

***MID-CAREER WORKERS WITH  
DISABILITIES:  
A SECONDARY ANALYSIS OF  
THE 2017 CANADIAN SURVEY ON DISABILITY***

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**August 2022**

This report was produced as part of a project funded by the Future Skills Centre (FSC), with financial support from the Government of Canada's Future Skills Program.

FSC is a forward-thinking centre for research and collaboration dedicated to preparing Canadians for employment success. We believe Canadians should feel confident about the skills they have to succeed in a changing workforce. As a pan-Canadian community, we are collaborating to rigorously identify, test, measure, and share innovative approaches to assessing and developing the skills Canadians need to thrive in the days and years ahead. The Future Skills Centre was founded by a consortium whose members are Toronto Metropolitan University, Blueprint ADE, and The Conference Board of Canada

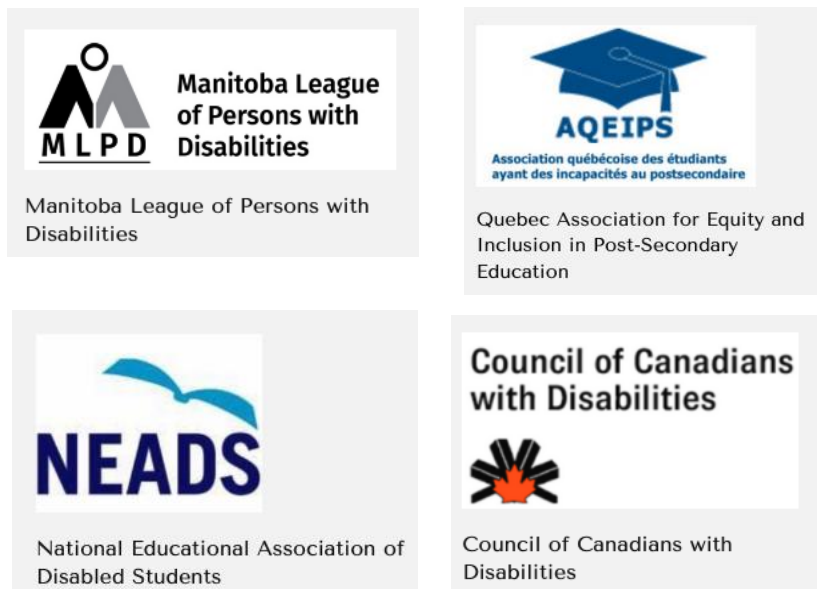
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This report was developed through the Mid-career Workers with Disabilities (MCWD) Project with funding from Canada's Future Skills Centre | Centre des Compétences Futures (<https://fsc-ccf.ca>)

The project addresses career adaptability by targeting the adaptive response skills development needs of MCWD. Through fostering and strengthening career adaptability, the project aims to potentiate other work underway to ameliorate the barriers MCWD and other disability cohorts face in the Canadian labour market.

The project is a partnership between researchers from 4 postsecondary institutions (Ontario Tech University, Nipissing University, Durham College, York University) and the following 4 not-for-profit provincial and national organizations:



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## Key Findings

Today's rapidly changing labour market requires all workers to be flexible—to adopt new roles within their chosen career and to be ready to change careers. This ability to adapt requires that an individual sees the need and has the tools required to self-manage their career in the context of labour market volatility. While challenging for any worker, workers with disabilities are already facing challenges that include under-employment, barriers to training, discrimination in the workplace, and lack of workplace accommodation.

The Supporting Mid-Career Workers with Disabilities through Community-building, Education, and Career-Progression Resources project is funded by the Government of Canada's Future Skills Centre. It addresses career adaptability by targeting the adaptive response skills development needs of mid-career workers with disabilities.

The objective of this report is to provide the research team with as much quantitative data as possible from the 2017 Canadian Survey on Disability. For the purpose of this report, the decision was taken to define mid-career workers (MCW) as individuals aged 35 to 49 inclusive, regardless of employment status. The report provides demographic data on the entire MCW population, and then breaks that population down into three sub-populations: MCW who are employed; MCW who are unemployed; and MCW who are neither employed nor actively looking for work.

### *Demographic data for the MCW population*

- Among the 6,246,640 Canadians with disabilities aged 15 years and older, there were 1,180,400 who were age 35 to 49 years inclusive (our MCW population), representing 18.9% of the total population with disabilities aged 15 years and older.
- Compared to MCW without disabilities, MCW with disabilities are
  - more likely to be female: 55.2% compared to 50.1%
  - older, with 37.1% aged 45 to 49 years compared to 33.5%; the greater difference is among the female population, at 39.8% versus 33.5%, compared to 34.9% versus 33.4% for males
- Statistics Canada developed a four-point severity scale based on the respondent's answers to the Disability Screening Questions (DSQs) (Statistics Canada, 2018). Using this scale, almost half of MCW with disabilities (44.6%) were classified as having a mild disability; the figures were 45.7% for males and 43.6% for females.
- The majority of MCW with disabilities (67.8%) acquired their first disability after the age of 19: 70.6% of females and 64.4% of males.
- Compared to MCW without disabilities, MCW with disabilities are
  - almost twice as likely to have less than a high school diploma or its equivalent (15% versus 8%); this difference is greater among females than males (13.5% versus 6.3% for females and 16.9% versus 9.8% for males)
  - more likely to report that their highest certificate or diploma is a high school or equivalency certificate (24.2% versus 20.4%); the difference is greater among males than females (27.2% versus 22.1% for males and 21.7% versus 18.8% for females)
  - more likely to report a post-secondary non-university certificate or diploma (37.2% versus 33.1%); the difference is greater among females than males (37.6% versus 32.2% for females and 36.6% versus 34.2% for males)
  - less likely to report having a bachelor's degree as their highest level of education (15.2% versus 22.7%). It is also worth noting that females, regardless of disability status, are more likely than males to report having a bachelor's degree
  - almost twice less likely to report having a graduate degree (6.2% versus 12.6%); however, 8.7% of MCW with disabilities who have a mild disability have obtained a graduate degree and 1.6% of MCW with disabilities who have a very severe disability have obtained a graduate degree

- Compared to MCW without disabilities, MCW with disabilities are
  - less likely to be employed, with a gap of 19 percentage points—65.8% compared to 85.2%; the gap is greater for males than females
  - almost three times more likely to neither employed nor actively seeking employment—28.6% versus 10.3%; the gap is greater among males (27% versus 6%)
- MCW with mild disabilities have almost the same employment rate as MCW without disabilities—83.4% compared to 85.2%; however, among MCW with very severe disabilities, the employment rate drops to 31.1%
- Compared to MCW without disabilities, MCW with disabilities are twice as likely to be living in a low-income household—18.9% versus 9.9%; this holds true for both males and females.
- MCW with very severe disabilities are almost three times more likely to be living in a low-income household than MCW with mild disabilities and are almost four times as likely than MCW without disabilities (33.2% versus 9.9%).

### *Labour market experience of MCW – The employed*

Just under two-thirds (65.8% or 777,200) MCW are employed. This section of the report describes their workplace experience.

The probability of securing employment increases dramatically for MCW regardless of disability status and sex if one has some post-secondary education.

- Only 44.2% of MCW with disabilities who have less than a high school diploma or its equivalent are employed, compared to 80.7% of MCW with disabilities who have post-secondary - university. This same difference exists among MCW without disabilities; however, the difference is not as dramatic—69.2% versus 88.1% respectively.
- Compared to MCW without disabilities, MCW with disabilities are less likely to be employed regardless of level of education the; however, the gap narrows as level of education increases.
- Even with post-secondary education, securing employment continues to evade MCW with disabilities. 23.1% with post-secondary - non-university and 19.3% with post-secondary - university were not employed at the time of the survey. These percentages are much lower than for MCW without disabilities, at 11.7% and 11.9% respectively.

As severity of disability increases, the probability of being employed decreases significantly, regardless of level of education.

- Over nine out of 10 MCW with a mild disability who have post-secondary non-university are employed. However, even having that level of education does not guarantee employment: eight out of 10 with a moderate disability are employed, dropping to six out of 10 with a severe disability and only four out of 10 with a very severe disability.
- Having post-secondary - university follows a similar pattern, but the decline is not so severe. Still, only five out of 10 with very severe disability are employed.

Among male MCWs, regardless of whether they have a disability or not, one out of four report an occupation in the “trades, transport and equipment operators and related occupations” (24.3% and 24.0% respectively). However, the second most reported occupation differs between employed MCW with disabilities and those without. For employed male MCW with disabilities, it is an occupation in “sales and service”, while for employed male MCW without disabilities, it is an occupation in the “management” group.

With the exception of the “health care and social assistance” industry, employed MCW with disabilities are employed proportionately at the same rate as employed MCW without disabilities, and this holds for both males and females.

Recall that only 65.8% of MCW are employed and, of those, 7 out of 10 (69.6%) are employed in permanent full-time positions. This means that 3 out of 10 MCW with disabilities (31.1%) are employed in permanent part-time positions, in non-permanent positions or are self-employed. For some, this results in lower income, financial insecurity, and limited or no access to benefits.

- Employed female MCW with disabilities are less likely to be employed in permanent full-time positions than their male counterparts—66.7% versus 73.1% respectively.

- Compared to younger workers with disabilities (aged 18 to 34) and older workers with disabilities (aged 50 to 64 years), employed MCW with disabilities are
  - more likely to be employed in permanent full-time positions (69.6% versus 59% for younger and 59.7% for older)
  - less likely than older workers to be self-employed (12.8% versus 22% respectively)

Just under two-thirds (64.4%) of MCW with disabilities who are employees disclose their disability to their employer, which means that four out of 10 MCW with disabilities who are employees do not.

- Employed male MCW with disabilities who are employees are less likely to disclose than their female counterparts (60% versus 68.1% respectively).
- Disclosure of disability increases from 63.4% among MCW with a mild disability who are employees to 77.7% among MCW with a severe disability who are employees.
- Disclosure of disability to employers increases as age increases amongst MCW with disabilities who are employees: 57.1% of young workers, 64.4% of MCW, and 70% of older workers disclose their disability to their employer.

Just over one in three (34.7%) of MCW with disabilities who are employees require at least one type of workplace accommodation and, proportionately, more females than males require a workplace accommodation—39.7% versus 28.6%. The need for workplace accommodation by employees with disabilities increases as age increases—from 30.5% among young workers with disabilities to 37% among older workers.

Employees with disabilities were asked about perceived discrimination related to their condition in three work-related scenarios: getting a job interview, getting a job, and getting a promotion.

- 6.5% of MCW with disabilities who are employees, and more males than females (7.5% versus 5.7%), report that they were refused an interview for a job, and this perception decreases as age increases.
- One in 10 male MCW with disabilities who are employees report that they were refused a job. Among young employees with disabilities, 12.2% believe that they were refused a job because of their condition, and this perception decreases as age increases.
- Proportionately, more female MCW who are employees believe that they were refused a promotion because of their condition. Among young employees with disabilities, 12.5% believe that they were refused a promotion because of their condition, and this perception decreases as age increases.

Regardless of sex and age, among MCW with disabilities who are employees, approximately one in four employees with disabilities considers themselves to be disadvantaged in employment and believes that an employer (current or potential) would consider them to be disadvantaged in employment.

Male MCW with disabilities who are employees are more likely than their female peers to believe that their current position does not give them the opportunity to use all of their education (24.2% versus 21.5%). In addition, male MCW with disabilities who are employees are more likely than their female peers to believe that their current position does not require the level of education that they have (34.6% versus 29%). Perceived under-employment decreases as age increases.

#### *Labour market experience of MCW with disabilities – The Unemployed*

MCW with disabilities who are unemployed make up 5.3% (62,800) of the MCW population with disabilities. Proportionately, there are slightly more males than females—5.6% versus 5.1%.

MCW with disabilities who have a moderate or severe disability are over-represented in the population that is actively seeking employment (the unemployed). Just over half (50.8%) of MCW with disabilities who are actively seeking employment have a moderate or severe disability. Within the total MCW population with disabilities, only 36.2% have a moderate or severe disability.



MCW with disabilities who have no post-secondary education are over-represented in the population that is actively seeking employment. Among young workers with disabilities who are actively seeking employment, the majority (68.9%) have no post-secondary education; among MCW with disabilities, half have no post-secondary and half do. And among older workers, 71.2% have post-secondary education.

Just over half (51.8%) of MCW with disabilities believe that they are limited in the kind or amount of work they can do. Proportionately, this perception is greater among females than males—58.7% versus 43.8%. This perception increases from 39% among MCW with a mild disability to 92.5% among MCW with very severe disabilities.

Seven out of 10 (70.6%) MCW with disabilities who are unemployed are seeking full-time employment (30 hours or more per week). Among males, this figure is nine out of 10 (89.1%), and it is five out of 10 (53.6%) among females.

Proportionately, more MCW with disabilities who are unemployed require a workplace accommodation than MCW with disabilities who are employed—43.9% versus 34.7%. The difference between the two populations is greater for females than males. Among female MCW with disabilities who are unemployed, more than half (53.3%) would require a workplace accommodation compared to 39.7% among female MCW with disabilities who are employed. Nine out of 10 MCW with a very severe disability who are unemployed require a workplace accommodation.

The three sources most often used by unemployed MCW with disabilities to find employment opportunities include a union, a government employment agency, or a job ad (either placed or answered). These three sources do not vary by sex or by age.

Perception of discrimination with respect to getting an interview for a job or getting a job is much higher among MCW with disabilities who are unemployed than among MCW with disabilities who are employed.

Three out of 10 (31.1%) of MCW with disabilities who are unemployed believe that their condition has an impact on their ability to seek employment. This perception dramatically increases as severity of disability increases—from one in 10 (9.5%) among MCW with a mild disability to eight out of 10 (80.3%) among MCW with very severe disabilities.

#### *Labour market experience of MCW with disabilities – Those who are not in the labour force*

There are 242,200 MCW with disabilities who are neither employed nor actively looking for work (not in the labour force). Among this population is 89,600 MCW with disabilities who are currently “not in the labour force” and who reported that their condition did not prevent them from working.

Compared to male MCW with disabilities who are not in the labour force but who are not prevented from working, female MCW with disabilities in the same employment position are

- almost twice less likely to believe that their expected employment income would be less than their current income—6.4% versus 12.2%
- less likely to believe that they would lose their additional supports—10.1% versus 14.7%
- less likely to have experienced discrimination in the past—11.6% versus 19.7%
- twice less likely to have been unsuccessful when attempting to find work—14.9% versus 29.7%
- more likely to feel that their training or experience is not adequate for the current job market—32.5% versus 25.6%

Compared to male MCW with disabilities who are not in the labour force but who are not prevented from working, female MCW in the same employment position

- are less likely to have told their previous employer about their condition—21% versus 30.3%
- were less likely to have been working when they became limited—27.8% versus 45.5%
- are less likely to believe that their condition affects their ability to look for work—27.2% versus 60.5%
- are less likely to have looked for work in the past two years—29.5% versus 46.4%



## Background

Today's rapidly changing labour market requires all workers to be flexible — to adopt new roles within their chosen career and to be ready to change careers. The ability to adapt requires that an individual sees the need and has the tools required to self-manage their career in the context of labour market volatility. While challenging for any worker, workers with disabilities are already facing challenges that include under-employment, barriers to training, discrimination in the workplace, and lack of workplace accommodation.

The Supporting Mid-Career Workers with Disabilities through Community-building, Education, and Career-Progression Resources project is funded by the Government of Canada's Future Skills Centre. It addresses career adaptability by targeting the adaptive response skills development needs of mid-career workers (MCW) with disabilities.

The objectives of the project include:

- gaining insight into the experiences and needs of MCW with disabilities related to employment and career adaptability, as well as the perceptions of employers and disability organizations/advocacy groups about the tools and resources required to support MCW with disabilities.
- developing and launching tools and resources to support MCW with disabilities, focusing on three areas: education-related services, virtual peer-to-peer networking and support, and employment-related career coaching and other resources
- conducting evaluations of user experiences with the tools and resources developed and describing the impact of the interventions on the career adaptive responses of users

This report represents a secondary analysis of the data collected in the 2017 Canadian Survey on Disability and is a component of Phase 1 of the project, which consists of gathering the information to inform the development of the tools. Phase 1 also includes a scoping review and a national stakeholder consultation involving an online survey to be completed by MCW with disabilities and focus groups with MCW with disabilities, employers, and advocacy and support organizations.

## Views from the literature

According to Indeed (a world-wide job listing website), mid-career is the stage in your career when you have earned experience and expertise but still have many years left in your career to gain more experience, advance your qualifications, pursue leadership roles, and earn a higher salary. Mid-career begins approximately five to 10 years into a professional career. Assuming the length of a career is approximately 40 years, mid-career takes place around years 10 through 25, or the middle third.<sup>1</sup>

It is noted here that there is a dearth of literature that specifically addresses the issues facing MCW with or without disabilities. That said, the literature—both academic and grey—is replete with articles and reports that speak to the employment situation of people with disabilities and people without disabilities. The views from the literature that are included here provide the context for the analysis of the data collected in the 2017 Canadian Survey on Disability using a MCW lens.

People with disabilities have long recognized employment as fundamental to their well-being and to the exercise of their human rights (e.g., Canadian Association for Community Living (CACL), 2006, 2009; CACL & People First of Canada, 2013a; Council of Canadians with Disabilities (CCD), 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2013; Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2013; Pereira-Silva et al., 2018). Income from employment helps people pay the bills for themselves and their families, helps confer and reflect human dignity among those who have jobs, provides opportunities for developing and expressing human capacities (Pope Francis, 2014), and provides opportunities for people to enter into and maintain valued friendships (Branje, Laninga-Wijnen, Yu, & Meeus, 2014). Employment is a vehicle for contributing to pensions and other retirement income that become particularly important as people get older and as the likelihood of disability increases (ESDC, 2015).

However, this view of the literature reveals that the topic of employment with respect to people with disabilities is frequently discussed within the context of unemployment. Research describes significantly lower rates of employment for people with disabilities compared to people without disabilities (Athanasou et al., 2019; Chloe & Baldwin, 2017; Dwertmann, 2016; Government of Canada, 2010; Petasis, 2020; Richard & Hennekam, 2021; Santilli et al., 2014; Yin & Shaewitz, 2015). Santilli et al. (2015) found a 44% rate of employment for individuals of working age with intellectual disabilities, compared to 75% for those of working age without disabilities. Similarly, in both the United States and European countries, the rate of unemployment amongst those with disabilities was reported to be twice as high as those without disabilities (Dwertmann, 2016).

Type of disability is one factor that influences labour force involvement and workforce experiences. Yin and Shaewitz (2015) found that the labour force presence of people with vision and/or hearing disabilities was 26%, it was 17% for those with cognitive disabilities, and 15% for those with ambulatory disabilities. Understanding this relationship is complex because of the high co-occurrence of disability types (Arim, 2015).

Krause (2018) found that those with learning or intellectual disabilities or those with multiple disabilities reported lower or no employer-provided benefits (Krause, 2018; Schur et al., 2007; Yin & Shaewitz, 2015). Cavanagh et al. (2017) also found that people in management positions often had different responses to employees with disabilities based on type of disability.

To receive workplace modifications, employees need to disclose that they experience disability and require accommodation (Prince, 2015; Toth & Dewa, 2014). In a formal disclosure for purposes of requesting accommodations, employees can choose to reveal their health condition, the impairment effects they experience, or only the accommodations they require (MacDonald-Wilson et al., 2011). Findings also suggest that the (in)visibility, severity, and controllability of their disability, as well as the need for workplace adjustments, impacted the extent of perceived

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<sup>1</sup> <https://www.indeed.com/career-advice/finding-a-job/mid-career>

stigmatization (Richard & Hennekam, 2021), such that Summers et al. (2018) found that individuals with non-apparent conditions face treatment discrimination when disclosing disability-related needs. As such, Summers et al. (2021) suggested that these individuals may continuously do a cost/benefit analysis of the negative effects of stigmatization versus the benefits of disclosure and seeking workplace accommodations. Further, Mpofu et al. (2019) noted that persons with autism spectrum disorders cited lack of job accommodations as a common barrier to support adequate functioning.

Sometimes disclosure experiences are positive (Dewa et al., 2010) insofar as they grant people with disabilities access to accommodations and protection under human rights legislation, provide a sense of emotional relief (Martinez & Hebl, 2016; Stutterheim et al., 2017), and prevent misunderstandings among co-workers about accommodations or disability effects (Oldfield et al., 2016). Revealing and discussing disability can also challenge stereotypes and negative perceptions of disability in the workplace (Gignac et al., 2021).

Although workplace accommodations play an important role in facilitating access to employment for workers with disabilities, they are not always made available. Many employees who need workplace accommodations do not request them (Paulides et al., 2020; Till et al., 2015). For workers with disabilities who do seek formal accommodations—most often involving modifications to duties or scheduling—research has shown that between one-third and two-thirds do not receive them (Jetha et al., 2021; Paulides et al., 2020; Stone et al., 2014). In the absence of formal accommodations, workers use creative strategies to cope (Rathbun-Grubb, 2021; Smyth et al., 2016).

Accommodating the employee with a disability can sometimes be challenging, but employers can build on existing workplace communication channels and supervisory relationships (Nelson et al., 2016). The most commonly required accommodations are flexible work arrangements, including work from home and flexible hours (Furrie et al., 2016; Jetha et al., 2018). Until recently, these arrangements have often been seen as challenging to implement, as they can impact workflows, leading to conflict between workers experiencing disability and co-workers if co-workers perceive accommodation-related changes as unfair (Tulk et al., 2021). They may also be perceived by co-workers as unfair “perks” rather than necessary accommodations, which can give rise to resentment (Dunstan & MacEachen, 2014). As the COVID-19 pandemic has shown, it is possible to implement flexible working arrangements on a more widespread basis (Brown et al., 2021). Allowing all staff to benefit from flexible work arrangements improves morale and work performance and reduces stigma for employees experiencing episodic disability (Gignac et al., 2018; Tompa et al., 2015).

Employment risks for people with disabilities can also be magnified when their underlying health condition is not yet well understood by medicine and/or is otherwise viewed negatively by employers and co-workers (Brouwers, 2020; Moss & Teghtsoonian, 2008; Oldfield et al., 2018; Stergiou-Kita et al., 2016; Toye et al., 2016). For example, stigma has been recognized as a significant barrier to addressing issues related to mental health in the workplace (Brouwers, 2020; Elraz, 2018; Yoshimura, Bakolis & Henderson, 2018). Co-workers may consider colleagues with a disability as a result of a mental health condition as being less productive, competent and reliable (Brohan et al., 2012; Munir et al., 2005; Vick, 2014), or may perceive them as lazy or worthy of pity (Kristman et al., 2014; Stone et al., 2013). Employees with disabilities may also be subject to excessive monitoring and scrutiny (Gignac et al., 2021; MacDonald-Wilson et al., 2011; Oldfield, 2016), harassment (Jones et al., 2018; von Schrader et al., 2014), and layoffs or contract non-renewal (Beatty, 2006; Brouwers, 2020).

Experiences of discrimination—even if seemingly subtle—impact employee performance and can even result in workers with disabilities quitting their job and/or leaving the workforce entirely (Crom et al., 2018; Rose et al., 2017). Employers can address these issues and create more welcoming workplaces by adopting workplace policies that reflect relevant legislation, research, and best practices on the inclusion of workers with disabilities (Realize, 2020). Education aimed at improving knowledge of disability to reduce stigma is recognized as particularly effective in facilitating the employment of people with disabilities (Ebuenyi et al., 2020).

Existing research concerning people with disabilities reveals that people with disabilities are over-represented in blue-collar jobs, such as production and service positions, and are significantly less likely to be in professional, sales, or managerial positions (Hoque & Bacon, 2022; Kruse et al., 2018; Schur et al., 2007). Because of the types of positions people with disabilities tend to hold, several other challenges arise. Research has revealed people with disabilities tend to have less job security (Annequin et al., 2016; Solomon et al., 2018; Wilton, 2006), are less likely to work full-time (Chloe & Baldwin, 2017; Jones, 2007; Schur, 2003; Schur et al., 2007), and have fewer opportunities for increased pay (Coetzee et al., 2017; Mithout, 2021). While each of these items is closely tied to finances, other challenges also exist. While part-time work can address workers' need for greater flexibility in hours and scheduling, these roles rarely include extended health benefits (Furrie et al., 2016; Meredith & Chia, 2015; Lewchuck et al., 2014). As a result, people with health conditions that result in disability are left to spend a larger share of their often insufficient wage on healthcare costs (Okediji et al., 2017). Workers in temporary and part-time roles are also less likely to access the benefits of union membership, including increased wages (Lewchuk, 2017), health and safety protocols (Tran & Sokas, 2017), training, job security, collectively negotiated contracts, and labour law protections (Facey & Eakin, 2010).

Some research has shown that people with disabilities report receiving insufficient training for their roles (Rashid et al., 2017; Soeker et al., 2018; Schur et al., 2007). Perhaps connected to this issue is a perception among employees with disabilities that they are being supervised more closely and have little say or involvement in departmental decisions (Schur et al., 2007).

It is perhaps not surprising, then, that some research has shown that employees with disabilities report feeling underutilized (Konrad et al., 2012) and experiencing lower levels of job satisfaction (Flores et al., 2021; Schur et al., 2007). Mithout (2021) also noted that many employees with disabilities are seen by their supervisors as incapable of evolving. Employees noted facing discrimination (e.g., being denied a position or promotion) stemming from management concerns around safety and their ability to carry out work tasks autonomously. The various workplace challenges, combined with these perceptions of feeling under-utilized and unsatisfied at work, are likely contributing factors to the higher turnover rates among people with disabilities (Schur et al., 2007).

These perceptions present barriers to career advancement because of slow or lack of promotion, which creates an environment that is not supportive of people with disabilities—an environment in which there is a lack of disability awareness/understanding (Coetzee et al., 2017).

Some existing research examines the employer's perspective in relation to employees with disabilities. Michna et al. (2017) found that of the 150 small and medium-sized enterprises investigated, 76% had never collaborated with entities that support the employment of persons with disabilities. Further, Cavanagh et al. (2017) explained that most employers fail to fully understand the support available to employers who employ individuals with disabilities. Cavanagh et al. (2017) also note a disconnect between human relations (HR) policies and implementation due to limited knowledge of how to support employees with disabilities, namely with respect to their daily challenges and work-related needs.

As noted at the beginning of this section, the literature deals with the employment issues faced by workers with disabilities at all stages in their careers. The objective of this report is to apply this knowledge to gain a better understanding of the experience of workers with disabilities who are in their mid-career stage.

## Methodology

### 1. Data source

The 2017 Canadian Survey on Disability (2017 CSD) is the data source for this report. The sampling frame from which the survey's sample was selected was derived from the responses to activity limitation questions on the 2016 National Household Survey (2016 NHS)—the long form of the 2016 Census of Population. Given that the 2016 NHS excludes the institutionalized population and persons living in other collective-type dwellings, the 2017 CSD covers only persons living in private dwellings in Canada. Also, for operational reasons, the population living on First Nation reserves is also excluded.

The sample size for persons aged 15 years and older was 49,976 individuals. The response rate was 68.9%. For more details on the sample design, data collection, and data processing, readers are encouraged to access [the methodology report](#) prepared by Statistics Canada.

The data included in this report were obtained using Statistics Canada's Real Time Remote Access (RTRA) online tabulation tool. Associated with each of the estimates is the coefficient of variation (CV) of the estimate. In this report, any estimate with a CV greater than 16.5% but less than or equal to 33.3% will be identified by the letter "E", indicating that the data should be used with caution. Estimates with a CV greater than 33.3% will be suppressed and will be noted with the letter "F".

### 2. Defining the research population

Mid-career begins approximately five to 10 years into a professional career. If the length of a career is approximately 40 years, mid-career takes place around years 10 through 25, or the middle third. As every person has a unique employment experience, this might not have much to do with age, although age can be an indicator.

For this report, the decision was taken to use an age cohort rather than a number of years worked because the 2017 CSD did not include a question about the number of years worked.

The selection of an appropriate age range assumes that a professional career spans 35 to 40 years, with the early career period being the first 10 years and the mid-career being from years 11 to 25. With that assumption, and assuming that most people enter the workforce at age 20, the corresponding age range for a MCW would be 35 to 45 years. The upper limit of the range was extended to 49 because people with disabilities are more likely to enter the labour market later in their adulthood due to several factors, including taking longer to complete their post-secondary education. Recognizing that some individuals acquire a disability during their work life and, therefore would follow the typical pattern of entry into the workforce, it was decided not to adjust the lower age limit.

For the purposes of this report, the decision was taken to define MCW as individuals aged 35 to 49 inclusive, regardless of employment status.

## Describing the Research Population

This section of the report provides the characteristics of the total research population and, wherever applicable, the corresponding characteristics for the population without disabilities. All data in this section will be provided by sex and, where applicable, by severity of disability.

Among the 6,246,640 Canadians with disabilities aged 15 years and older, there were 1,180,400 who were age 35 to 49 years inclusive, representing 18.9% of the total population with disabilities aged 15 years and older.

### 1. Demographic characteristics

Compared to MCW without disabilities, MCW with disabilities are

- more likely to be female, 55.2% compared to 50.1%
- older, with 37.1% aged 45 to 49 years compared to 33.5%; the greater difference among the female population, at 39.8% versus 33.5%, compared to 34.9% versus 33.4% for males
- 2.5 times more likely to be Indigenous regardless of sex, with females having the greater difference at 7.3% versus 2.6%, compared to 6.7% versus 2.9% for males
- half as likely to be a visible minority regardless of sex, with females having the greater difference at 14.6% versus 30.6%, compared to 13.5% versus 26.2% for males
- just over half as likely to be an immigrant regardless of sex, with females having the greater difference at 17.9% versus 35.2%, compared to 16.2% versus 30% for males
- less likely to live in Quebec, regardless of sex



**Table 1. Demographic characteristics of MCW, by sex and disability status**

Characteristics		MCW with disabilities			MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, MCW</b>		<b>1,180,400</b>	<b>528,900</b>	<b>651,500</b>	<b>5,559,700</b>	<b>2,771,600</b>	<b>2,788,100</b>
Age group	35-39 years	32.3%	29.3%	34.8%	34.2%	34.2%	34.1%
	40-44 years	30.6%	31.0%	30.2%	32.4%	32.3%	32.5%
	45-49 years	37.1%	39.8%	34.9%	33.5%	33.5%	33.4%
Indigenous status - % Indigenous		7.0%	6.7%	7.3%	2.7%	2.9%	2.6%
Racialized population - % racialized population		14.1%	13.5%	14.6%	28.4%	26.2%	30.6%
Immigrant status - % Immigrant		17.1%	16.2%	17.9%	32.6%	30.0%	35.2%
Geography	Newfoundland and Labrador	1.8%	1.7%	1.9%	1.5%	1.5%	1.5%
	Prince Edward Island	0.5%	0.4%	0.5%	0.4%	0.4%	0.4%
	Nova Scotia	3.7%	3.4%	3.9%	2.2%	2.3%	2.1%
	New Brunswick	2.4%	2.3%	2.5%	2.0%	2.0%	2.0%
	Quebec	17.2%	17.3%	17.1%	24.0%	24.5%	23.4%
	Ontario	41.5%	41.9%	41.1%	38.2%	37.3%	39.1%
	Manitoba	3.8%	4.0%	3.7%	3.2%	3.3%	3.1%
	Saskatchewan	3.1%	2.8%	3.3%	2.7%	2.8%	2.6%
	Alberta	11.9%	11.8%	11.9%	12.6%	13.0%	12.3%
	British Columbia	13.8%	14.0%	13.6%	13.0%	12.8%	13.2%
	Yukon	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%
	Northwest Territories	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
	Nunavut	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%

Source: Unpublished data, 2017 Canadian Survey on Disability

## 2. Disability and health characteristics

Statistics Canada developed a four-point severity scale based on the respondent's answers to the Disability Screening Questions (DSQs) (Statistics Canada, 2018). Using this scale,

- almost half of MCW with disabilities (44.6%) are classified as having a mild disability; the figures are 45.7% for males and 43.6% for females
- there were no differences noted between the sexes with respect to severity of disability

More than two-thirds reported having more than one type of disability – 65% for males and 66.8% for females.

- With respect to type of disability reported, five types had a difference between the sexes, with three types being higher for males and two types being higher for females.
  - The three types where the proportion for males was higher than females included:
    - ✓ 40.3% of males reported a flexibility disability (difficulty bending down and picking up an object from the floor; difficulty reaching in any direction) compared to 35.4% of females
    - ✓ 22.6% of males reported a learning disability compared to 17.6% of females
    - ✓ 6.9% of males reported an intellectual/developmental disability compared to 3.8% of females
  - The two types of disabilities where females reported a higher proportion than males were mental health (48.1% versus 37.7%) and pain (68.5% versus 64.2%).

The majority of MCW with disabilities (67.8%) acquired their first disability after the age of 19 (70.6% of females and 64.4% of males).

The 2017 CSD asked the standard two four-point measures of perceived health: physical health and mental health. These two measures are used in the annual Canadian Community Health Survey.

- Almost three out of 10 MCW (27.4%) reported that their physical health was excellent or very good (29% for males versus 26.1% for females).
- Just over three out of 10 MCW (32.7%) reported that their mental health was excellent or very good (34.2% for males versus 31.4% for females).

Table 2. Disability and health characteristics of MCW with disabilities, by sex				
Characteristics		MCW with disabilities		
		Both sexes	Males	Females
Population estimate, MCW with disabilities		1,180,400	528,900	651,500
Severity of disability	Mild	44.6%	45.7%	43.6%
	Moderate	18.3%	18.3%	18.3%
	Severe	17.9%	16.9%	18.7%
	Very severe	19.2%	19.1%	19.3%
Number of types of disabilities	Only one type	34.0%	34.9%	33.2%
	Two types	36.8%	35.3%	38.0%
	Three or more types	29.2%	29.7%	28.8%
Type of disability	Seeing	22.5%	23.2%	22.0%
	Hearing	13.4%	14.8%	12.2%
	Mobility	31.1%	29.3%	32.5%
	Dexterity	13.5%	12.1%	14.5%
	Flexibility	37.6%	40.3%	35.4%
	Learning	19.8%	22.6%	17.6%
	Developmental	5.2%	6.9%	3.8%
	Memory	19.7%	20.8%	18.9%
	Mental health	43.5%	37.7%	48.1%
	Pain	66.6%	64.2%	68.5%
	Type unknown	2.8%	2.7%	2.9%
Earliest age of onset of disability	Birth	4.6%	5.5%	3.9%
	Before age of 20 but not at birth	27.5%	30.1%	25.4%
	After the age of 19	67.8%	64.4%	70.6%
Self-perceived physical health	Excellent	4.8%	5.9%	3.9%
	Very good	22.6%	23.1%	22.2%
	Good	37.0%	36.4%	37.5%
	Fair or poor	35.5%	34.5%	36.4%
Self-perceived mental health	Excellent	10.8%	12.2%	9.6%
	Very good	21.9%	22.0%	21.8%
	Good	33.1%	32.4%	33.6%
	Fair or poor	34.1%	33.4%	34.8%

Source: Unpublished data, 2017 Canadian Survey on Disability

### 3. Education characteristics

*Is there a difference in the level of education between MCW with disabilities and MCW without disabilities? Is there a difference between the sexes?*

Compared to MCW without disabilities, MCW with disabilities are

- almost twice as likely to have less than a high school diploma or its equivalent (15% versus 8%); this difference is greater among females than males (13.5% versus 6.3% for females and 16.9% versus 9.8% for males)
- more likely to report that their highest certificate or diploma is a high school or equivalency certificate (24.2% versus 20.4%); the difference is greater among males than females (27.2% versus 22.1% for males and 21.7% versus 18.8% for females)
- more likely to report a post-secondary non-university certificate or diploma (37.2% versus 33.1%); the difference is greater among females than males (37.6% versus 32.2% for females and 36.6% versus 34.2% for males)
- less likely to report having a bachelor's degree as their highest level of education (15.2% versus 22.7%). It is also worth noting that females, regardless of disability status, are more likely than males to report having a bachelor's degree
- almost twice less likely to report having a graduate degree (6.2% versus 12.6%)

**Table 3. Highest level of education of MCW, by sex and disability status**

		MCW with disabilities			MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, MCW</b>		<b>1,180,400</b>	<b>528,900</b>	<b>651,500</b>	<b>5,559,700</b>	<b>2,771,600</b>	<b>2,788,100</b>
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	15.0%	16.9%	13.5%	8.0%	9.8%	6.3%
	High school diploma or a high school equivalency certificate	24.2%	27.2%	21.7%	20.4%	22.1%	18.8%
	Trade certificate or diploma	10.6%	15.0%	7.0%	10.3%	13.9%	6.8%
	College, CEGEP or other non-university certificate/diploma	26.6%	21.6%	30.6%	22.8%	20.3%	25.4%
	University certificate or diploma below the bachelor's level	2.3%	1.8%	2.7%	3.0%	2.8%	3.3%
	Bachelor's degree	15.2%	11.7%	18.0%	22.7%	19.3%	26.1%
	University certificate/diploma/degree above the bachelor's level	6.2%	6.0%	6.5%	12.6%	11.9%	13.3%
	Unknown	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>			

E: CV associated with estimate exceeds 16.5% - use with caution.

Source: Unpublished data, 2017 Canadian Survey on Disability

*Does education level differ with severity of disability?*

- Just under three in 10 MCW with disabilities (26.7%) who have a very severe disability report having less than a high school diploma/certificate or its equivalent compared to one in 10 among MCW with disabilities (10.2%) who have a mild disability.
- 8.7% of MCW with disabilities who have a mild disability have obtained a graduate degree. Only 1.6% of MCW with disabilities who have a very severe disability have obtained a graduate degree.

Table 4. Highest level of education of MCW with disabilities, by severity of disability						
		Total	Mild	Moderate	Severe	Very severe
Population estimate, MCW with disabilities		1,180,400	526,000	216,300	211,300	226,800
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	15.0%	10.2%	15.8%	13.7%	26.7%
	High school diploma or a high school equivalency certificate	24.2%	23.2%	17.9%	31.6%	25.6%
	Trade certificate or diploma	10.6%	9.7%	9.7%	11.4%	12.7%
	College, CEGEP or other non-university certificate/diploma	26.6%	25.3%	31.2%	26.4%	25.2%
	University certificate or diploma below the bachelor's level	2.3%	2.3%	3.6%	1.8%	1.5%
	Bachelor's degree	15.2%	20.3%	16.7%	9.9%	6.7%
	University certificate/diploma/degree above the bachelor's level	6.2%	8.7%	5.2%	5.2%	1.6%
	Unknown	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>
E: CV associated with estimate exceeds 16.5% - use with caution.						
Source: Unpublished data, 2017 Canadian Survey on Disability						

*For MCW with a post-secondary certificate, diploma, or degree, is there a difference between MCW with disabilities and MCW without disabilities with respect to major field of study? Is there a difference between the sexes?*

Compared to MCW without disabilities, MCW with disabilities are

- slightly less likely to have a post-secondary certificate, diploma, or degree in “Business, management and public administration” (20.5% versus 22.3%), “Physical and life sciences and technologies” (2.2% versus 4.0%), and “Architecture, engineering and related technologies” (16.7% versus 18.9%)
- more likely to have a post-secondary certificate, diploma, or degree in “Health and related fields (16.6% versus 13.9%)” and “Personal, protective and transportation services” (7.1% versus 5.6%)

**Table 5. Major field of study for MCW with a post-secondary certificate, diploma, or degree, by sex and disability status**

		MCW with disabilities			MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, MCW with a post-secondary certificate/diploma/degree</b>		<b>700,200</b>	<b>280,900</b>	<b>419,300</b>	<b>3,975,400</b>	<b>1,887,700</b>	<b>2,087,700</b>
Major field of study	Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	Education	5.5%	3.8%	6.8%	5.8%	2.9%	8.4%
	Visual & performing arts, & communications technologies	4.4%	4.8%	4.1%	3.4%	3.4%	3.4%
	Humanities	5.5%	5.5%	5.5%	5.5%	4.0%	6.8%
	Social and behavioural sciences and law	13.3%	7.3%	17.6%	12.6%	8.9%	15.9%
	Business, management and public administration	20.5%	15.0%	24.4%	22.3%	17.3%	26.9%
	Physical and life sciences and technologies	2.2%	2.0%	2.3%	4.0%	3.8%	4.1%
	Mathematics, computer and information sciences	5.9%	9.6%	3.4%	5.5%	8.4%	2.9%
	Architecture, engineering and related technologies	16.7%	34.4%	4.2%	18.9%	35.0%	4.5%
	Agriculture, natural resources and conservation	2.2%	2.6%	1.9%	2.5%	3.4%	1.7%
	Health and related fields	16.6%	6.8%	23.4%	13.9%	6.5%	20.5%
	Personal, protective and transportation services	7.1%	8.2%	6.3%	5.6%	6.4%	4.8%
	Other	0.0% <sup>E</sup>	0.1% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>
	Field of study not provided	0.0%	0.0%	0.0%			

E: CV associated with estimate exceeds 16.5% - use with caution.

Source: Unpublished data, 2017 Canadian Survey on Disability

*For MCW with disabilities who have a post-secondary certificate, diploma, or degree, is there a difference in field of study depending on severity of disability?*

There is no clear pattern to indicate that degree of severity of disability has an impact on the choice of field of study.

**Table 6. Major field of study for MCW with disabilities who have a post-secondary certificate, diploma, or degree, by severity of disability**

		Total	Severity of disability			
			Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who have a post-secondary certificate/diploma/degree</b>		<b>718,000</b>	<b>350,500</b>	<b>143,700</b>	<b>115,500</b>	<b>108,300</b>
Major field of study	Total	100.0%	100.0%	100.0%	100.0%	100.0%
	Education	5.5%	6.0%	6.8%	3.0%	4.9%
	Visual & performing arts, & communications technologies	4.4%	4.3%	3.9%	7.4%	2.3% <sup>E</sup>
	Humanities	5.5%	6.7%	4.5%	5.5%	3.0% <sup>E</sup>
	Social and behavioural sciences and law	13.3%	15.1%	11.3%	12.6%	11.2%
	Business, management and public administration	20.5%	17.1%	27.4%	19.9%	23.0%
	Physical and life sciences and technologies	2.2%	2.8%	2.2% <sup>E</sup>	1.6% <sup>E</sup>	0.6% <sup>E</sup>
	Mathematics, computer and information sciences	6.0%	7.3%	6.5% <sup>E</sup>	2.5% <sup>E</sup>	4.7%
	Architecture, engineering and related technologies	16.7%	15.7%	17.1%	17.7%	18.1%
	Agriculture, natural resources and conservation	2.2%	2.2%	1.0% <sup>E</sup>	4.3% <sup>E</sup>	1.3% <sup>E</sup>
	Health and related fields	16.6%	16.8%	15.4%	16.2%	17.7%
	Personal, protective and transportation services	7.1%	5.9%	3.8%	9.2%	13.1%
	Other	0.0%	0.0%	0.0%	0.2% <sup>E</sup>	0.0%
	Field of study not provided	0.0%	0.0%	0.1% <sup>E</sup>	0.0%	0.0%

E: CV associated with estimate exceeds 16.5% - use with caution.

Source: Unpublished data, 2017 Canadian Survey on Disability

#### 4. Labour force characteristics

*Is there a difference in employment status between MCW with disabilities and MCW without disabilities? Is sex a factor?*

Compared to MCW without disabilities, MCW with disabilities are

- less likely to be employed with a gap of 19 percentage points—65.8% compared to 85.2%; the gap is greater for males than females
- almost three times more likely to neither employed nor actively seeking employment—28.6% versus 10.3%; the gap is greater among males (27% versus 6%)

Table 7. Labour force characteristics of MCW, by sex and disability status							
		MCW with disabilities			MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, MCW</b>		<b>1,180,400</b>	<b>528,900</b>	<b>651,500</b>	<b>5,559,700</b>	<b>2,771,600</b>	<b>2,788,100</b>
Labour force status	Employed	65.8%	67.3%	64.7%	85.2%	88.9%	81.5%
	Unemployed	5.3%	5.6%	5.1%	4.5%	5.1%	3.9%
	Not in the labour force	28.6%	27.0%	30.0%	10.3%	6.0%	14.5%
	Labour force status not provided	0.2% <sup>E</sup>	0.2% <sup>E</sup>	0.2% <sup>E</sup>			
E: Use with caution – CV >= 16.5%.							
Source: Unpublished data, 2017 Canadian Survey on Disability							

*Does employment status differ by severity of disability?*

- MCW with mild disabilities have almost the same employment rate as MCW without disabilities (83.4% compared to 85.2%).
- Among MCW with very severe disabilities, the employment rate drops to 31.1%.

Table 8. Labour force status of MCW, by severity of disability						
		Severity of disability				
		Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities</b>		<b>1,180,400</b>	<b>525,900</b>	<b>216,400</b>	<b>211,300</b>	<b>226,900</b>
Labour force status	Employed	65.8%	83.4%	69.7%	55.5%	31.1%
	Unemployed	5.3%	4.6%	7.2%	7.9%	3.0%
	Not in the labour force	28.6%	11.8%	22.6%	36.6%	65.9%
	Labour force status not provided	0.2% <sup>E</sup>	0.3% <sup>E</sup>	0.5% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>
E: Use with caution – CV >= 16.5%.						
Source: Unpublished data, 2017 Canadian Survey on Disability						

#### 5. Low Income

The Market Basket Measure (MBM) is a measure of low income based on the cost of a specific basket of goods and services representing a modest, basic standard of living. It includes the costs of food, clothing, footwear, transportation, shelter, and other expenses for a reference family of two adults aged 25-49 and two children (aged 9 and 13). It provides

thresholds for a finer geographic level than the LICO, allowing, for example, different costs for rural areas in the different provinces.<sup>2</sup> These thresholds are compared to disposable income<sup>3</sup> of families to determine low-income status.

Compared to MCW without disabilities, MCW with disabilities are twice as likely to be living in a low-income household—18.9% versus 9.9%; this holds true for both males and females.

<b>Table 9. MCW living in low-income household (market basket measure), by sex and disability status</b>						
	<b>MCW with disabilities</b>			<b>MCW without disabilities</b>		
	<b>Both sexes</b>	<b>Males</b>	<b>Females</b>	<b>Both sexes</b>	<b>Males</b>	<b>Females</b>
<b>Population estimate, MCW*</b>	<b>1,176,100</b>	<b>527,300</b>	<b>648,800</b>	<b>5,541,400</b>	<b>2,762,400</b>	<b>2,779,000</b>
Percentage living in low-income households	18.9%	17.7%	19.8%	9.9%	9.6%	10.1%
* The MBM was not developed for the three territories.						
Source: Unpublished data, 2017 Canadian Survey on Disability						

MCW with very severe disabilities are almost three times more likely to be living in a low-income household than MCW with mild disabilities and are almost four times as likely than MCW without disabilities (33.2% versus 9.9%).

<b>Table 10. MCW with disabilities living in low-income household (market basket measure), by severity of disability</b>					
	<b>Severity of disability</b>				
	<b>Total</b>	<b>Mild</b>	<b>Moderate</b>	<b>Severe</b>	<b>Very severe</b>
<b>Population estimate, MCW with disabilities*</b>	<b>1,176,100</b>	<b>523,300</b>	<b>215,600</b>	<b>210,700</b>	<b>226,500</b>
Percentage living in low-income households	18.9%	12.7%	13.1%	24.8%	33.2%
* The MBM was not developed for the three territories.					
Source: Unpublished data, 2017 Canadian Survey on Disability					

<sup>2</sup> <https://www150.statcan.gc.ca/n1/pub/75f0002m/2015002/mbm-mpc-eng.htm>

<sup>3</sup> Disposable income is defined as the sum remaining after deducting the following from total family income: total income taxes paid; the personal portion of payroll taxes; other mandatory payroll deductions such as contributions to employer-sponsored pension plans, supplementary health plans, and union dues; child support and alimony payments made to another family; out-of-pocket spending on child care; and non-insured but medically prescribed health-related expenses such as dental and vision care, prescription drugs, and aids for persons with disabilities.



## Labour market experience of MCW who are employed

Just under two-thirds (65.8% or 777,200) MCW are employed. This section of the report describes their workplace experience.

*Does having post-secondary education increase the probability of securing employment? Is the probability the same for MCW with disabilities and MCW without disabilities? Is sex a factor?*

The probability of securing employment increases dramatically for MCW regardless of disability status and sex if one has some post-secondary education.

- Only 44.2% of MCW with disabilities who have less than a high school diploma or its equivalent are employed compared to 80.7% of MCW with disabilities who have post-secondary - university. This same difference exists among MCW without disabilities; however, the difference is not as dramatic—69.2% versus 88.1% respectively.
- Sex is a factor for both MCW with and without disabilities. Among male MCW with disabilities, 54.1% who have less than high school are employed; this figure is 77.5% among those with post-secondary - non-university and 81.8% among those with post-secondary - university. The difference is more pronounced with female MCW, where only 34.3% with less than a high school diploma or its equivalent are employed compared to 76.8% with post-secondary - non-university and 79.6% with post-secondary - university. This same difference exists among MCW without disabilities, but the difference is not as dramatic—74.4% versus 92.3% (males) and 59.5% versus 84.4% (females).
- Compared to MCW without disabilities, MCW with disabilities are less likely to be employed regardless of level of education but the gap narrows as level of education increases. For MCW with less than a high school diploma or its equivalent, the gap is 25 percentage points—44.2% (MCW with disabilities) versus 69.2% (MCW without disabilities). For MCW with post-secondary - university, the gap is 7.4 percentage points—80.7% (MCW with disabilities) versus 88.1% (MCW without disabilities).
- Even with post-secondary education, securing employment continues to evade MCW with disabilities. 23.1% with post-secondary - non-university and 19.3% with post-secondary - university were not employed at the time of the survey. These percentages are much lower than for MCW without disabilities at 11.7% and 11.9% respectively.
- Only for male MCW without disabilities does the percentage who are not employed drop below 10%. For male MCW without disabilities who have post-secondary - non-university, 9% are not employed at the time of the survey; for MCW without disabilities with post-secondary - university, 7.7% are not employed. The respective percentages for male MCW with disabilities are 22.5% and 18.2%.

**Table 11. Percentage of employed MCW by highest level of education, sex, and disability status**

		Employed MCW with disabilities			Employed MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, employed MCW</b>		<b>777,200</b>	<b>355,700</b>	<b>421,500</b>	<b>4,738,400</b>	<b>2,465,200</b>	<b>2,273,200</b>
<b>% who are employed (Table 7)</b>		<b>65.8%</b>	<b>67.3%</b>	<b>64.7%</b>	<b>85.2%</b>	<b>88.9%</b>	<b>81.5%</b>
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	44.2%	54.1%	34.3%	69.2%	74.4%	59.5%
	High school diploma or a high school equivalency certificate	55.6%	61.2%	50.0%	81.9%	86.1%	76.8%
	Post-secondary – non-university	76.9%	77.5%	76.8%	88.3%	91.0%	84.8%
	Post-secondary –university	80.7%	81.8%	79.6%	88.1%	92.3%	84.4%

Source: Unpublished data, 2017 Canadian Survey on Disability

### *Does severity of disability affect the probability of being employed regardless of level of education?*

As severity of disability increases, the probability of being employed decreases significantly, regardless of level of education. Recall that 83.4% of MCW with mild disability are employed compared to 31.1% of MCW with very severe disability (Table 8).

- Among MCW with less than a high school diploma or its equivalent, 76.8% are employed. This drops to 20% for MCW with very severe disability. This means that eight out of 10 MCW with a very severe disability are either unemployed or not actively seeking employment (not in the labour force). For MCW with moderate or severe disability, six out of 10 are either unemployed or not actively seeking employment (not in the labour force).
- Nine out of 10 MCW with a mild disability who have post-secondary – non-university are employed. However, even having that level of education does not guarantee employment: eight out of 10 with a moderate disability are employed, dropping to six out of 10 with a severe disability and only four out of 10 with a very severe disability.
- Having post-secondary - university follows a similar pattern, but the decline is not so severe. Still, only five out of 10 with very severe disability are employed.

Table 12. Percentage of employed MCW by highest level of education, and severity of disability						
		Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, employed MCW with disabilities</b>		<b>777,200</b>	<b>438,400</b>	<b>151,000</b>	<b>117,300</b>	<b>70,500</b>
<b>% who are employed (Table 8)</b>		<b>65.8%</b>	<b>83.4%</b>	<b>69.7%</b>	<b>55.5%</b>	<b>31.1%</b>
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	43.5%	76.8%	37.6%	36.5%	20.0%
	High school diploma or a high school equivalency certificate	52.2%	65.4%	56.9%	53.2%	20.0%
	Post-secondary – non-university	73.5%	91.4%	81.4%	59.6%	40.5%
	Post-secondary –university	81.7%	90.5%	79.4%	65.7%	53.9%

Source: Unpublished data, 2017 Canadian Survey on Disability

### *Do MCW with disabilities have occupations that are in similar fields in comparison to MCW without disabilities?*

- Almost two-thirds (63%) of employed MCW with disabilities have occupations in four of the 10 occupational groups. They include:
  - sales and services (19.2%)
  - business, finance and administration (16.6%)
  - education, law and social, community and government services (15%)
  - trades, transport, and equipment operations and related occupations (12.6%)

These four fields of occupation are also the most frequently reported among employed MCW without disabilities; however, there were differences in the order and these four occupational groupings accounted for only 56% of employed MCW without disabilities.

- Among employed male MCW, regardless of whether they have a disability or not, one out of four report an occupation in the “trades, transport and equipment operators and related occupations” (24.3% and 24.0% respectively). However, the second most reported occupation differs between employed MCW with disabilities and those without. For employed male MCW with disabilities, it is an occupation in “sales and service”, while for male MCW without disabilities, it is an occupation in the “management” group.

**Table 13. Occupation of MCW who are employed, by sex and disability status**

		Employed MCW with disabilities			Employed MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, employed MCW</b>		<b>777,200</b>	<b>355,700</b>	<b>421,500</b>	<b>5,559,700</b>	<b>2,771,700</b>	<b>2,788,000</b>
Occupation group	Management occupations	10.9%	12.4%	9.6%	12.5%	15.4%	9.6%
	Business, finance and administration occupations	16.6%	9.4%	22.7%	15.4%	9.7%	21.1%
	Natural and applied sciences and related occupations	6.9%	11.4%	3.2%	7.7%	11.8%	3.5%
	Health occupations	8.1%	4.4%	11.1%	7.2%	2.9%	11.5%
	Occupations in education, law and social, community and government services	15.0%	10.7%	18.6%	12.8%	8.0%	17.5%
	Occupations in art, culture, recreation and sport	2.2%	1.7%	2.7%	2.5%	2.4%	2.5%
	Sales and service occupations	19.2%	17.4%	20.8%	14.8%	12.6%	16.9%
	Trades, transport and equipment operators and related occupations	12.6%	24.3%	2.7%	13.0%	24.0%	2.2%
	Natural resources, agriculture and related production occupations	1.1%	1.8% <sup>E</sup>	0.5%	1.6%	2.7%	0.5%
	Occupations in manufacturing and utilities	3.6%	4.5%	2.9%	4.0%	5.8%	2.3%
	Occupation not specified	3.8%	2.0%	5.2%	8.6%	4.7%	12.4%

E: Use with caution – CV &gt;= 16.5%.

Source: Unpublished data, 2017 Canadian Survey on Disability



*Are MCW with disabilities employed in the same industries as MCW without disabilities?*

With the exception of the “health care and social assistance” industry, MCW with disabilities are employed proportionately at the same rate as MCW without disabilities, and this holds for both males and females.

**Table 15. Industry for MCW who are employed, by sex and disability status**

		Employed MCW with disabilities			Employed MCW without disabilities		
		Both sexes	Males	Females	Both sexes	Males	Females
<b>Population estimate, employed MCW</b>		<b>777,200</b>	<b>355,700</b>	<b>421,500</b>	<b>5,559,700</b>	<b>2,771,700</b>	<b>2,788,000</b>
Industry – Labour industry sectors (NAICS 2012)	Agriculture, forestry, fishing and hunting	1.4%	1.5% <sup>E</sup>	1.2%	1.7%	2.5%	0.9%
	Mining, quarrying, and oil and gas extraction	1.5%	2.8%	0.5% <sup>E</sup>	1.7%	2.6%	0.9%
	Utilities	0.8%	1.0% <sup>E</sup>	0.6% <sup>E</sup>	0.8%	1.2%	0.5%
	Construction	5.7%	10.4%	1.8%	7.2%	12.2%	2.2%
	Manufacturing	7.4%	10.7%	4.6%	8.6%	11.8%	5.5%
	Wholesale trade	3.6%	5.1%	2.3%	3.9%	5.2%	2.7%
	Retail trade	10.9%	11.0%	10.7%	7.9%	7.5%	8.3%
	Transportation and warehousing	4.0%	6.7%	1.7%	4.7%	6.8%	2.7%
	Information and cultural industries	2.9%	4.0%	2.0% <sup>E</sup>	2.3%	3.1%	1.5%
	Finance and insurance	5.0%	4.6%	5.3%	5.1%	4.0%	6.1%
	Real estate and rental and leasing	1.0%	1.2% <sup>E</sup>	0.9%	1.6%	1.8%	1.3%
	Professional, scientific and technical services	5.9%	7.0%	5.0%	7.4%	8.8%	6.1%
	Management of companies and enterprises	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.0% <sup>E</sup>	0.1%	0.1%	0.1%
	Admin. and support/waste management and remediation services	3.6%	3.9%	3.4%	3.3%	3.9%	2.7%
	Educational services	8.6%	5.4%	11.3%	7.7%	4.2%	11.1%
	Health care and social assistance	15.0%	7.4%	21.5%	11.3%	4.0%	18.6%
	Arts, entertainment and recreation	1.5%	0.7% <sup>E</sup>	2.1%	1.2%	1.2%	1.3%
	Accommodation and food services	4.1%	3.9%	4.3%	4.2%	3.3%	5.0%
	Other services (except public administration)	4.0%	2.8%	5.1%	4.0%	3.6%	4.4%
	Public administration	9.2%	7.8%	10.4%	6.6%	7.4%	5.8%
	Industry not provided	3.7%	2.0%	5.2%	7.2%	3.8%	10.5%

E: Use with caution – CV >= 16.5%.

Source: Unpublished data, 2017 Canadian Survey on Disability



*Are MCW with disabilities more likely to be employed in permanent full-time positions? Is the situation different for younger workers with disabilities? For older workers with disabilities?*

Recall that only 65.8% of MCW are employed (Table 7) and of those, seven out of 10 (69.6%) are employed in permanent full-time positions. This means that three out of 10 MCW with disabilities (31.1%) are employed in permanent part-time positions, in non-permanent positions or are self-employed and for some, this results in lower income, financial insecurity, and limited or no access to benefits.

Employed female MCW with disabilities are less likely to be employed in permanent full-time positions than their male counterparts – 66.7% versus 73.1% respectively.

Compared to younger workers with disabilities (aged 18 to 34) and older workers with disabilities (aged 50 to 64 years), employed MCW with disabilities are

- more likely to be employed in permanent full-time positions (69.6% versus 59% for younger and 59.7% for older)
- less likely than older workers to be self-employed (12.8% versus 22% respectively)

Table 17. Type of employment for MCW with disabilities who are employed, by sex				
		Both sexes	Males	Females
Population estimate, MCW with disabilities who are employed		<b>777,200</b>	<b>355,700</b>	<b>421,500</b>
Type of work	Employee – permanent – full-time	69.6%	73.1%	66.7%
	Employee – permanent – part-time	8.7%	4.3%	12.4%
	Employee – not permanent – full-time	4.6%	5.6%	3.8%
	Employee – not permanent – part-time	4.1%	3.2%	4.8%
	Self-employed	12.8%	13.7%	12.0%
	Other*	0.2% <sup>E</sup>	0.2% <sup>E</sup>	0.3% <sup>E</sup>
<ul style="list-style-type: none"> <li>• Includes working in a family business without pay and type of employment not specified.</li> </ul>				
Source: Unpublished data, 2017 Canadian Survey on Disability				

Table 18. Type of employment for adults with disabilities who are employed, by type of worker and age					
		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
Population estimate, adults with disabilities who are employed		<b>2,274,600</b>	<b>644,900</b>	<b>777,200</b>	<b>853,100</b>
Type of work	Employee – permanent – full-time	62.9%	59.0%	69.6%	59.7%
	Employee – permanent – part-time	10.0%	14.0%	8.7%	8.2%
	Employee – not permanent – full-time	6.5%	10.7%	4.6%	5.1%
	Employee – not permanent – part-time	5.1%	7.7%	4.1%	4.1%
	Self-employed	15.0%	8.4%	12.8%	22.0%
	Other*	0.4% <sup>E</sup>	0.1% <sup>E</sup>	0.2% <sup>E</sup>	0.8% <sup>E</sup>
<ul style="list-style-type: none"> <li>• Includes working in a family business without pay and type of employment not specified.</li> </ul>					
Source: Unpublished data, 2017 Canadian Survey on Disability					

*Disclosure of disability to employer – Do most MCW disclose their condition to their employer? Does rate of disclosure differ depending on severity of disability? Is the situation different for younger employees with disabilities? For older employees with disabilities?*

Just under two-thirds (64.4%) of MCW with disabilities who are employees disclose their disability to their employer which means that four out of 10 MCW with disabilities do not. Male MCW with disabilities who are employees are less likely to disclose than their female counterparts (60% versus 68.1% respectively).

Disclosure of disability increases from 63.4% among MCW with a mild disability who are employees to 77.7% among MCW with a severe disability who are employees.

Disclosure of disability to employers increases as age increases: 57.1% of young workers, 64.4% of MCW, and 70% of older workers who are employees disclose their disability to their employer.

Table 19. Disclosure of condition to employers by MCW with disabilities who are employed, by sex			
	Both sexes	Males	Females
Population estimate, MCW with disabilities who are employees	676,800	306,300	370,500
% who disclosed condition to employer	64.4%	60.0%	68.1%
Source: Unpublished data, 2017 Canadian Survey on Disability			

Table 20. Disclosure of condition to employers by MCW with disabilities who are employed, by severity of disability					
	Severity of disability				
	Total	Mild	Moderate	Severe	Very severe
Population estimate, MCW with disabilities who are employees	676,800	392,100	136,460	95,110	53,130
% who disclosed condition to employer	64.4%	63.4%	67.7%	77.7%	73.5%
Source: Unpublished data, 2017 Canadian Survey on Disability					

Table 21. Disclosure of condition to employers by employees with disabilities, by age group				
	Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
Population estimate, MCW with disabilities who are employees	1,933,300	591,700	676,800	664,800
% who disclosed condition to employer	64.1%	57.1%	64.4%	70.0%

*Workplace accommodation – Do the majority of MCW with disabilities who are employees require an accommodation in the workplace? Is the situation different for younger employees with disabilities? For older employees with disabilities? What types of workplace accommodations are requested, and does the need vary by sex and/or by age?*

- Just over one in three (34.7%) of MCW with disabilities who are employees require at least one type of workplace accommodation and, proportionately, more females than males require a workplace accommodation—39.7% versus 28.6%.
- The need for workplace accommodation by employees with disabilities increases as age increases—from 30.5% among young workers with disabilities to 37% among older workers.
- There are three types of accommodations requested by employees with disabilities:



- “Soft” accommodations include modified or different duties, work from home, and modified hours or days or reduced work hours. This is the type of accommodation most often reported as being needed by both sexes and by all three age groups.
- “Personal” accommodations include human support such as a sign language interpreter, technical aids such as TTY, special software or other adaptations for computer, laptop or tablet, communication aids, a special chair or back support, and specialized transportation. Proportionately more female employees with disabilities need for this type of support than male employees with disabilities, and MCW with disabilities have the greatest need when compared to younger and older employees.
- “Structural” accommodations include modified or ergonomic workstation, handrails, ramps, widened doorways or hallways, adapted or accessible parking, accessible elevators, and adapted washrooms. Proportionately more female employees with disabilities need for this type of support than male employees with disabilities, and the need increases as age increases.

<b>Table 22. Workplace accommodation needed by MCW with disabilities who are employees, by sex</b>				
		<b>Both sexes</b>	<b>Males</b>	<b>Females</b>
<b>Population estimate, MCW with disabilities who are employees</b>		<b>676,800</b>	<b>306,300</b>	<b>370,500</b>
<b>Population estimate, MCW with disabilities who are employees and who need a workplace accommodation</b>		<b>234,700</b>	<b>87,500</b>	<b>147,200</b>
%age of MCW with disabilities who are employees who need a workplace accommodation		34.7%	28.6%	39.7%
%age requiring accommodation in the workplace who need ...	.. soft accommodation	68.0%	66.6%	68.8%
	.. personal accommodation	46.7%	43.4%	48.6%
	.. structural accommodation	36.1%	27.1%	41.4%
	.. other type of accommodation	6.8%	9.5%	5.2%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>				

Table 23. Workplace accommodation needed by person with disabilities who are employees, by age					
		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
Population estimate, MCW with disabilities who are employees		1,933,300	591,700	676,800	664,800
Population estimate, MCW with disabilities who are employees and who need a workplace accommodation		660,200	180,200	234,700	246,300
%age of MCW with disabilities who are employees who need a workplace accommodation		34.1%	30.5%	34.7%	37.0%
%age requiring accommodation in the workplace who need ...	.. soft accommodation	69.3%	74.3%	68.0%	66.5%
	.. personal accommodation	42.1%	36.0%	46.7%	41.9%
	.. structural accommodation	36.0%	27.8%	36.1%	41.7%
	.. other type of accommodation	7.0%	6.2%	6.8%	7.9%
Source: Unpublished data, 2017 Canadian Survey on Disability					

*Discrimination in the workplace – Do MCW who are employees perceive discrimination? Does perceived discrimination in the workplace differ by sex? Is the situation different for younger employees with disabilities? For older employees with disabilities?*

Employees with disabilities were asked about perceived discrimination related to their condition in three work-related scenarios: getting a job interview, getting a job, and getting a promotion.

- 6.5% of MCW with disabilities who are employees, and more males than females (7.5% versus 5.7%), report that they were refused an interview for a job, and this perception decreases as age increases.
- One in 10 male MCW with disabilities who are employees report that they were refused a job. Among young employees with disabilities, 12.2% believe that were refused a job because of their condition, and this perception decreases as age increases.
- Proportionately, more female MCW who are employees believe that they were refused a promotion because of their condition. Among young employees with disabilities, 12.5% believe that were refused a promotion because of their condition, and this perception decreases as age increases.

Table 24. Perceived discrimination experienced by MCW with disabilities who are employees, by sex				
		Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are employees</b>		<b>676,800</b>	<b>306,300</b>	<b>370,500</b>
Discrimination in the workplace	Was refused a job interview because of condition	6.5%	7.5%	5.7%
	Was refused a job because of condition	9.4%	9.9%	9.0%
	Was refused a job promotion because of condition	9.9%	9.5%	10.3%
Source: Unpublished data, 2017 Canadian Survey on Disability				

Table 25. Perceived discrimination experienced by person with disabilities who are employees, by age					
		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, MCW with disabilities who are employees</b>		<b>1,933,300</b>	<b>591,700</b>	<b>676,800</b>	<b>664,800</b>
Discrimination in the workplace	Was refused a job interview because of condition	7.0%	8.6%	6.5%	6.1%
	Was refused a job because of condition	9.7%	12.2%	9.4%	7.9%
	Was refused a job promotion because of condition	10.2%	12.5%	9.9%	8.4%
Source: Unpublished data, 2017 Canadian Survey on Disability					

*Perceived disadvantage in employment – Do MCW who are employees perceive that they are disadvantaged in employment? Does this perception differ by sex? Is the situation different for younger employees with disabilities? For older employees with disabilities?*

Regardless of sex and age, among MCW with disabilities who are employees, approximately one in four employees with disabilities considers themselves to be disadvantaged in employment and believes that an employer (current or potential) would consider them to be disadvantaged in employment.

**Table 26. Perceived workplace disadvantage experienced by MCW with disabilities who are employees, by sex**

		Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are employees</b>		<b>676,800</b>	<b>306,300</b>	<b>370,500</b>
Disadvantaged in employment	Considers oneself disadvantaged in employment because of condition	24.3%	22.9%	24.3%
	Believes that an employer (current or potential) would likely consider individual to be disadvantaged in employment	25.3%	26.8%	24.0%

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 27. Perceived workplace disadvantage experienced by person with disabilities who are employees, by age**

		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, MCW with disabilities who are employees</b>		<b>1,933,300</b>	<b>591,700</b>	<b>676,800</b>	<b>664,800</b>
Disadvantaged in employment	Considers oneself disadvantaged in employment because of condition	25.1%	26.8%	24.3%	24.6%
	Believes that an employer (current or potential) would likely consider individual to be disadvantaged in employment	24.7%	24.0%	25.3%	24.9%

Source: Unpublished data, 2017 Canadian Survey on Disability

*Under-employed – Do MCW who are employees believe that they are under-employed? Does this perception differ by sex? Is the situation different for younger employees with disabilities? For older employees with disabilities?*

Male MCW with disabilities who are employees are more likely than their female peers to believe that their current position does not give them the opportunity to use all of their education (24.2% versus 21.5%). In addition, male MCW with disabilities who are employees are more likely than their female peers to believe that their current position does not require the level of education that they have (34.6% versus 29%). Perceived under-employment decreases as age increases.

**Table 28. Perception of under-employment experienced by MCW with disabilities who are employees, by sex**

Characteristics		Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are employees</b>		<b>676,800</b>	<b>306,300</b>	<b>370,500</b>
Indicators of under-employment	% who believe that their current position in the workforce does not give them the opportunity to use all of their education	22.8%	24.4%	21.5%
	% who believe that their current position does not require the level of education that they have	31.6%	34.6%	29.0%

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 29. Perception of under-employment experienced by adults with disabilities who are employees, by age**

Characteristics		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are employees</b>		<b>1,933,300</b>	<b>591,700</b>	<b>676,800</b>	<b>664,800</b>
Indicators of perceived under-employment	% who believe that their current position in the workforce does not give them the opportunity to use all of their education	23.4%	26.0%	22.8%	21.6%
	% who believe that their current position does not require the level of education that they have	31.8%	36.2%	31.6%	28.2%

Source: Unpublished data, 2017 Canadian Survey on Disability

## Labour Market Experience of MCW with disabilities who are unemployed

MCW with disabilities who are unemployed make up 5.3% (62,800) of the total MCW population with disabilities. Proportionately, there are slightly more males than females: 5.6% versus 5.1% (Table 7).

MCW with disabilities who have a moderate or severe disability are over-represented in the population that is actively seeking employment (the unemployed). Just over half (50.8%) of MCW with disabilities who are actively seeking employment have a moderate or severe disability (unpublished data, 2017 Canadian Survey on Disability). Within the total MCW population with disabilities, only 36.2% have a moderate or severe disability (Table 2).

*Highest level of education achieved – Does level of education have an impact when seeking employment? Does this impact vary by sex? By severity of disability? By age?*

MCW with disabilities who have no post-secondary education are over-represented in the population that is actively seeking employment. Half (49.6%) of MCW with disabilities who are actively seeking employment have no post-secondary education. Within the total MCW population with disabilities, 39.2% have no post-secondary education (Table 3).

Among young workers with disabilities who are actively seeking employment, the majority (68.9%) have no post-secondary education; among MCW with disabilities, half have no post-secondary and half do. And among older workers, 71.2% have post-secondary education.

Table 30. Highest level of education of unemployed MCW with disabilities, by sex				
		Unemployed MCW with disabilities		
		Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>		<b>62,800</b>	<b>29,700</b>	<b>33,200</b>
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	16.6%	16.8% <sup>E</sup>	16.3%
	High school diploma or a high school equivalency certificate	33.0%	34.7%	31.6%
	Post-secondary – non-university	32.5%	35.7%	29.5%
	Post-secondary –university	18.0%	12.8%	22.6%
E: CV associated with estimate exceeds 16.5% - use with caution.				
Source: Unpublished data, 2017 Canadian Survey on Disability				

**Table 31. Highest level of education of unemployed MCW with disabilities, by severity of disability**

		Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who are unemployed</b>		<b>62,800</b>	<b>24,200</b>	<b>15,400</b>	<b>16,500</b>	<b>6,700</b>
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	16.6%	12.4% <sup>E</sup>	24.7% <sup>E</sup>	15.2% <sup>E</sup>	16.4% <sup>E</sup>
	High school diploma or a high school equivalency certificate	33.0%	40.1% <sup>E</sup>	24.7% <sup>E</sup>	29.1% <sup>E</sup>	35.8% <sup>E</sup>
	Post-secondary – non-university	32.5%	26.0%	29.2%	41.2%	41.8% <sup>E</sup>
	Post-secondary –university	18.0%	21.5%	21.4%	14.5%	6.0%

E: CV associated with estimate exceeds 16.5% - use with caution.

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 32. Highest level of education achieved by unemployed adults with disabilities by age**

		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are unemployed</b>		<b>283,300</b>	<b>118,400</b>	<b>62,800</b>	<b>102,100</b>
Highest certificate, diploma or degree completed	Less than high school diploma or its equivalent	16.3%	20.4%	16.6%	11.4%
	High school diploma or a high school equivalency certificate	33.9%	48.5%	33.0%	17.4%
	Post-secondary – non-university	32.1%	19.2%	32.5%	46.8%
	Post-secondary –university	17.8%	11.9%	18.0%	24.4%

Source: Unpublished data, 2017 Canadian Survey on Disability

*Perceived limitation in the workplace – Do unemployed MCW perceive that they are limited in the workplace? Does this perception differ by sex? By severity of disability? Does that perception differ when compared to younger workers or older workers?*

Just over half (51.8%) of MCW with disabilities believe that they are limited in the kind or amount of work they can do. Proportionately, this perception is greater among females than males—58.7% versus 43.8%. This perception increases from 39% among MCW with a mild disability to 92.5% among MCW with very severe disabilities.

Perception of limitation is similar among young potential workers with disabilities to MCW with disabilities (49.5% and 51.8%) and increases to 62% among older potential workers with disabilities.

Table 33. Perceived limitation in the workplace by unemployed MCW, by sex			
	Persons with disabilities		
	Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>29,700</b>	<b>33,200</b>
% of MCW who believe that they are limited in the amount or kind of work they can do	51.8%	43.8%	58.7%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>			

Table 34. Perceived limitation in the workplace by unemployed MCW, by severity of disability					
	Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>24,200</b>	<b>15,400</b>	<b>16,500</b>	<b>6,700</b>
% of MCW who believe that they are limited in the amount or kind of work they can do	51.8%	39.0%	53.5%	52.1%	92.5%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>					

Table 35. Perceived limitation in the workplace by unemployed MCW with disabilities, by age				
	Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are unemployed</b>	<b>283,300</b>	<b>118,400</b>	<b>62,800</b>	<b>102,100</b>
% of MCW who believe that they are limited in the amount or kind of work they can do	54.5%	49.5%	51.8%	62.0%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>				

*Type of employment sought – Does type of employment sought differ by sex? By severity of disability? Is the type of employment sought different for younger workers with disabilities? Older workers?*

Seven out of 10 (70.6%) MCW with disabilities who are unemployed are seeking full-time employment (30 hours or more per week). Among males, this figure is nine out of 10 (89.1%), and among females it is five out of 10 (53.6%).

Table 36. Type of employment sought by unemployed MCW with disabilities, by sex			
	Unemployed MCW with disabilities		
	Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>29,700</b>	<b>33,200</b>
Full-time (30 hours or more per week)	70.6%	89.1%	53.6%
Part-time (less than 30 hours per week)	29.4%	10.9%	46.4%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>			

**Table 37. Type of employment sought by unemployed MCW, by severity of disability**

	Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>24,200</b>	<b>15,400</b>	<b>16,500</b>	<b>6,700</b>
Full-time (30 hours or more per week)	70.6%	61.1%	67.1%	83.6%	79.7%
Part-time (less than 30 hours per week)	29.4%	38.9%	32.9%	16.4%	20.3%

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 38. Perceived limitation in the workplace by unemployed adults with disabilities, by age**

	Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are unemployed</b>	<b>283,300</b>	<b>118,400</b>	<b>62,800</b>	<b>102,100</b>
Full-time (30 hours or more per week)	67.4%	63.3%	70.6%	70.2%
Part-time (less than 30 hours per week)	32.6%	36.7%	29.4%	29.8%

Source: Unpublished data, 2017 Canadian Survey on Disability

*Condition affects ability to look for work – Does an MCW's condition affect their ability to look for work? Does this differ by sex? By severity of disability? Does this affect MCW more or less than younger workers? Older workers?*

Three out of 10 (31.1%) MCW with disabilities who are unemployed believe that their condition has an impact on their ability to seek employment. This perception dramatically increases as severity of disability increases—from one in 10 (9.5%) among MCW with a mild disability to eight out of 10 (80.3%) among MCW with very severe disabilities.

It is interesting to note that this perception is highest among the younger group (persons aged 18 to 34 years) with disabilities at 38.4%.

**Table 39. Impact of condition on ability to seek employment by unemployed MCW with disabilities, by sex**

	Persons with disabilities		
	Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>29,700</b>	<b>33,200</b>
% of MCW who perceive that their condition impacts on their ability to seek employment	31.1%	28.3%	33.6%

Source: Unpublished data, 2017 Canadian Survey on Disability



<b>Table 40. Impact of condition on ability to seek employment by unemployed MCW with disabilities, by severity of disability</b>					
	Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>24,200</b>	<b>15,400</b>	<b>16,500</b>	<b>6,700</b>
% of MCW who perceive that their condition impacts on their ability to seek employment	31.1%	9.5%	31.0%	42.8%	80.3%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>					

<b>Table 41. Impact of condition on ability to seek employment by unemployed adults with disabilities, by age</b>				
	Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are unemployed</b>	<b>283,300</b>	<b>118,400</b>	<b>62,800</b>	<b>102,100</b>
% of MCW who perceive that their condition impacts on their ability to seek employment	34.7%	38.4%	31.1%	32.7%
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>				

*Accommodation in the workplace – Do unemployed MCW require accommodation in the workplace? Does this need vary by sex? By severity of disability? Is the need greater among younger workers? Older workers? Does type of accommodation differ?*

Proportionately, more MCW with disabilities who are unemployed require a workplace accommodation than MCW with disabilities who are employed—43.9% versus 34.7% (Table 22). The difference between the two populations is greater for females than males. Among female MCW with disabilities who are unemployed, more than half (53.3%) would require a workplace accommodation compared to 39.7% among female MCW with disabilities who are employed (Table 22).

Nine out of 10 MCW with a very severe disability who are unemployed require a workplace accommodation.

<b>Table 42. Accommodation needed by unemployed MCW with disabilities, by sex and type of accommodation</b>				
		Persons with disabilities		
		Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>		<b>62,800</b>	<b>29,700</b>	<b>33,200</b>
<b>Population estimate, MCW with disabilities who are unemployed who need an accommodation</b>		<b>27,600</b>	<b>9,900</b>	<b>17,700</b>
% who need an accommodation		43.9%	33.3%	53.3%
%age requiring accommodation in the workplace who need ...	.. a personal accommodation	56.2%	68.7%	49.2%
	... a structural accommodation	34.4% <sup>E</sup>	42.4%	29.9%
E: CV associated with estimate exceeds 16.5% - use with caution.				
<i>Source: Unpublished data, 2017 Canadian Survey on Disability</i>				

**Table 43. Accommodation needed by unemployed MCW with disabilities, by severity of disability and type of accommodation**

		Total	Mild	Moderate	Severe	Very severe
Population estimate, MCW with disabilities who are unemployed		62,800	24,200	15,400	16,500	6,700
Population estimate, MCW with disabilities who are unemployed who need an accommodation		27,600	8,600	8,000	5,300	5,700
% who need an accommodation		43.9%	35.7% <sup>E</sup>	51.6%	31.9%	85.1%
%age requiring accommodation in the workplace who need ...	.. a personal accommodation	56.2%	61.6% <sup>E</sup>	53.8% <sup>E</sup>	37.7%	68.4%
	... a structural accommodation	34.4%	24.4% <sup>E</sup>	36.3% <sup>E</sup>	24.5% <sup>E</sup>	54.4% <sup>E</sup>

E: CV associated with estimate exceeds 16.5% - use with caution.

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 44. Accommodation needed by unemployed adults with disabilities, by age and type of accommodation**

		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
Population estimate, adults with disabilities who are unemployed		283,300	118,400	62,800	102,100
Population estimate, adults with disabilities who are unemployed who need an accommodation		128,100	51,600	27,600	48,900
% who need an accommodation		45.2%	43.6%	43.9%	47.9%
%age requiring accommodation in the workplace who need ...	.. a personal accommodation	55.4%	47.5%	56.2%	63.4%
	... a structural accommodation	36.1%	30.0%	34.4%	43.6%

Source: Unpublished data, 2017 Canadian Survey on Disability

*Sources used when looking for work – What sources were used by MCW when seeking employment? Did these sources differ by sex? By severity of disability? Did younger workers and older workers use the same sources when seeking employment?*

The three sources most often used by unemployed MCW with disabilities to find employment opportunities include a union, a government employment agency, or a job ad (either placed or answered) These three sources do not vary by sex or by age.

**Table 45. Sources used when seeking employment by unemployed MCW with disabilities, by sex**

	Unemployed MCW with disabilities		
	Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>29,700</b>	<b>33,200</b>
Contacted employers directly	16.5%	19.3%	14.2%
Looked at job adds	19.7%	19.2%	20.2%
Placed or answered job ads	43.9%	51.4%	37.7%
Contacted a government employment agency	48.4%	52.2%	45.2%
Contacted a private employment agency	21.5%	34.4%	10.8%
Contacted a union	55.8%	68.5%	45.2%

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 46. Sources used when seeking employment by unemployed MCW (persons 35 to 49 years) with disabilities, by severity of disability**

	Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who are unemployed</b>	<b>62,800</b>	<b>24,200</b>	<b>15,400</b>	<b>16,500</b>	<b>6,700</b>
Contacted employers directly	16.5%	10.0% <sup>E</sup>	14.3% <sup>E</sup>	13.1% <sup>E</sup>	52.2%
Looked at job adds	19.7%	14.5% <sup>E</sup>	15.7%	18.5%	50.7%
Placed or answered job ads	43.8%	33.6%	51.0%	40.4%	71.6% <sup>E</sup>
Contacted a government employment agency	48.4%	45.6%	53.9%	37.7%	68.7%
Contacted a private employment agency	21.5%	12.0% <sup>E</sup>	37.0% <sup>E</sup>	18.6% <sup>E</sup>	26.9% <sup>E</sup>
Contacted a union	55.8%	48.1%	56.5%	59.6%	73.1%

E: CV associated with estimate exceeds 16.5% - use with caution.

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 47. Sources used when seeking employment by unemployed adults with disabilities, by age**

	Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are unemployed</b>	<b>283,300</b>	<b>118,400</b>	<b>62,800</b>	<b>102,100</b>
Contacted employers directly	21.5%	30.1%	16.5%	14.4%
Looked at job adds	26.3%	36.0%	19.6%	19.0%
Placed or answered job ads	54.7%	69.1%	43.9%	44.4%
Contacted a government employment agency	53.3%	62.0%	48.4%	46.1%
Contacted a private employment agency	29.3%	40.5%	21.6%	20.8%
Contacted a union	59.1%	62.2%	55.8%	57.4%

Source: Unpublished data, 2017 Canadian Survey on Disability

*Discrimination in the workplace – Do MCW who are unemployed perceive discrimination in the workplace? Is sex or severity of disability a factor? Is the situation different for younger employees with disabilities? For older employees with disabilities?*

Perception of discrimination with respect to getting an interview for a job or getting a job is much higher among MCW with disabilities who are unemployed than among MCW with disabilities who are employed (Table 24).

- Whereas 6.5% of employed MCW with disabilities believe that they have been refused an interview for a job because of their condition, this percentage double to 13.2% among unemployed MCW with disabilities, and the difference is greater between the two populations among females: 5.7% and 12.7%.
- Whereas 9.4% of employed MCW with disabilities believe that they have been refused a job because of their condition, this percentage more than doubles to 22.9% among unemployed MCW with disabilities, and that difference holds for both males and females.

**Table 48. Perceived discrimination experienced by MCW with disabilities who are unemployed, by sex**

		Both sexes	Males	Females
<b>Population estimate, MCW with disabilities who are unemployed</b>		<b>62,800</b>	<b>29,600</b>	<b>33,200</b>
Discrimination in the workplace	Was refused a job interview because of condition	13.2%	13.9%	12.7%
	Was refused a job because of condition	22.9%	23.2%	22.6%
	Was refused a job promotion because of condition	15.8%	20.0% <sup>E</sup>	12.2% <sup>E</sup>

E: Use with caution – CV >= 16.5%.

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 49. Perceived discrimination experienced by MCW with disabilities who are unemployed, by severity of disability**

Characteristics		Severity of disability				
		Total	Mild	Moderate	Severe	Very severe
<b>Population estimate, MCW with disabilities who are unemployed</b>		<b>62,800</b>	<b>24,100</b>	<b>15,500</b>	<b>16,500</b>	<b>6,700</b>
Discrimination in the workplace	Was refused a job interview because of condition	13.2%	5.0% <sup>E</sup>	15.5% <sup>E</sup>	21.8%	16.4% <sup>E</sup>
	Was refused a job because of condition	22.9%	11.6% <sup>E</sup>	25.3%	30.7%	38.8% <sup>E</sup>
	Was refused a job promotion because of condition	15.8%	1.8% <sup>E</sup>	16.2% <sup>E</sup>	39.8% <sup>E</sup>	20.8% <sup>E</sup>

E: Use with caution – CV >= 16.5%.

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 50. Perceived discrimination experienced by adults with disabilities who are unemployed, by age**

Characteristics		Total aged 18 to 64 years	Young workers (18 to 34 years)	MCW (35 to 49 years)	Older workers (50 to 64 years)
<b>Population estimate, adults with disabilities who are unemployed</b>		<b>283,300</b>	<b>118,300</b>	<b>62,800</b>	<b>102,200</b>
Discrimination in the workplace	Was refused a job interview because of condition	16.1%	16.1%	13.2%	17.8%
	Was refused a job because of condition	24.2%	24.8%	22.9%	24.2%
	Was refused a job promotion because of condition	11.1%	10.8%	15.8%	8.6%

Source: Unpublished data, 2017 Canadian Survey on Disability

## Labour Market Experience of MCW with disabilities who are currently not in the labour force

There are 242,200 MCW with disabilities who are neither employed nor actively looking for work (currently not in the labour force). The majority (57.8%) were female. Among the 195,300 females who reported that they are currently not in the labour force, 68.5% reported that their condition completely prevented them from working at a job or business. Of the 142,600 males who reported that they are currently not in the labour force, 76.1% reported that they were completely prevented from working (unpublished data, 2017 Canadian Survey on Disability).

The remainder of this section provides some details about the 89,600 MCW with disabilities who are currently not in the labour force and who reported that their condition did not prevent them from working.

- Almost two-thirds of MCW with disabilities who are currently not in the labour force but whose condition does not prevent them from working are female (64.3%).
- Among male MCW with disabilities who are currently not in the labour but whose condition does not prevent them from working, 30.3% have a mild disability and 30.6% have a very severe disability. By contrast, among their female peers, 39.4% have a mild disability and only 10.9% have a very severe disability.
- Slightly more than half (53.1%) have some post-secondary education, and there is no marked difference between the sexes.

**Table 51. MCW with disabilities who are currently not in the labour force but who are not prevented from working, by severity of disability and sex**

	Sex	Severity of disability				
		Total	Mild	Moderate	Severe	Very severe
Estimate	Male	32,000	9,700	4,400	8,100	9,800
	Female	57,600	22,700	14,800	13,800	6,300
	Both sexes	89,600	32,400	19,200	21,900	16,100
Percentage	Male	100.0%	30.3%	13.8%	25.3%	30.6%
	Female	100.0%	39.4%	25.7%	24.0%	10.9%
	Both sexes	100.0%	36.2%	21.4%	24.4%	18.0%

Source: Unpublished data, 2017 Canadian Survey on Disability

**Table 52. MCW with disabilities who are currently not in the labour force but who are not prevented from working, by highest level of education and sex**

	Sex	Highest level of education				
		Total	Less than high school	High school diploma or equivalency certificate	Post-secondary, non-university	Post secondary, university
Estimate	Male	32,000	2,500	12,100	10,500	6,900
	Female	57,600	9,200	18,200	17,200	13,000
	Both sexes	89,600	11,700	30,300	27,700	19,900
Percentage	Male	100.0%	7.8%	37.8%	32.8%	21.6%
	Female	100.0%	16.0%	31.6%	29.9%	22.6%
	Both sexes	100.0%	13.1%	33.8%	30.9%	22.2%

Source: Unpublished data, 2017 Canadian Survey on Disability

*What are the barriers that MCW with disabilities who are currently not in the labour force but who are not prevented from working have encountered that discourages them from looking for work? Do these barriers differ by sex?*

Compared to male MCW with disabilities who are currently not in the labour force but who are not prevented from working, female MCW with disabilities in the same employment position are

- almost twice less likely to believe that their expected employment income would be less than their current income—6.4% versus 12.2%
- less likely to believe that they would lose their additional supports—10.1% versus 14.7%
- less likely to have experienced discrimination in the past—11.6% versus 19.7%
- twice less likely to have been unsuccessful when attempting to find work—14.9% versus 29.7%
- more likely to feel that their training or experience is not adequate for the current job market—32.5% versus 25.6%

**Table 53. MCW with disabilities who are currently not in the labour force but who are not prevented from working, by barriers encountered that have discouraged them from looking for work and sex**

	Sex	% who .....				
		... believe that expected employment income would be less than current income	... believe that they would lose additional supports	... have experienced discrimination in the past	... have been unsuccessful when attempting to find work	... feel that their training or experience is not adequate for the current market
Percentage	Male	12.2%	14.7%	19.7%	29.7%	25.6%
	Female	6.4%	10.1%	11.6%	14.9%	32.3%
	Both sexes	8.5%	11.7%	14.5%	20.2%	29.9%

Source: Unpublished data, 2017 Canadian Survey on Disability

*What is the experience MCW with disabilities who are currently not in the labour force but who are not prevented from working had when interacting in the labour market? Does this experience differ by sex?*

Compared to male MCW with disabilities who are currently not in the labour force but who are not prevented from working, female MCW with disabilities in the same employment position:

- are less likely to have told their previous employer about their condition—21% versus 30.3%
- were less likely working when they became limited—27.8% versus 45.5%
- are less likely to believe that their condition affects their ability to look for work—27.2% versus 60.5%
- are less likely to have looked for work in the past two years—29.5% versus 46.4%

**Table 54. MCW with disabilities who are currently not in the labour force but who are not prevented from working, by work-related experience and sex**

	Sex	% who .....			
		.... told their previous employer about their condition	... were working when they became limited	... believe that their condition affects their ability to look for work	... have looked for work in the past two years
Percentage	Male	30.3%	45.5%	65.0%	46.4%
	Female	21.0%	27.8%	27.2%	29.5%
	Both sexes	24.3%	34.1%	40.7%	35.6%

Source: Unpublished data, 2017 Canadian Survey on Disability

## Conclusion

The objective of this report is to provide the research team with as much quantitative data as possible to inform their work in the subsequent phases of the project. In an ideal world, the content of the report would have been guided by the scoping review. However, given that the scoping review is being done in parallel to production of this report, we undertook a brief literature review to provide its structure and content. We provide an overview of the literature – not to link the literature to the findings but to support the nature and extent of the analyses undertaken. Once the scoping review has been completed, we *strongly recommend* that this report be reviewed and revised to link the literature to the report findings and to add, if necessary, additional analyses of data from the 2017 Canadian Survey on Disability.

The report uses a GBA+ and severity of disability lens for the majority of data presented. We also bring in some data for younger and older workers with disabilities for comparative purposes and, for some analyses (where relevant), data for MCW without disabilities.

Given the objective of the report, we present all of the data in tabular format supported by brief highlights. We have copied the most important highlights to the section of the report titled “Key Findings”.



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