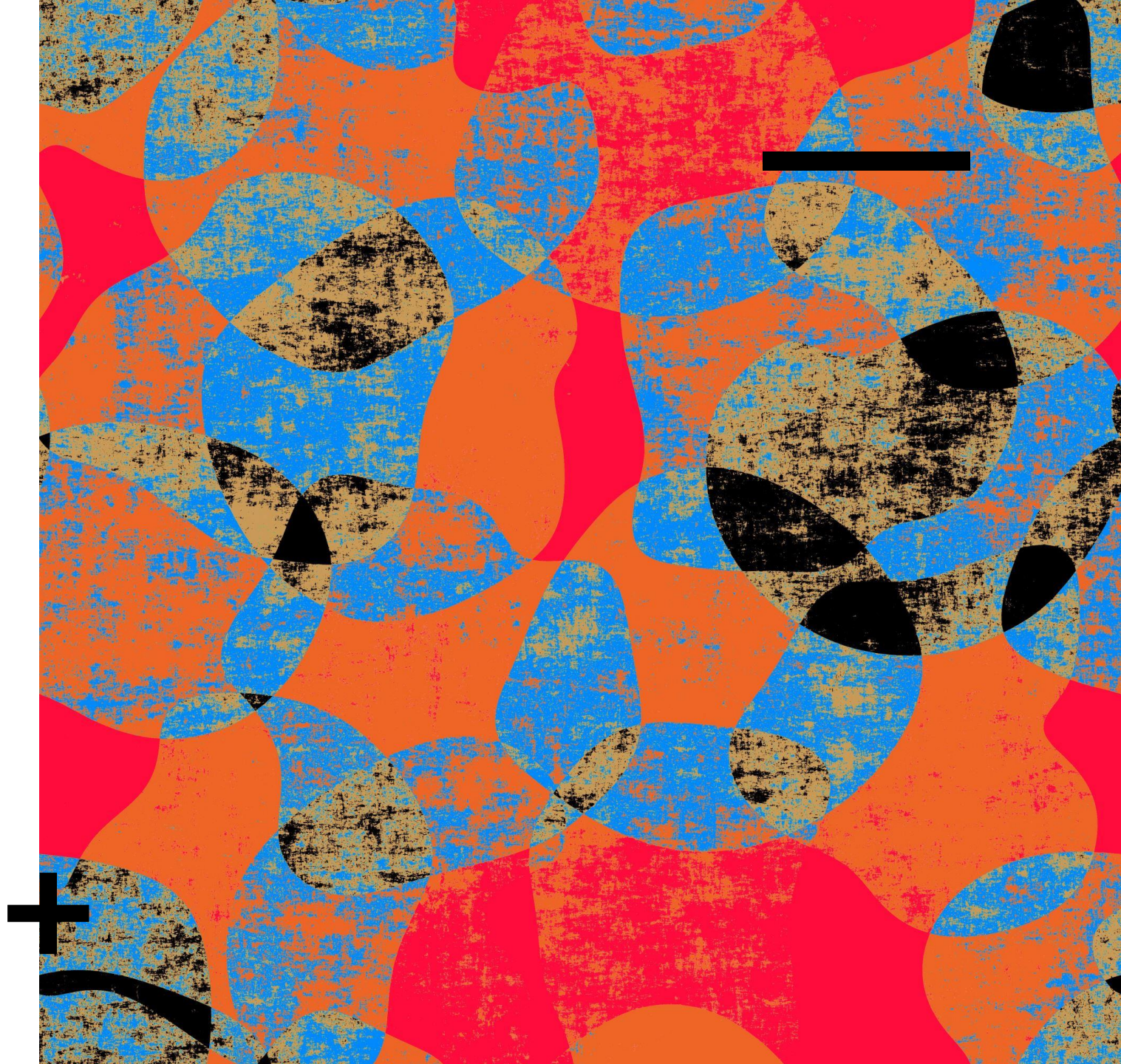


# The Convention on the Rights of Persons with Disabilities – How are we doing?

Mitchell Drydak, Canadian Council  
on Rehabilitation and Work



# So, what IS the Convention on the Rights of People with Disabilities?

- The CRPD is an international human rights treaty Created by the **United Nations** aimed at protecting the rights and dignity of persons with disabilities without discrimination and on an equal basis with others.
- Parties (countries that sign) to the CPRD are required to promote and ensure the full enjoyment of human rights of persons with disabilities including full equality under all aspects of society.
- Ultimately, the Convention on the Rights of People with Disabilities is a set of guidelines to how countries can provide equity for people with disabilities in employment and regular life.





## Sustainable Development Goals - Targets

- 4.a.** Build disability sensitive education facilities
- 11.2** Provide accessible transport systems
- 11.7** Provide accessible public and green spaces



52% of schools are **not** wheelchair accessible

Accessibility makes education possible



61% of government websites are **not** accessible

Accessibility empowers users

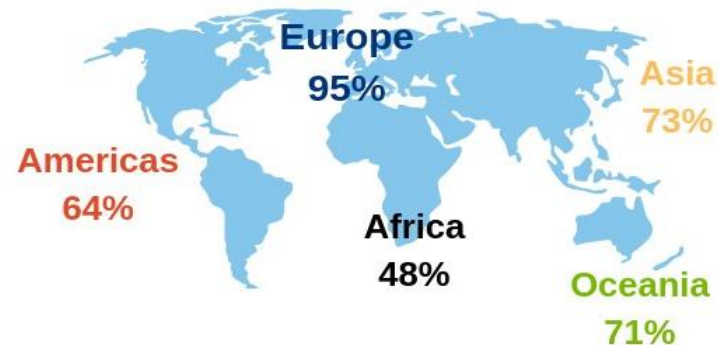
# Accessibility for Persons with Disabilities



79% face difficulties or cannot evacuate during a disaster

Accessibility saves lives

## Countries with accessibility standards or guidelines



## Convention on the Rights of Persons with Disabilities

Article 9 requires States to ensure equal access to facilities and services

# What are the principles set out in the Convention?

- Respect for dignity and individual autonomy
- Non-discrimination
- Participation and inclusion
- Respect for difference and diversity
- Accessibility
- Equality of opportunity
- Equality between men and women
- Respect for the evolving capacities of children with disabilities



*Moving  
Forward  
Together: A Pan  
Canadian  
Strategy for  
Disability and  
Work*

**Enter the Pan Canadian Strategy.**

-Formed through a joint effort of the Canadian Council on Rehabilitation and Work (CCRW), the Centre for Research on Work Disability Policy (CRWDP), Inclusion Newfoundland (InclusionNL) and the Ontario Network of Injured Workers' Groups (ONIWG)

-It is an extension and expansion of the guidelines offered by the UN's **Convention on the Rights of Persons with Disabilities.**

-Created as a result of back and forth between the CRPD Committee, Civil Society and the Federal government, the Pan Canadian Strategy for Disability and Work is just that – a *strategy to how the CRPD can be realized in the fullest.*

# The Pan Canadian Strategy on Disability and Work: "Cost"

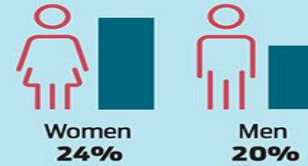


The Canadian Survey on Disability covers Canadians aged 15 years and over whose everyday activities are limited because of a long-term condition or health-related problem.

**22%** of Canadians had at least one disability. This represents **6.2 million** people.

#### BY SEX

**PERCENT OF CANADIANS WITH AT LEAST ONE DISABILITY:**



#### BY AGE GROUP

**13%**

Youth aged 15 to 24 years

**20%**

Working-age adults aged 25 to 64 years

**38%**

Seniors aged 65 years and over

#### BY DISABILITY TYPE

##### TOP FOUR MOST COMMON



Pain-related  
**15%**



Flexibility  
**10%**



Mobility  
**10%**



Mental health-related  
**7%**

##### OTHER DISABILITY TYPES

Seeing	<b>5%</b>	Learning	<b>4%</b>
Hearing	<b>5%</b>	Memory	<b>4%</b>
Dexterity	<b>5%</b>	Developmental	<b>1%</b>

**1.6 million**

Canadians with disabilities were unable to afford required aids, devices, or prescription medications due to cost.



Among youth with disabilities,

**60%** had a mental health-related disability.

#### EMPLOYMENT RATES FOR WORKING-AGE ADULTS

**59%** for persons with disabilities

**80%** for persons without disabilities



Source: Canadian Survey on Disability, 2017.

# What does the research say?

- 59 per cent of working-age adults with disabilities are employed, compared with 80 per cent of adults without disabilities.
- Among working-age adults with disabilities who are neither employed nor at school, two in five (39 per cent) have the potential to work. This represents nearly 645,000 individuals with disabilities struggling to enter the workforce.
- Working-age adults with more severe disabilities have a median after-tax annual income (from all sources, including work earnings and benefits from support programs) of \$19,200, compared to \$34,300 for those with milder disabilities and \$39,000 for those without disabilities
- Among working-age adults, 28 per cent of those with more severe disabilities live below Canada's official poverty line.

# The Key Components of The Pan Canadian Strategy

The aim of this strategy is to create inclusive employment throughout Canada, in which persons with and without disabilities have equality of opportunity and choice in careers, jobs and work.

- **Foster disability-confident and inclusive workplaces.**
  - By Providing a knowledge base of supports to employers for the hiring and retention of persons with disabilities.
  - Evidence-informed financial incentives and best practice guidance for workplaces in their use in hiring persons with disabilities, which would include a guide for businesses to access funding to offset any added costs of hiring, such as additional training requirements.
- **Develop comprehensive supports for persons with disabilities.**
  - Use a poverty reduction lens to guide the design of income and employment benefits.
  - Unbundle income benefits and employment supports to assist persons with disabilities in qualifying for programs so that, when combined, they provide a better quality of life and work-related resources.





# How does the Pan Canadian Strategy support the CRPD?

- The Strategy supports teaching employers the knowledge and skills to support themselves and other employees in all phases of employment of persons with disabilities.
- Takes into consideration, non-unionized workers and teaching them how to self-advocate and confidently exercise their rights in the workplace
- The strategy provides the tools that assist in finding work related supports.
- The strategy promotes rewarding disability confident employers.

# So where are we now?

- The Pan Canadian Strategy on Disability and Work helped create the *Accessible Canada Act* with the intention to make Parliament, the Government of Canada and the Federally Regulated Private Sector more accessible.

- Covid-19 Benefits were created with the intention to specifically support the Pan Canadian Strategy on Disability and Work.



# *Key Takeaways:*

- Canada has a unique place within the framework of the Convention on the Rights of Persons with Disabilities. As a rich, diverse society we must be an example with how to implement the CRPD.
- The Pan Canadian Strategy on Disability and Work is an effective, evidence led framework for how disability policy should proceed in Canada, and how the government can create disability confident employers.
- The Convention on the Rights of Persons with Disabilities and the Pan Canadian Strategy on Disability and Work are always impacting Canadian policy and disability awareness in civil society.

