Centre for Research on Work Disability Policy
Mission, Structure and Key Activities

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WINTER SEMESTER: DISABILITY AND LABOUR MARKET INTEGRATION
Disability and Work: Inclusion and Integration in the Labour Market
Friday, February 9, McGill University
In 2012, the Centre for Research on Work Disability Policy (CRWDP) was created through a 7-year **SSHRC Partnership Grant** following a 2 year development period.

We are a national **collaborative** of 60+ researchers and 60+ partners across 15 research institutions. We are dedicated to addressing issues related to Canada’s work disability policy system.
Our Mission

• We are a transdisciplinary initiative on the future of work disability policy in Canada

• Our mission is to conduct partner-informed research on how to improve Canadian work disability policy to help all people access employment and income security
• Bring together varied stakeholders in the Canadian work disability policy system, including employers
• Identify issues associated with program coordination and complexity
• Facilitate dialogue, problem identification, and policy action
• Support multiple transdisciplinary research projects, including international comparative work

• Build capacity for research on applied work disability policy
• Build consensus on a roadmap for work disability policy
Overview of How We Are Organized

- External Advisory Committee
  - Arms length advice
- Executive Committee
  - Centre oversight
- Provincial Cluster Leads
  - Provincial coordination
- Thematic Leads
  - Cross national thematic coordination
- Focussed Committees
  - Knowledge Mobilization
  - Partner Engagement
  - Seed Grants
  - Student Capacity Building
WORK DISABILITY POLICY
ISSUES AND CONTEXT

- Complex Canadian work disability policy system consisting of multiple programs at the provincial and federal level
- Changing nature of work, workers and injuries posing new challenges
- Economic climate can create pressure to further restrict eligibility
Changing Nature of Workers, Work, Injuries

Employment by Age Group, Canada


Note: Last data point is January 2014.
Sources: Statistics Canada (Labour Force Survey); Department of Finance calculations.
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Chart 11: Change in Temporary and Contract Workers by Industry (1997-2013)

Source: Statistics Canada
 PATCHWORK OF CANADIAN WORK DISABILITY PROGRAMS

1. Canada/Quebec Pension Plan Disability
2. Employment Insurance Sickness Benefits
3. Provincial workers’ compensation benefits
4. Provincial social assistance disability benefits
5. Employment-based short- and long-term disability plans
6. Disability Tax Credits, Registered Disability Savings Plans
7. Veterans’ benefits for disability
8. Other programs (e.g., car insurance and compensation for victims of crime)

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**VARIED DISABILITY CONCEPTS ACROSS CANADIAN PROGRAMS**

**Medical model (focus on individual)**
- Focus biological structure and function
- Federal and provincial disability and social assistance programs
- Some workers’ compensation authorities

**Socio-medical model (individual in context)**
- Health problem + physical and social environment considered together
- Many workers’ compensation programs (“loss of earnings capacity”)
- Some private insurers

**Human rights model (focus on context)**
- Address environmental and social barriers to social/economic inclusion
- United Nations Conventions ratified by Canada
Social and Organisational Silos

**Work injury system**

- Work injury & illness
- Researchers
- Workers’ comp policy-makers
- Injured worker activists
- Overall medical & socio-legal frame

**Social security policy system**

- Disability researchers
- Social security policymakers
- Disability rights activist
- Overall human rights & medical model frame
• Work disability touches most people at some point over their lifetime
  • Work disability policy is not a fringe concern
  • People with disabilities represent about 15.5 per cent of Ontario’s population (similar percentages apply across the country)
  • More than 50% of Canadian families touched by disability
  • Aging of the Canadian population means more working age adults will be affected by chronic and episodic health conditions
CRWDP’S OVERALL OBJECTIVE AND RESEARCH QUESTIONS
TO IDENTIFY HOW PEOPLE, WHEN DISABLED, CAN BE BETTER RETAINED AND INTEGRATED INTO THE CANADIAN LABOUR MARKET

• Research questions
1. How well does the Canadian disability policy system serve the current and emerging needs of working-age individuals, when disabled, in terms of employment support and opportunities?
2. For what individuals and labour-market contexts does it work well/not work well and why?
3. What are the key opportunities for policy and program improvement in the short and long run?
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**Research Activity Plan**

Three research themes
1. Population analyses
2. Labour-market analyses
3. Law, policy and program analyses

Highlights
- Requirement of partner involvement in all projects
- Emphasis on transdisciplinary methods
- Funding four large national studies
- Seed funding for other studies to assist with grant development
- Substantial student support at the doctoral and post-doctoral levels
Environmental Scan of Past Policy Initiatives Addressing Canadian Work Disability Policy System Coordination Issues

- Identified and described past policy efforts (initiatives) to address coordination of disability income support programs in Canada
- Created database describing each initiative with related documents
- Provides important lessons going forward

Scoping Review of Work Disability Policy

- Created an accessible database of 751 scientific articles about work disability policy
- International in scope, current (published 2000 or later), and organised by government program type
Activating Research through Seed Grants Academic-Partner Collaborations

Seed Grant Projects

First call from spring/summer 2014

- The Human Rights of Injured Workers: Social Protection Floors and the Canadian Work Disability System
- Exploring the Experiences of Injured Workers Who Fail to Return to Work
- La mesure de l’incapacité : un état des lieux

- Developing research capacity to better understand the effects of British Columbia’s Annualized Earnings Exemption in relation to people living with mental illness and/or addictions who are working and receiving disability assistance

- Willing but Unable: A Population in Waiting
- People with Episodic Disabilities: Who are They and What Supports Do They Need to Obtain and Retain Employment?

- Disability Support Services in Newfoundland and Labrador and Canada: Impact on Labour Market Participation for Individuals with Disabilities

- Investigating Vocational Rehabilitation Outcomes Among Permanently Injured Workers

- Analysis of the School-to-work Transition for Young Adults with Disabilities in Ontario

- L’utilisation des TIC pour soutenir l’accès à l’emploi des adolescents handicapés ou en difficultés d’apprentissage ou d’adaptation (HDAA)

Work Integration Needs
Sample of student research studies

- Determinants of Continued Employment for Older Quebec Workers
- Relationship Between Disability, Immigrant Status, and Labour-market Outcome
- Employed with Chronic Illness and Episodic Disability: The Case of Women with Fibromyalgia
- Return to Work Following a Traffic Injury
- Program Supports for Successful Employment Outcomes for People with Disabilities
- Role of British Columbia Unions in Representing Members with Disability and Return to Work Concerns
- Documenting the Voice of Labour in Workplace Disability Policy

Poster & Teaser Sessions Later this morning

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Vers un marché du travail inclusif : pour une meilleure prise en compte des conditions de vie des travailleurs âgés ayant des incapacités

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Support training and mentoring opportunities for students and new scholars

- 70 Graduate stipends over 7 years
- 8 Post-doctoral fellowship years of funding
- Research associates on projects
- Community/Policy internships
- CRWDP new research activities at conferences
Knowledge Mobilization Activities

- **Employer Round Tables:** Forum to help move employer from challenges to best practices
- **Labour Round Tables:** Discussion with unions and labour representatives on current work disability policy issues
- **Policy Round Tables:** Discussions with policymakers about a roadmap for policy change
- **Speakers Series and Webinars:** Forum for presenting new research and discussing policy implications
- **National Symposia:** Events bringing academics and partners together to discuss new research, knowledge gaps and research priorities
QUEBEC CLUSTER MEMBERS

- Marie-José Durand, Université de Sherbrooke, Co-Investigator; Quebec Co-Lead;
- Normand Boucher, Co-Investigator; Quebec Co-Lead; Executive Committee Member;
- Geneviève Baril-Gingras, Université Laval, Co-Investigator;
- Marie-France Coutu, Co-Investigator, New Researcher Capacity Building Committee Member;
- Alain Noël, Université de Montréal, Co-Investigator;
- Eric Latimer, McGill University, Co-Investigator
- Jeffrey A. Hilgert, Université de Montréal, Co-investigator;
- Marie Laberge, Université de Montréal. Centre de recherche du CHU Ste-Justine, Co-Investigator;
- Ysabel Provencher, Université Laval, co-investigator
COMMUNITY CAPACITY BUILDING

- Spearheaded by Steve Mantis, longstanding injured workers advocate
- **Community Caucuses** – umbrella structure for coming together to create common ground
- **Community Forums** – meetings for two-way dissemination of knowledge
- **Speakers School** – training program to develop speaking skills and confidence
Injured and disabled workers sharing their experiences of Canada’s work disability policy system

Available on CRWDP website and YouTube channel: www.youtube.com/crwdp

Developing videos of worker-employer experiences with employment
**Target Outcomes**

**Intermediate outcome via research:**
Extensive knowledge base for evidence-informed policy decision-making

**Intermediate outcome via partner engagement:**
Network of stakeholders and mobilised work disability community

**Intermediate outcome via training and mentoring:**
Increased research capacity and work disability policy expertise

**Intermediate outcome via knowledge mobilization:**
Improved societal awareness of need for inclusiveness and engagement

**Ultimate outcomes:**
Improved Canadian work disability policy system
Establishment of an applied work disability policy field of study
THANK YOU VERY MUCH

Questions?