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PERSONS WITH A DISABILITY: LABOR FORCE CHARACTERISTICS — 2023

In 2023, 22.5 percent of people with a disability were employed—the highest recorded ratio since comparable data were first collected in 2008. This rate increased by 1.2 percentage points from the prior year, the U.S. Bureau of Labor Statistics reported today. Similarly, the employment-population ratio for those without a disability, at 65.8 percent, increased by 0.4 percentage point in 2023. The unemployment rate for people with a disability (7.2 percent) was little changed in 2023, while the rate for those without a disability was unchanged over the year at 3.5 percent.

The data on people 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 people 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 2023 data:

- Half of all people with a disability were age 65 and over, nearly three times larger than the share for those with no disability. (See table 1.)
- For all age groups, the employment-population ratio was much lower for people with a disability than for those with no disability. (See table 1.)
- Unemployment rates were much higher for people with a disability than for those with no disability across all educational attainment groups. (See table 1.)
- Workers with a disability were nearly twice as likely to work part time as workers with no disability. (See table 2.)
- Workers with a disability were more likely to be self-employed than those with no disability. (See table 4.)

Demographic characteristics

People with a disability accounted for about 13 percent of the population in 2023. Those with a disability tend to be older than people with no disability, reflecting the increased incidence of disability with age. In 2023, 50 percent of people with a disability were age 65 and over, compared with 18 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. Among the major race and ethnicity groups, Blacks and Whites continued to have a higher prevalence of disability than Hispanics and Asians. (See table 1.)

Employment

In 2023, the employment-population ratio for people with a disability increased by 1.2 percentage points to 22.5 percent. The employment-population ratio for people with a disability in 2023 was the highest recorded ratio since comparable data were first collected in 2008. The ratio for those with no disability increased by 0.4 percentage point to 65.8 percent in 2023. The lower ratio among people with a disability reflects, in part, the older age profile of people with a disability; older workers are less likely to be employed regardless of disability status. However, across all age groups, people with a disability were much less likely to be employed than those with no disability. (See tables A and 1.)

In 2023, the employment-population ratio for people with a disability ages 16 to 64 rose by 2.3 percentage points to 37.1 percent, while the ratio for people without a disability in the same age range increased by 0.6 percentage point to 75.0 percent. Among people age 65 and over, the employment-population ratio for those with a disability was little different from the prior year (7.9 percent) and the ratio for those with no disability was unchanged (at 23.0 percent). (See table A.)

People with a disability were 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 were those with less education. In 2023, across all levels of education, people with a disability were much less likely to be employed than 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 were those with no disability. About 29 percent of those with a disability usually worked part time compared with about 16 percent of workers without a disability. About 3 percent of workers with a disability worked part time for economic reasons. These individuals were working part time because their hours had been cut back or because they were not able to find a full-time job. (See table 2.)

In 2023, people with a disability were more likely to work in service occupations than were those with no disability (19.4 percent compared with 16.1 percent). Workers with a disability were more likely than those with no disability to work in production, transportation, and material moving occupations (14.5 percent compared with 12.3 percent). People with a disability were also more likely to work in sales and office occupations than were their counterparts with no

disability (20.4 percent and 18.7 percent, respectively). People with a disability were much less likely to work in management, professional, and related occupations than were those without a disability (37.4 percent compared with 43.9 percent). (See table 3.)

A larger share of people with a disability were self-employed than were those with no disability in 2023 (8.4 percent versus 5.9 percent). Those with a disability were slightly more likely to be employed by the federal government than were their counterparts with no disability (3.2 percent and 2.5 percent, respectively), while the proportions of people employed by state and local governments were about the same regardless of disability status. In contrast, people with a disability (77.5 percent) were less likely to be employed as private wage and salary workers than were those with no disability (80.6 percent). (See table 4.)

Unemployment

The unemployment rate for people with a disability was 7.2 percent in 2023, about twice that of those with no disability (3.5 percent). (Unemployed people 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 people with a disability was little changed in 2023, while the rate for people without a disability was unchanged from the prior year. (See tables A and 1.)

In 2023, the unemployment rates were the same for men and women with a disability—7.2 percent. These rates were little different from a year earlier. Among people with a disability, the jobless rate for Blacks decreased by 2.1 percentage points to 10.2 percent in 2023, while the rates for Whites (6.7 percent), Asians (7.0 percent), and Hispanics (9.2 percent) were little changed over the year. (See table 1.)

Not in the labor force

People who are neither employed nor unemployed are considered not in the labor force. A large proportion of people with a disability—about three-fourths—were not in the labor force in 2023, compared with nearly one-third of those with no disability. In part, this too reflects the older age profile of people with a disability; people age 65 and over are much less likely to participate in the labor force than younger age groups. Across all age groups, however, people with a disability were more likely to be out of the labor force than those with no disability. (See table 1.)

For both people with and without a disability, the vast majority of those who were not in the labor force did not want a job. In 2023, 3 percent of those with a disability wanted a job, lower than the 6 percent of those without a disability. Among those who wanted 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. (People marginally attached to the labor force include discouraged workers.) About 1 percent of people with a disability were marginally attached to the labor force in 2023. (See table 5.)

Table A. Employment status of the civilian noninstitutional population by disability status and age, 2022 and 2023 annual averages
 [Numbers in thousands]

Characteristic	2022			2023		
	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.....	32,596	16,441	16,155	33,501	16,685	16,816
Civilian labor force.....	7,528	6,222	1,306	8,112	6,715	1,397
Participation rate.....	23.1	37.8	8.1	24.2	40.2	8.3
Employed.....	6,956	5,714	1,242	7,528	6,196	1,331
Employment-population ratio.....	21.3	34.8	7.7	22.5	37.1	7.9
Unemployed.....	572	508	64	585	519	66
Unemployment rate.....	7.6	8.2	4.9	7.2	7.7	4.7
Not in labor force.....	25,068	10,219	14,849	25,389	9,970	15,419
PERSONS WITH NO DISABILITY						
Civilian noninstitutional population.....	231,378	190,823	40,555	233,441	191,998	41,443
Civilian labor force.....	156,759	147,168	9,591	159,004	149,206	9,798
Participation rate.....	67.8	77.1	23.7	68.1	77.7	23.6
Employed.....	151,335	142,003	9,332	153,509	143,961	9,548
Employment-population ratio.....	65.4	74.4	23.0	65.8	75.0	23.0
Unemployed.....	5,424	5,165	259	5,495	5,245	250
Unemployment rate.....	3.5	3.5	2.7	3.5	3.5	2.6
Not in labor force.....	74,618	43,655	30,964	74,437	42,792	31,645

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

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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 people with a disability are not controlled to independent population totals of people 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 people with disabilities. In the CPS, people 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 over.

- 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 over. 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 people age 16 and over. 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 people 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. People 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 people 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. People 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 people classified as employed or unemployed.

Unemployment rate. The unemployment rate is the number unemployed as a percent of the labor force.

Not in the labor force. People 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 people 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*—people 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 people 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. People 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. People with two or more jobs are classified in the job at which they worked the greatest number of hours. People are classified using the 2018 Census occupational and 2017 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 people 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 people who respond that their businesses are incorporated are included among wage and salary workers. Unpaid family workers are people 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, 2023 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.....	266,942	167,116	62.6	161,037	60.3	6,080	3.6	99,826
Men.....	130,476	88,877	68.1	85,500	65.5	3,377	3.8	41,599
Women.....	136,466	78,239	57.3	75,537	55.4	2,702	3.5	58,227
PERSONS WITH A DISABILITY								
Total, 16 years and over.....	33,501	8,112	24.2	7,528	22.5	585	7.2	25,389
Men.....	15,687	4,186	26.7	3,884	24.8	302	7.2	11,501
Women.....	17,814	3,926	22.0	3,644	20.5	282	7.2	13,888
Age								
16 to 64 years.....	16,685	6,715	40.2	6,196	37.1	519	7.7	9,970
16 to 19 years.....	876	237	27.0	194	22.2	43	18.0	639
20 to 24 years.....	1,240	643	51.8	567	45.7	76	11.8	597
25 to 34 years.....	2,591	1,477	57.0	1,341	51.8	135	9.2	1,115
35 to 44 years.....	2,600	1,247	48.0	1,157	44.5	90	7.2	1,353
45 to 54 years.....	3,344	1,357	40.6	1,269	37.9	89	6.5	1,987
55 to 64 years.....	6,032	1,754	29.1	1,668	27.6	86	4.9	4,278
65 years and over.....	16,816	1,397	8.3	1,331	7.9	66	4.7	15,419
Race and Hispanic or Latino ethnicity								
White.....	26,296	6,412	24.4	5,984	22.8	428	6.7	19,883
Black or African American.....	4,634	1,079	23.3	969	20.9	110	10.2	3,555
Asian.....	1,120	207	18.5	193	17.2	15	7.0	912
Hispanic or Latino ethnicity.....	4,138	1,106	26.7	1,004	24.3	101	9.2	3,032
Educational attainment								
Total, 25 years and over.....	31,384	7,232	23.0	6,766	21.6	466	6.4	24,152
Less than a high school diploma.....	4,583	550	12.0	485	10.6	65	11.8	4,033
High school graduates, no college ¹	10,903	2,007	18.4	1,864	17.1	143	7.1	8,896
Some college or associate degree.....	8,818	2,354	26.7	2,203	25.0	151	6.4	6,463
Bachelor's degree and higher ²	7,080	2,321	32.8	2,214	31.3	107	4.6	4,759
PERSONS WITH NO DISABILITY								
Total, 16 years and over.....	233,441	159,004	68.1	153,509	65.8	5,495	3.5	74,437
Men.....	114,789	84,691	73.8	81,616	71.1	3,075	3.6	30,098
Women.....	118,652	74,313	62.6	71,893	60.6	2,420	3.3	44,339
Age								
16 to 64 years.....	191,998	149,206	77.7	143,961	75.0	5,245	3.5	42,792
16 to 19 years.....	16,347	6,123	37.5	5,453	33.4	671	11.0	10,224
20 to 24 years.....	20,876	15,126	72.5	14,158	67.8	967	6.4	5,750
25 to 34 years.....	41,936	35,826	85.4	34,496	82.3	1,330	3.7	6,110
35 to 44 years.....	40,854	35,183	86.1	34,242	83.8	941	2.7	5,670
45 to 54 years.....	36,615	31,450	85.9	30,717	83.9	733	2.3	5,166
55 to 64 years.....	35,370	25,497	72.1	24,894	70.4	603	2.4	9,873
65 years and over.....	41,443	9,798	23.6	9,548	23.0	250	2.6	31,645
Race and Hispanic or Latino ethnicity								
White.....	178,219	120,915	67.8	117,181	65.8	3,734	3.1	57,305
Black or African American.....	30,033	20,807	69.3	19,706	65.6	1,102	5.3	9,225
Asian.....	16,472	11,232	68.2	10,903	66.2	329	2.9	5,240
Hispanic or Latino ethnicity.....	43,394	30,712	70.8	29,339	67.6	1,374	4.5	12,682
Educational attainment								
Total, 25 years and over.....	196,219	137,755	70.2	133,898	68.2	3,857	2.8	58,463
Less than a high school diploma.....	14,897	8,631	57.9	8,184	54.9	446	5.2	6,267
High school graduates, no college ¹	52,516	33,921	64.6	32,665	62.2	1,256	3.7	18,595
Some college or associate degree.....	48,108	33,448	69.5	32,511	67.6	938	2.8	14,660
Bachelor's degree and higher ²	80,697	61,755	76.5	60,538	75.0	1,217	2.0	18,942

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, 2023 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.....	161,037	134,056	26,981	4,069
16 to 64 years.....	150,157	127,282	22,876	3,873
65 years and over.....	10,879	6,774	4,105	196
Persons with a disability				
16 years and over.....	7,528	5,337	2,191	260
16 to 64 years.....	6,196	4,636	1,560	232
65 years and over.....	1,331	701	630	28
Persons with no disability				
16 years and over.....	153,509	128,719	24,790	3,810
16 to 64 years.....	143,961	122,646	21,315	3,641
65 years and over.....	9,548	6,073	3,475	168

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, 2023 annual averages
 [Percent distribution]

Occupation	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	7,528	3,884	3,644	153,509	81,616	71,893
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.....	37.4	34.0	41.0	43.9	39.9	48.6
Management, business, and financial operations occupations.....	16.4	17.2	15.5	19.1	19.5	18.6
Management occupations.....	11.6	12.8	10.3	13.0	14.3	11.7
Business and financial operations occupations.....	4.8	4.4	5.2	6.0	5.2	7.0
Professional and related occupations.....	21.0	16.8	25.4	24.9	20.4	29.9
Computer and mathematical occupations.....	3.2	4.2	2.1	4.1	5.6	2.3
Architecture and engineering occupations.....	1.7	2.7	0.6	2.3	3.6	0.8
Life, physical, and social science occupations.....	1.1	1.0	1.2	1.2	1.1	1.2
Community and social service occupations.....	2.2	1.6	2.7	1.8	1.0	2.7
Legal occupations.....	1.1	1.0	1.1	1.2	1.1	1.3
Education, training, and library occupations.....	5.4	2.5	8.4	5.9	3.0	9.1
Arts, design, entertainment, sports, and media occupations.....	2.2	1.9	2.4	2.2	2.1	2.2
Healthcare practitioners and technical occupations.....	4.3	2.0	6.8	6.4	2.9	10.3
Service occupations.....	19.4	16.2	22.8	16.1	13.0	19.7
Healthcare support occupations.....	3.8	1.2	6.6	3.2	0.9	5.7
Protective service occupations.....	2.2	2.8	1.5	1.9	2.8	1.0
Food preparation and serving related occupations.....	5.8	4.7	6.9	5.1	4.4	5.8
Building and grounds cleaning and maintenance occupations.....	4.7	6.0	3.3	3.4	3.6	3.1
Personal care and service occupations.....	2.9	1.5	4.5	2.6	1.2	4.2
Sales and office occupations.....	20.4	14.4	26.7	18.7	13.9	24.2
Sales and related occupations.....	8.8	8.2	9.4	8.9	8.6	9.2
Office and administrative support occupations.....	11.6	6.3	17.2	9.8	5.3	14.9
Natural resources, construction, and maintenance occupations.....	8.3	15.1	1.1	8.9	15.8	1.1
Farming, fishing, and forestry occupations.....	0.5	0.8	0.3	0.6	0.8	0.4
Construction and extraction occupations.....	4.4	8.1	0.4	5.3	9.5	0.5
Installation, maintenance, and repair occupations.....	3.4	6.2	0.4	3.0	5.4	0.3
Production, transportation, and material moving occupations.....	14.5	20.3	8.4	12.3	17.4	6.5
Production occupations.....	5.6	7.4	3.6	5.1	6.8	3.3
Transportation and material moving occupations.....	8.9	12.8	4.8	7.2	10.7	3.2

Table 4. Employed persons by disability status, industry, class of worker, and sex, 2023 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).....	7,528	3,884	3,644	153,509	81,616	71,893
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.....	1.9	2.7	1.1	1.4	1.8	0.9
Nonagricultural industries.....	98.1	97.3	98.9	98.6	98.2	99.1
Mining, quarrying, and oil and gas extraction.....	0.3	0.6	0.1	0.4	0.6	0.1
Construction.....	6.0	10.4	1.4	7.5	12.5	1.7
Manufacturing.....	9.1	12.3	5.6	9.7	12.9	6.1
Wholesale trade.....	1.7	2.2	1.3	2.0	2.6	1.4
Retail trade.....	13.0	12.7	13.3	10.1	10.0	10.3
Transportation and utilities.....	6.1	8.2	3.8	6.2	8.8	3.2
Information.....	1.6	1.8	1.3	1.9	2.2	1.5
Financial activities.....	5.5	5.2	5.8	6.9	6.3	7.5
Professional and business services.....	12.0	12.8	11.1	12.9	14.1	11.6
Education and health services.....	22.2	11.3	33.8	22.6	10.9	35.9
Leisure and hospitality.....	10.0	9.1	10.9	8.8	8.2	9.5
Other services.....	5.4	5.1	5.7	4.7	4.1	5.3
Public administration.....	5.2	5.7	4.7	4.9	5.0	4.9
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	91.5	89.8	93.4	94.0	93.3	94.9
Private industries.....	77.5	77.6	77.4	80.6	82.4	78.7
Government.....	14.0	12.2	16.1	13.4	10.9	16.2
Federal.....	3.2	3.6	2.8	2.5	2.6	2.4
State.....	4.7	3.8	5.8	4.6	3.4	6.0
Local.....	6.1	4.8	7.5	6.3	4.9	7.8
Self-employed workers, unincorporated.....	8.4	10.2	6.5	5.9	6.7	5.1

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, 2023 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.....	25,389	9,970	4,796	5,174	15,419
Persons who currently want a job.....	734	480	228	252	255
Marginally attached to the labor force ¹	184	136	61	75	48
Discouraged workers ²	31	22	12	10	9
Other persons marginally attached to the labor force ³	153	114	49	65	40
PERSONS WITH NO DISABILITY					
Total not in the labor force.....	74,437	42,792	16,518	26,274	31,645
Persons who currently want a job.....	4,596	4,038	1,925	2,113	558
Marginally attached to the labor force ¹	1,275	1,178	618	560	96
Discouraged workers ²	339	312	193	118	28
Other persons marginally attached to the labor force ³	935	867	425	442	68

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.