

# PERSONS WITH DISABILITIES



**2019 WORKFORCE SPOTLIGHT**

# PERSONS WITH DISABILITIES

(PWDs) Ottawa labour pool

144,000 (21.1%)

Data for persons with disabilities is collected via the Canadian Survey on Disability (see note below). Both custom ordered data for Ottawa and public available data at provincial and national level are included – thus, we look at all three geographies in this section.

## OTTAWA

### Ottawa Trends 2017 RATES\*



Unemployment	Participation	Employment
Persons with disabilities, 15-64 <b>9.5%</b>	Persons with disabilities, 15-64 <b>64.8%</b>	Persons with disabilities, 15-64 <b>58.6%</b>
Overall population, 15-64 <b>7.2%</b>	Overall population, 15-64 <b>80.1%</b>	Overall population, 15-64 <b>74.3%</b>

Generally, Ottawa's labour market indicators for persons with disabilities compare positively against Ontario and Canada.

### How Ottawa rates compared in 2017\*

Unemployment	Participation	Employment
0.3 points higher	3.0 points higher	2.5 points higher
		than Ontario (15-64)
4.1 points higher	0.1 points higher	0.7 points lower
		than Canada (15+)

\*Statistics Canada advises that Census filter questions should not be used to estimate disability because of the large number of 'false positives.' They conduct a separate survey – the Canadian Survey on Disability (CSD) – one year after each Census to collect data on persons with disabilities in Canada. Because the CSD is designed for analysis at the national and provincial levels, Statistics Canada issues strong cautions for the Ottawa data due to its smaller population. Thus, Ottawa data should be interpreted as a general estimate only. **Also, caution should be used when comparing data for PWDs to the overall population, as PWDs tend to be older than those without disabilities.**

## EMPLOYMENT & TRAINING SUPPORTS<sup>3</sup>



# 1,468

### PERSONS WITH DISABILITIES

accessed Employment Ontario services in 2018-19

- 714** in Employment Service
- 407** in Literacy and Basic Skills
- 182** in Ontario Employment Assistance Service
- 112** in Youth Job Connection
- 28** in Second Career
- 13** in Apprenticeship
- 12** in Canada Ontario Job Grant - Participant

Ottawa's population of persons with disabilities aged 15-64 in 2017 included a labour pool of 144,000 (21% of the overall 15-64 labour pool), of which 96,350 were participating in the labour force (18% of the overall 15-64 labour force and representing a participation rate of 65% versus 81% for the overall population).<sup>1</sup>

### LABOUR FORCE BREAKDOWN BY DISABILITY TYPE, AGE 15-64, OTTAWA, 2017<sup>2</sup>

Disability type	Total labour force	% of overall labour force	Participation rate	Employment rate
Overall population	681,350	100%	80.1%	74.3%
All disability types	144,000	21%	66.9%	59.4%
Sensory - seeing and hearing	59,650	9%	65.3%	58.0%
Physical - flexibility, mobility and dexterity	62,200	9%	53.6%	47.4%
Pain-related	96,500	14%	68.3%	60.4%
Cognitive - learning, memory and developmental	45,300	7%	61.4%	51.4%
Mental health-related	70,700	10%	69.6%	62.7%

The **most common type of disability** of those in the labour force is **Pain-related disability** (14% of over all Canadian labour force)

Persons reporting having a Physical - flexibility, mobility and dexterity disability have the **lowest participation (53.6%) and employment (47.4%) rates** of all disability types in Ottawa

## ONTARIO

### A closer look at labour force status

- **58% employment rate** for 25- to 64-year-olds with disabilities; **81%** for the population without disabilities
- Labour force status varies by severity of the disability; specifically, the **percentage employed decreases as the global severity class increases**

### Lower rates of employment

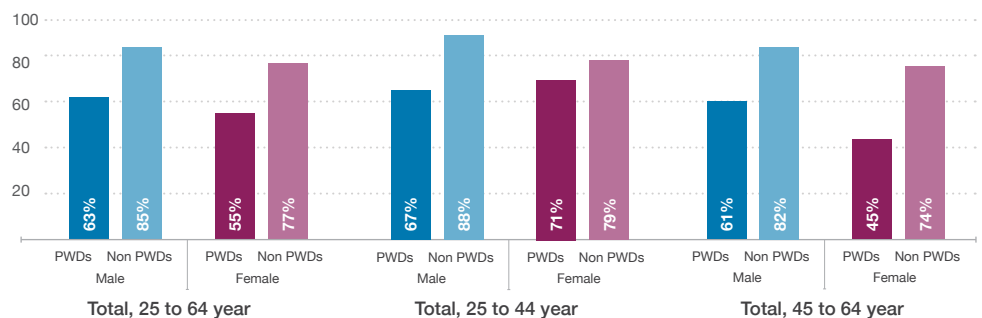
- Looking at the prime working ages of 25 to 44, PWDs have notably **lower rates of employment** than those without disabilities
- The **gap is greatest for women aged 45-64** (29 percentage point gap in employment rate)

### LABOUR FORCE STATUS BY AGE AND SEX, PWDS, ONTARIO, 2017<sup>4</sup>

Age group	Sex	In the labour force	Em-ployed	Unem-ployed	Not in labour force	Partic-ipation Rate	Employ-ment Rate	Unem-ploy-ment Rate
25 to 44	Male	168,540	146,350	22,190	51,000	76.8%	66.7%	13.2%
	Female	238,600	221,630	16,970	74,730	76.1%	70.7%	7.1%
45 to 64	Male	299,920	286,320	N/A	170,830	63.7%	60.8%	N/A
	Female	248,760	231,960	N/A	265,250	48.4%	45.1%	N/A

CAUTION: Statistics Canada warns that this data should be used with caution, due to reliability issues; also, all rates in the table are calculated excluding non-response categories ("refusal", "don't know", and "not stated") in the denominator

### EMPLOYMENT RATE BY AGE, PWDS VS. THOSE WITHOUT DISABILITIES, ONTARIO, 2017<sup>5</sup>



NOTE: At this level of analysis, much of the unemployment data collected via the CSD is considered unreliable. For that reason, we look at the employment rate in this chart.

### LABOUR FORCE BREAKDOWN BY DISABILITY TYPE, ONTARIO, 2017<sup>6</sup>

Disability type	Total labour force	% of overall labour force	Participation rate	Employ-ment rate
<b>Overall population</b>	<b>8,835,990</b>	<b>100%</b>	<b>76.5%</b>	<b>71.0%</b>
<b>All disability types</b>	<b>1,745,810</b>	<b>20%</b>	<b>61.8%</b>	<b>56.1%</b>
Seeing	449,370	5%	56.6%	52.8%
Hearing	295,020	3%	63.4%	58.5%
Mobility	608,050	7%	43.2%	39.0%

- **20%** of all Ontarians in the labour force report having at least one disability
- The **most common** type of disability of those in the labour force is **Pain (13% of overall Canadian labour force)**

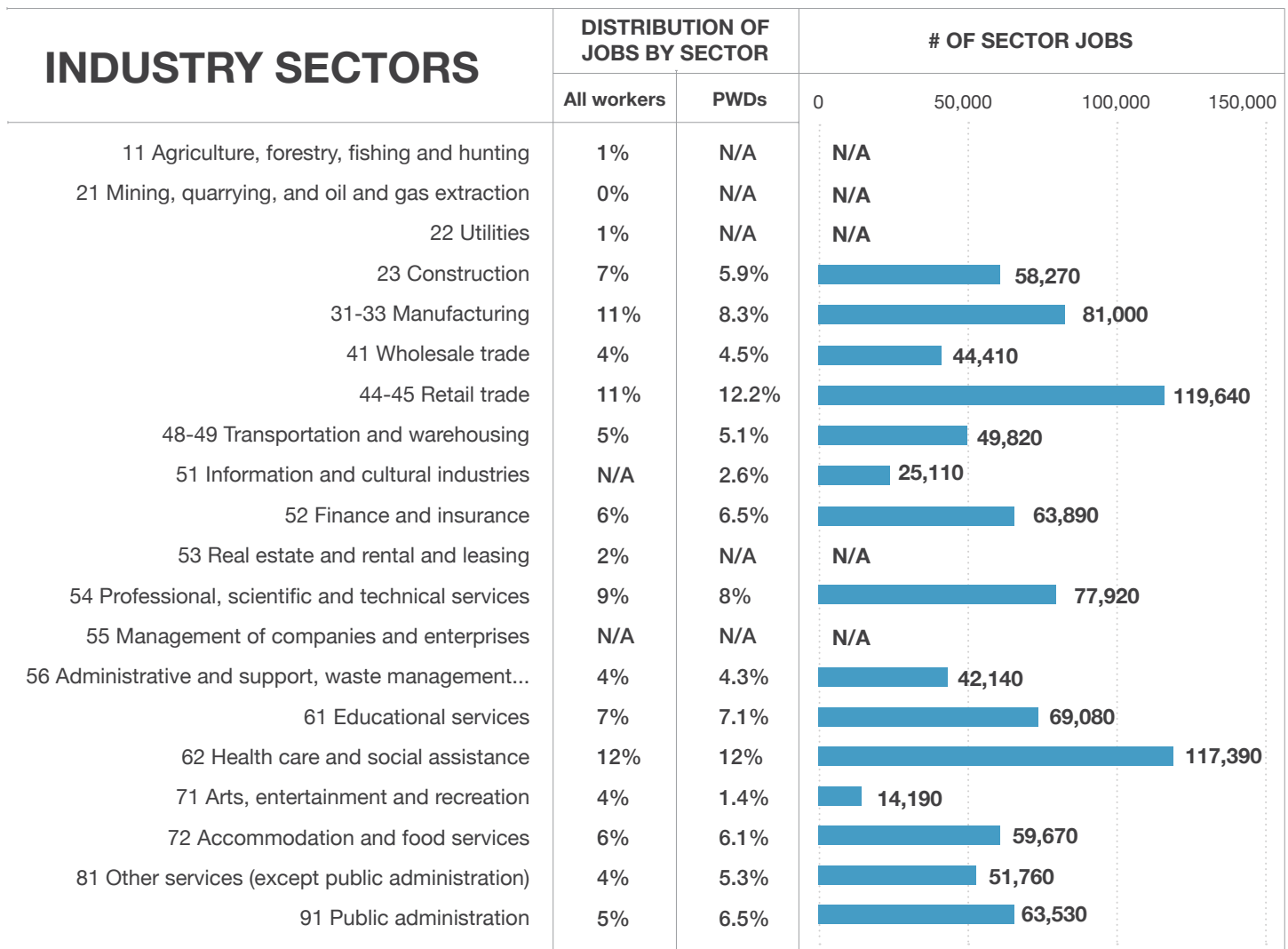
Flexibility	692,340	8%	45.1%	41.0%
Dexterity	315,140	4%	38.0%	32.6%
Pain	1,144,120	13%	57.8%	52.4%
Learning	389,620	4%	44.2%	38.6%
Memory	350,630	4%	41.4%	35.3%
Developmental	127,590	1%	34.2%	25.0%
Mental	734,990	8%	52.6%	45.6%

- Persons reporting having a **Developmental disability** have the lowest participation (34%) and employment (25%) rates of all disability types
- Those with a **Hearing disability** have the highest participation (63%) and employment (59%) rates of all disability types

Data source: Custom-order data, CDS 2017

### WHERE PWDs WORK IN ONTARIO (Industry Sectors)<sup>7,8</sup>

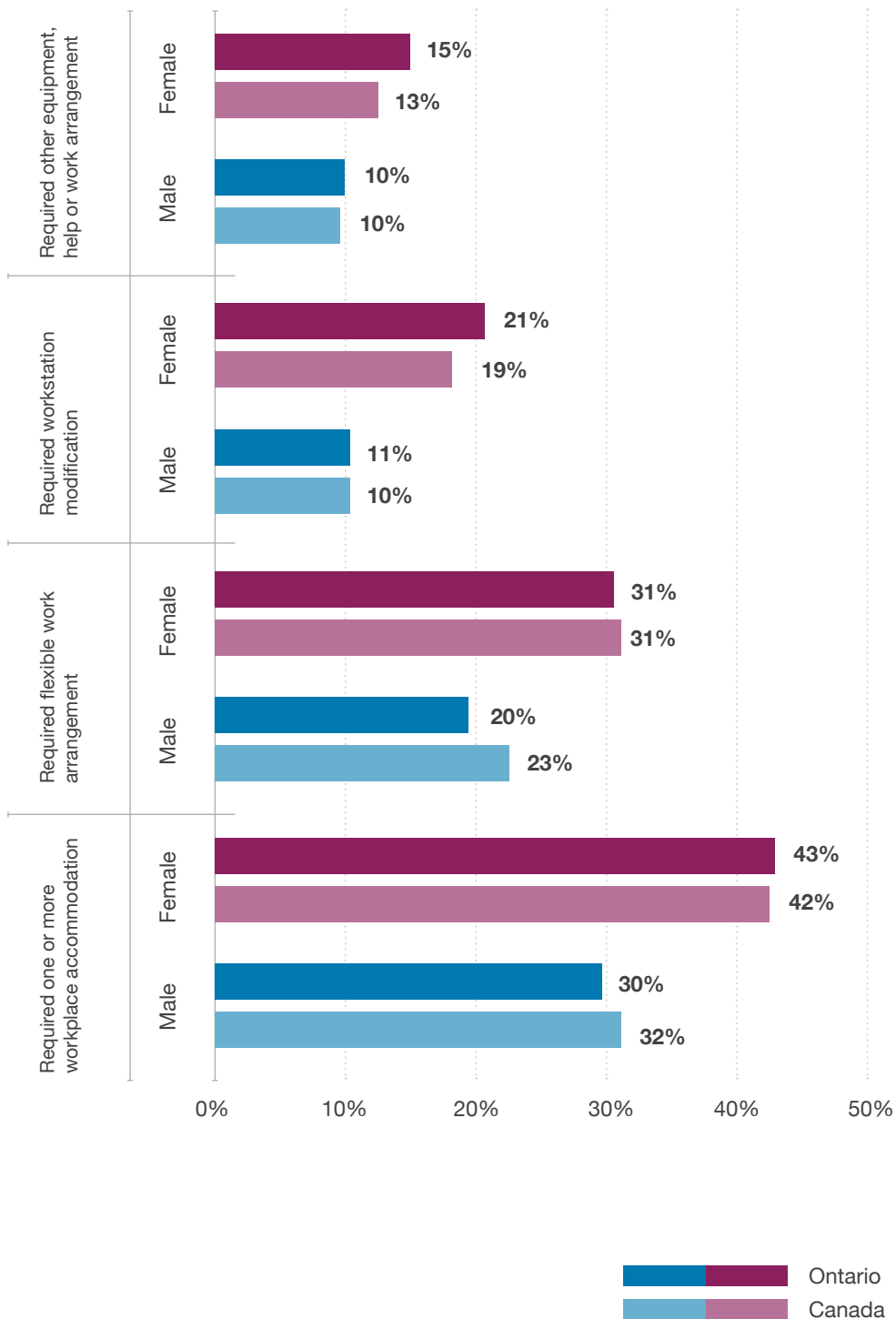
The chart below and table to the right show the employment of persons with disabilities aged 15-64 in industry sectors across Canada; the chart shows the # of PWDs working in the sector at the time of the 2017 Canadian Survey on Disability and the table shows the share of PWDs.





## WORKPLACE ACCOMMODATIONS FOR EMPLOYED PWDS, AGE 25-64, 2017<sup>11</sup>

### CANADA VS. ONTARIO



The most PWDS **required one or more workplace accommodations** in both Ontario and Canada

**Women in Ontario show a higher demand of workplace accommodations**, compared with Canada, in all types of accommodation, except in flexible work arrangements

## KEY DATA HIGHLIGHTS:

- Even with differences in age composition of the two populations taken into account, persons with disabilities were less likely than persons without disabilities to be high school (80% versus 90%) or university graduates (16% versus 31%)<sup>11</sup>
- Just under half (45%) of 25- to 64-year-olds with disabilities whose condition existed prior to school completion reported that the condition influenced their choice of courses and careers
- 27% of workers with disabilities indicated that their employer was not aware of their limitation
- Among those with current or recent labour force experience: 43% considered themselves to be disadvantaged in employment because of their condition, and 44% felt that their current employer would be likely to consider them disadvantaged in employment because of their condition

### “Persons with Disabilities in the Canadian Labour Market:

**An Overlooked Talent Pool”** In March 2013, the Library of Parliament published a Background Paper that stated that many barriers contribute to the employment gap for people with disabilities; the following barriers were identified:

Many people with disabilities **lack access to education and training**, and are not job-ready

The **social isolation** of numerous people with disabilities limits their encounters with key contacts and their knowledge of opportunities to enter the workforce or access training

**Some employers have negative attitudes and misconceptions** with regard to people with disabilities, which can lead to discriminatory practices; many such **employers are unaware of the capacity and abilities of people with disabilities in the workforce**

**Workplaces can be inaccessible**, not only due to their physical location but also, for example, when it comes to a lack of workplace tools

**Employers lack knowledge about disability issues**, including the duty to accommodate, how to accommodate and the cost of accommodations

There are **not enough recruitment and outreach strategies** to make contact with people with disabilities

**Barriers tend to be greater in the private sector:** “The public sector has the financial resources necessary to provide accommodations for people with disabilities, as well as policies to encourage their increased representation.”

**Challenges often greater for women:** “Women with disabilities are three times more likely than men with disabilities to be a lone parent, and even slightly more likely to be in that situation than women without disabilities.”



# ENDNOTES

1. Statistics Canada. 2017 Canadian Survey on Disability. Custom data order. CDS 2019
2. Statistics Canada. 2017 Canadian Survey on Disability. Custom data order. CDS 2019
3. Service Ontario Data, Custom data order. 2020
4. Statistics Canada. Table 13-10-0377-01 Labour force status of persons with and without disabilities aged 25 to 64 years, by age group and sex, Canada, provinces and territories
5. Statistics Canada. Table 13-10-0377-01 Labour force status of persons with and without disabilities aged 25 to 64 years, by age group and sex, Canada, provinces and territories
6. Statistics Canada. 2017 Canadian Survey on Disability. Custom data order. CDS 2019
7. Statistics Canada. Table 14-10-0023-01. Labour force characteristics by industry, annual (x 1,000)
8. Statistics Canada. 2017 Canadian Survey on Disability. Custom data order. CDS 2019
9. Statistics Canada. Table 14-10-0297-01. Labour force characteristics by occupation, annual, inactive (x 1,000)
10. Statistics Canada. 2017 Canadian Survey on Disability. Custom data order. CDS 2019
11. Statistics Canada. Table 13-10-0749-01 Workplace accommodations for employed persons with disabilities aged 25 to 64 years, by sex

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