage and salary workers ²	89.9	88.2	91.9	94.0	93.2	95.0
Private industries.....	76.6	76.9	76.2	80.7	82.5	78.7
Government.....	13.3	11.3	15.7	13.3	10.7	16.3
Federal.....	2.9	3.1	2.7	2.4	2.5	2.3
State.....	4.6	3.6	5.9	4.4	3.2	5.7
Local.....	5.8	4.6	7.2	6.6	4.9	8.4
Self-employed workers, unincorporated.....	10.0	11.7	8.0	5.9	6.8	4.9

¹ Includes a small number of unpaid family workers, not shown separately.

² Includes self-employed workers whose businesses are incorporated.

Table 5. Persons not in the labor force by disability status, age, and sex, 2019 annual averages
 [Numbers in thousands]

Category	Total, 16 years and over	16 to 64 years			Total, 65 years and over
		Total	Men	Women	
PERSONS WITH A DISABILITY					
Total not in the labor force.....	24,070	10,113	4,788	5,325	13,957
Persons who currently want a job.....	650	430	219	212	220
Marginally attached to the labor force ¹	155	122	66	57	33
Discouraged workers ²	33	22	12	10	11
Other persons marginally attached to the labor force ³	122	100	53	47	21
PERSONS WITH NO DISABILITY					
Total not in the labor force.....	71,566	43,282	16,007	27,274	28,284
Persons who currently want a job.....	4,393	3,815	1,818	1,997	578
Marginally attached to the labor force ¹	1,248	1,134	609	525	114
Discouraged workers ²	348	315	206	109	34
Other persons marginally attached to the labor force ³	900	820	404	416	80

¹ Data refer to persons who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.

² Includes those who did not actively look for work in the prior 4 weeks for reasons such as thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

³ Includes those who did not actively look for work in the prior 4 weeks for such reasons as school or family responsibilities, ill health, and transportation problems, as well as a number for whom reason for nonparticipation was not determined.