



# First results from the 2017 Canadian Survey on Disability: A demographic, employment and income profile of Canadians with disabilities aged 15 years and over

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# About the 2017 Canadian Survey on Disability

- Canada's flagship survey on persons with disabilities, occurring every 5 years
- Includes data on disability types and severity, age of onset of disability, supports and accommodations, employment, income, education, and other disability-specific information
- The CSD covers Canadians aged 15 years and over living in private dwellings – in all 10 provinces and 3 territories
  - Excludes those living in institutions, on Canadian Armed Forces bases, on First Nations reserves, and in other collective dwellings (e.g., long term care facilities, hospitals, hotels, motels, etc.—about 2% of total population lives in collective dwellings)



# About the 2017 Canadian Survey on Disability

- 2017 data were officially released on November 28, 2018
  - This release included an analytical report on demographics, employment, and income, co-written by Statistics Canada and ESDC, as well as online tables (list attached in Appendix)
- Results from the 2017 CSD cannot be compared with results from any earlier disability survey, including the 2012 CSD, due to improvements made
  - More inclusive filter questions on Census that provide better capture of cognitive and mental health-related disabilities
  - Respondents had choice of online electronic questionnaire or telephone interview, resulting in greater accessibility



# First Results – Canadian Survey on Disability 2017

## Adults Aged 15 and Over in Households

**6.2 million**

Number of adults with a disability

**22%**

Prevalence of disability among adults

**More women than men have a disability**

Women	Men
3.5 million	2.8 million

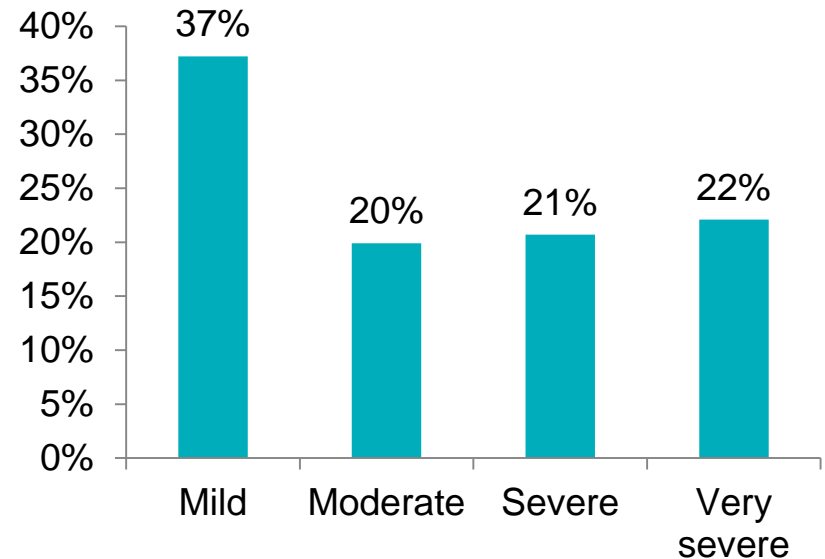
**Women more likely than men to have a disability**

Women	Men
24%	20%

# 2.7 million have severe or very severe disabilities

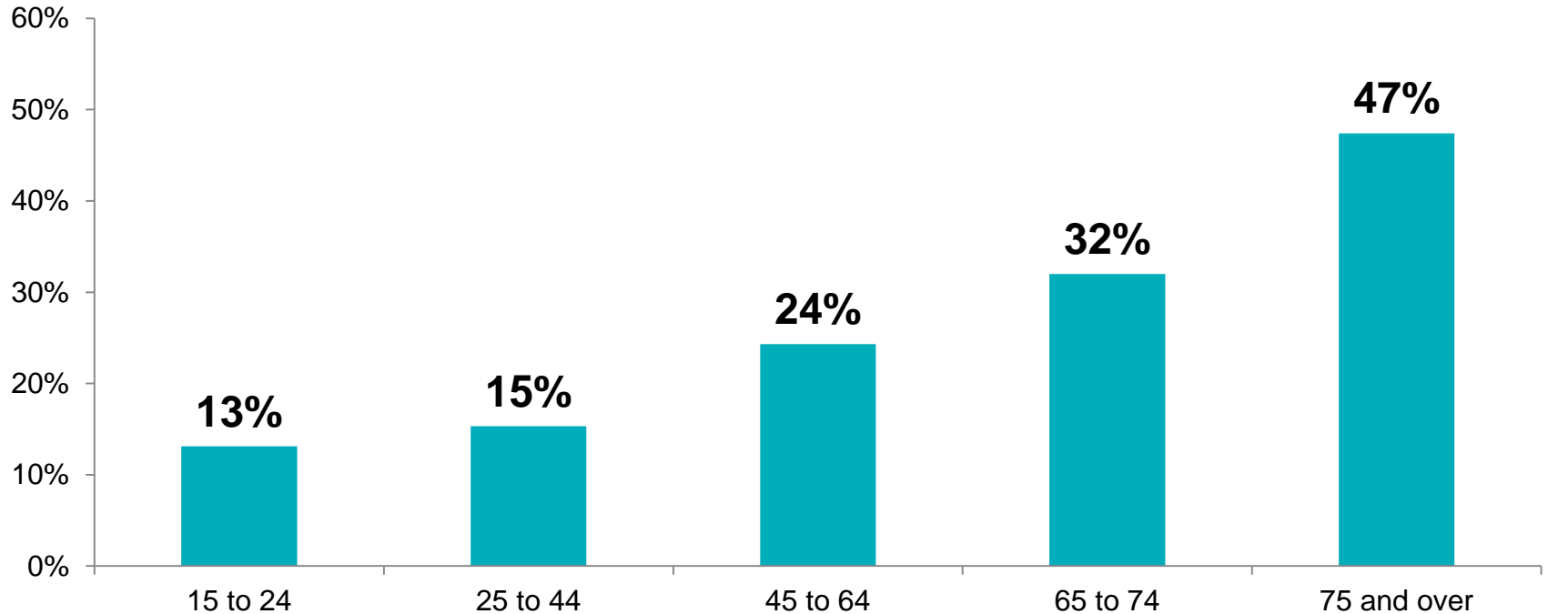
- Severity is calculated based on the degree of task difficulty, degree of limitation, and number of disability types reported
- Terminology:
  - “Milder” refers to those who had mild or moderate disability severity
  - “More severe” refers to those with severe or very severe disability severity
- 2.7 million Canadians (43% of those with disabilities) had more severe disabilities
- Six in ten had milder disabilities

Proportion of disabilities by severity level, aged 15 and over



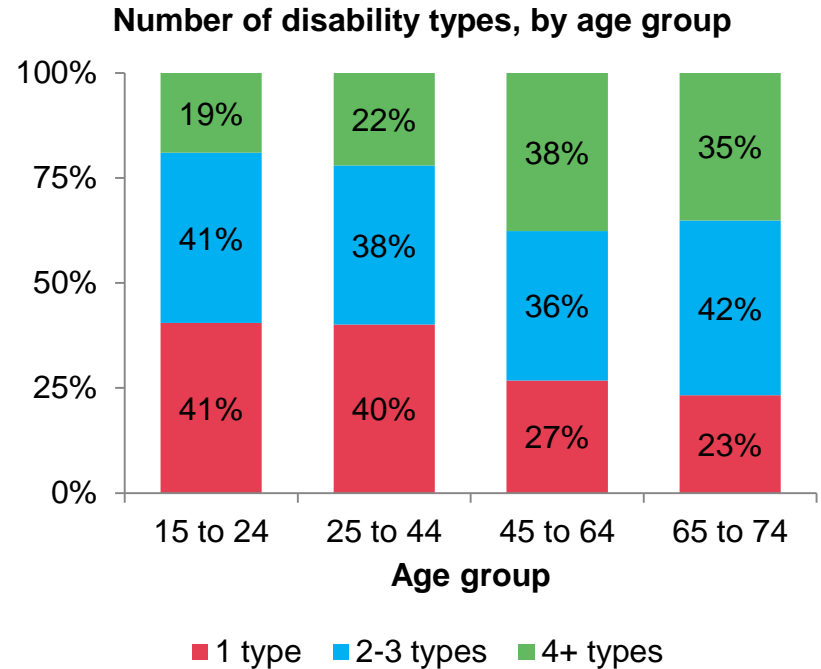
# Disability rate is higher among older age groups

Prevalence of disabilities by age group, 2017

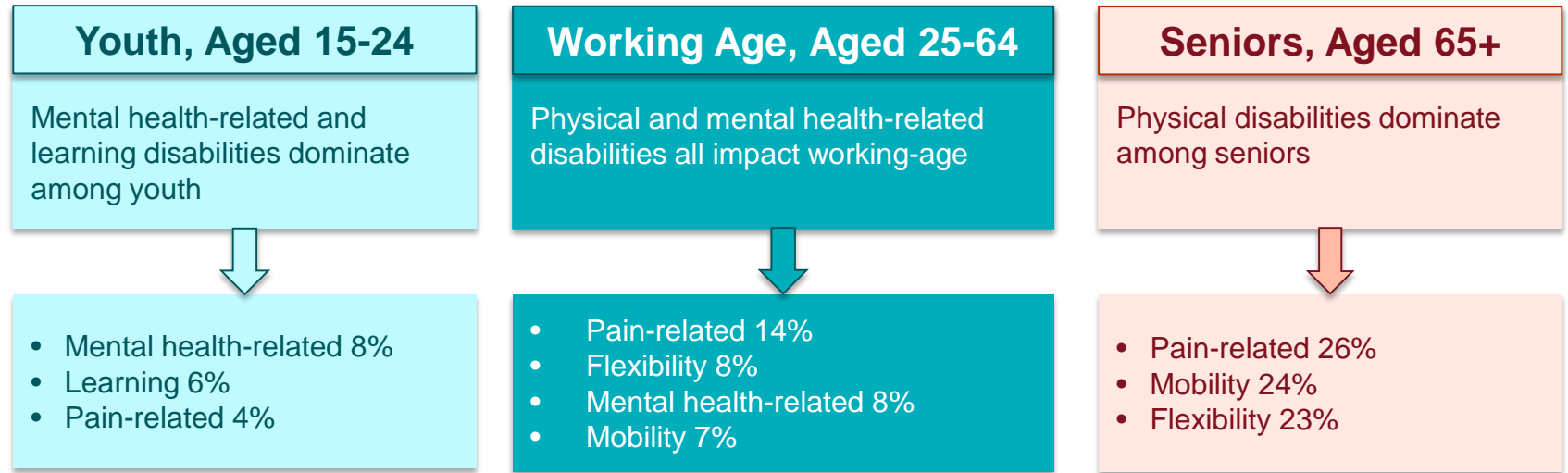


# Older adults have greater likelihood of having multiple disability types

- Older working-age adults (aged 45 to 64) have higher likelihood of having 4 or more disability types
- Suggests that accommodations on the job could be more complex for older workers



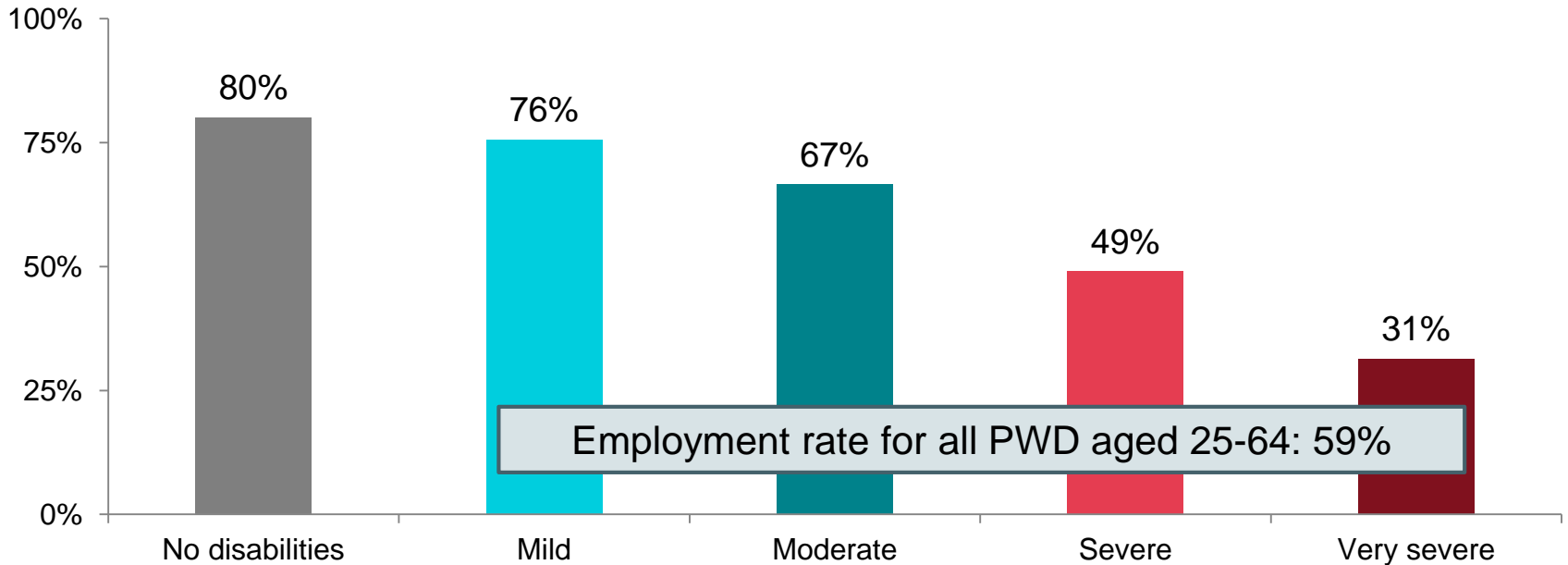
# Different disability types are dominant at different stages of the life course





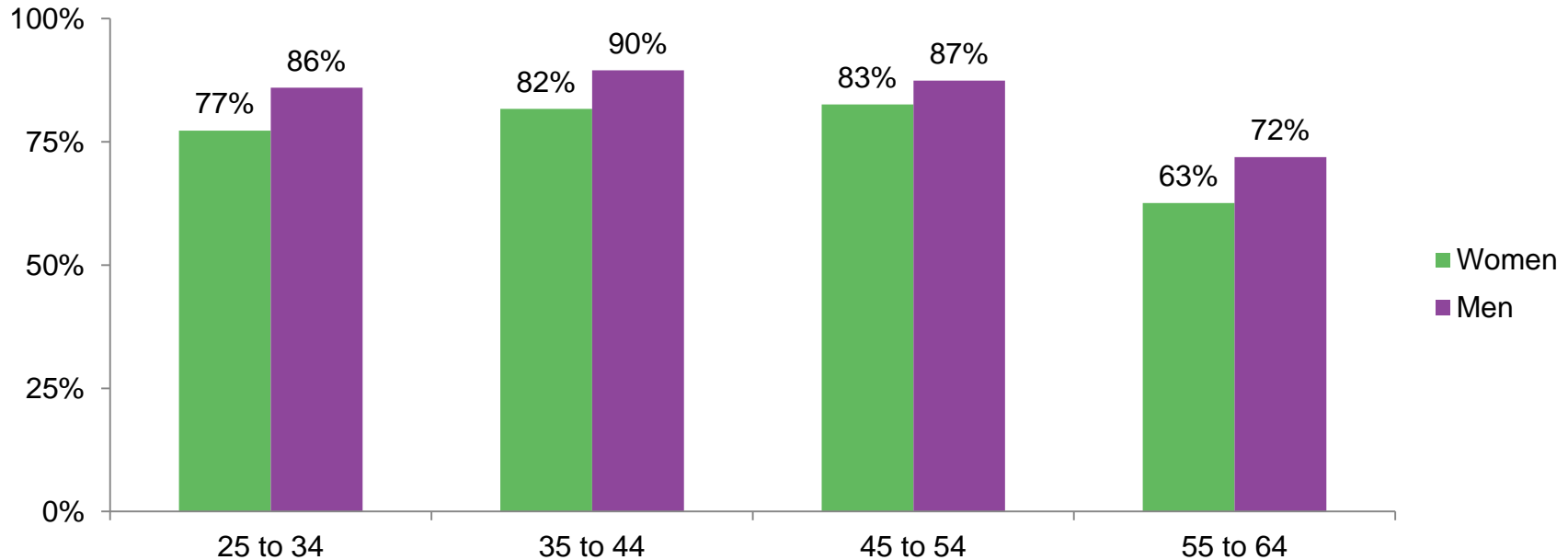
# Employment rates decrease as disability severity increases

Employment rate, by disability severity, age 25 to 64



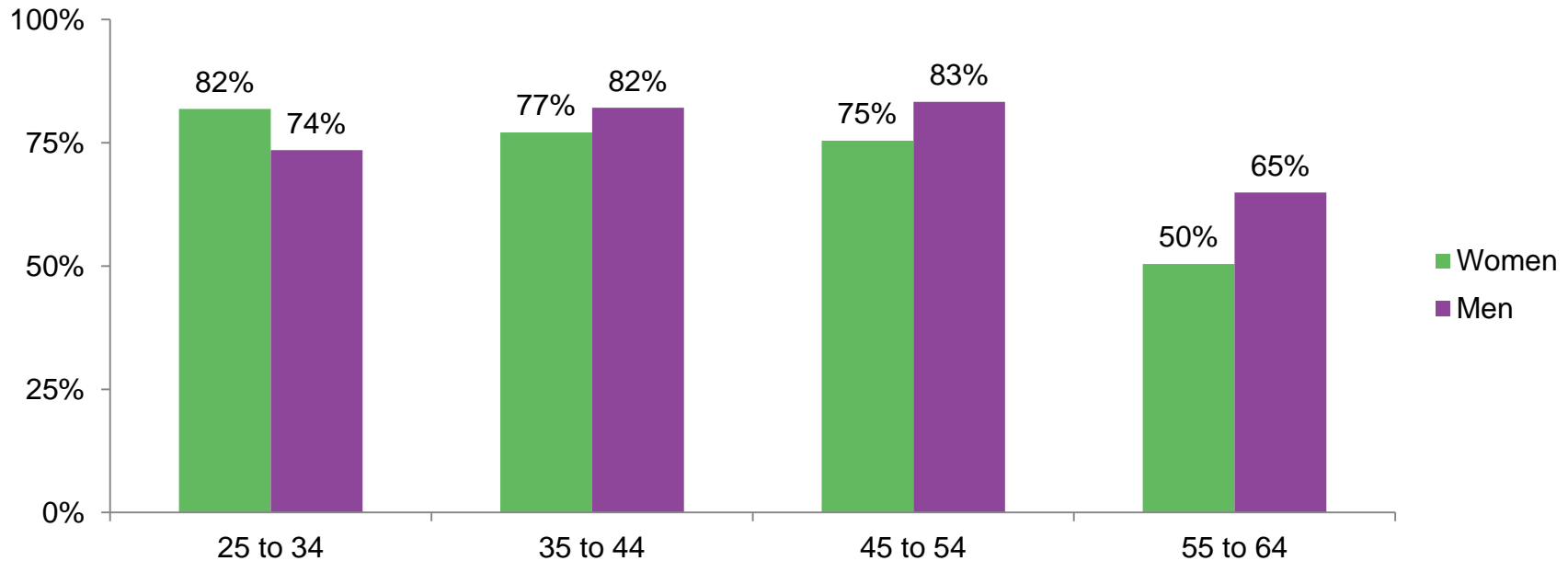
# Among those with no disabilities, employment rate is higher for men than women at all ages

Employment rate by age and gender, persons without disabilities



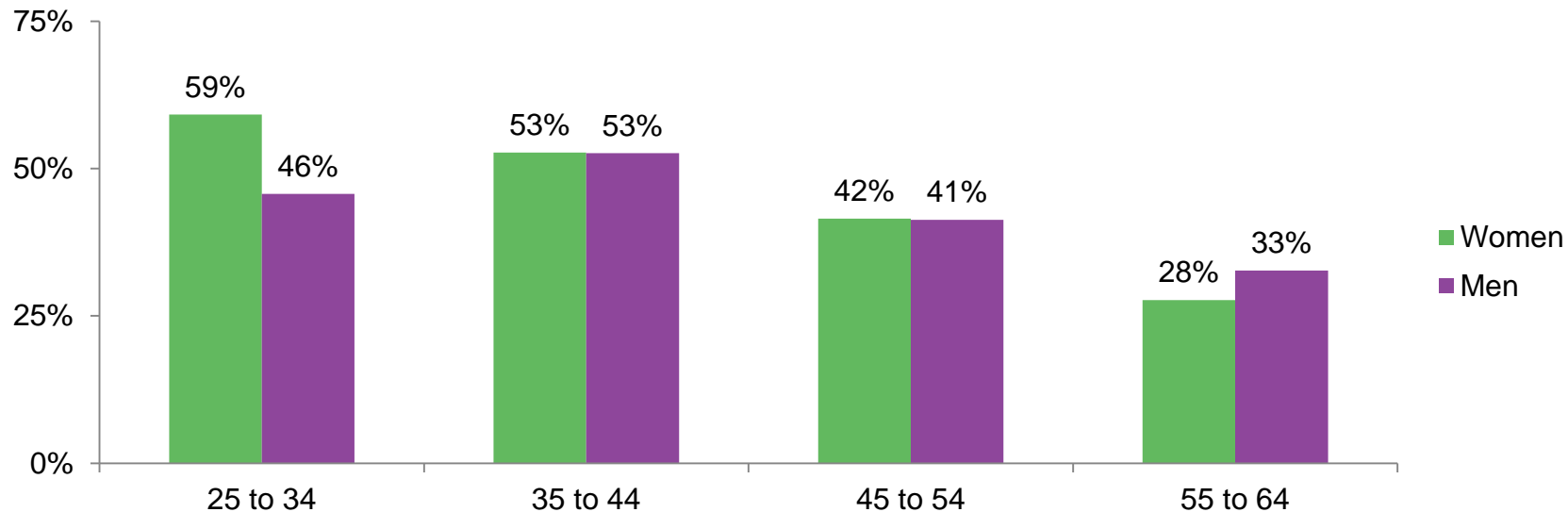
# Among those with milder disabilities, employment rate is higher for men than women from age 35 onward

Employment rate by age and gender, milder disabilities



# Among those with more severe disabilities, no gender differences\* in employment rate above age 35

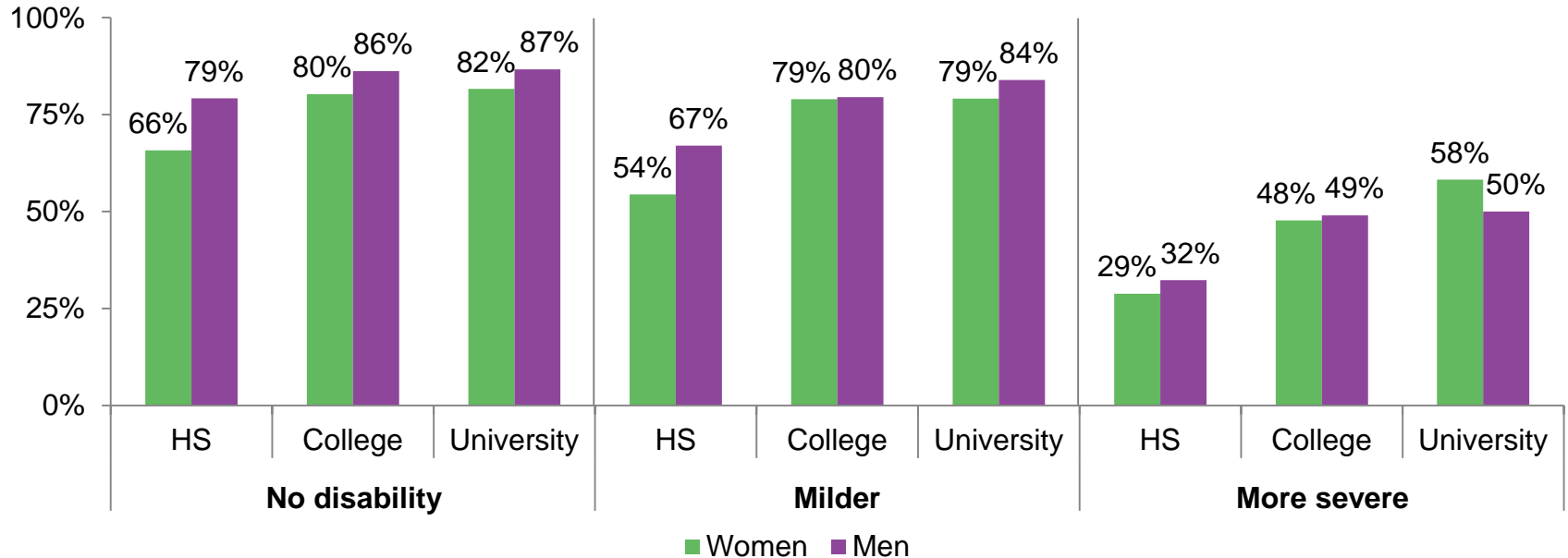
## Employment rate by age and gender, more severe disabilities



\*No statistically significant differences

# Post-secondary education is associated with higher employment rates, but severity still matters

Employment rate by educational attainment and gender, aged 25 to 64

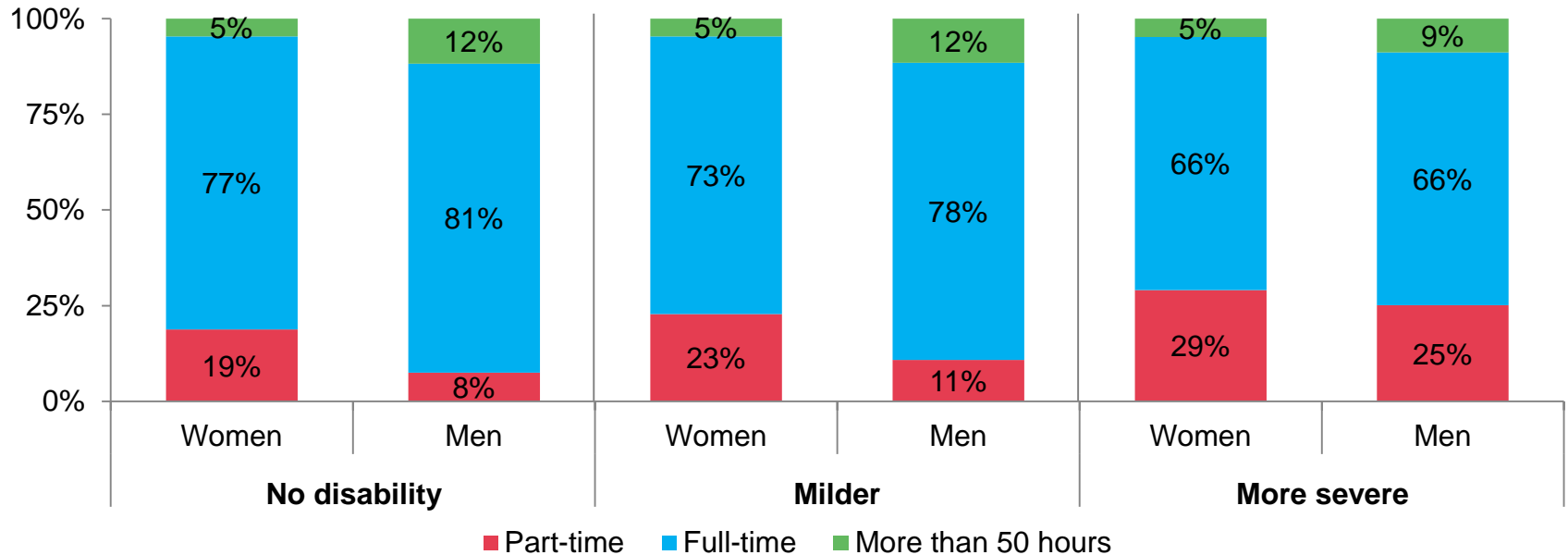


# A quarter of working age adults with disabilities had a work-related cause of disability

- Among Canadians aged 25 to 64 years with disabilities, over one-quarter reported that at least one of the underlying causes of their disability was work-related
- This includes workplace conditions as well as accidents or injuries at work
- Men were more likely than women to report a work-related cause of their disability (33% versus 22%)

# Prevalence of part-time work is higher among workers with more severe disabilities

Hours worked, by disability severity and gender, aged 25 to 64



# Potential workers with disabilities

Work potential is a labour market construct to identify non-working individuals who might be candidates to enter paid employment under a best-case scenario – an inclusive labour market without discrimination, with full accessibility and accommodation

Not a measure of one's internal capacity, ability to work, or likelihood of finding employment; also does not address those who may not be in position to enter paid employment due to non-disability-related reasons (e.g., caregiving, childcare, etc.)

Those classified as unlikely to work include: those who retired early, who are housebound, or who report no accommodation would allow them to work

**1.5 million** without employment  
(adults aged 25 to 64 with disabilities)

**644,600**  
potential workers





# Potential workers aged 25 to 64 with disabilities

Among those with disabilities, men are more likely than women to be classified as potential workers...

**42%** of men with disabilities without employment are potential workers

**37%** of women with disabilities without employment are potential workers

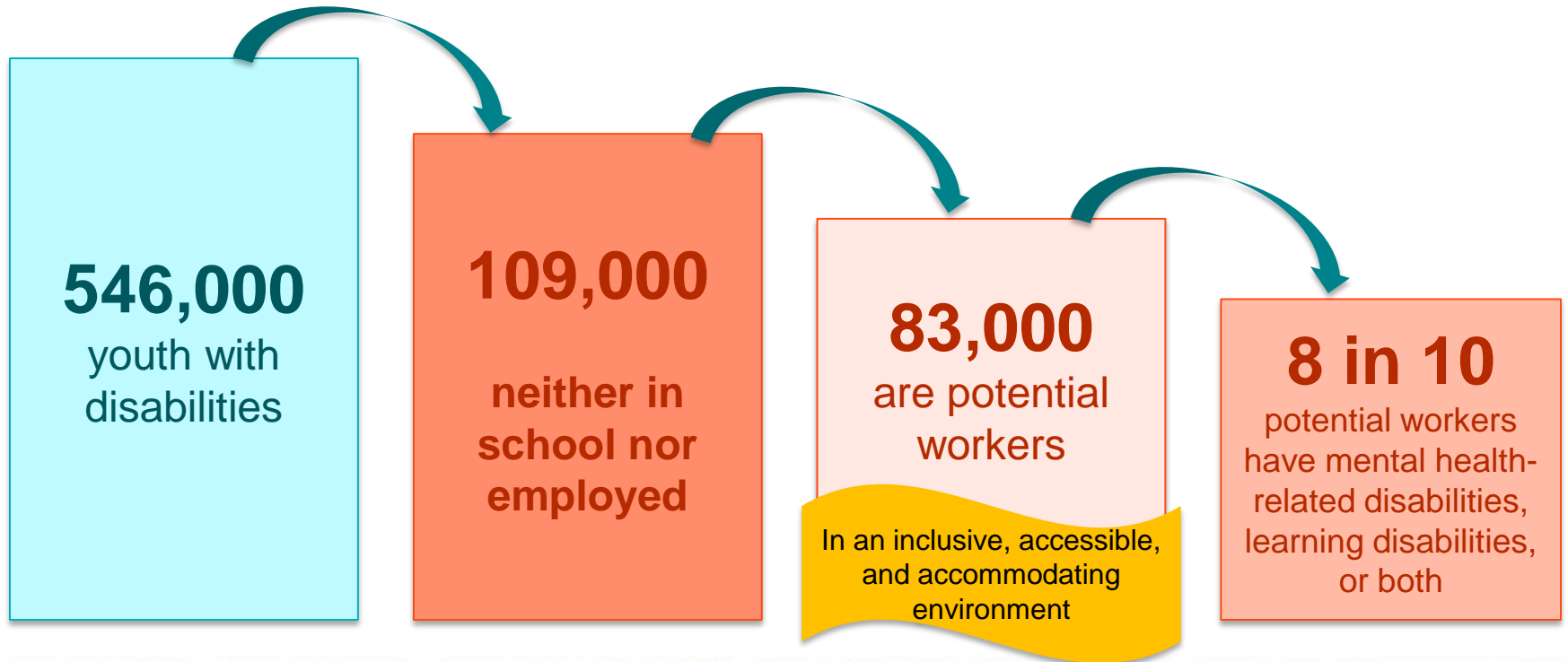
But...among potential workers with disabilities, women outnumber men

**294,440**  
male potential workers

**350,200**  
female potential workers



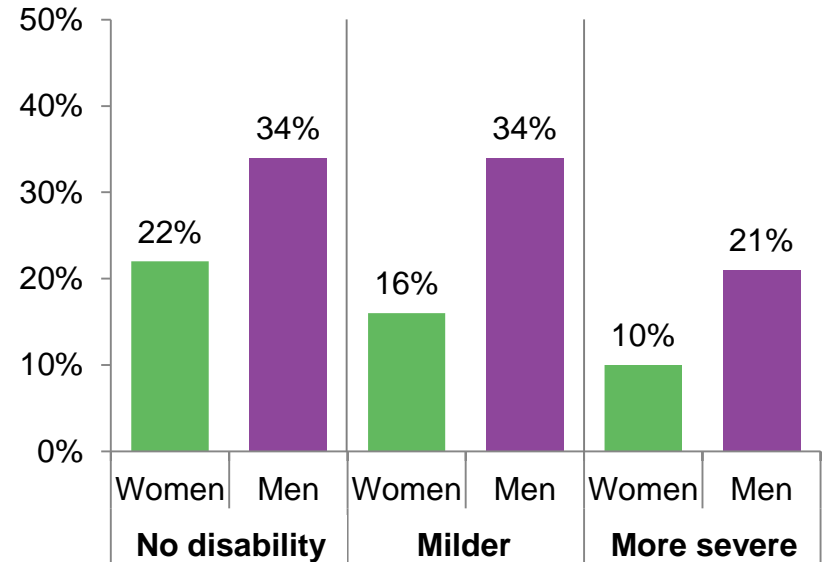
# Youth with disabilities aged 15 to 24



# Many younger seniors with disabilities continue to work

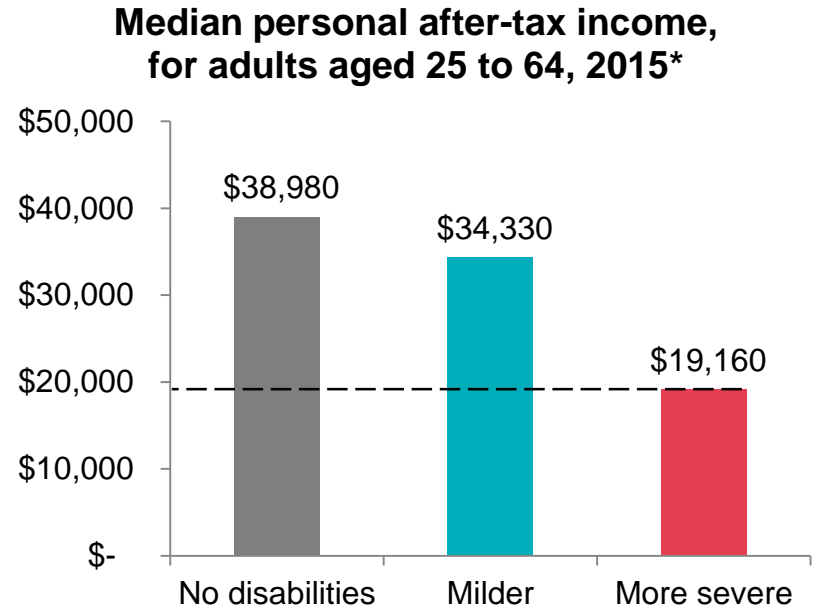
- Many individuals with disabilities continue to work beyond the typical age of retirement
- In all, nearly 117,900 persons with disabilities aged 65 to 69 years are continuing to work

Employment rate, by disability and severity, aged 65 to 69



# Working age adults with more severe disabilities have half the income of those with no disabilities

- Those with no disabilities have a higher median income (\$38,980) than those with milder disabilities (\$34,330), and nearly double the income of those with more severe disabilities (\$19,160)
- Women without disabilities or milder disabilities have income about 75% of their male counterparts; gender gap is smaller for those with more severe disabilities, about 90% that of men



\* Income in CSD 2017 was collected from Census data for 2015 reference year.

# Employment improves income

- Adults aged 25 to 64 with more severe disabilities who were employed full-time and full-year have much higher incomes than their counterparts without employment – \$42,000 vs \$12,520
- However, they still have a lower income than full-time and full-year employed without disabilities (\$42,000 vs \$49,000)

# Conclusions

- Mental health-related disabilities more prevalent among working-age adults and youth than previous data have suggested
  - These disability types are often “invisible”, may require different types of accommodations
  - Essential to have better understanding of this for employers to be able to be properly equipped to accommodate prospective workers with all types of disabilities
- Persons with disabilities continue to face challenges in finding and maintaining employment
  - 645,000 without employment could be potential candidates for employment if properly accommodated in an inclusive labour market without discrimination
    - However, like those without disabilities, persons with disabilities may not be able to participate in the paid labour market for any number of personal or family reasons (such as, providing childcare, caregiving, etc.), and the likelihood of entering paid employment also depends on the strength of the job market in general.
  - Data suggests that costs of exclusion in the labour market are high and there is a substantial pool of individuals who could be brought into labour market



# Conclusions

- Over 100,000 youth with disabilities are not in school or employment
  - Suggests a difficult transition period from school to work for many youth
  - The majority of these have some work potential – and those with mental health-related and/or learning disabilities are overrepresented among them
  - This suggests that job accommodations for younger adults with disabilities and efforts to improve the school to work transition among youth with disabilities should address this reality. Further analysis needs to be done to determine the degree to which these individuals are willing to identify themselves on-the-job as a person with a disability or are too afraid to ask for accommodations.
- Those with disabilities are more likely to live in poverty, and severity of disability increases this risk
  - Employment has a big impact on bringing persons with disabilities out of poverty
  - However, even those with full-time employment are not rewarded at the same rate for their labour as those without disabilities—further analysis needs to be done to examine what factors might be important in understanding these differences



# Questions?

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# APPENDIX

