

MOVING THROUGH THE CROSSROADS: AN APPROACH TO IMPROVING THE EMPLOYMENT PROSPECTS OF PEOPLE WITH DISABILITIES

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by
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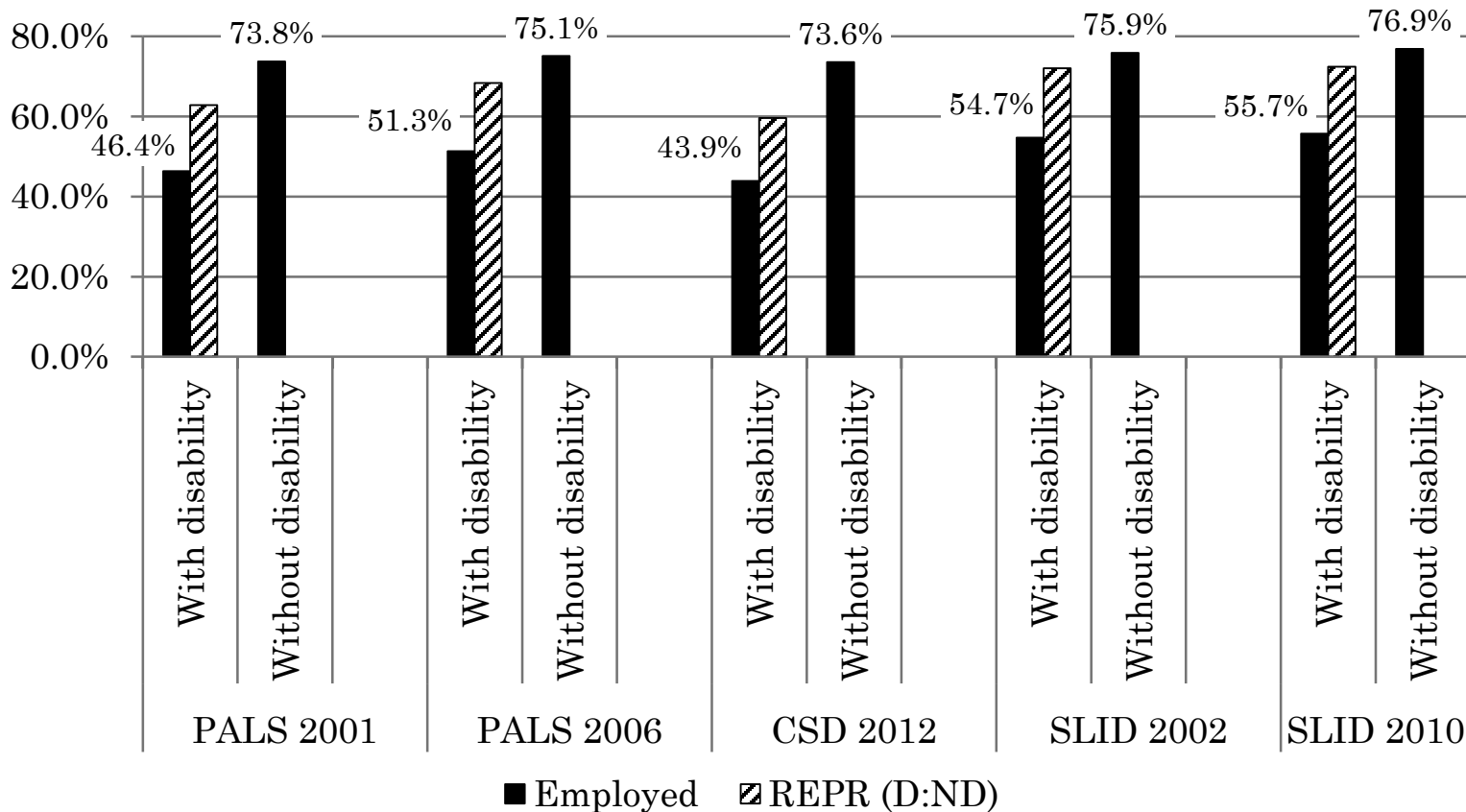


EMPLOYMENT IS IMPORTANT

- Crucially important... for lots of reasons! And...
- Several UN conventions and treaties guarantee the equal right to employment, regardless of distinctions
- Prohibitions against employment discrimination are embedded in Canadian human rights laws and processes
- Constitutional provisions provide for and safeguard some access to employment opportunities, e.g., by means of mobility rights (pursuit of livelihood) and the legitimacy of federal transfers to selected provinces/ territories to help equalize opportunities for employment

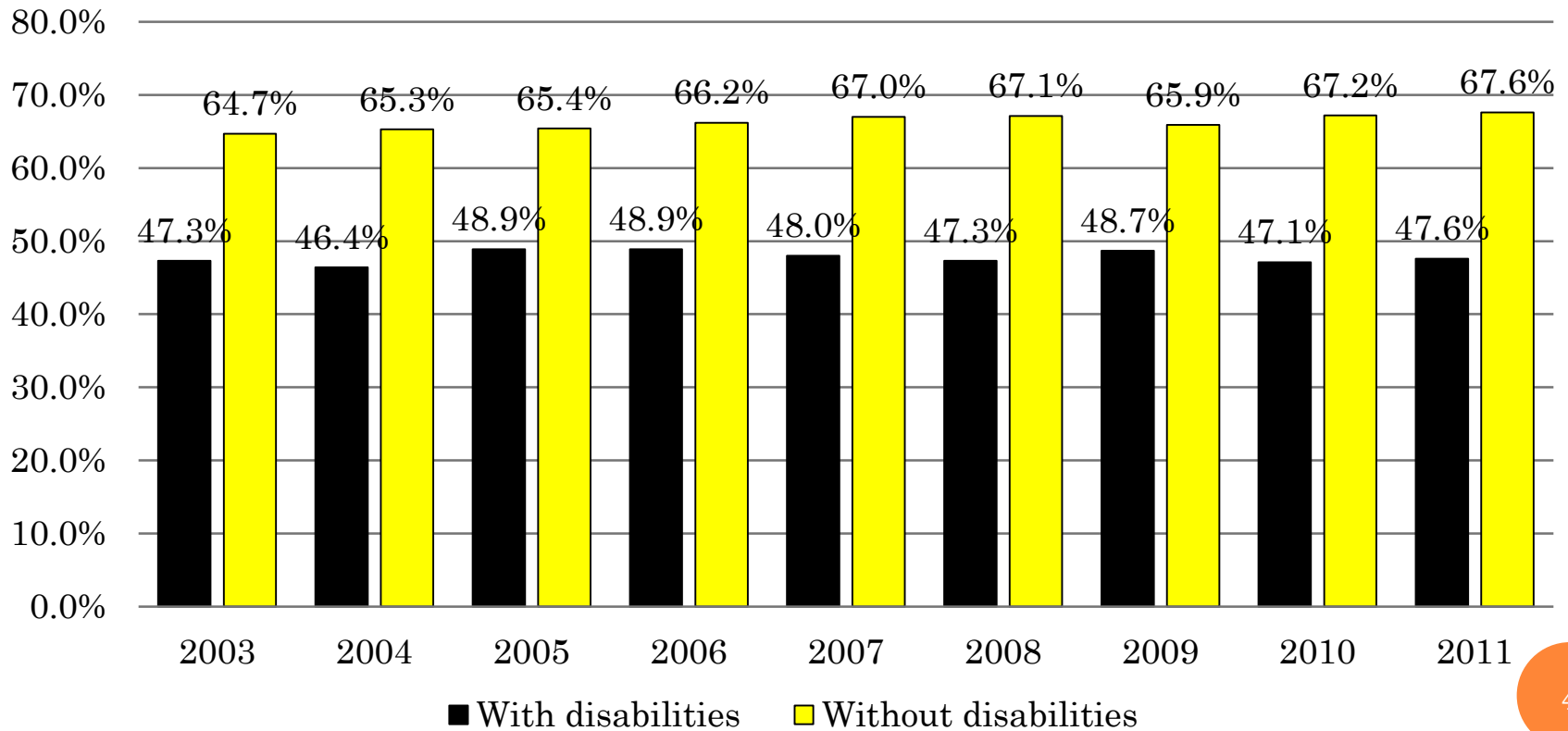
PERSISTING LOW EMPLOYMENT RATES ACROSS SURVEYS: REPRs RANGE FROM ABOUT 2/3 TO BELOW 3/4

Employment rates and REPRs across surveys (working-age people)



A PICTURE BASED ON SLID

Rates of full-year, full-time employment, people with and without disabilities, Canada
(Source: Ontario MCSS based on SLID)



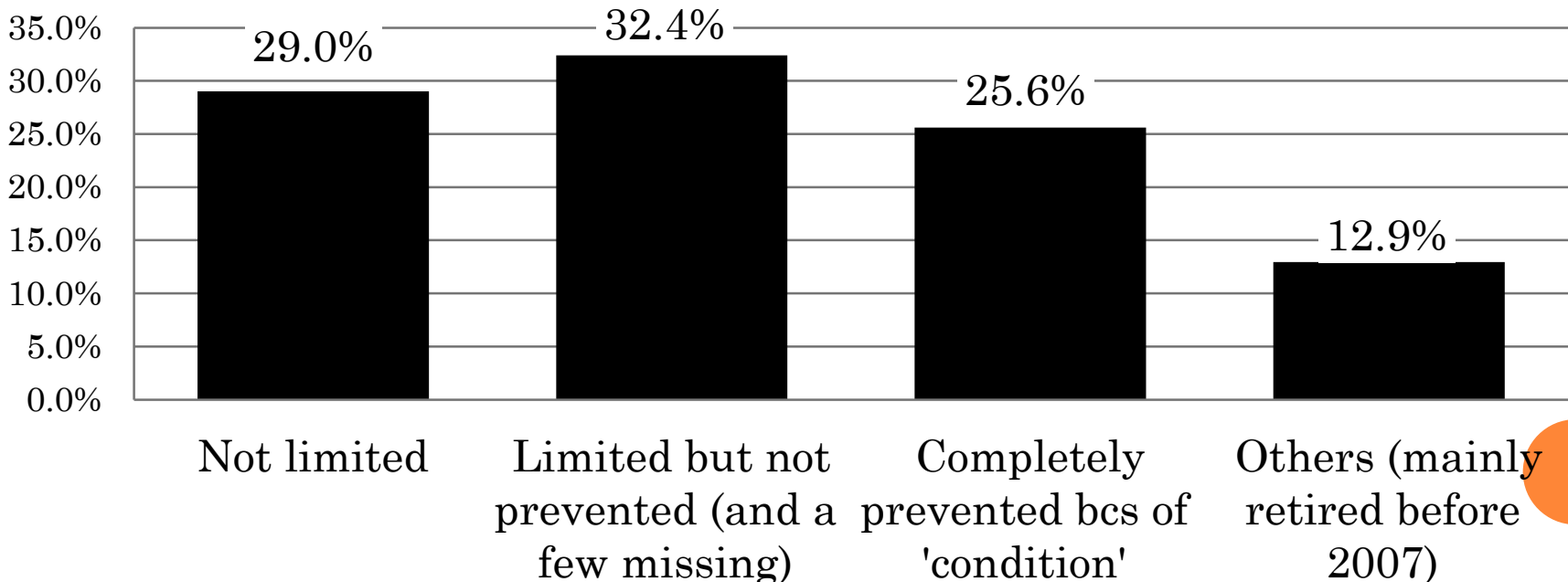
MAJOR DIFFERENCES IN EMPLOYMENT RATES THAT DEPEND ON...

- General socio-demographic characteristics (e.g., age, gender, visible minority and Aboriginal person status)
- Living arrangements (e.g., alone, sole parent, in couples with or without children, esp. younger ones)
- Province/territory
- Impairment effects and causes (e.g., type of 'disability'; whether caused by factors at birth, at work, etc.)
- Personal capital (e.g., highest educational certificate; whether received training for work)
- Barriers and supports *for basic access* to workplaces
- Barriers and supports *for participation* at work
- Recent attachment to the disability income 'system'
- Unmet need for selected disability supports beyond employment

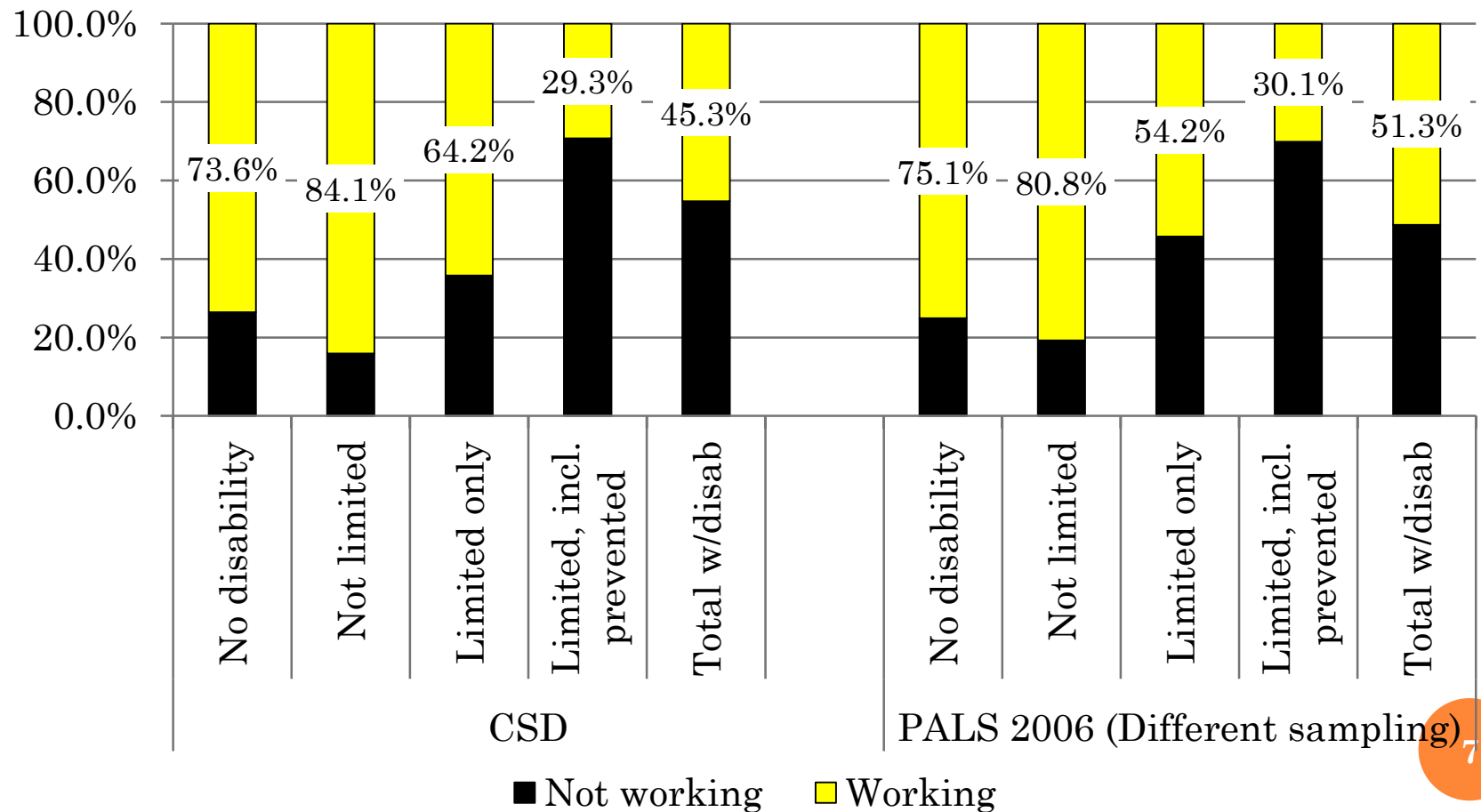
WORK LIMITATIONS: ANOTHER MAJOR FACTOR BEHIND EMPLOYMENT RATES

- Affects more than half if including those who say they are completely 'prevented' from working because of disability

Whether working-age people with disabilities are limited in the amount or kind of work they can (or could) do (Source: CSD 2012)



EMPLOYMENT RATES BY WORK DISABILITY STATUS



OTHER IMPORTANT DISTINCTIONS: NEW JOB OBTAINED AFTER ONSET OF WORK DISABILITY, OR RETENTION AFTERWARDS? DECENT WORK?

- Is this job one that a person managed to hold onto (retain) after working for an employer (e.g., for 10 years) and who then became limited in the amount/kind of work they could do

OR

- Is this job a ‘new’ one that a person got sometime after he/she first experienced work disability?

AND

- Is the job ‘decent work’?
 - Research evidence suggests that people with disabilities often have more precarious, lower-paid, lower-skilled and lower-status jobs than people without disabilities

A POLICY AND PROGRAM CHALLENGE

- Improving the employment situation of people with disabilities is not entirely straightforward
 - Reflects huge diversity of socio-demographic characteristics, disability-related characteristics, experience, skills, interests, social and geographic locations, personal histories of disadvantage ...

MOVING THROUGH THE CROSSROADS

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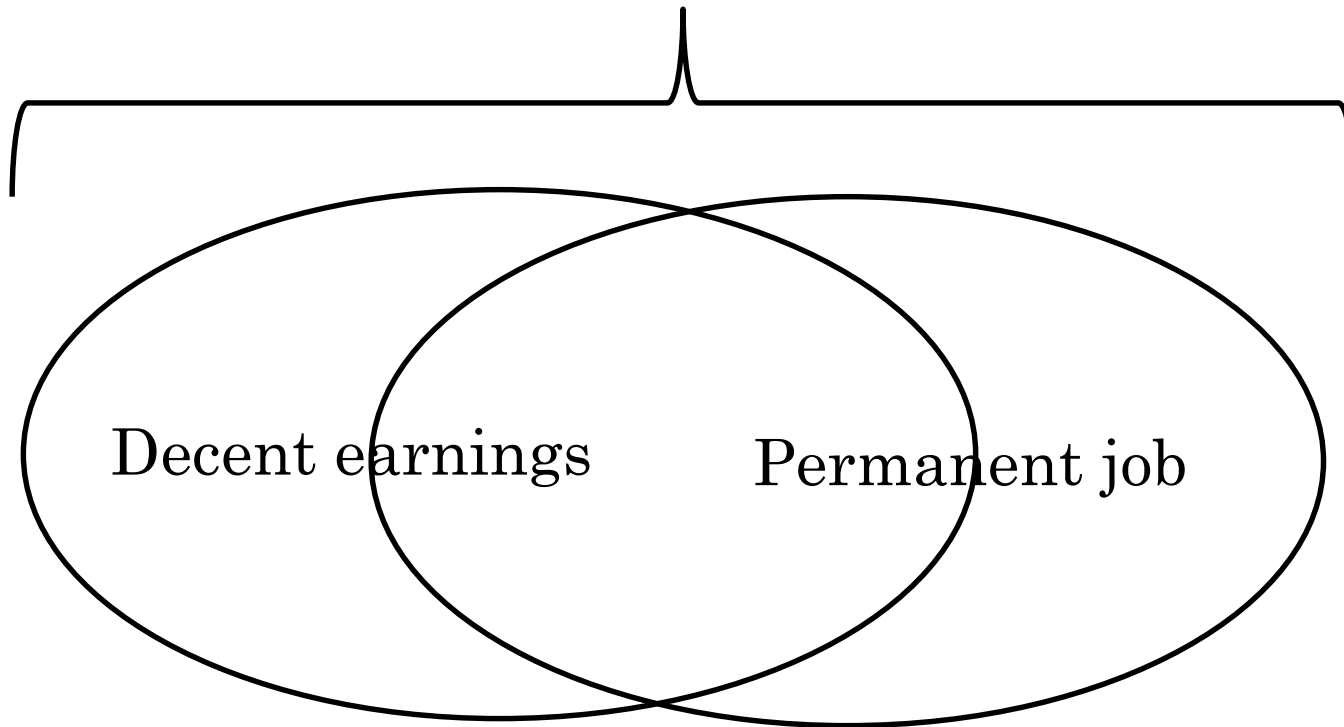
KEY RESEARCH QUESTIONS:

- What matters and what matters most?
 - Rather than being amongst those who are not working, what factors most strongly predict whether people with disabilities are likely (or unlikely) to be amongst those who obtain decent work in a new job situation after the advent of work-limiting disability?
 - Implications for policy and program development

MY MAIN INTEREST: PEOPLE WITH WORK-LIMITING DISABILITY WHO OBTAINED DECENT NEW WORK

- People who said they have a work-limiting disability and
- Had decent work as I have defined it and either
 - a) Were not working at all when they first experienced work limitation because of their condition OR
 - b) Were working, but not with their present employer, when they first experienced work limitation because of their condition
- This does not include:
 - People who were retained by their employers after the onset of work-limiting disability with those employers
 - People who did not experience work limitations because of disability

'DECENT WORK' OPERATIONALIZED: (TWO OF THE ILO 'DECENT WORK' CRITERIA)



KEY CONSTRAINT

- Focused on people for whom *there is information* about whether they needed and received various job accommodations and/or other supports for employment
 - This has meant having to focus mainly on people who were active in the labour force at some point from 2007-2012
 - People not included within this focus tend to be older and who do not think a workplace adaptation/modification would help them work, or voluntarily retired long-term
 - For background context, however, the demographic analysis provides basic socio-demographic and disability-related information about these people, which was available from the CSD and National Household Survey (2012 Census)

FINDINGS...

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Pending some final,
detailed checks...



Top ten positive predictors (p <.05) (not in order)	OR's	OR's as %
Living arrangements (R: Couples without children)		
Lone parents	3.039	203.9%
Unattached persons	2.153	115.3%
Personal (cultural) capital (R: No formal certification)		
Took other training not paid for or provided by the employer	3.506	250.6%
Trade certificate or diploma	3.106	210.6%
University degree or other univ. certificate	2.445	144.5%
College/CEGEP/other non-univ. certif. or dipl.(excl. trades)	2.263	126.3%
Supports for and barriers to basic access to work (R: No employment discrimination as captured in the CSD)		
(Believe were) refused a job because of disability	2.007	100.7%
Supports for and barriers to participation on-the-job (R: No need of job accommodations / other employ't sup'ts)		
Need modified hours/days/reduced work hours – Received	5.279	427.9%
(Believe were) refused a job promotion because of disability	2.648	164.8%
Recent attachment to the disability income system (R: No attachment to programs covered in the CSD)		
Quebec Pension Plan – Disability Benefit (!)	2.978	197.8%
Disability supports – general (R: None needed at all)		
Use none of the aids/devices needed	2.069	106.9%

Bottom ten (negative) predictors (p <.05) (not in order)	OR's	OR's as (%)
General socio-demographic characteristics (R: Age 30-49)		
Age 15 – 29 years	0.442	(55.8%)
Living arrangements (R: No children)		
Members of Census families with child(ren) from birth to 14)	0.414	(58.6%)
Impairment effects (R: Pain only)		
Mobility, dexterity or flexibility – without pain	0.409	(59.1%)
Unknown disability	0.251	(74.9%)
Supports for and barriers to basic access to work (R: No need of accommodations / other employment supports)		
Need accessible built-environmental features - Not received	0.362	(63.8%)
Supports for and barriers to participation on-the-job (R: No need of accommodations / other employment supports)		
Need modified job duties or telework - Not received	0.410	(59.0%)
Recent attachment to the disability income 'system'(R: No attachment to programs covered in the CSD)		
Canada Pension Plan – Disability Benefit	0.346	(65.4%)
Canada Pension Plan – Excluding disability benefits	0.282	(71.8%)
Provincial, territorial or municipal social assistance	0.200	(80.0%)
Geographic location – residence (R: Ontario)		
Newfoundland and Labrador	0.399	(60.1%)

POLICY AND PROGRAM IMPLICATIONS (BASED ON ALL THE FINDINGS)

- Based on the assumption that neither governments nor employers have much appetite for major spending initiatives
- Work with what we have to improve the odds for jobless people with work limitations, particularly:
 - Youth
 - Women
 - Parents of children younger than 15
 - Visible minorities
 - People in NL, and perhaps NB and QC (at least initially)
 - People with mental health and/ or learning disabilities, or mobility impairments not associated with pain
 - People with low education levels or no job training
 - People who need modified work hours/days or modified job duties
 - People who in many cases will experience employer discrimination
 - People attached to social assistance or the CPP system