



Employment and Economic Security for Persons with Disabilities

Findings from the Canadian Survey
on Disability 2012

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**Persons with disabilities (PWD)
are at heightened risk of poverty**



Employment is a key protective factor against poverty

- Azevedo et al. (2013)
 - Analysis of 16 countries
 - Growth in labour income was most important contributor to changes in moderate poverty
 - In 10 countries, labour income explained more than half of reduction in poverty
 - In another 4 countries, it accounted for more than 40% of the change



However, employment rate is lower for PWD

- Employment rate for PWD in Canada is 49%
 - Compared to 79% of those without disabilities
- Age, gender, and severity also play important roles – will get into further

Research objectives

- To examine the relationships between employment, income, and disability
- Of those who are unemployed, how many have work potential?
- Impacts of gender, age, and disability severity



Data source

- 2012 Canadian Survey on Disability
- Sample: Canadians with disabilities aged 15+
 - Excludes those living in institutional settings, and those living on First Nations reserves

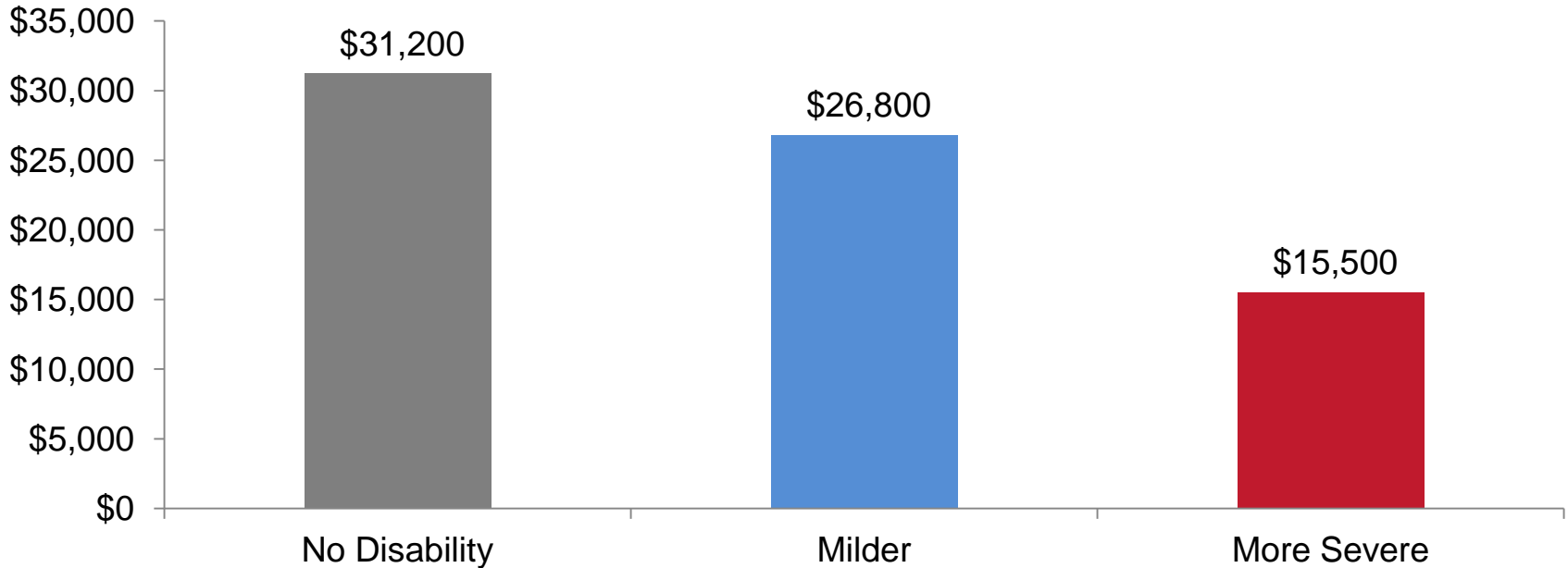


Examining Personal Income

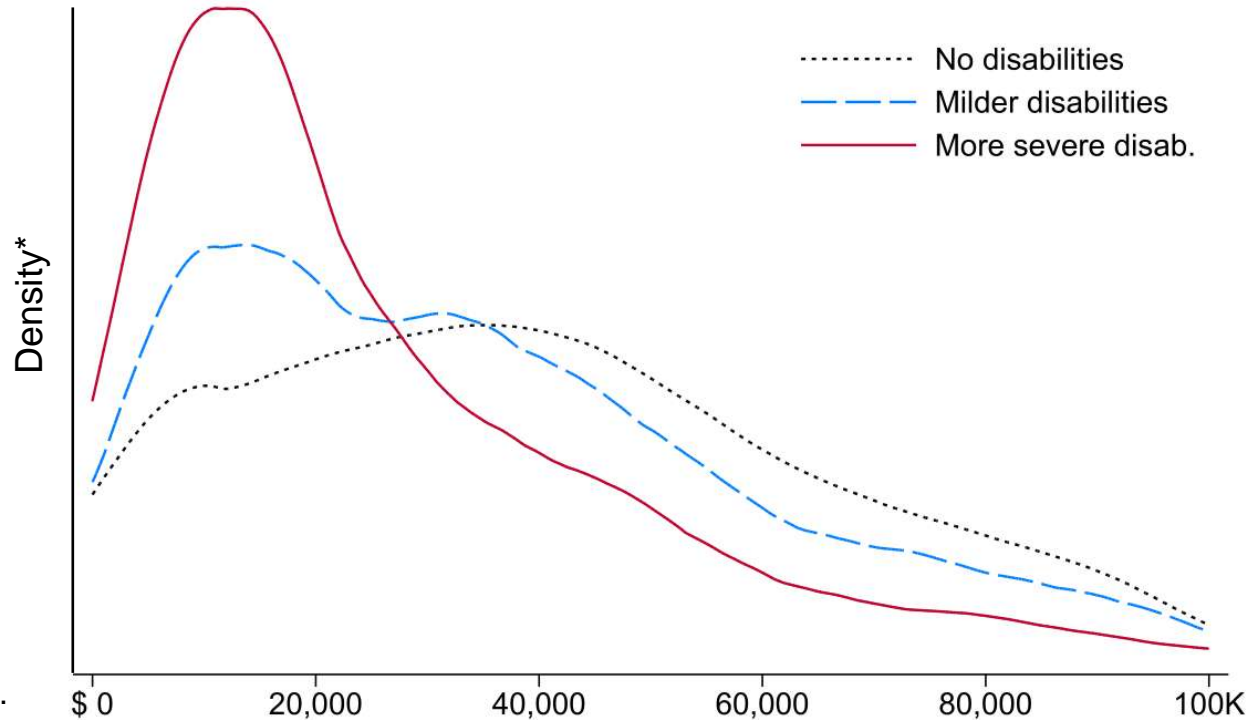


Income for those with more severe disabilities half that of those without disabilities

Median annual personal income, Canadians aged 25-64, by disability status



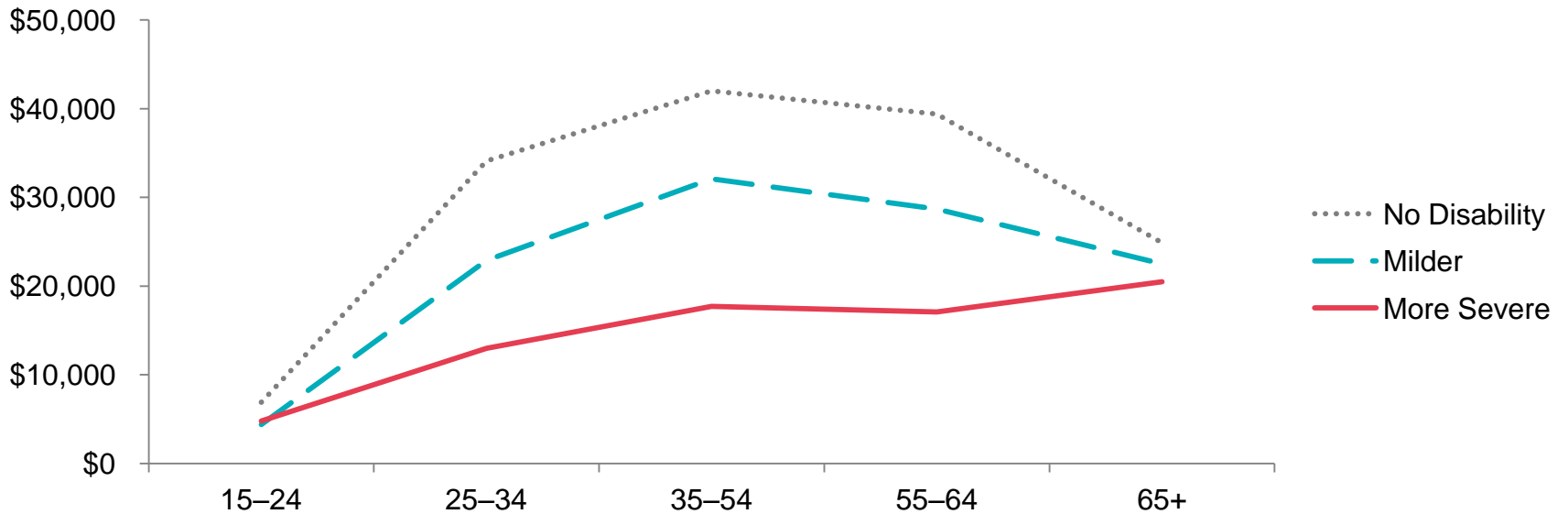
PWD with more severe disabilities have much narrower range of income



*Note: Density for each line sums to 1.

Income gap between those with and without disabilities greatest during prime working age years

Median annual personal income, Canadians aged 25-64, by disability status

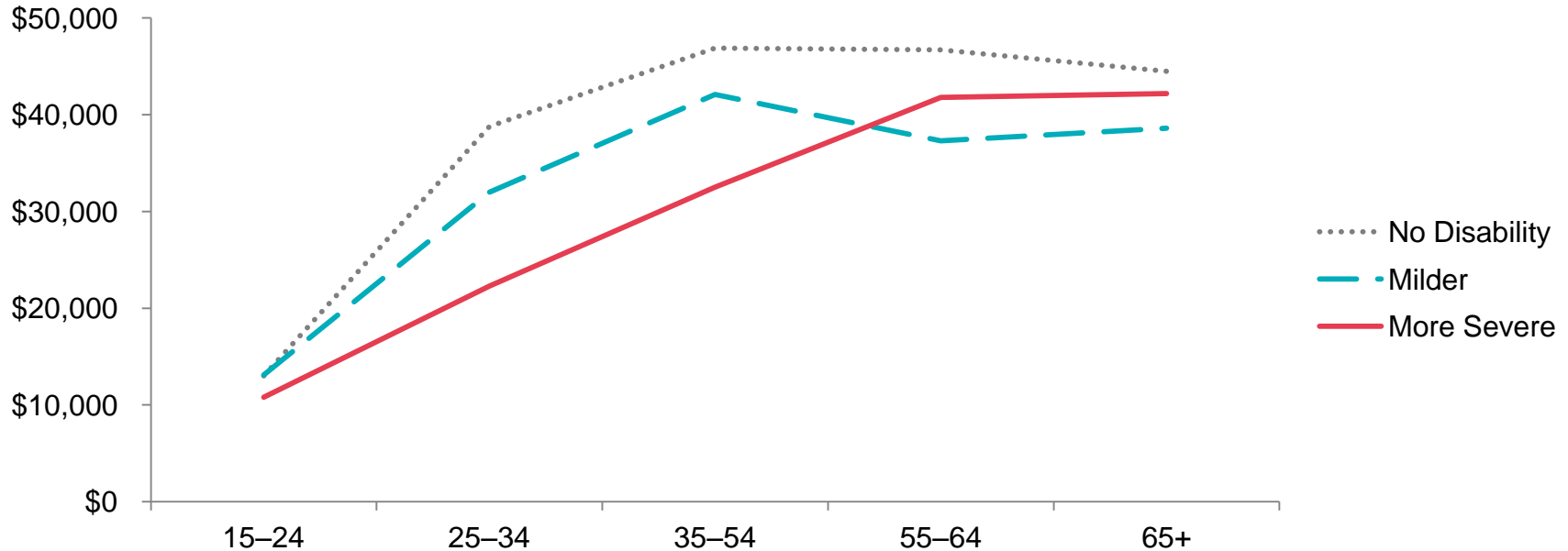


The Effect of Employment



Employment reduces income gap

Median personal income, employed persons

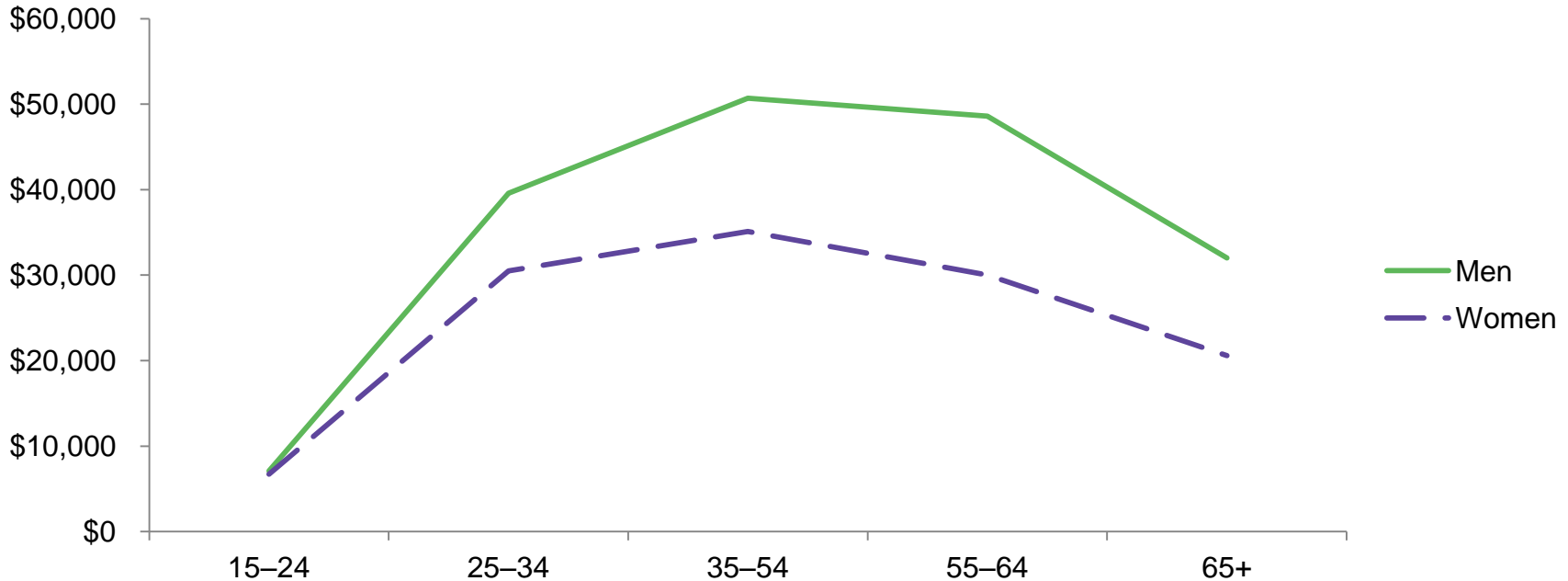


Adding Gender to the Equation



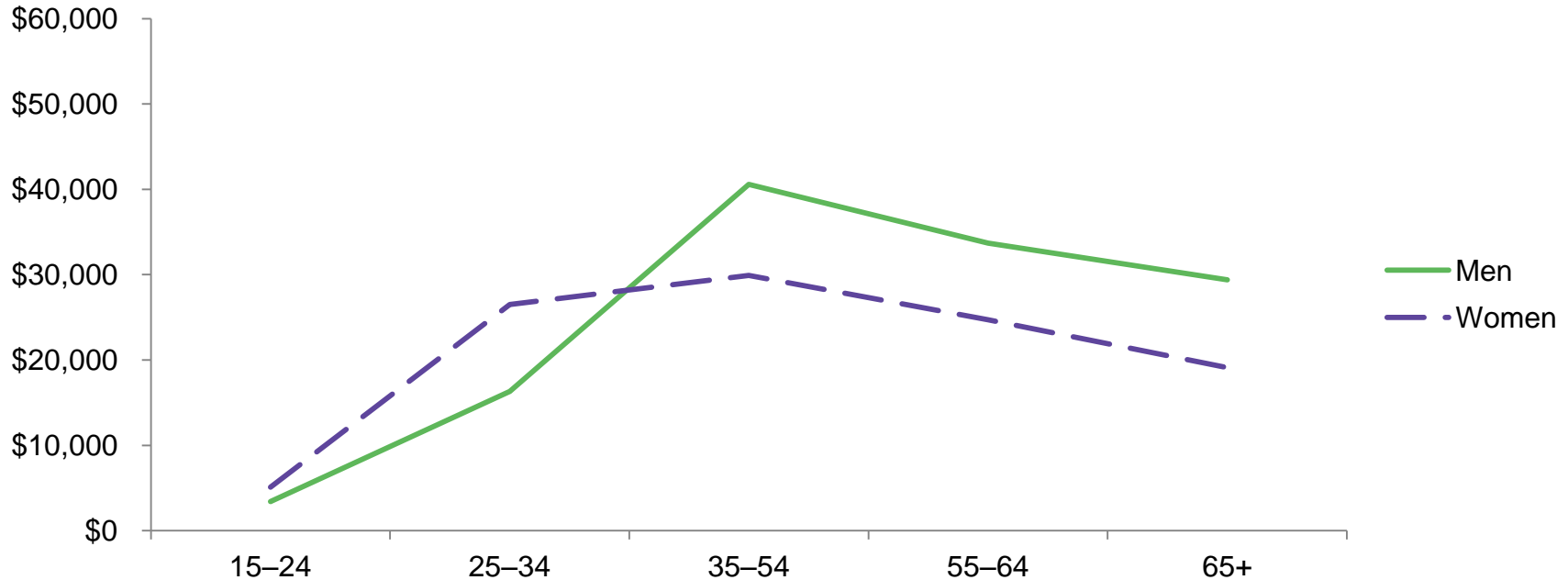
Gender gap is evident for those without disabilities

Median personal income, no disabilities



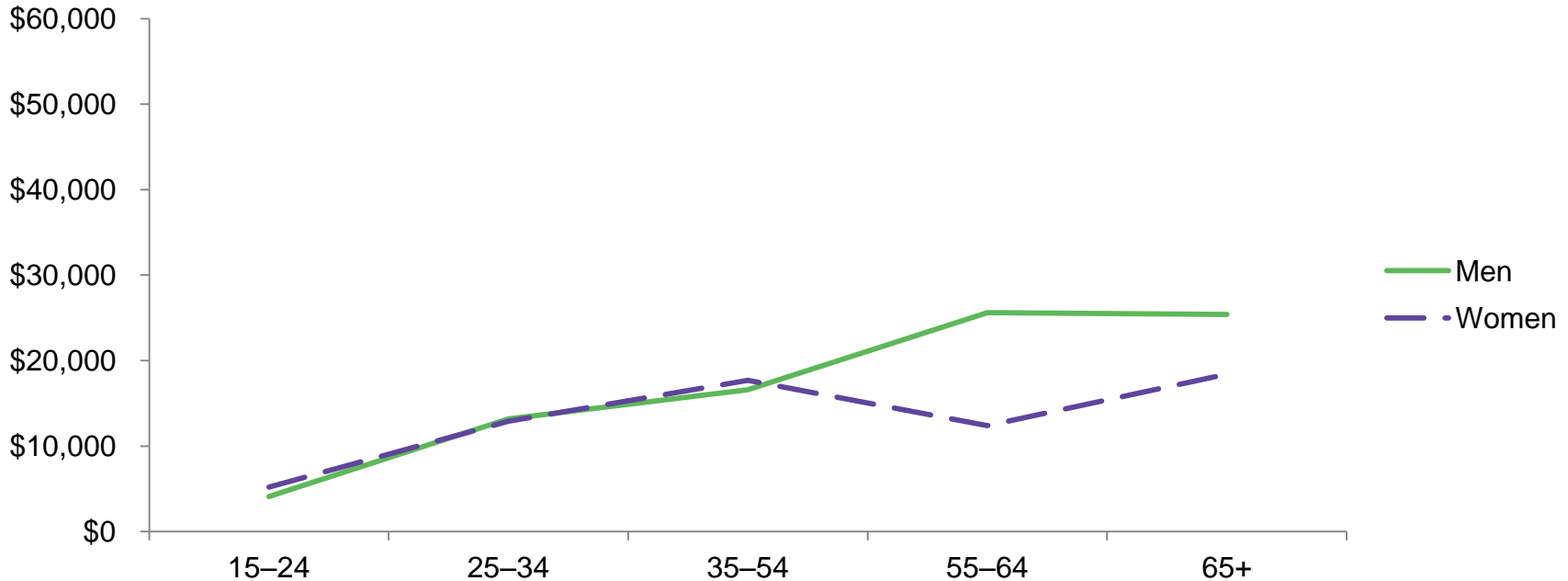
Similar gap in older age groups among those with milder disabilities

Median personal income, milder disabilities



For more severe disabilities, gender gap only appears for near seniors and seniors

Median personal income, more severe disabilities

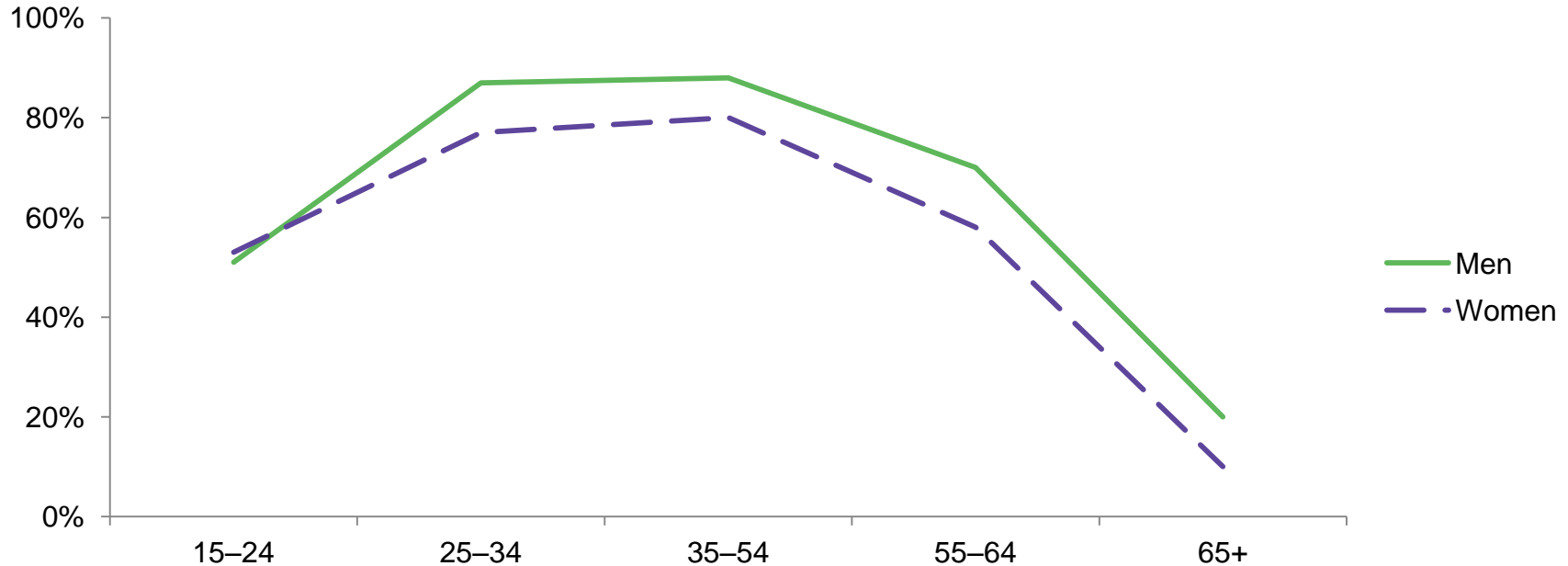


Employment Rates



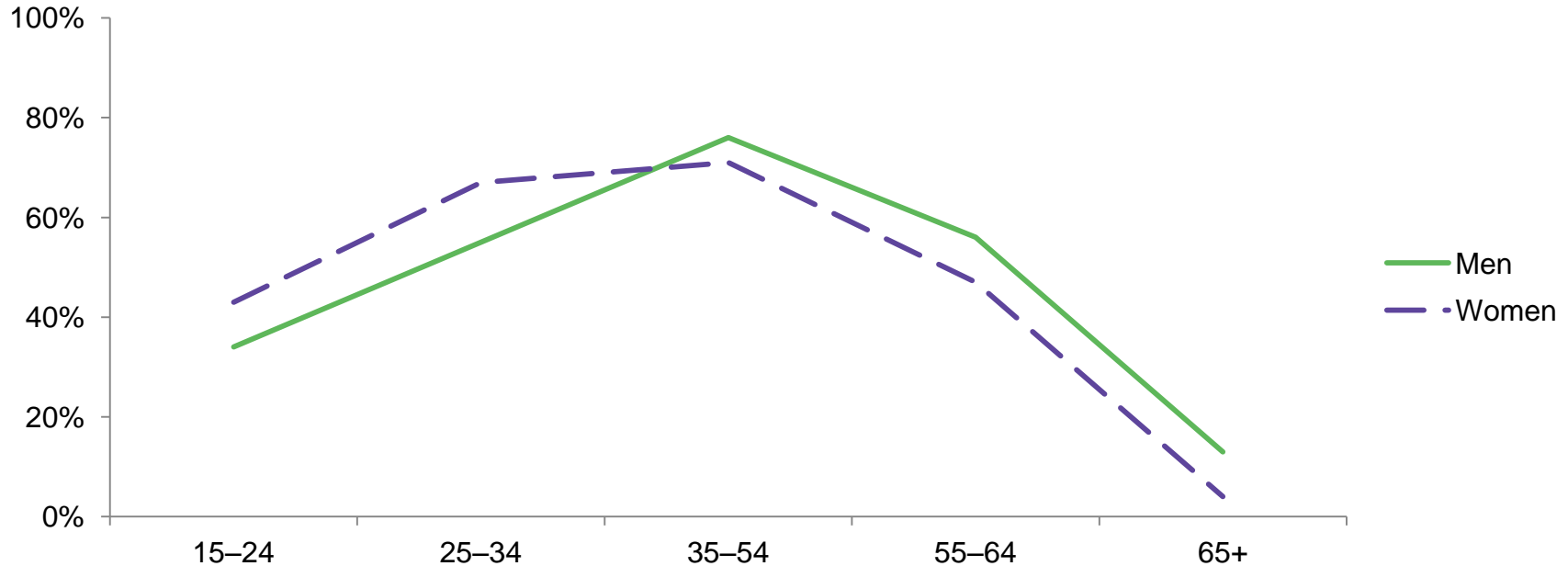
Employment rates lower for PWD, generally lower for women

Employment rate, no disabilities



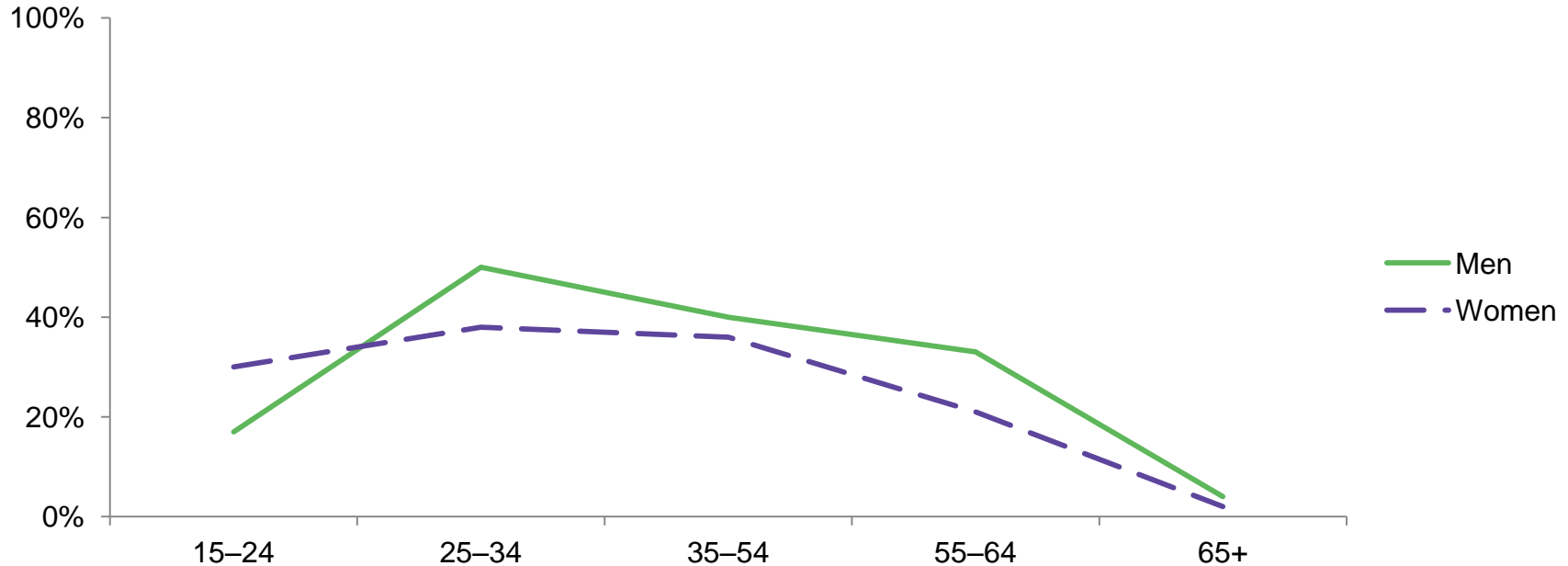
Employment rates lower for PWD, generally lower for women

Employment rate, milder disabilities



Employment rates lower for PWD, generally lower for women

Employment rate, more severe disabilities



Examination of Work Potential



Defining work potential

- Among those not currently working:



- Not a measure of inherent capacity
 - Potential workers those who might be likely to gain employment in labour market with proper accommodations and without bias/discrimination



Defining work potential

- “Unlikely to work”:
 - Not currently looking for work, not intending to look in future
 - Not going to school
 - Had never worked
 - Permanently retired
 - No workplace accommodation would allow them to work



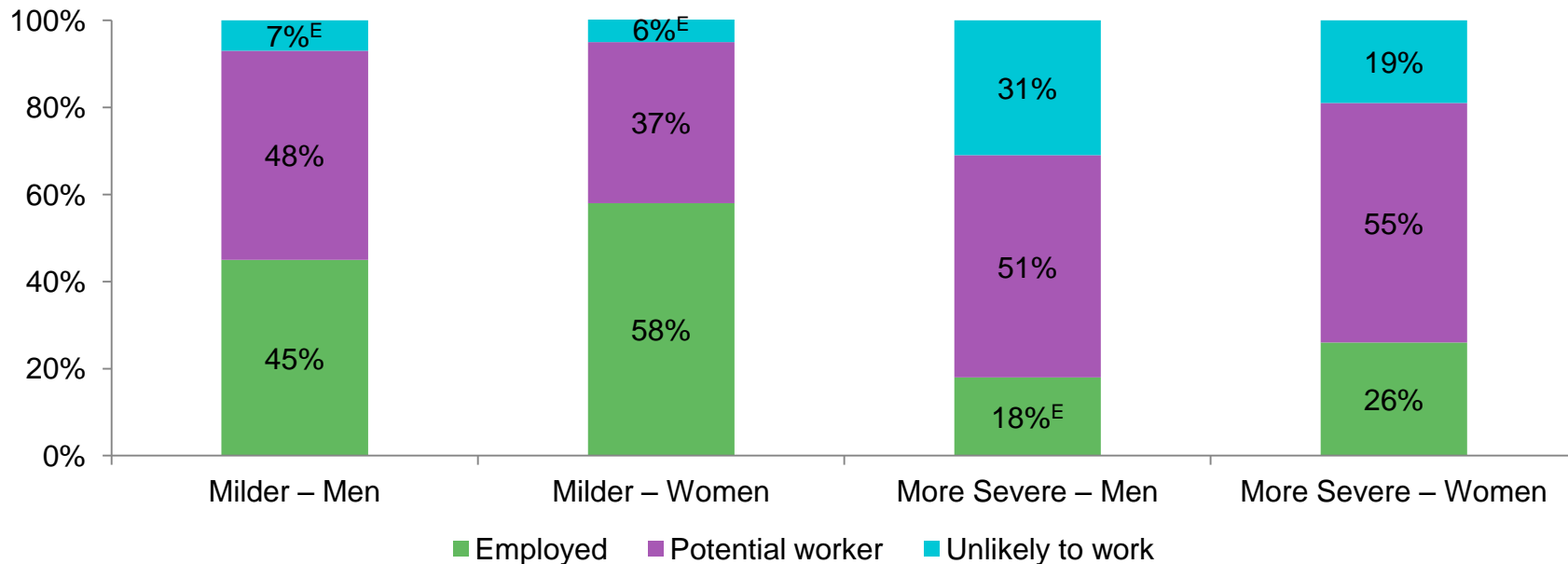
Defining work potential

- “Potential workers”:
 - Officially unemployed (looking for work), or intended to look for work in next 12 months
 - Currently in school
 - Not otherwise classified as “unlikely to work”



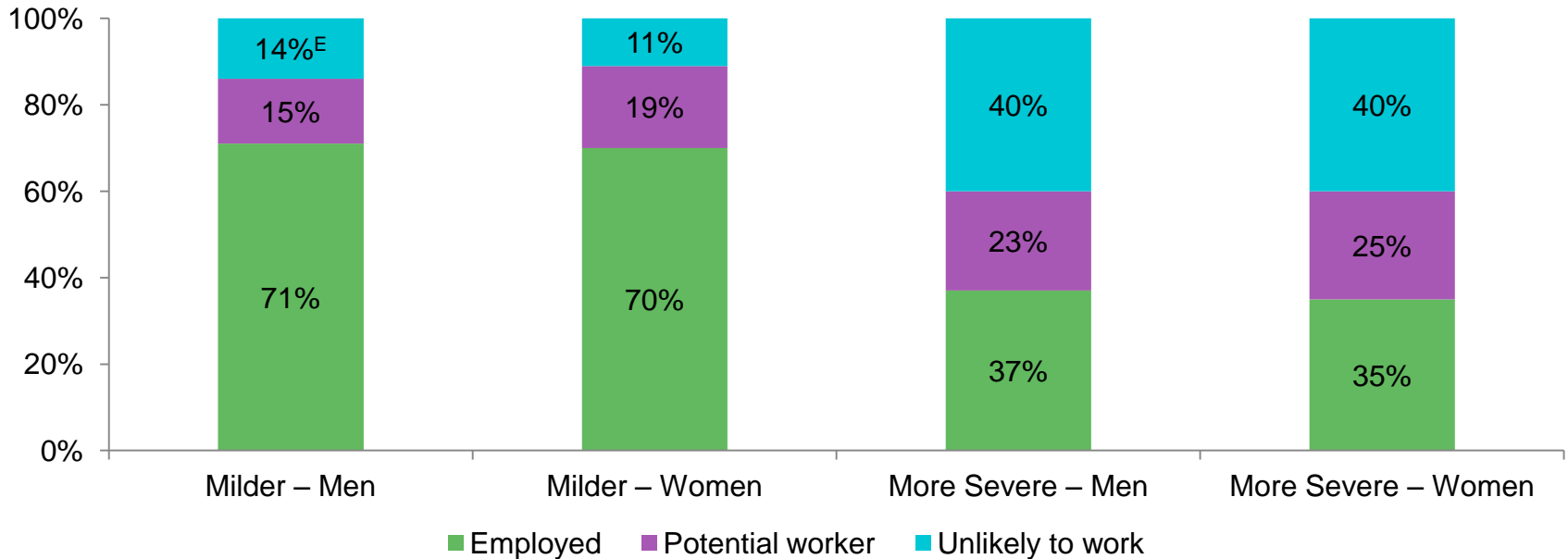
High levels of potential workers among youth and young adults

Work potential, Canadians aged 15 to 24, by severity and gender



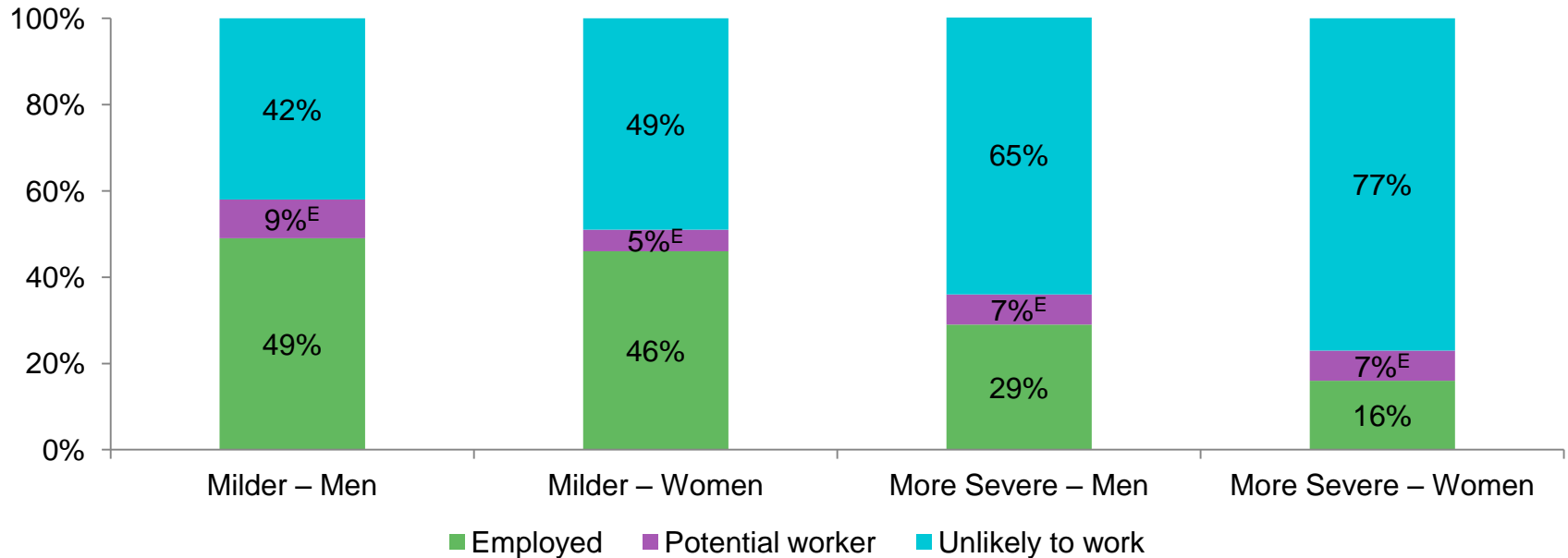
In prime working age years, PWD more likely to be either working or unlikely to work

Work potential, Canadians aged 25 to 54, by severity and gender



Near seniors not currently employed were generally unlikely to work

Work potential, Canadians aged 55 to 64, by severity and gender



Conclusions & Implications

- Employment greatly narrows income gap between PWD and non-PWD
 - However, many PWD face difficulty finding/retaining employment
 - Particularly older women & younger adults with severe disabilities
- Many PWD still have potential to work if properly accommodated – particularly younger adults



Conclusions & Implications

- However, even with employment, income gap does not close entirely
 - Suggests that more can be done on-the-job to ensure that PWD reach their full potential
 - Many experience discrimination and difficulty obtaining accommodations
- Improving economic security is of key importance, which necessitates further measures to help PWD find and maintain employment





Thanks!