



# Disability Inclusion and Accessibility

## Who

6.2 million persons in Canada aged 15 and older had a disability in 2017 (22% of the population). This number is expected to increase with aging population, chronic conditions and changing attitudes to self identification.

Some of the most common types of disabilities experienced by people are related to pain, flexibility, mobility, and mental health. Individuals' experiences with disability can also be recurrent (23%), fluctuating (25%) or progressive (13%) over time in terms of severity and impact.

### Disability can vary in type and severity

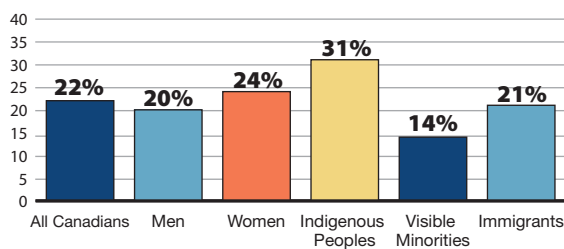
3.5 million persons have milder disabilities

2.7 million persons have more severe disabilities

66% experience changes in their disability over time

### The population of persons with disabilities is diverse

Rates of Disability in Canada, age 15 and over



Source: Canadian Survey on Disability, 2017 and Aboriginal Peoples Survey, 2017.

## Government Programs

Provinces/Territories and the Government of Canada each play a significant role in providing direct supports for persons with disabilities. Provinces/Territories deliver most services related to disability in Canada.

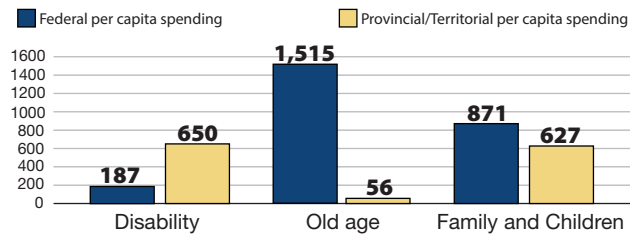
### Provinces/Territories provide:

- Income supports (social assistance)
- Disability supports (aids and devices)
- Education
- Housing
- Health care
- Accessibility and employment legislation
- Training and employment supports, which reach the largest number of Canadians

### The Government of Canada provides:

- Leadership in areas such as setting accessibility standards
- Funding for labour market programs and post-secondary education
- Income support through disability pensions for those who work (e.g., Canada Pension Plan – Disability, EI Sickness Benefits)
- Investments in communities and organizations (e.g., Enabling Accessibility Fund, Social Development Partnerships Program–Disability)

Per Capita Spending (\$s) by Order of Government, 2019



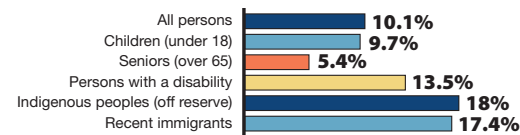
Source: Statistics Canada, 2019. Note: Spending excludes Canada Pension Plan Disability (CPPD), Quebec Pension Plan Disability Pension (QPPD) and Canada Pension Plan (CPP) and Quebec Pension Plan (QPP).

## Experience with Exclusion and Inequality

### Income Inequality

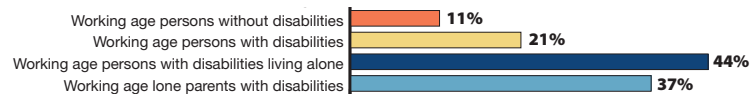
Persons with disabilities are more likely to experience poverty, especially those of working age (18–64).

People living below the poverty line, 2019



Source: Canadian Income Survey, 2019.

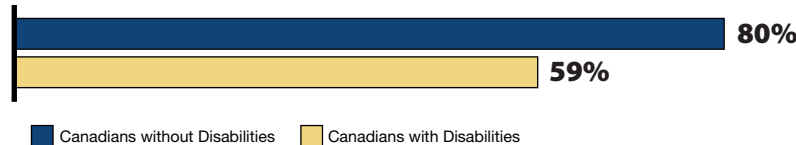
Poverty rates, Working Age (18–64) Persons with disabilities, 2017



Source: Canadian Survey on Disability, 2017.

### Employment

Employment Rates, pre-pandemic



- Businesses with inclusive cultures are significantly more likely to meet or exceed financial targets, be high-performing, be innovative and agile and achieve better business outcomes. Source: The Diversity and Inclusion Revolution, Deloitte Review, Issue 22, Jan 2018.
- Persons with disabilities, however, are more likely to be unemployed or underemployed, and face significant barriers to employment. Persons with disabilities have the lowest rate of employment among underrepresented groups.
- Employment gaps are not explained by differences in education.
- Some 645,000 persons with disabilities in Canada aged 25–64 who were not employed had the potential to work. **Estimates suggest that the economic costs of this lost potential could be as high as 4.0% of GDP**. Source: Internal ESDC modelling.

### Employment Barriers

Workplace barriers remain a key obstacle to work:

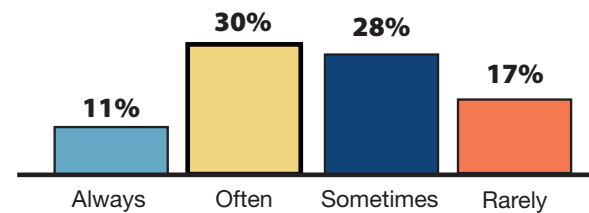
- Attitudes and discrimination
- Inaccessible workspaces and work tools
- Lack of workplace accommodations
- Three out of five employees with disabilities required workplace adaptations, most of which are low or no cost
- Employers do not feel equipped to adequately support persons with disabilities
- The impact of the pandemic has led to changes in the nature of work. As of June 2021, 25% of Canadians worked the majority of their hours from home (up from 4% in 2016). This may present both new opportunities and barriers to employment for persons with disabilities

Source: Labour Force Survey, July 2021.

## Barriers to Accessibility

### Attitudinal Barriers

Persons with disabilities report being treated badly or differently because of ideas, beliefs or attitudes that others have about disabilities.



### Physical Barriers

50% of persons with disabilities experience barriers that limit their ability to move around public buildings and spaces.

One in five persons with disabilities say they always or often experience a barrier to traveling by taxi, rideshare, public transit, and air.

### Communication Barriers

Persons with disabilities experience various communication barriers, including:

- 43% Over the phone
- 40% In-person
- 40% Reading and understanding written material

### Inaccessible Information and Communication Technologies

Nearly half (45%) of Canadians with disabilities have encountered barriers in using information and communication technologies including:

- 27% Self-service technology
- 24% Accessing federal government information, services, or support online
- 22% Watching TV shows, movies or other content through traditional television platforms
- 19% Accessing federally regulated businesses online

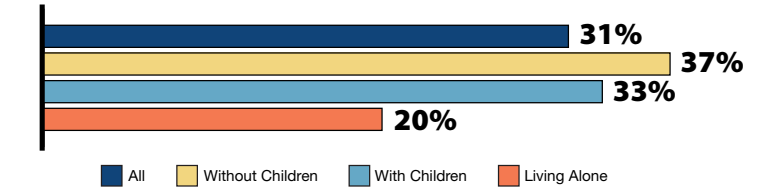
Source: Government of Canada 2019 Pilot Public Opinion Research Survey on Accessibility.

## COVID-19

Persons with disabilities have been negatively impacted by the pandemic (data not available to compare to other Canadians).

### Income

Proportion of Respondents with Long-Term Conditions and Disabilities Reporting a Decline in Monthly Income as a Result of the Pandemic, By Household Type



Source: Statistics Canada, Crowdsourc Survey 2020.

Note: Data collected under the COVID-19 section is from a crowdsourced initiative and cannot be compared to statistics from the Canadian Survey on Disability.

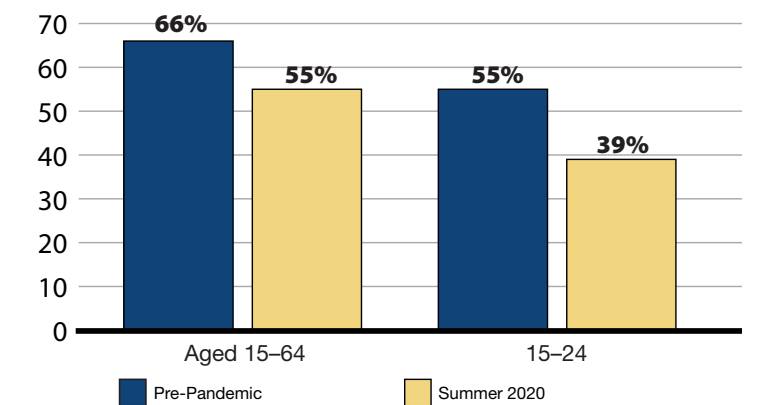
### Employment Opportunities

Persons with disabilities are particularly vulnerable to the labour market disruption caused by COVID-19

36% had a temporary or permanent job loss because of the pandemic.

- Historically first fired and last re-hired after economic downturns
- Somewhat more likely to work in occupations / industries most impacted
- More likely to be in non-standard, non-permanent work

Percentage of Respondents with Long-Term Conditions and Disabilities Reporting that they are Employed, by Age



### Health Outcomes

The pandemic has also affected the health of persons with disabilities

- 48% had worse overall health
- 57% had worse mental health
- 77% required a health service for their condition but were unable to receive it