

# ***Momentum at Work:***

## **Disability and Career Mobility**

Insights from LinkedIn Data on Disability  
and Workforce Retention, Generational  
Change, and Career Mobility



# Executive Summary



## GLOBAL TRENDS

- » For professionals with disabilities, career advancement often comes from changing employers rather than moving up at the same company
- » Younger workers with disabilities are narrowing long-standing disability employment and retention gaps
- » Across advanced economies, disparities in disability employment vary widely by country



## KEY TAKEAWAYS

- ! Global disability employment trends reveal significant inefficiencies — costly, avoidable, and widespread patterns that result in professionals with disabilities pursuing advancement by changing firms
- ! Businesses can reduce turnover costs and workplace inefficiencies by investing in internal advancement pathways and accessible workplace technologies to retain employees with disabilities
- ! Disability inclusive legislative frameworks (e.g., Accessible Canada Act, Americans with Disabilities Act, Brazilian Law on the Inclusion of Persons with Disabilities) alone cannot reduce employment disparities and workforce inefficiencies, so companies may measure their own performance on disability and accessibility to improve talent and business outcomes

# Introduction

LinkedIn data from **seven countries** shows that, overall, employment trends for people with disabilities are similar to those for people without disabilities. In general, members with disabilities only trail a few percentage points behind those without disabilities in key metrics, such as retention with the same firm, retention in the same position, and advancing to higher seniority. Around the world, **geography and generation exert a strong influence over disability employment outcomes**. However, the data reveal encouraging indications that longstanding employment disparities may be declining as the retention patterns of people with and without disabilities begin to resemble one another. At a high level, this analysis finds that:

**People with disabilities are staying in the workforce and looking to advance their careers** – but to do so, they are switching firms, industries, and occupations more often than workers without disabilities. Career progression is far more likely through external moves. Since turnover costs companies millions, employers can save money by creating policies that promote internal career advancement.

**Younger workers with disabilities are narrowing or even reversing historic employment gaps, while older cohorts continue to experience wider disparities and lower firm retention.** Across most countries examined, people with disabilities are entering the workforce at higher rates than those without disabilities, especially among Gen Z.

**Employment rates of people with disabilities vary widely by country, as do disparities in disability employment.** In some advanced economies, disability employment gaps hover around 10%.

This Disability:IN & LinkedIn report shares employment trends from LinkedIn members with and without disabilities in recent years with breakdowns by generation and by geography. The analysis draws on employment trends using **self-identified member disability status from 2023 to 2025 in Brazil, Canada, France, Germany, Spain, the United Kingdom, and the United States**. LinkedIn members can voluntarily self-identify disability status in their profile; this data is highly protected and is used only to identify and mitigate unintended biases from LinkedIn products, for research, and for aggregated insights, such as in this report.

See [Appendix](#) for detailed explanation of methods and full data tables.

# One Year Employment Snapshots

*Table 1. The Status of Employed LinkedIn Members With and Without Disabilities at a One-Year Interval (2023 and 2024) in the United States*

	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	67.4%	73.9%	-6.6
Stay in Same Position	91.6%	91.3%	0.3
Internal Job Change	8.4%	8.7%	-0.3
» Higher Seniority	35.6%	37.8%	-2.1
» Same Seniority	44.8%	44.8%	0.1
» Lower Seniority	19.5%	17.5%	2.1
Move to Different Firm	32.6%	26.1%	6.6
» Higher Seniority	22.3%	22.7%	-0.4
» Same Seniority	57.0%	56.7%	0.3
» Lower Seniority	20.7%	20.6%	0.1
Not Working	4.2%	3.3%	0.9

## ONE YEAR LATER

**Most workers with disabilities stay in the same job with the same employer, showing strong job stability.** While most employees with disabilities stay at the same firm, few people move into better roles at the same company, meaning that internal promotions are uncommon — only 8.4% of workers staying at their firm change positions, and of those, only one in three moves into a higher position.

Only 3% of workers with disabilities who stay at the same firm move positions into a higher seniority level ([Appendix A.1](#)). Overall, 9.3% of members with disabilities move into higher-level jobs after a year (2.0% same firm + 7.3% new firm), but it is almost four times as likely for this to occur through changing firms.

**Workers with disabilities are more likely to switch industries and occupations than workers without disabilities**, but this is primarily the result of higher firm change rates. People with disabilities are advancing their careers by moving between companies, occupations, and industries more frequently than their counterparts without disabilities. Very few are leaving the workforce entirely.

Global comparisons, profiled in [Appendix A.1](#), demonstrate broad similarities to US retention and mobility patterns. Workers with disabilities experience limited internal promotion opportunities in Canada, France, Germany, Spain, and the UK. Brazil is the only country where firm retention is higher for people with disabilities. In Germany, over 40% of people with disabilities changed firms in one year, representing the lowest firm retention of the markets examined.

Figure 1. Percent of LinkedIn Members with Disabilities Who Change Firms in One Year.



32.5%	BRAZIL
32.6%	UNITED STATES
33.4%	FRANCE
34.5%	SPAIN
35.5%	UNITED KINGDOM
36.7%	CANADA
40.2%	GERMANY

People with disabilities are constantly adapting to inaccessible systems; this lived experience with disability translates into mastery of soft skills like flexibility, adaptivity, and plasticity. Career mobility is no exception.

Employment patterns indicate that in the US, professionals with disabilities advance primarily by navigating external opportunities rather than internal pathways, which has implications for employers seeking to reduce turnover costs and build workplaces where employees thrive.

Table 2. LinkedIn Members' Employment Status in the United States in 2024

	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	87.6%	90.5%	-2.9
» Job listed in the prior year	94.0%	95.6%	-1.6
» No job listed in the prior year	6.0%	4.4%	1.6
No Job Listed	12.4%	9.5%	2.9
» Job listed in the prior year	43.4%	47.4%	-4.0
» No job listed in the prior year	56.6%	52.6%	4.0

COMPARING ENTRY & EXIT

Workforce retention and entry patterns for members with and without disabilities are remarkably similar, with workforce exits low for both groups. Six percent of people with disabilities with jobs in 2024 did not report jobs in 2023, compared with 4.4% of people without disabilities that have new jobs in 2024. This promising trend suggests that people with disabilities are entering the workforce in rates higher than people without disabilities.

A similar pattern emerges for most countries (Appendix A.2) where people with disabilities are listing new jobs at higher rates than counterparts without disabilities. This holds true for Brazil, France, Germany, and Spain (Appendix A.2), where people with disabilities have higher workforce entry rates, suggesting dynamic momentum into employment for workers with disabilities. At the same time, data from Germany and France suggest that people with disabilities experience prolonged periods without jobs.



Gallup estimates that US businesses lose a trillion dollars every year due to **voluntary turnover** – and that the cost of replacing employees can range from 50% to 200% of the employee’s salary, with higher turnover costs associated with higher seniority (Gallup).

**People with disabilities are staying in the workforce and looking to advance their careers** – but to do so, they are switching firms, industries, and occupations. Employers are spending millions on turnover costs that could be avoided by creating internal pathways for career advancement.





# Snapshots by Generation & Geography

**Table 3. Generational Breakdown of Share of Members With and Without Disabilities Who Report Jobs in the United States in 2024 (Compare with A.3)**

	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	80.6%	81.3%	-0.7
Millennials	90.8%	94.0%	-3.1
Gen-X	91.0%	94.7%	-3.7
Baby-Boomers	87.3%	91.4%	-4.1

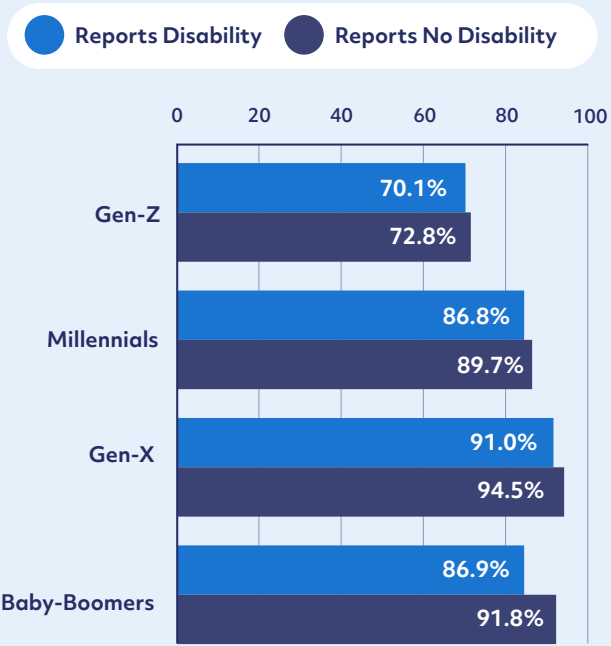
**Table 4. Generational Breakdown of Rates of Retention at the Same Firm in the United States, 2023 to 2024 (Compare with A.4)**

	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	63.5%	67.9%	-4.4
Millennials	69.5%	76.4%	-7.0
Gen-X	69.6%	76.8%	-7.3
Baby-Boomers	62.6%	72.1%	-9.6

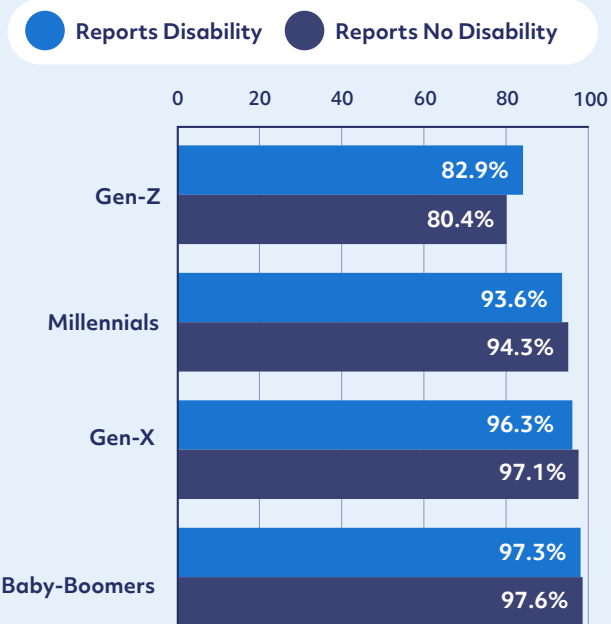
## GENERATIONAL GAPS

Employment gaps between people with and without disabilities are smallest among the **youngest working generation, Gen-Z**. This pattern holds for all seven countries examined. In the United Kingdom and Canada, Gen-Z members with disabilities have a higher employment rate than Gen-Z members without disabilities.

**Figure 2. Fraction of LinkedIn Members with a Listed Job by Generation and Disability Status in the United States**



**Figure 3. Fraction of LinkedIn Members Who Remain Employed One Year Later by Generation and Disability Status in the United States**



Younger workers with disabilities are narrowing or even reversing historic employment gaps, while older cohorts continue to experience wider disparities and lower firm retention. For example, in the United Kingdom and Canada, Gen-Z members with disabilities have a higher employment rate than Gen-Z members without disabilities ([Appendix A.3](#)). **This means that young workers with disabilities have more favorable retention and employment outcomes than their peers without disabilities.**

For example in the US, 41.8% of Gen-Z workers with disabilities who were not working in 2023 moved into employment vs. 40.6% without disabilities — a 1.2 percent advantage that reverses for older cohorts, where Gen-X and Boomers with disabilities have roughly eight (8) point lower rates ([Appendix A.5](#)).

There’s a parallel phenomenon among professional networks. Network strength gaps between professionals with and without disabilities are narrower for younger generations in terms of connection closeness, a measure of the frequency of messaging and on-platform post engagement with connections ([LinkedIn](#)). **Young workers with disabilities are staying at their jobs longer, closing historic employment gaps, and accumulating professional capital to advance.**

Table 5. Differences in Disability Employment by Country

	Members With Disabilities with Listed Job	Members Without Disabilities with Listed Job	Difference
Brazil	80.2%	82.4%	-2.2
Canada	83.9%	86.7%	-2.8
France	76.9%	86.0%	-9.1
Germany	87.5%	91.4%	-3.5
Spain	72.7%	83.7%	-11
UK	87.1%	89.3%	-2.2
US	87.7%	91.0%	-3.3

GEOGRAPHICAL GAPS

The employment of people with disabilities varies widely by country. In Brazil, Canada, and the UK, disability employment gaps hover around 2.5%, whereas in the US and Germany, gaps are around 3.5%. In contrast, Spain and France have disability employment gaps closer to 10%.

On the whole, professionals with disabilities across international markets are more likely to change firms after one year than professionals without disabilities; in Germany, 40% of LinkedIn members with disabilities switched firms between 2023 and 2024, demonstrating an extreme lack of firm retention.

Additional outcome gaps by country and by generation are shown in the Appendix table and reinforce the same trend: although disability employment disparities trail by a few percentage points across outcomes, the magnitude of the gaps varies widely by geography.



All of the countries examined – Brazil, Canada, France, Germany, Spain, the UK and the US – have strong workplace protections for people with disabilities, accessibility requirements, and, in some cases, disability employment mandates.

Since gaps in disability employment do not correspond to the presence of inclusive legislative frameworks, businesses should measure their own outcomes to ensure that they are not losing talent with disabilities to avoidable turnover.

Connections & Conclusions

Based on these emerging trends, LinkedIn’s employment snapshots suggest a promising future for members with disabilities:

- Disability employment gaps are narrowing in the youngest generation across the majority of countries examined
- People with disabilities are finding innovative ways to advance their careers by switching firms
- In a majority of jurisdictions, a higher proportion of LinkedIn members with disabilities list new jobs than LinkedIn members without disabilities

Professionals with disabilities are switching firms – and therefore industries and occupations – to secure more senior positions. This turnover may cost employers millions that could be avoided by creating accessible pathways for career mobility.

Consider the cost of employee accommodations vs. the cost of employee turnover: providing workplace accommodations for employees with disabilities has been linked to employee retention (JAN).

The majority of disability accommodations cost the employer nothing, whereas replacement can range from 50 to 200% of the individual’s salary. Investing in the seniority of employees with disabilities with no- to low-cost accommodations and accessible workplace technology can save the business thousands in preventable turnover costs.

### The Cost of Employee Accommodations

"Of the survey participants, 1,425 (26%) provided information related to the cost of accommodations they had implemented. **More than half (61%) of these respondents reported that the accommodations they made cost nothing to implement** (e.g., modifying an employee's work schedule, changing a company policy); 33% reported that their accommodations incurred a **one-time expense, with a median cost of \$300.**" ([Job Accommodation Network](#))

### The Cost of Employee Turnover

"The cost of replacing an individual employee can range from **one-half to two times the employee's annual salary** – and that's a conservative estimate. So, a 100-person organization that provides an average salary of \$50,000 could have turnover and replacement costs of approximately \$660,000 to \$2.6 million per year." ([Gallup](#))

Finally, disparities in disability employment vary widely by country. In some places – even those with strong legal frameworks that protect and encourage disability employment and workplace accessibility – employment disparities between LinkedIn members with and without disabilities can exceed 10%.

Employers looking to close the employment gap, retain young talent, minimize turnover costs, and develop pathways for advancement – especially those in jurisdictions with significant gaps – can measure progress with the [Disability Index®](#), a global benchmarking tool for business disability inclusion and workplace accessibility. The Index offers employers a maturity framework for disability inclusion that measures disability employment across hiring, retention, career advancement, workplace accommodations, and enterprise accessibility.



The global trends presented in this report point to a **dynamic employment landscape for professionals with disabilities.** The generational findings, in particular, have important implications for future exploratory research on why generational gaps appear to be closing over time and what this means for the future of disability employment.

Similarly, today's rates of firm change present additional research questions about why people with disabilities are changing firms and what can be done to stabilize retention. In the meantime, it's clear that people with disabilities are forging innovative advancement pathways that drive outcomes resembling those of employees without disabilities, with a few important geographical and generational differences.

**For employers, these shifts represent a strategic opportunity to build internal capacity and cut preventable costs. Companies that invest in building internal pathways for advancement, refining retention strategies, and recognizing the adaptability of workers with disabilities stand to unlock measurable business value—reducing turnover costs, strengthening leadership pipelines, and expanding access to new markets.**



# Methods

This data used in this report represents the world seen through LinkedIn data, drawn from the anonymized and aggregated profile information of LinkedIn’s 1 billion+ members around the world. As such, it is influenced by how members choose to use the platform, which can vary based on professional, social, and regional culture, as well as overall site availability and accessibility. In publishing these insights from LinkedIn’s Economic Graph, the intent is to provide accurate statistics while ensuring LinkedIn members’ privacy. As a result, all data show aggregated information for the corresponding period following strict data quality thresholds that prevent disclosing any information about specific individuals.

For the analysis, data scientists limit attention to non-restricted, active accounts. Disability status is derived from members’ self-identification. As individuals self-select into identifying their demographics, the sample is not a random sample representative of all LinkedIn members in a given country, let alone the underlying workforce population. All results should be interpreted with this caveat in mind. The sample is limited to countries and subgroup analyses for which there are at least 250,000 Self-ID responses on the disability question (excluding those who skip or refuse to answer the question), and have at least 2% of the responses be affirmative for having a disability (in practice, excluding outlying countries, the affirmative rate is closer to 5-10%). Despite the above-mentioned limitations, the analysis is based on nearly ten million members in seven countries who have opted to self-identify and thus represents a meaningful sample of interest to contrast outcomes between groups.

Outcomes were derived based on members’ work histories as presented in their current employment history on their profile. Whether they were employed in a given point of time (e.g., in May 2023) is based on whether they have any work position listed with a start date on or before that point of time, and an end date after (or no end date, signifying they are still in that position). A position is defined as an entry in their employment history. A worker being in a new position one year later is true if, one year from the time point under investigation, the position they were in has ended, and they have started a new one. Occupation, industry, and seniority are defined based on proprietary algorithms mapping job titles and firms to LinkedIn taxonomies.

# About Disability:IN & LinkedIn

## Research Teams & Contact Information



LinkedIn is the world’s largest professional network, and its vision is to create economic opportunity for every member of the global workforce. The Economic Graph Research Institute (EGRI) works in support of this vision, utilizing LinkedIn’s unparalleled data to conduct research that brings us closer to this goal. Our greatest strength lies in the depth of our data, alongside our team of committed researchers who delve into pressing issues affecting the global workforce.

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# Appendix: Global Data Tables

Table A.1: International Retention Patterns, 2023-2024

BRAZIL	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	67.5%	65.7%	1.8
Stay in Same Position	92.4%	90.0%	2.4
Internal Job Change	7.6%	10.0%	-2.4
» Higher Seniority	27.4%	35.2%	-7.8
» Same Seniority	57.7%	49.8%	7.9
» Lower Seniority	14.8%	15.0%	-0.2
Move to Different Firm	32.5%	34.3%	-1.8
» Higher Seniority	17.2%	19.2%	-2.0
» Same Seniority	67.8%	64.5%	3.3
» Lower Seniority	15.0%	16.4%	-1.3
Not Working	7.2%	7.1%	0.1

CANADA	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	63.3%	68.0%	-4.8
Stay in Same Position	90.7%	90.2%	0.5
Internal Job Change	9.3%	9.8%	-0.5
» Higher Seniority	35.5%	36.0%	-0.5
» Same Seniority	46.3%	47.3%	-1.0
» Lower Seniority	18.2%	16.8%	1.5
Move to Different Firm	36.7%	32.0%	4.8
» Higher Seniority	20.8%	21.4%	-0.6
» Same Seniority	59.5%	58.3%	1.2
» Lower Seniority	19.7%	20.3%	-0.6
Not Working	4.9%	5.2%	-0.3

FRANCE	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	66.6%	69.1%	-2.5
Stay in Same Position	94.1%	92.0%	2.1
Internal Job Change	5.9%	8.0%	-2.1
» Higher Seniority	25.3%	32.1%	-6.8
» Same Seniority	53.0%	50.1%	2.8
» Lower Seniority	21.7%	17.8%	4.0
Move to Different Firm	33.4%	30.9%	2.5
» Higher Seniority	19.2%	23.2%	-4.0
» Same Seniority	62.2%	56.8%	5.4
» Lower Seniority	18.6%	20.0%	-1.4
Not Working	7.0%	5.7%	1.3

GERMANY	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	59.8%	66.7%	-6.8
Stay in Same Position	91.0%	86.1%	4.9
Internal Job Change	9.0%	13.9%	-4.9
» Higher Seniority	29.8%	36.6%	-6.7
» Same Seniority	46.5%	45.6%	1.0
» Lower Seniority	23.6%	17.9%	5.8
Move to Different Firm	40.2%	33.3%	6.8
» Higher Seniority	24.0%	26.4%	-2.3
» Same Seniority	48.3%	53.0%	-4.6
» Lower Seniority	27.7%	20.7%	7.0
Not Working	5.3%	6.0%	-0.7

SPAIN	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	65.5%	68.4%	-2.9
Stay in Same Position	95.9%	93.2%	2.7
Internal Job Change	4.1%	6.8%	-2.7
» Higher Seniority	22.3%	33.9%	-11.6
» Same Seniority	61.0%	50.2%	10.9
» Lower Seniority	16.7%	15.9%	0.7
Move to Different Firm	34.5%	31.6%	2.9
» Higher Seniority	16.0%	19.7%	-3.8
» Same Seniority	68.3%	62.9%	5.4
» Lower Seniority	15.8%	17.4%	-1.6
Not Working	6.8%	5.5%	1.3

UNITED KINGDOM	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	64.5%	68.8%	-4.2
Stay in Same Position	89.8%	90.5%	-0.7
Internal Job Change	10.2%	9.5%	0.7
» Higher Seniority	35.2%	36.7%	-1.5
» Same Seniority	43.6%	45.0%	-1.4
» Lower Seniority	21.1%	18.3%	2.9
Move to Different Firm	35.5%	31.2%	4.2
» Higher Seniority	23.8%	23.0%	0.8
» Same Seniority	54.9%	56.2%	-1.3
» Lower Seniority	21.3%	20.8%	0.5
Not Working	3.5%	3.7%	-0.2

UNITED STATES	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Stay at Same Firm	67.4%	73.9%	-6.6
Stay in Same Position	91.6%	91.3%	0.3
Internal Job Change	8.4%	8.7%	-0.3
» Higher Seniority	35.6%	37.8%	-2.1
» Same Seniority	44.8%	44.8%	0.1
» Lower Seniority	19.5%	17.5%	2.1
Move to Different Firm	32.6%	26.1%	6.6
» Higher Seniority	22.3%	22.7%	-0.4
» Same Seniority	57.0%	56.7%	0.3
» Lower Seniority	20.7%	20.6%	0.1
Not Working	4.2%	3.3%	0.9



Table A.2: International Employment Entry and Exit, 2023 to 2024

BRAZIL	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	87.6%	90.5%	-2.9
» Job listed in the prior year	94.0%	95.6%	-1.6
» No job listed in the prior year	6.0%	4.4%	1.6
No Job Listed	12.4%	9.5%	2.9
» Job listed in the prior year	43.4%	47.4%	-4.0
» No job listed in the prior year	56.6%	52.6%	4.0

CANADA	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	83.2%	84.9%	-1.7
» Job listed in the prior year	92.7%	91.1%	1.6
» No job listed in the prior year	7.3%	8.9%	-1.6
No Job Listed	16.8%	15.1%	1.7
» Job listed in the prior year	40.3%	52.1%	-11.8
» No job listed in the prior year	59.7%	47.9%	11.8

FRANCE	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	75.0%	82.7%	-7.7
» Job listed in the prior year	89.9%	92.9%	-3.1
» No job listed in the prior year	10.1%	7.1%	3.1
No Job Listed	25.0%	17.3%	7.7
» Job listed in the prior year	36.3%	50.3%	-14.0
» No job listed in the prior year	63.7%	49.7%	-14.0

GERMANY	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	86.5%	89.8%	-3.4
» Job listed in the prior year	95.5%	95.8%	-0.3
» No job listed in the prior year	4.5%	4.2%	0.3
No Job Listed	13.5%	10.2%	3.4
» Job listed in the prior year	36.4%	50.3%	-13.9
» No job listed in the prior year	63.6%	49.7%	13.9

SPAIN	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	71.0%	81.0%	-10.0
» Job listed in the prior year	90.0%	92.6%	-2.5
» No job listed in the prior year	10.0%	7.4%	2.5
No Job Listed	29.0%	19.0%	10.0
» Job listed in the prior year	30.1%	45.7%	-15.6
» No job listed in the prior year	69.9%	54.3%	15.6

UNITED KINGDOM	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	86.0%	87.5%	-1.4
» Job listed in the prior year	94.8%	94.1%	0.6
» No job listed in the prior year	5.2%	5.9%	-0.6
No Job Listed	14.0%	12.5%	1.4
» Job listed in the prior year	43.1%	50.0%	-6.9
» No job listed in the prior year	56.9%	50.0%	6.9

UNITED STATES	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Job Listed	87.6%	90.5%	-2.9
» Job listed in the prior year	94.0%	95.6%	-1.6
» No job listed in the prior year	6.0%	4.4%	1.6
No Job Listed	12.4%	9.5%	2.9
» Job listed in the prior year	43.4%	47.4%	-4.0
» No job listed in the prior year	56.6%	52.6%	4.0



**Table A.3: International Employment Status by Generation**  
(% with Listed Jobs by Country and Generation)

BRAZIL	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	74.0%	74.2%	-0.2
Millennials	83.8%	87.8%	-4.0
Gen-X	84.8%	90.2%	-5.4
Baby-Boomers	83.6%	87.7%	-4.1

CANADA	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	75.2%	73.8%	1.3
Millennials	87.0%	88.7%	-1.8
Gen-X	88.6%	92.6%	-4.0
Baby-Boomers	83.7%	90.0%	-6.2

FRANCE	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	64.6%	70.7%	-6.1
Millennials	81.1%	91.3%	-10.2
Gen-X	84.3%	94.4%	-10.1
Baby-Boomers	82.8%	91.1%	-8.3

GERMANY	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	74.1%	77.9%	-3.9
Millennials	88.8%	92.7%	-4.0
Gen-X	92.6%	96.7%	-4.0
Baby-Boomers	88.1%	95.2%	-7.1

SPAIN	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	59.0%	65.6%	-6.6
Millennials	75.6%	88.0%	-12.4
Gen-X	76.3%	91.2%	-14.9
Baby-Boomers	79.5%	88.9%	-9.4

UNITED KINGDOM	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	75.9%	73.9%	2.1
Millennials	91.6%	91.8%	-0.2
Gen-X	91.9%	95.4%	-3.5
Baby-Boomers	89.4%	93.1%	-3.7

UNITED STATES	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	80.6%	81.3%	-0.7
Millennials	90.8%	94.0%	-3.1
Gen-X	91.0%	94.7%	-3.7
Baby-Boomers	87.3%	91.4%	-4.1

**Table A.4: Firm Retention Rates by Generation**  
(% at Same Firm, One Year Later by Generation and Country)

BRAZIL	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	66.3%	62.8%	3.5
Millennials	68.9%	68.0%	0.9
Gen-X	67.8%	69.3%	-1.5
Baby-Boomers	56.7%	63.5%	-6.9

CANADA	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	60.3%	63.3%	-2.9
Millennials	63.6%	70.5%	-6.9
Gen-X	65.3%	70.0%	-4.7
Baby-Boomers	54.7%	64.1%	-9.3

FRANCE	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	62.3%	60.5%	1.8
Millennials	69.6%	73.5%	-3.9
Gen-X	68.7%	76.4%	-7.7
Baby-Boomers	59.3%	68.9%	-9.6

GERMANY	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	57.6%	59.4%	-1.8
Millennials	61.6%	68.6%	-7.0
Gen-X	58.3%	71.9%	-13.5
Baby-Boomers	43.6%	61.3%	-17.7

SPAIN	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	63.2%	61.3%	1.9
Millennials	66.6%	70.3%	-3.7
Gen-X	67.1%	73.8%	-6.7
Baby-Boomers	63.4%	69.0%	-5.5

UNITED KINGDOM	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	60.0%	62.4%	-2.4
Millennials	66.8%	70.4%	-3.6
Gen-X	68.1%	72.8%	-4.7
Baby-Boomers	60.5%	70.6%	-10.1

UNITED STATES	LinkedIn Members with Disabilities	LinkedIn Members without Disabilities	Difference
Gen-Z	63.5%	67.9%	-4.4
Millennials	69.5%	76.4%	-7.0
Gen-X	69.6%	76.8%	-7.3
Baby-Boomers	62.6%	72.1%	-9.6

Table A.5: Fraction of Non-Workers Who Are Working One Year Later

Country	Generation	Disability	No Disability	Difference
Brazil	Baby-Boomers	30.5%	28.7%	1.8
Brazil	Gen-X	35.8%	46.4%	-10.7
Brazil	Gen-Z	35.9%	38.3%	-2.4
Brazil	Millennials	42.0%	47.7%	-5.7
Canada	Baby-Boomers	17.0%	31.8%	-14.9
Canada	Gen-X	29.3%	51.4%	-22.1
Canada	Gen-Z	38.2%	45.8%	-7.6
Canada	Millennials	42.3%	57.9%	-15.6
France	Baby-Boomers	24.4%	34.4%	-10.1
France	Gen-X	32.0%	56.2%	-24.2
France	Gen-Z	31.2%	35.8%	-4.5
France	Millennials	37.0%	53.3%	-16.2
Germany	Baby-Boomers	16.6%	41.3%	-24.8
Germany	Gen-X	29.3%	50.0%	-20.7
Germany	Gen-Z	28.1%	37.7%	-9.5
Germany	Millennials	38.1%	48.7%	-10.5
Spain	Baby-Boomers	17.7%	32.8%	-15.1
Spain	Gen-X	25.7%	42.6%	-16.9
Spain	Gen-Z	22.7%	30.2%	-7.5
Spain	Millennials	29.9%	46.6%	-16.7
United Kingdom	Baby-Boomers	28.2%	36.8%	-8.6
United Kingdom	Gen-X	34.1%	53.4%	-19.3
United Kingdom	Gen-Z	34.8%	38.4%	-3.6
United Kingdom	Millennials	41.6%	53.6%	-12.0
United States	Baby-Boomers	23.5%	31.5%	-8.0
United States	Gen-X	38.7%	46.7%	-8.1
United States	Gen-Z	41.8%	40.6%	1.2
United States	Millennials	47.5%	49.6%	-2.0