

An Uneven Playing Field:

The Lack of Equal Pay for People
with Disabilities

Michelle Yin

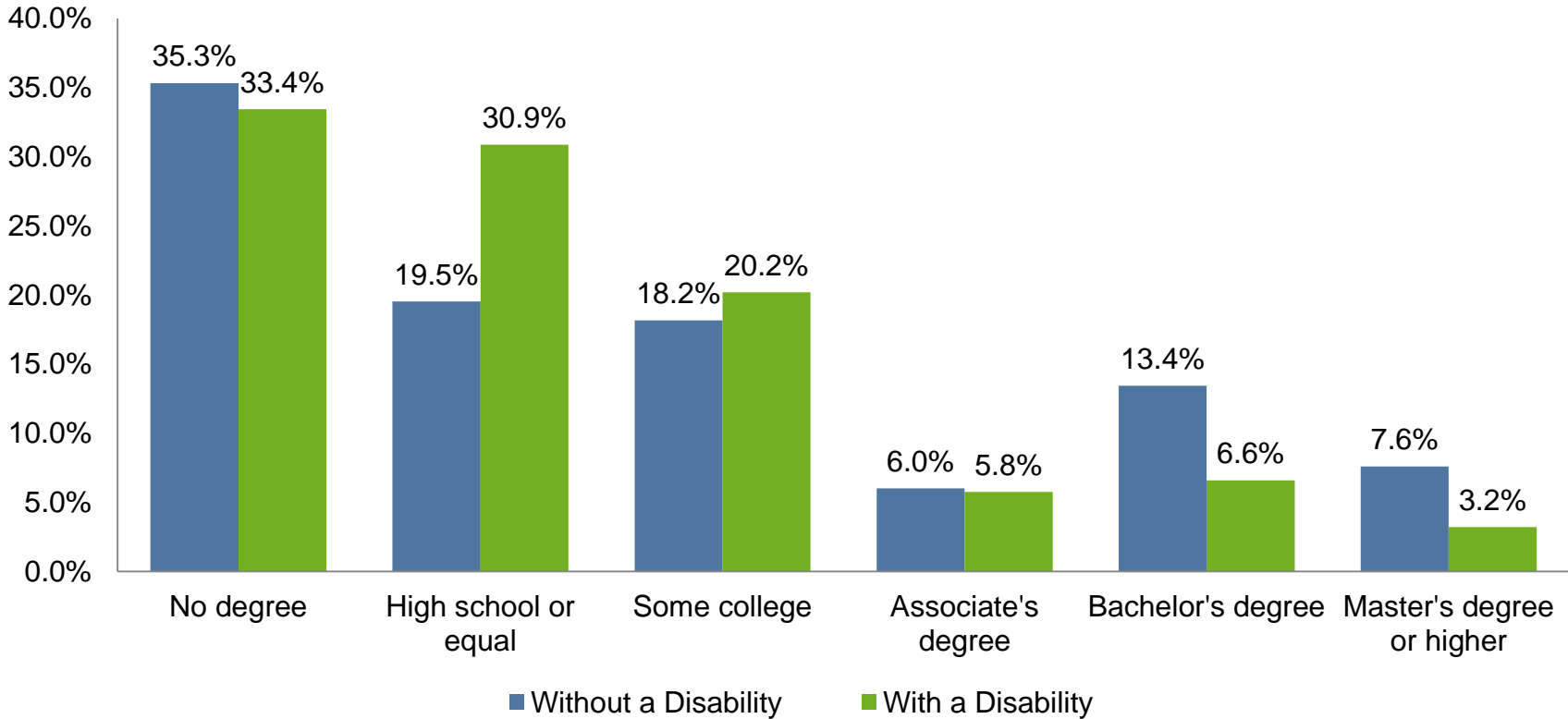
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People with disabilities have lower rates of employment

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%
Armed Forces, with a job but not at work	0.0%	0.0%
Not in universe, missing	24.3%	9.7%
Not in labor force	18.2%	57.3%

People with disabilities have lower educational attainment

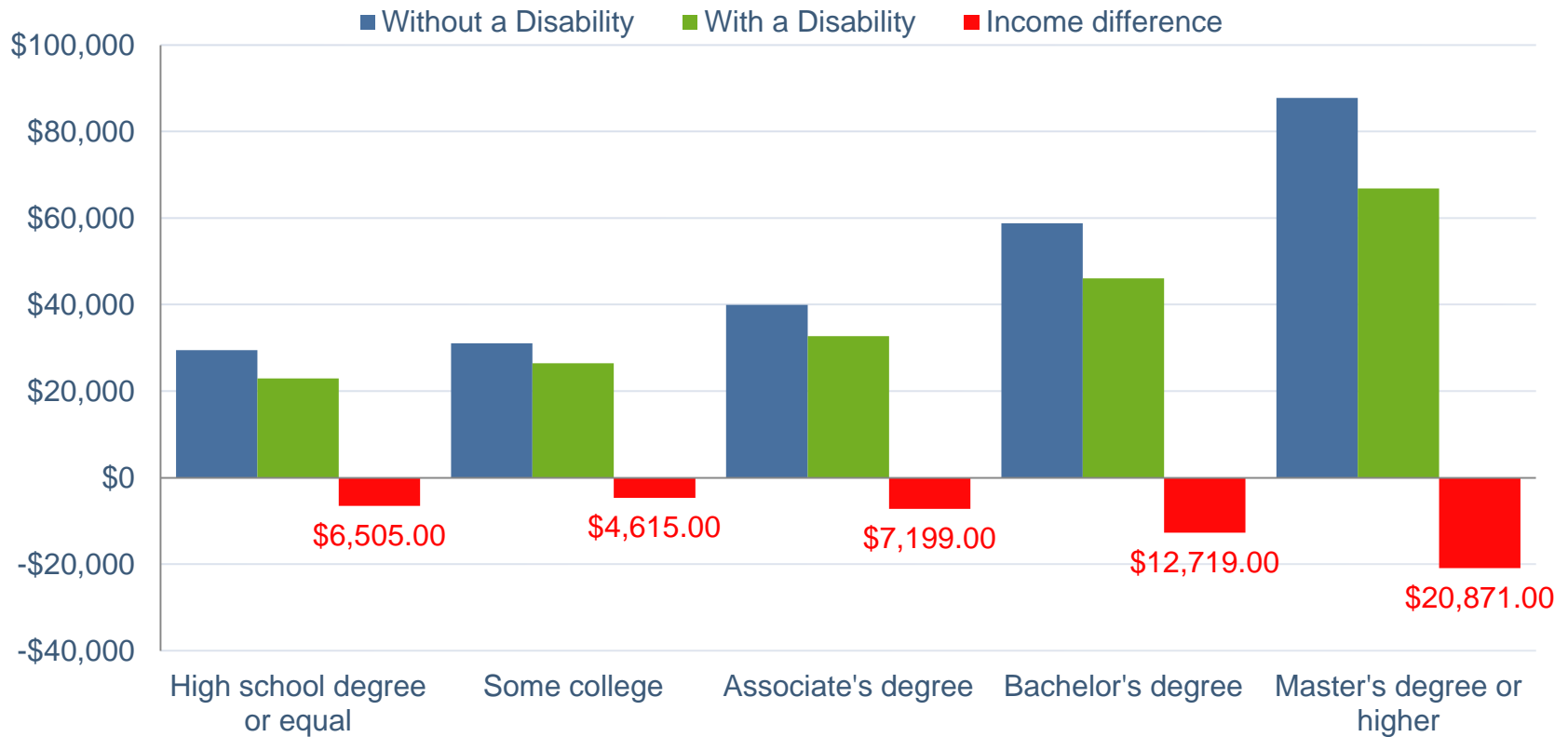


Our research question

- 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?



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