

Adele Furrie Consulting Inc.

# Towards a better understanding of the dynamics of disability and its impact on employment

Researched and  
written by  
Adele. D. Furrie

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## **Abstract**

*Disability organizations point out that many Canadians with disabilities experience unpredictable and fluctuating changes in functioning levels that impact on their ability to obtain employment and retain attachment to the labour force. Programs and policies for people with disabilities are generally based on an understanding of disability as a continuous state of disability, rather than one that fluctuates over time. For this reason, people with episodic disabilities may often experience difficulty in being found eligible for benefits and services. This definition requires that the condition be severe and prolonged. Using data from the Participation and Activity Limitation Survey (PALS 2006), this research attempts to identify the population with “episodic” disabilities and provide a portrait of the impact that this type of disability has on labour force participation as well as other aspects of living. The research defined “episodic” using two methods – underlying health problem that results in the disability and limitation in the workplace. Using the 27 health conditions as described in the literature as the conditions that result in “episodic” disabilities and the underlying health condition as described by PALS 2006 respondents, the PALS 2006 data identified that 46.4% or 1,140,500 had at least one of these health conditions. Among these individuals, only half reported that they were “often” or “sometimes” limited at work or at school. However, an additional 704,800 adults reported other underlying health conditions not associated with “episodic” disabilities also indicated that they were either “often” or “sometimes” limited at work or at school by their disabilities. The research further identified that among the estimated 1,062,900 individuals who were active in the labour force at the time of the PALS 2006 interview, an estimated 268,200 or 19.4% had intermittent periods of unemployment during the 12 months previous to the PALS 2006. Given that the work limitation definition embraced a larger population, the decision was taken to use the work limitation to define the research populations and to use the underlying health problem as one of the disability characteristics of the research population. This research begins to provide some insights into the dynamics of disability and its impact on employment. Further discussions with stakeholders are proposed to gain a better understanding of the implications of this research and to assist in the formulation of additional research.*

## Executive Summary

At present, programs and policies for people with disabilities are generally based on an understanding of disability as a continuous state of disability, rather than one that fluctuates over time. The Canadian Working Group on HIV and Rehabilitation (CWGHR) and the Episodic Disabilities Network (EDN) point out that significant numbers of Canadians with disabilities do not fit this definition. It is their view that many Canadians with disabilities experience unpredictable and fluctuating periods of wellness and disability and these “episodes” impact on their ability to obtain and retain stable attachment to employment.

The objective of this research project is to explore the 2006 Participation and Activity Limitation Survey (PALS 2006) data to gain a better understanding of the dynamics of disability and its impact on employment. Much of the literature defines “episodic” disability in terms of the underlying health problem or condition that results in disability. The literature review undertaken for the present research found 27 unique conditions identified as “episodic”. However, information on the underlying health problem or condition available in PALS 2006 is a mix of medical diagnoses and the individual’s description of the underlying cause of their disability that may not include an actual disease or condition but rather a symptom of the disease or condition. That said, according to the PALS 2006, 46.4% or 1,140,500 of the adult population with disabilities reported at least one of the 27 conditions associated with “episodic” disability. Among those individuals, 49.9% indicated that they were “often” or “sometimes” limited in the workplace. However, an additional 704,800 adults who reported other underlying health conditions not associated with “episodic” disability also indicated that they were either “often” or “sometimes” limited at work or at school by their disabilities. Given that the work limitation definition embraced a larger population, the decision was taken to use the work limitation to define the research populations and to use the underlying health problem as one of the disability characteristics of the research population.

Among the adult population with disabilities who indicated that they were “often” or “sometimes” limited at work or at school, the most notable socio-demographic, economic and disability-related characteristics concern gender, age and income:

- Among the “often” population, males slightly outnumber females (52.8% versus 47.2%). In the “sometimes” limited group, females slightly outnumber males (51.6% versus 48.4%).
- Almost one quarter of persons with disabilities who report being “often” limited at work or at school are young adults aged 15 to 34 years. Proportionately fewer, 22.8% of the “sometimes” limited are in this age group.
- More than one third (35.8%) of persons with disabilities who report being “often” limited at work or at school and 26.4% of persons with disabilities who report being

“sometimes” limited live in a household where the income in 2005 was less than \$35,423 (the lowest of the quintiles).

- Among the “often” group, 59.1% say they work part-time (less than 30 hours per week) because of their illness, condition or disability while just over one third (34.7%) of persons in the “sometimes” group give this reason.

With respect to intermittent labour force attachment, there were 268,200 or 19.4% of adults with disabilities who had employment in the 12 months previous to the PALS 2006 interview who reported some breaks in their employment.

- Proportionately, more males in the “often” group report breaks in employment than females –56.1% versus 52.8% respectively. There is no difference in gender among those in the “sometimes” group who report having breaks in their employment and those who report no between the “intermittent sometimes” and total “sometimes” groups with respect to gender.
- The population with disabilities who report intermittent attachment to the labour force during the 12 months previous to the PALS interview are much younger than the total adult population with disabilities and younger than the total “often” and “sometimes” groups.

These findings suggest that more research is essential in the following areas:

- Working with the community, undertake qualitative research with individuals with disabilities who have at least one of the 27 “episodic” conditions and those who have other underlying conditions to gain a better understanding of the individual’s ability to remain attached to the labour force.
- Quantitative analyses of the longitudinal data from the Survey of Labour and Income Dynamics as well as the National Population Health Survey to explore the concept of fluctuating work capacity.
- Collaborative research with the Canada Pension Plan Disability Directorate looking at the automatic reinstatement provision that enables CPP-D recipients who return to work to apply for automatic reinstatement of benefits if they are unable to continue working because their disability reoccurs.

## **1. Overview, Objectives and Scope of the Research**

This research was funded in order to obtain a better understanding of persons with disabilities who experience limitation in the kind or amount of activity that they can undertake at work because of episodes resulting from their underlying health problem or condition. The literature review undertaken by Human Resources and Skills Development Canada (HRSDC) prior to the conduct of this research identified 27 specific health conditions that had, as one of their characteristics, an episodic nature that resulted in periods of increased limitation in activity. Of particular interest to HRSDC is

the impact that this reduction in activity has on one's ability to obtain and retain employment. Section 2 of this report includes a summary of the literature review.

Defining the research populations and determining the most appropriate data source(s) that would identify these populations were the two major challenges faced by the consultant. Through accepted compromises by officials from HRSDC and the consultant, the research moved forward. This report provides a portrait of the characteristics and the issues facing Canadians with disabilities that experience limitation in the workplace because of the changing nature of their underlying health condition(s). Section 3 of the report provides an overview of how the discussions evolved.

The questions to be answered by the research were clearly articulated in the Request for Proposal. They include:

1. What are the socio-demographic, economic and disability-related characteristics of Canadians with disabilities that experience limitation at work because of episodes resulting from their underlying health problem or condition and how do these characteristics compare to other Canadians with disabilities and to Canadians without disabilities?
2. How many working-age Canadians with disabilities have intermittent absences from work because of an episode resulting from their underlying health problem or condition and what proportion of the working-age Canadian population with disabilities does this group represent?
3. What is the frequency and duration of work interruptions experienced by this group?
4. Do the research findings suggest other research that should be undertaken on this subject?

Sections 4 and 5 provide the data and analyses to respond to the first three research questions. Section 6 provides a summary of the key findings and highlights potential policy and program implications. Finally, Section 7 addresses the fourth research question and provides suggestions and recommendations for further research.

## **2. Literature Review**

Attempting to operationalize the concept of episodic disability both in legislation and in research is a new undertaking both here in Canada and in other developed countries. The literature review provided by HRSDC was a mixture of academic, Canadian government documents and international documents. Further searches by the consultant failed to uncover any other documents.

Much of the literature defined "episodic disability" in terms of the underlying health problem or condition that results in the disability. The majority of these definitions focus on "unpredictability" as a key distinguishing feature. The concept is often described as "fluctuating or alternating periods or degrees of wellness and illness". Multiple sclerosis, HIV/AIDS and bipolar disorder are frequently cited as examples of conditions and while the literature offers no definitive list of conditions, there are 27 unique conditions identified. These 27 conditions were used by the consultant in her initial foray into

defining the research populations for this project. Those 27 conditions are listed in Annex A of this report.

In its 2004 report entitled “Disability Tax Fairness,” the Technical Advisory Committee on Tax Measures for Persons with Disabilities raised the issue that the Disability Tax Credit (DTC) eligibility criteria that requires a person to have “marked restriction” in one or more activities of daily living “all or substantially all of the time”.<sup>1</sup> This criterion results in individuals with “episodic manifestations” ineligible for the DTC. The Advisory Committee recommended that, while they did not see a requirement to change the language in the Income Tax Act, the Agency should revise the explanatory materials and application form for the DTC to clarify that the signs and symptoms of some impairments can result in a marked restriction in a basic activity of daily living even though they are intermittent. As a result, the Canada Revenue Agency made two changes—both providing examples of a specific activity of daily living—to the DTC certificate form (T2201). These examples, while of some assistance, fail to provide an adequate explanation of the “all or substantially all” test.

In 2008, The *Americans with Disabilities Act Amendment Act* (ADAAA) amended the *Americans with Disabilities Act*. Among other changes, these amendments clarified that episodic disabilities should be considered a disability within the meaning of the act. This recognition of episodic disabilities under the amended act was motivated by the desire to reverse a trend in court decisions. The amended act does not go as far as to define episodic disabilities, except to indicate that these are disabilities if they “would substantially limit a major life activity when active.”

The *Disability Discrimination Act*, 1995, which was amended in 2005, governs equality and human rights protection for persons with disabilities. In 2006–07, the UK government released a consultation document on the definition of disability in the act. This document contains a detailed discussion of “conditions with recurring or fluctuating effects” and the conditions under which they were to be considered “disabilities” in law. This discussion hinges on whether an adverse effect is “likely to recur.”

The National Information Management System (NIMS) is a database that includes data based on the self-identification by respondents as having a disability that is episodic or non-episodic and covers people who are clients of Australia’s open employment services (i.e., those who are generally employable but unemployed). The resulting data show that 83% of clients have a primary disability that is not episodic and that the disability type most likely to be episodic in nature is psychiatric (at 75%). The data that was collected in the 1990’s demonstrate that workers with an episodic disability have a higher average hourly wage rate than workers whose disabilities are not episodic.

In her article, “The Dynamics of Being Disabled,” Burchardt rejects the “disabled/non-disabled” distinction evident in cross-sectional survey data and introduces the concept of “disability trajectories”. Her examination of the British Population Household Survey

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<sup>1</sup> This definition is interpreted by the Canada Revenue Agency as 90% of the time.

captures how the ability of working-age people to perform activities of daily living can vary greatly over time. Galarneau and Radulescu (2010) applied this approach to their examination of the Canadian Survey of Income and Labour Dynamics (SLID) data and concluded that many Canadians with disabilities experience phases or episodes, with movement in and out of states of disability of varying severity over time. The result, for many, is an inability to participate continuously in the labour market thus affecting their ability to meet their economic needs and that of their families.

Katherine Marshall's article, "On Sick Leave," explores longer-term absences (more than two weeks) from work. She writes that there is a strong linkage between previous disability and/or previous health problems and the likelihood of going on sick leave.

### **3. Methodology**

#### **3.1 *Defining the research populations***

This section of the report documents the evolution of the approach to defining the research populations. There were three data sets identified as having the potential to be used in the research. They included:

- the 2001 and 2006 Participation and Activity Limitation Surveys (PALS) that are Canada's "flagship" surveys for data on the issues facing Canadians with disabilities in all areas of integration into their communities. It includes information on the underlying health condition that the respondent identifies as the source of his/her disability thus affording the opportunity to analyse the rich data base by health condition as identified in the literature as resulting in an episodic disability.
- the Survey of Labour and Income Dynamics (SLID) that is considered to be the primary source of longitudinal employment and income data in Canada. The survey includes the Census disability questions, and thus it was seen as the prime candidate for the application of the Burchardt methodology.
- the National Population Health Survey (NPHS) that is Canada's ongoing national health survey. It includes a section on chronic conditions that could support the analysis by health condition as identified in the literature as resulting in an episodic disability. Also, because it is longitudinal, it could also be considered for the application of the Burchardt methodology.

A difficulty encountered early in the research was the differences in the disability rates from the three data sources for 2001 and again for 2006. In 2001, the PALS disability rate was 10% (for the population aged 16 to 64 years) compared to 17.6% and 17.7% from the NPHS and SLID respectively. The difference was even greater in 2006 where the PALS rate was 11.7% compared to 21.2% and 23% from the NPHS and SLID respectively. Other characteristics of the populations with disabilities were examined and presented to officials from HRSDC. Discussions followed and it was decided that since operationalizing the definition of "episodic" disability was already a major issue, the large differences in disability rates could negatively affect the findings of the research. Given that the PALS data are the richer of the three data sources with respect to nature of

disability and other disability-related characteristics, the decision was taken to limit the research to the PALS for this project only and, within PALS, to the 2006 survey data only.

The focus then turned to how to define the research populations within PALS 2006 – a new approach – the “impact on employment” approach and/or the “underlying health condition” approach.

Using the responses to the 2006 Census disability questions (see on the next page) and repeated on the PALS questionnaire, a new classification “impact on employment” was developed based on the responses provided to the question that dealt with limitation at work and/or school (Question 8(b)).

ACTIVITIES OF DAILY LIVING		
<b>7</b> Does this person have any <b>difficulty</b> hearing, seeing, communicating, walking, climbing stairs, bending, learning or doing any similar activities?	<b>07.</b> 01 <input type="radio"/> Yes, sometimes 02 <input type="radio"/> Yes, often 03 <input type="radio"/> No	<b>08.</b> 01 <input type="radio"/> Yes, sometimes 02 <input type="radio"/> Yes, often 03 <input type="radio"/> No
<b>8</b> Does a physical condition or mental condition or health problem <b>reduce the amount or the kind of activity</b> this person can do: (a) at home?	04 <input type="radio"/> Yes, sometimes 05 <input type="radio"/> Yes, often 06 <input type="radio"/> No	04 <input type="radio"/> Yes, sometimes 05 <input type="radio"/> Yes, often 06 <input type="radio"/> No
(b) at work or at school?	07 <input type="radio"/> Yes, sometimes 08 <input type="radio"/> Yes, often 09 <input type="radio"/> No 10 <input type="radio"/> Not applicable	07 <input type="radio"/> Yes, sometimes 08 <input type="radio"/> Yes, often 09 <input type="radio"/> No 10 <input type="radio"/> Not applicable
(c) in other activities, for example, transportation or leisure?	11 <input type="radio"/> Yes, sometimes 12 <input type="radio"/> Yes, often 13 <input type="radio"/> No	11 <input type="radio"/> Yes, sometimes 12 <input type="radio"/> Yes, often 13 <input type="radio"/> No

Source: 2006 Census of Population

The population with disabilities was divided into three groups – those individuals who indicate an “often” limitation at work and/or school, those who indicate a “sometimes” limitation at work and/or school, and those with no limitation at work or at school or who respond “not applicable” because they neither work nor attend school.

The “underlying health condition” approach was developed using the 27 conditions identified in the literature that result in an “episodic disability” (see Annex A for a listing of these conditions). Using the 2006 PALS underlying health problem data, we examined the relationship between persons reporting at least one of those health problems and the “sometimes”/“often” populations. The data show that almost half (46.9%) of the 773,900 individuals who report “sometimes” experiencing a limitation at work or at school report at least one of the 27 conditions identified in the literature as “episodic. Among persons reporting “often” experiencing limitation at work or at school, the pattern is somewhat different. Here, proportionately fewer (41.8% of the 471,200) report having at least one of the 27 conditions identified in the literature as “episodic”. This finding indicates that

there is limited correlation between the Census “work limitation classification” and the literature.

Given that the work limitation definition embraced a larger population, the decision was taken to use the “impact on employment” approach to define the research populations and to use the data on underlying health problem as one of the disability characteristics of the research populations. It was further decided to limit the analysis within the body of the report to the “often” group, the “sometimes” group and the total adult population with disabilities (persons with disabilities aged 15 to 64 years inclusive). The data for the populations who reported not being limited at work or for whom the concept was not applicable are included in the Annex B.

It is acknowledged that the “impact on employment” approach is a crude proxy for episodic disability but given the data available, it proved to be the best operationalization of the concept of episodic disability.

### ***3.2 The 2006 PALS as the source for this research***

The 2006 PALS is a cross-sectional post-censal survey. Following the model developed for the disability surveys conducted in 1986, 1991 and 2001, the focus is on the barriers that prevent or impede Canadians with disabilities from their full integration into their community. The objectives of the survey are to provide a comprehensive database on persons with disabilities to assist with the development of social policy by governments at all levels to support that full integration.

The sampling frame is derived from those individuals who respond positively to one or more of the 2006 Census of Population disability questions (see a copy on the preceding page). The sample design is a two-phased design with the first phase being the Census itself that uses a one-in-five sample of households to receive the long form of the Census that includes the disability questions. The second phase involved the development of strata based on geography and age – two of the requirements of the various levels of government for the development of social policy and the evaluation of social programs.

What increases the dynamic nature of the database is that the data comes from two sources. The first source is the PALS questionnaire that provides in-depth data on supports needed and whether or not those supports are obtained. The questions cover all arenas of daily life – school, work, leisure, daily activities such as personal care, preparation of meals, housework, etc. This questionnaire also identifies the nature of the individual’s disability or disabilities and includes questions to capture the underlying health problems or conditions. The second data source is the Census of Population. The information provided by the individual and/or his/her proxy on the Census of Population questionnaire was linked to the information provided by the individual and/or his/her proxy on the PALS questionnaire. This linkage served two purposes. It reduced respondent burden and it provided a data source for persons without disabilities thus significantly increasing the usefulness of the PALS data since socio-economic and

demographic data for the population with disabilities could be compared to those same characteristics for persons without disabilities.

For all of its depth, the PALS survey is cross-sectional and that means that one cannot measure change over time. What PALS gives us is a snapshot at one point in time but also does include some labour force activity data for the 12 months preceding the Census and the survey. These 12-month retrospective data will be used to answer Research Questions 2 and 3.

#### 4. Profile of Adults with Disabilities

*Research Question #1 – “What are the socio-demographic, economic and disability-related characteristics of Canadians with disabilities that experience limitation at work and/or school because of episodes resulting from their underlying health problem or condition and how do these characteristics compare to other Canadians with disabilities and to Canadians without disabilities?”*

Examination of the differences between the population with disabilities and the population without disabilities is not extensive in the report given that the focus is on the population with disabilities that experience some limitation in the workplace. Readers are encouraged to access a more fulsome portrait of these similarities and differences by accessing the numerous reports that are available on the Statistics Canada website.<sup>2</sup>

Application of the Census “work limitation” classification divides the population with disabilities into four categories:

- “often” limitation at work and/or school – 484,500 or 19.7%;
- “sometimes” limitation at work and/or school – 789,600 or 32.1%;
- “never” limitation at work and/or at school – 480,400 or 19.5%; and
- “concept not applicable” because they neither work nor attend school – 703,400 or 28.6%.

This research will focus on the **51.8% of the adult population with disabilities** that report that they are “often” or “sometimes” limited at work or at school. Since limitation in the workplace is the objective of the research, we have excluded “never” and “concept not applicable” populations from the tables that appear in the body of the report. For readers who are interested in the characteristics of these populations, we have included them in the detailed tables in Annex B. Where data are available, the tables within the body of the report and in the Annex include information about the population without disabilities.

##### 4.1 Socio-Demographic Characteristics

This section of the report addresses the first of three sets of characteristics for the four populations (see above), namely the socio-demographic characteristics as reported in the 2006 Census of Population. The characteristics covered include gender, age, visible minority status, Aboriginal status, education, labour force status in the 18 months preceding the Census, industry and occupation.

- Among the “often” population, males outnumber females – 52.8% or 255,800 versus 47.2% or 228,700 respectively. In the “sometimes” limited group, females outnumber males – 51.6% or 407,400 versus 48.4% or 382,200 respectively.

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<sup>2</sup> [www.statcan.gc.ca](http://www.statcan.gc.ca) using the words “2006 PALS”.

- Almost one quarter (24.9%) of persons with disabilities who report being “often” limited at work or at school are young adults aged 15 to 34 years; proportionately fewer (22.8%) of the “sometimes” group are in this age group.
- Proportionately, Québec has more persons with disabilities who report being “often” limited at work or at school than the nine other provinces (22.3%) but proportionately less who report being “sometimes” limited than the nine other provinces 24.7%.
- Almost three out of 10 persons (28.9%) who report being “often” limited at work or at school report that their highest level of education is less than a high school graduation certificate or diploma. 21.6% of the “sometimes” group report having this level of education as do 18.4% of the total population without disabilities.
- Proportionately somewhat fewer of the “often” group (42.1%) and significantly fewer of the “sometimes” group (23.3%) worked full time-full year in 2005 compared to persons without disabilities (45.8%).

### ***Results:***

#### ***Gender***

The gender composition of persons with disabilities who report being “often” limited at work or at school is different from the other three populations shown in Chart 4.1.1. Among the “often” population, males outnumber females – 52.8% or 255,800 versus 47.2% or 228,700 respectively. In the “sometimes” limited group, females outnumber males – 51.6% or 407,400 versus 48.4% or 382,200 respectively. Among the total population with disabilities, 53.2% or 1,307,600 are females and among the total population without disabilities, just lightly over half is female – 50.3% or 9,514,300.

#### ***Age***

Almost one quarter (24.9%) of persons with disabilities who report being often limited at work or at school are young adults aged 15 to 34 years (Table 4.1.2); proportionately fewer (22.8%) of the “sometimes” group are in this age group. These two proportions are higher than for the total population with disabilities (17.7%) and much lower than for the population without disabilities (40.5%). This very different age distributions are important to bear in mind when comparisons are made between these populations, especially with respect to education and income.

#### ***Geographic distribution***

Proportionately, Québec has more persons with disabilities who report being “often” limited at work or at school than the nine other provinces (22.3%) but proportionately less who report being “sometimes” limited than the nine other provinces 24.7% (Table 4.1.3). Ontario shows the reverse of Québec with a higher proportion in the “sometimes” group and a lower proportion in the “often” group – 18.9% and 33.4% respectively. Nova Scotia has proportionately fewer in both the “often” and the “sometimes” groups than the national proportions – 15.9% and 31.2% respectively while British Columbia has both proportions higher – 21.7% and 33.3% respectively.

### ***Visible minority and Aboriginal populations***

While among the population with disabilities, 10.7% report being a member of a visible minority group, among the adult population with disabilities in the “often” group, the proportion is higher proportion at 12.6% and among the “sometimes” group, the proportion is somewhat lower at 10.3% (Chart 4.1.4).

Recalling that the 2006 PALS excludes persons living in First Nations communities, the data shown on Chart 4.1.4 is a sub-set of Canada’s Aboriginal population. That said, Aboriginal persons with disabilities are more likely to report being “often” limited in the workplace or at school than the population with disabilities – 3.3% and 2.4% respectively.

### ***Highest level of education***

To simplify the presentation of education levels, Chart 4.1.5 presents the data for the four populations by creating three education levels, those without a high school certificate or diploma, those who have a high school certificate or diploma but no post-secondary education and those that have some post-secondary education. There is little difference among the four populations who report having a high school certificate or diploma. The major differences occur among those who report having no high school certificate. Almost three out of 10 persons (28.9%) who report being “often” limited at work or at school have this level of education compared to 21.6% of the “sometimes” group and 18.4% of the total population without disabilities. A different pattern emerges among those individuals with some post-secondary education. Here the proportions are very similar between the “sometimes” limited group and the population without disabilities – 54% versus 55.6% respectively but much less for the “often” limited group – only 46.1%.

### ***Employment status in 2005***

The work pattern in 2005 of persons with disabilities who report being “sometimes” limited at work or at school mirror somewhat closely the work patterns of persons without disabilities (Table 4.1.6). Proportionately somewhat fewer of the “often” group (42.1% ) and significantly fewer of the “sometimes” group (23.3%) worked full time-full year in 2005 compared to persons without disabilities (45.8%). Among the “often” limited group, almost four out of ten (37.8%) did not work in 2005, worked before 2005 or never worked compared to 15% of the “sometimes” group and 14.6% of the population without disabilities.

### ***Industry where people worked in 2005***

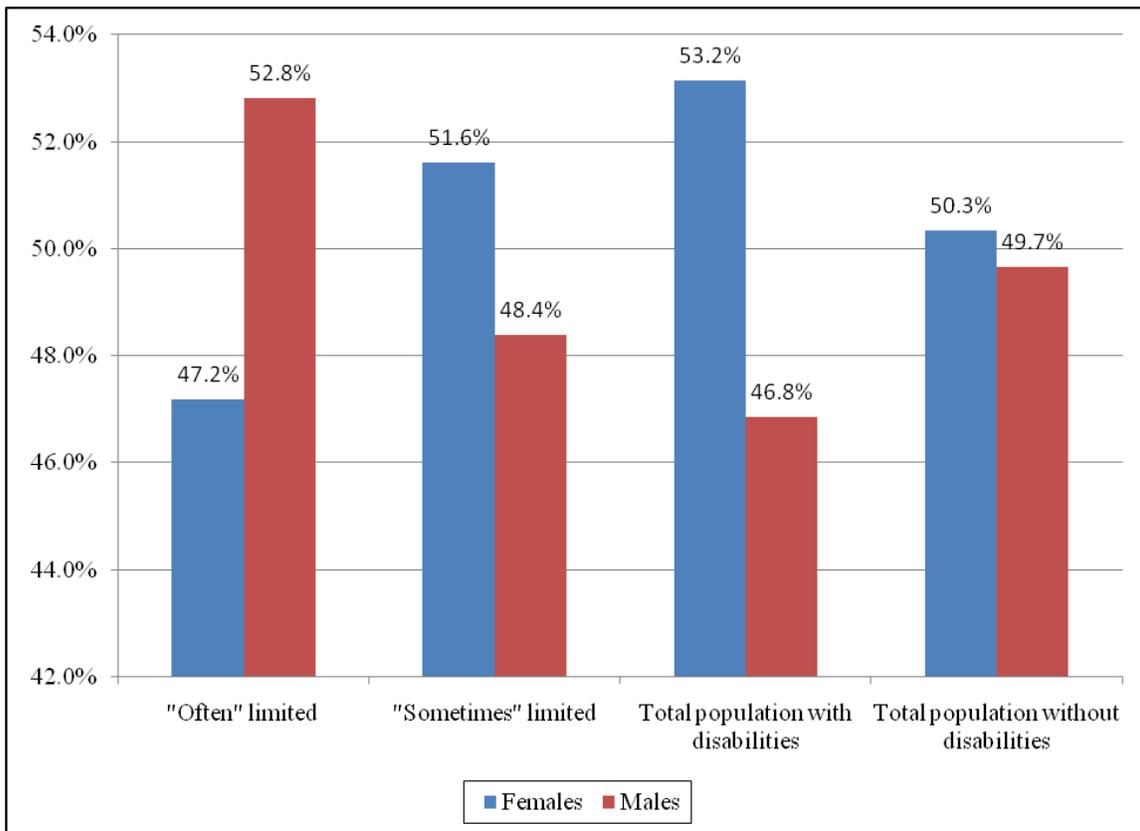
PALS respondents were asked about where they worked in the week prior to the Census and for those individuals who were not working during that period, the job that they had of the longest duration since January, 2005. For those individuals who provided an answer to that question, the data were coded using the North American Industry Classification System (NAICS). Chart 4.1.7 provides the data for the five industries with the highest percentages reported by persons without disabilities. Among the “often” limited population, the largest concentration was in the Manufacturing industry (13.3%) followed by 12.4% in Retail trade. These two industries also have the largest concentration among persons without disabilities. Among the “sometimes” limited group,

Health and Social Services has the highest concentration at 12.5%, much higher than both the “often” limited group (9.5%) and the population without disabilities (9.8%).

***Occupation where people worked in 2005***

Similar to industry, persons were asked about their occupation. For those individuals who provided an answer to the question, the data were coded using the National Occupational Classification (NOC). Chart 4.1.8 provides the data for the four occupations with the highest percentages reported by persons without disabilities. Sales and Service occupations account for 27.4% and 28% of persons in the “often” limited and “sometimes” limited populations respectively, with both being higher than for persons without disabilities – 24.2%. By contrast, only 7.4% of the “often” limited population and only 6.6% of the “sometimes” limited population reported having a Management position compared to 9.6% of persons without disabilities.

**Chart 4.1.1 Populations by sex for persons with disabilities aged 15 to 64 (“often”, “sometimes” and total) and for persons without disabilities**



Source: 2006 PALS

**Table 4.1.2 Populations by age group for persons with disabilities aged 15 to 64 (“often”, “sometimes” and total) and for persons without disabilities**

Age groups	"Often" limited	"Sometimes" limited	Total population with disabilities	Total population without disabilities
15 - 24	13.7%	10.1%	8.0%	20.9%
25 - 34	11.2%	12.7%	9.7%	19.6%
35 - 44	21.3%	22.1%	18.6%	22.7%
45 - 54	30.2%	33.0%	30.1%	22.1%
55 - 64	23.6%	22.1%	33.6%	14.8%
<b>15 - 64</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>15 - 64</b>	<b>484,500</b>	<b>789,600</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

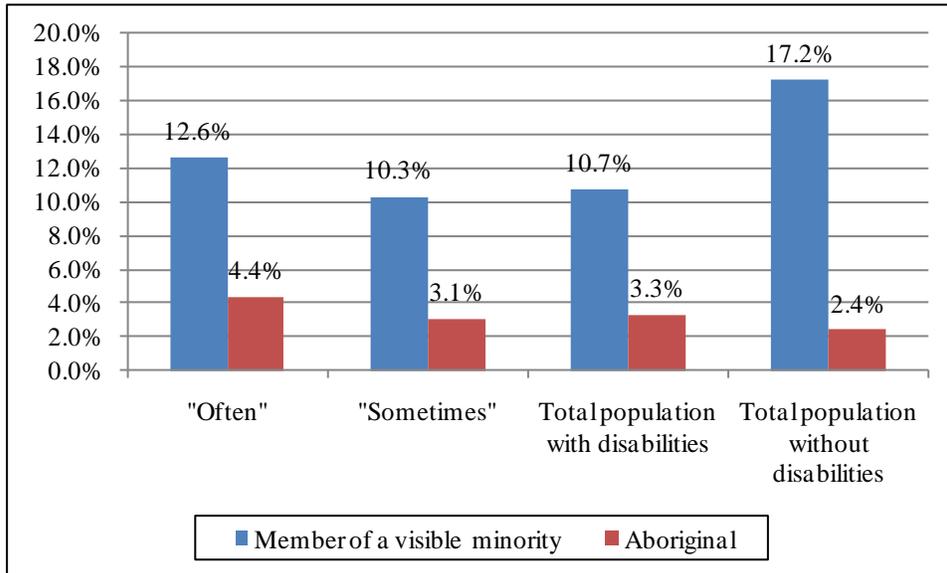
**Table 4.1.3 Populations by province/territory for persons with disabilities aged 15 to 64 (“often”, “sometimes” and total) and for persons without disabilities**

Province/Territory	"Often" limited	"Sometimes" limited	Total population with disabilities	
			Percentage	Estimate
Newfoundland and Labrador	17.5%	24.9%	100.0%	44,400
Prince Edward Island	16.4%	33.5%	100.0%	11,800
Nova Scotia	15.9%	31.2%	100.0%	103,700
New Brunswick	18.4%	32.3%	100.0%	71,000
Quebec	22.3%	24.7%	100.0%	408,900
Ontario	18.9%	33.4%	100.0%	1,038,200
Manitoba	18.4%	32.6%	100.0%	89,700
Saskatchewan	18.7%	37.0%	100.0%	72,600
Alberta	19.0%	37.1%	100.0%	255,600
British Columbia	21.7%	33.3%	100.0%	355,400
Yukon	..	..	100.0%	4,020
Northwest Territories	..	..	100.0%	3,500
Nunavut	..	..	100.0%	1,890
<b>Canada</b>	<b>19.7%</b>	<b>32.1%</b>	<b>100.0%</b>	<b>2,457,900</b>

.. Data suppressed.

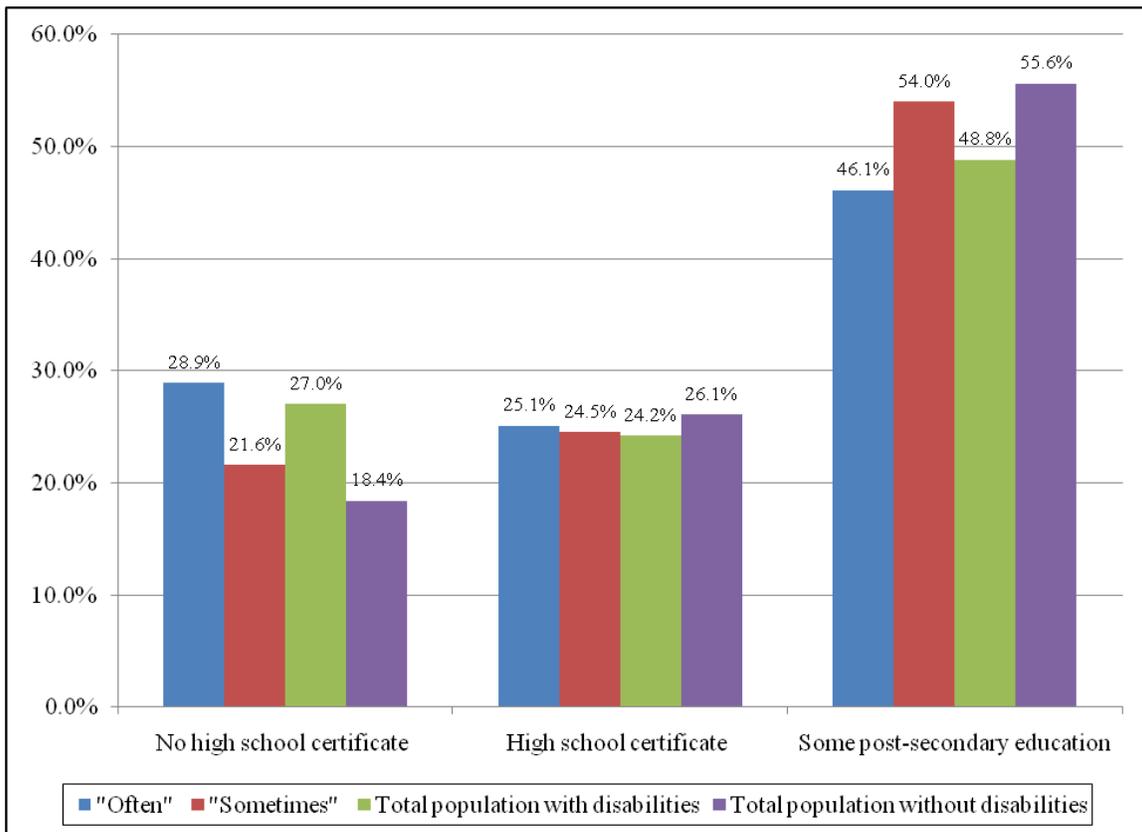
Source: 2006 PALS

**Chart 4.1.4 Populations by visible minority and Aboriginal status for persons with disabilities aged 15 to 64 (“often”, “sometimes” and total) and for persons without disabilities**



Source: 2006 PALS

**Chart 4.1.5 Populations by highest level of education for persons with disabilities (“often”, “sometimes” and total) and for persons without disabilities**



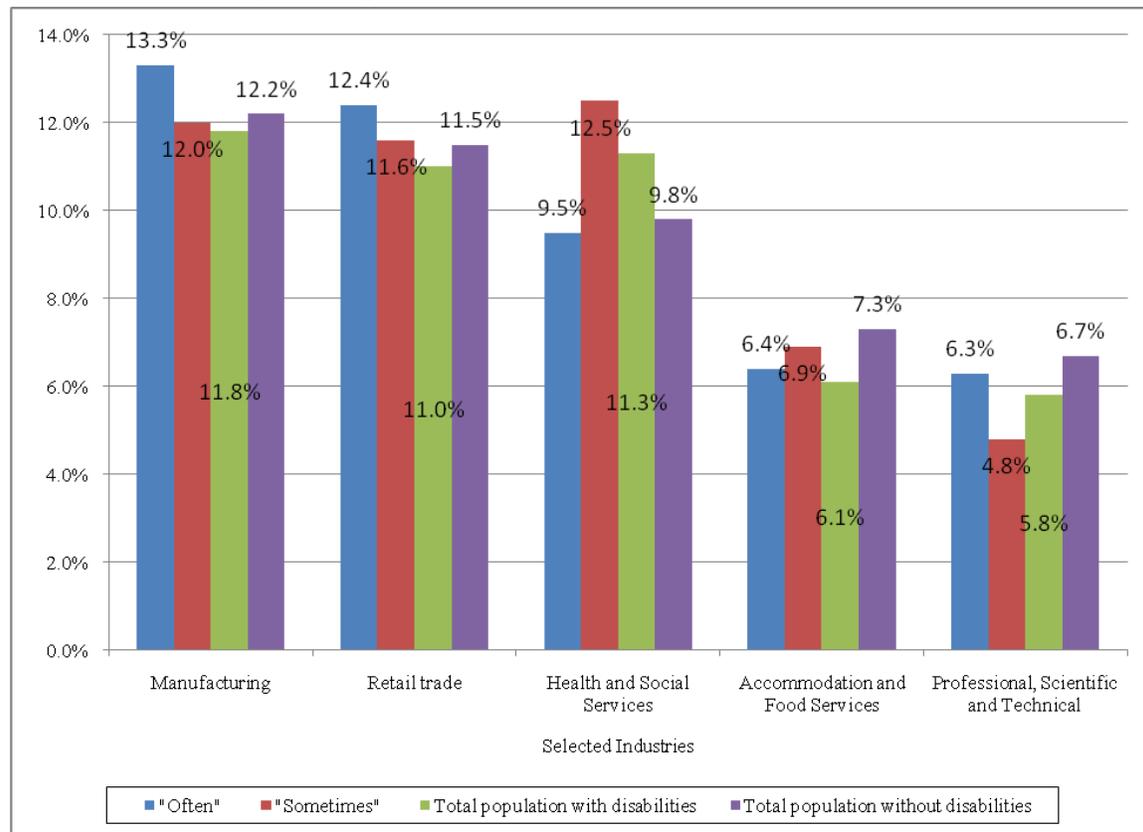
Source: 2006 PALS

**Table 4.1.6 Populations by employment status in 2005 for persons with disabilities (“often”, “sometimes” and total) and for persons without disabilities**

Employment status	"Often"	"Sometimes"	Total population with disabilities	Total population without disabilities
Worked full time, full year in 2005	23.3%	42.1%	28.2%	45.8%
Worked full time, part year in 2005	18.0%	19.4%	15.2%	19.7%
Worked part time, full year in 2005	6.5%	8.1%	5.8%	6.4%
Worked part time, part year in 2005	10.4%	12.9%	10.1%	11.1%
Did not work in 2005 but worked in 2006	4.0%	2.4%	2.5%	2.4%
Did not work in 2005, worked before 2005 or never worked	37.8%	15.0%	38.2%	14.6%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>2,457,900</b>	<b>18,915,200</b>

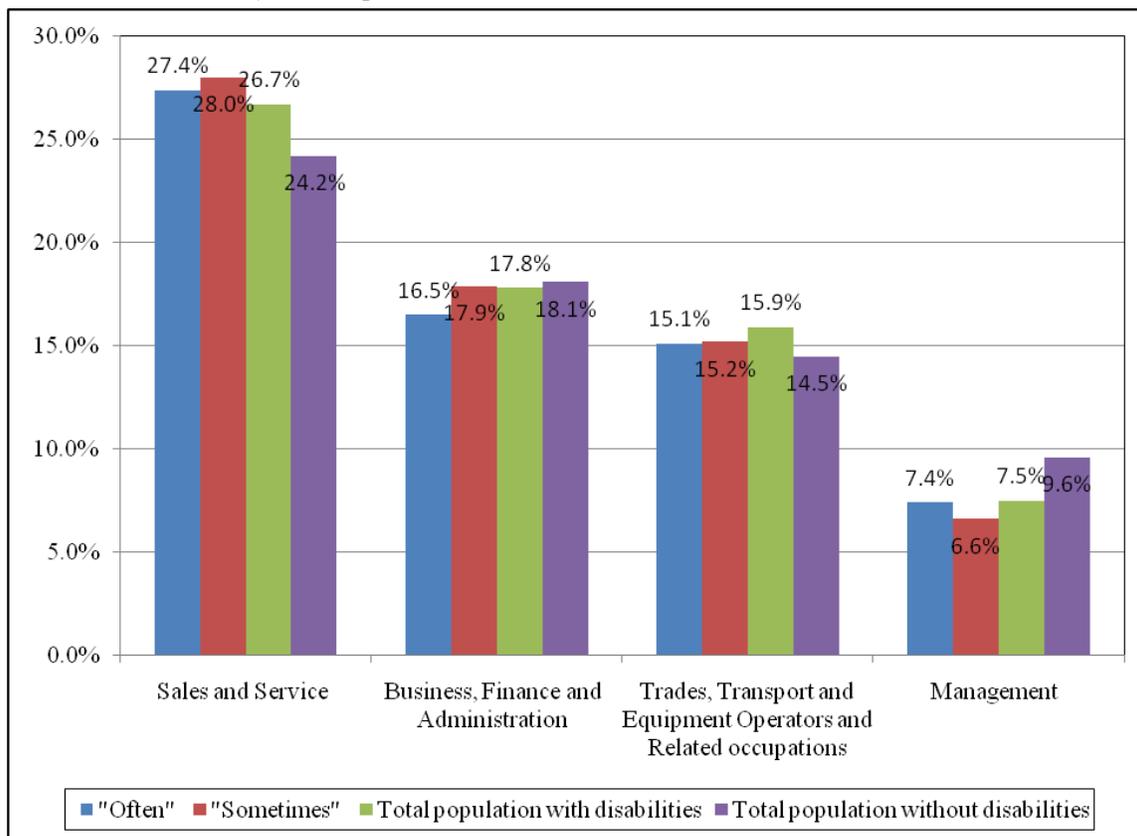
Source: 2006 PALS

**Chart 4.1.7 Populations by selected industries for persons with disabilities (“often”, “sometimes” and total) and for persons without disabilities**



Source: 2006 PALS

**Chart 4.1.8 Populations by selected occupations for persons with disabilities (“often”, “sometimes” and total) and for persons without disabilities**



Source: 2006 PALS

## 4.2 Economic Characteristics

This section of the report addresses the second of three sets of characteristics for the four populations, namely the economic characteristics as reported in the 2006 PALS. Three measures of economic status are provided – total household income, total personal income and income from employment. All three measures refer to income in 2005.

- More than one third (35.8%) of persons with disabilities who report being “often” limited at work or at school and 26.4% of persons with disabilities who report being “sometimes” limited live in a household where the income in 2005 was less than \$35,423 (the lowest of the quintiles).
- Proportionately, more than three times as many persons in the “often” group (18.1%) receive CPP-D/QPP-D benefits than in the “sometimes” group (5.7%).

**Results:**

***Household income in 2005***

Total household income is based on the income reported by all household members. Chart 4.2.1 shows that more than one third (35.8%) of persons with disabilities who report being “often” limited at work or at school and 26.4% of persons with disabilities who report being “sometimes” limited live in a household where the income in 2005 was less than \$35,423 (the lowest of the quintiles). This percentage is considerably higher than that of persons without disabilities – 18.1%. Contrast this to the two highest quintiles. Here, only 22% of persons in the “often” group and 26.6% of the “sometimes” group lived in households where the total income exceeded \$83,257. Among persons without disabilities, 41.8% reported that level of household income.

***Personal income in 2005***

Personal income is the second economic measure presented based on data available in the 2006 PALS database for the year 2005. The data shown in Chart 4.2.2 is presented in quintiles and, as with household income, demonstrates the differences among the four populations at the lower and the higher quintiles and again, persons in the “often” group are the worse off with 56.7% in the two lowest quintiles and only 23.1% in the two highest quintiles. Contrast this to the population without disabilities where 38.6% are in the two lowest quintiles and 41.4% are in the two highest quintiles. Again, the “sometimes” group fared somewhat better than the “often” group with 40.8% living in household in the two lowest quintiles and 38.5% living in households in the two highest quintiles.

***Employment income in 2005***

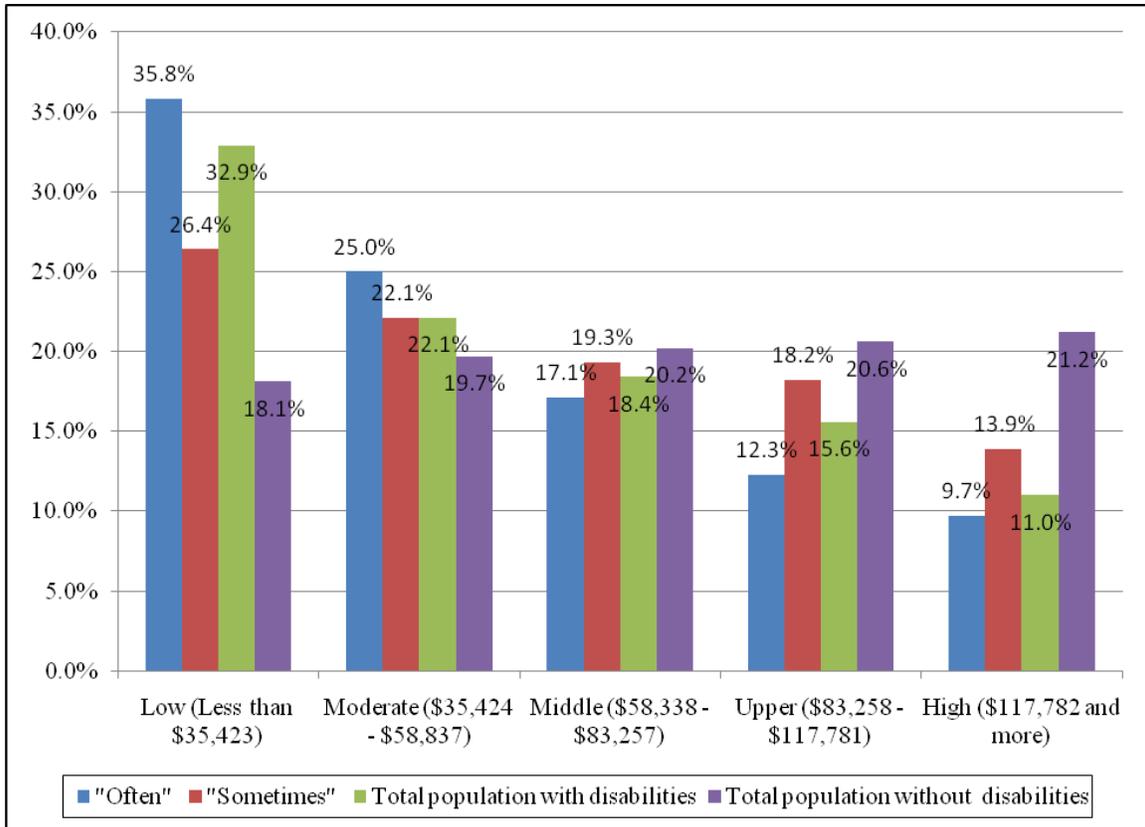
The third measure of economic status is employment income, again for 2005 (Chart 4.2.3). For those who had employment, we determined quintile levels and once again, the “often” group who reported employment income reported 54.2% in the two lowest quintiles and only 23.8% in the two highest quintiles. The “sometimes” group has a profile somewhat similar to the population without disabilities where 43% are in the two lowest quintiles (39.2% for persons without disabilities) and 36.5% are in the two highest quintiles (40.6% for persons without disabilities).

***Income in 2005 related to disability***

The 2006 PALS asked a series of questions at the end of the PALS interview that dealt with sources of personal income related to disability. Table 4.2.4 shows that not all persons answered these questions. The non-response rate among the “often” group and the “sometimes” group was 12% and for the total population with disabilities, 11%. With the exception of Veteran’s Affairs disability pension benefit, the “often” group report higher percentages in receipt of all of the types of disability-related income than the “sometimes” group. Just over one in five (21%) of persons who report being “often” limited at work or at school receive income from provincial/territorial or municipal social assistance. That is more than double the percentage in the “sometimes” group and higher than for the total population with disabilities (16.4%). Proportionately, more than three

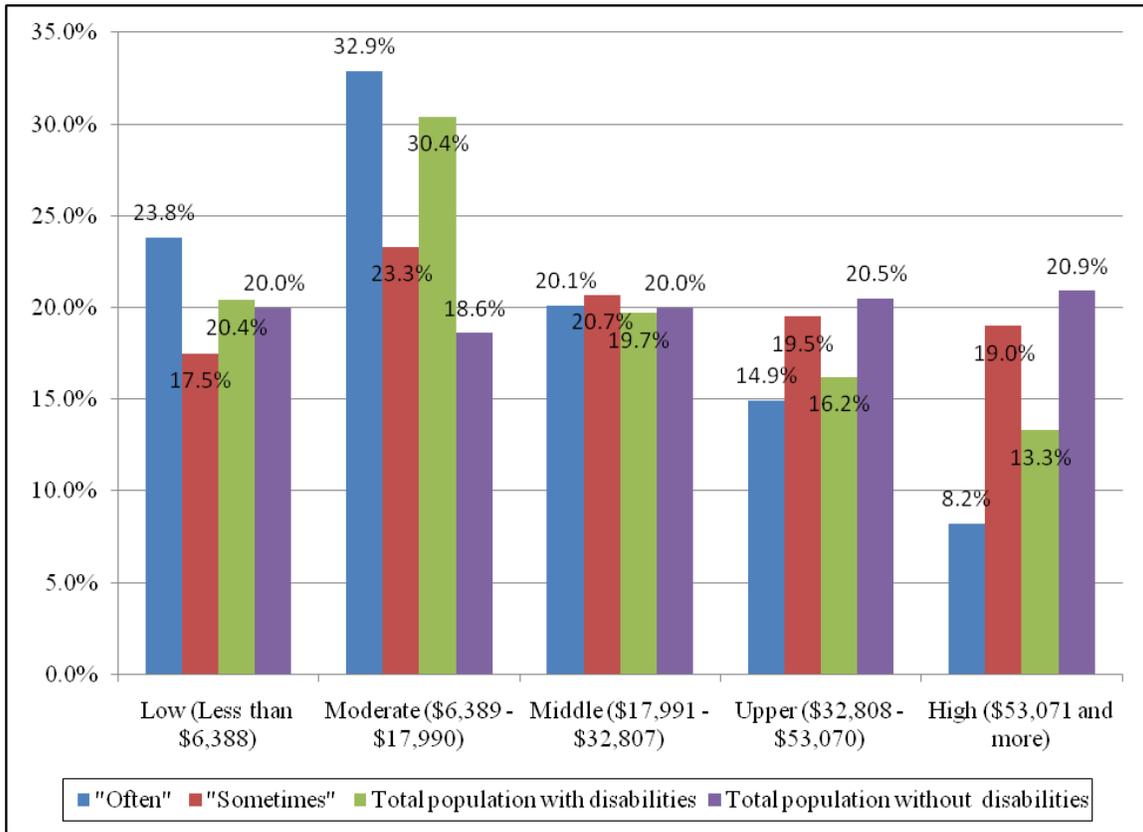
times as many persons in the “often” group (18.1%) receive CPP-D/QPP-D benefits than in the “sometimes” group (5.7%).

**Chart 4.2.1 Populations by total household income (in quintiles) in 2005 for persons with disabilities (“often”, “sometimes” and total) and for persons without disabilities**



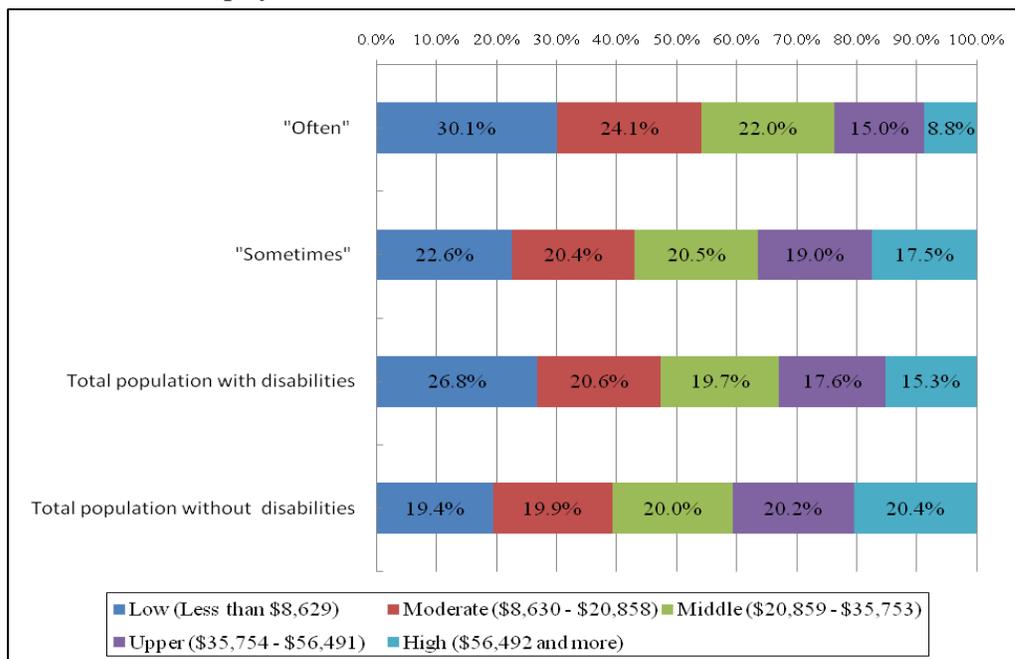
Source: 2006 PALS

**Chart 4.2.2 Populations by personal income (in quintiles) in 2005 for persons with disabilities (“often”, “sometimes” and total) and for persons without disabilities**



Source: 2006 PALS

**Chart 4.2.3 Populations by employment income (in quintiles) in 2005 for persons with disabilities with employment income (“often”, “sometimes” and total) and for persons without disabilities with employment income**



Source: 2006 PALS

**Table 4.2.4 Population with disabilities (“often”, “sometimes” and total) by sources of personal income related to disability in 2005**

Selected sources of personal income related to disability	"Often"	"Sometimes"	Total population with disabilities
Did not answer questions on sources of disability income	59,600	93,500	274,400
<b>Answered questions on sources of disability income - #</b>	<b>424,800</b>	<b>696,100</b>	<b>2,183,500</b>
<b>Answered questions on sources of disability income - %</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Worker’s Compensation	12.4%	8.3%	7.8%
CPP-D/QPP-D	18.1%	5.7%	16.5%
Private Disability Insurance benefit	11.9%	6.1%	8.0%
Motor Vehicle Accident Insurance Disability benefit	3.4%	1.5%	2.2%
Veteran’s Affairs disability pension benefit	0.9%	0.9%	0.9%
Provincial/territorial or municipal social assistance	21.0%	10.4%	16.4%

Source: 2006 PALS

### 4.3 Disability Characteristics

This section of the report addresses the third of three sets of characteristics for the three populations with disabilities, namely the disability characteristics as reported in or derived from the 2006 PALS. Five characteristics of disability are provided including number of disabilities, type of disability, origin of main condition, overall severity of

disability and relationship of the “often”/“sometimes” to the 27 conditions identified in the literature as “episodic”(see Annex A).

- The majority of adults with disabilities (63.7%) report having three or more disabilities. Among the “often” group, 72.7% have three or more types of disabilities and among the “sometimes” group, this proportion drops to 58.3%.
- Persons who report having a developmental disability are 2.62 times as likely to report being “often” limited as being “sometimes” limited.
- Using the severity of disability measure developed by Statistics Canada and the same ratio of “often” group to the “sometimes” group, one sees a steady increase in the ratio as severity of disability increases.
- Persons with disabilities who report having at least one of the 27 conditions identified in the literature as being “episodic” are slightly more likely to report being “sometimes” limited at school or at work than being “often” limited at work or at school.

### ***Results:***

#### ***Number of disabilities***

The majority of adults with disabilities (63.7%) report having three or more disabilities (Table 4.3.1). Among the “often” group, 72.7% have three or more types of disabilities and among the “sometimes” group, this proportion drops to 58.3%. The ratio of “often” limited to “sometimes” limited increases as the number of disabilities increase. It moves from 0.42 for persons who report having only an unknown type of disability (general limitation in activity) to 3.78 among persons who report eight to 10 types of disabilities.

#### ***Nature of disability***

An important finding is the relationship between reporting “often” limited and reporting “sometimes” limited when one looks at nature of disability. Table 4.3.2 provides the ratio between these two populations and this ratio of “often” to “sometimes” ranges from 2.62 to 0.98. Persons who report having a developmental disability are 2.62 times as likely to report being “often” limited as being “sometimes” limited. This ratio remains close to two for persons with a memory disability (1.91) and persons reporting a speaking disability (1.84). Only limitation in activity as a result of pain has a ratio of less than one (0.98) with 75.2% of persons in the “often” group and 77.1% of the “sometimes” group reporting pain.

#### ***Origin of first limiting condition***

When asked what the origin was of the first condition that resulted in a limitation in activity, 14.7% did not provide the information and 19.9% reported a cause that was not offered as a possible category (Table 4.3.3). However, many of the responses provided in the “other” category fell into the categories provided as possible responses and Statistics Canada did not recode those into the existing categories. That said then, the percentages given in the table for specific categories may be conservative proportions. Looking across the research populations, the proportion reporting work conditions is highest among the “sometimes” group as is “accident or injury” – 11.7% and 25.2% respectively. For

persons who report being “often” limited, the corresponding proportions are 9.4% and 23.4% respectively.

### ***Severity of disability***

Statistics Canada has developed a “severity of disability” index based on the respondent’s answers to the detailed screening questions that identify nature of disability and degree of limitation. Using this measure and the same ratio of “often” to “sometimes”, one sees a steady increase in the ratio as severity of disability increases. Among persons reporting a mild disability, the ratio is 0.51 indicating that proportionately, half as many persons in the “often” group report having a mild condition compared to the “sometimes” group (Table 4.3.4). Among those in the “often group”, 20% of persons with disabilities who report that they are “often” limited at work or at school report having a very severe disability while in the “sometimes” limited group, the percentage is only 6.7.

### ***Presence of at least one of the 27 “episodic” conditions***

PALS respondents provided information on the underlying conditions that result in their disability. These conditions were coded using the International Classification of Diseases – Version 10. Persons with disabilities who report having at least one of the 27 conditions identified in the literature as being “episodic” are slightly more likely to report being “sometimes” limited at school or at work than being “often” limited at work or at school (46.7% versus 41.4% respectively) (Table 4.3.5). A similar pattern occurs among persons with disabilities who report conditions that are not included in the 27 conditions but that occur with a high frequency in the PALS sample.

**Table 4.3.1 Population with disabilities (“often”, “sometimes” and total) by number of disabilities**

<b>Number of disabilities</b>	<b>"Often"</b>	<b>"Sometimes"</b>	<b>Total population with disabilities</b>	<b>Ratio of "often" to "sometimes"</b>
Only "unknown" type of disability	1.4%	3.3%	2.8%	0.42
1	12.1%	19.9%	16.8%	0.61
2	13.8%	18.5%	16.3%	0.75
3	28.5%	27.3%	27.1%	1.04
4	19.0%	17.3%	17.9%	1.10
5	9.6%	7.9%	9.3%	1.22
6	7.6%	3.4%	5.4%	2.24
7	4.6%	1.5%	2.5%	3.07
8 to 10	3.4%	0.9%	1.5%	3.78
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>2,457,900</b>	

Source: 2006 PALS

**Table 4.3.2 Population with disabilities (“often”, “sometimes” and total) by type of disability**

Nature of disability	"Often"	"Sometimes"	Total population with disabilities	Ratio of "often" to "sometimes"
Developmental	10.2%	3.9%	5.3%	2.62
Memory	18.3%	9.6%	13.1%	1.91
Speaking	18.8%	10.2%	13.7%	1.84
Learning	32.1%	19.6%	21.6%	1.64
Seeing	21.4%	13.8%	18.2%	1.55
Psychiatric	25.7%	19.6%	20.6%	1.31
Agility	67.7%	57.5%	62.6%	1.18
Mobility	67.9%	59.1%	64.3%	1.15
Hearing	17.5%	15.9%	21.6%	1.10
Pain	75.2%	77.1%	74.4%	0.98
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>2,457,900</b>	

Source: 2006 PALS

**Table 4.3.3 Population with disabilities (“often”, “sometimes” and total) by origin of main condition**

Origin of first disabling condition	"Often"	"Sometimes"	Total population with disabilities
A disease or illness	20.8%	19.0%	19.8%
Ageing	2.7%	6.7%	7.2%
Work conditions	9.4%	11.7%	10.0%
Stress	5.5%	6.1%	5.3%
An accident or injury	23.4%	25.2%	23.1%
Another cause	22.3%	18.2%	19.9%
Origin not provided	16.0%	13.1%	14.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>2,457,900</b>

Source: 2006 PALS

**Table 4.3.4 Population with disabilities (“often”, “sometimes” and total) by overall measure of severity**

Overall measure of severity of disability	"Often"	"Sometimes"	Total population with disabilities	Ratio of "often" to "sometimes"
Mild	21.6%	42.5%	34.8%	0.51
Moderate	22.4%	28.1%	25.4%	0.80
Severe	35.9%	22.6%	26.6%	1.59
Very severe	20.0%	6.7%	13.2%	2.99
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>2,457,900</b>	

Source: 2006 PALS

**Table 4.3.5 Population with disabilities (“often”, “sometimes” and total) by underlying “episodic” condition as defined in the literature**

Underlying condition as defined in the literature	"Often"	"Sometimes"	Total population with disabilities
At least one of the 27 “episodic” conditions as defined in the literature	41.4%	46.7%	46.4%
Other “high” frequency conditions	51.4%	48.1%	47.6%
Low frequency conditions	0.9%	0.2%	0.4%
Underlying condition not provided	6.3%	5.0%	5.6%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>2,457,900</b>

Source: 2006 PALS

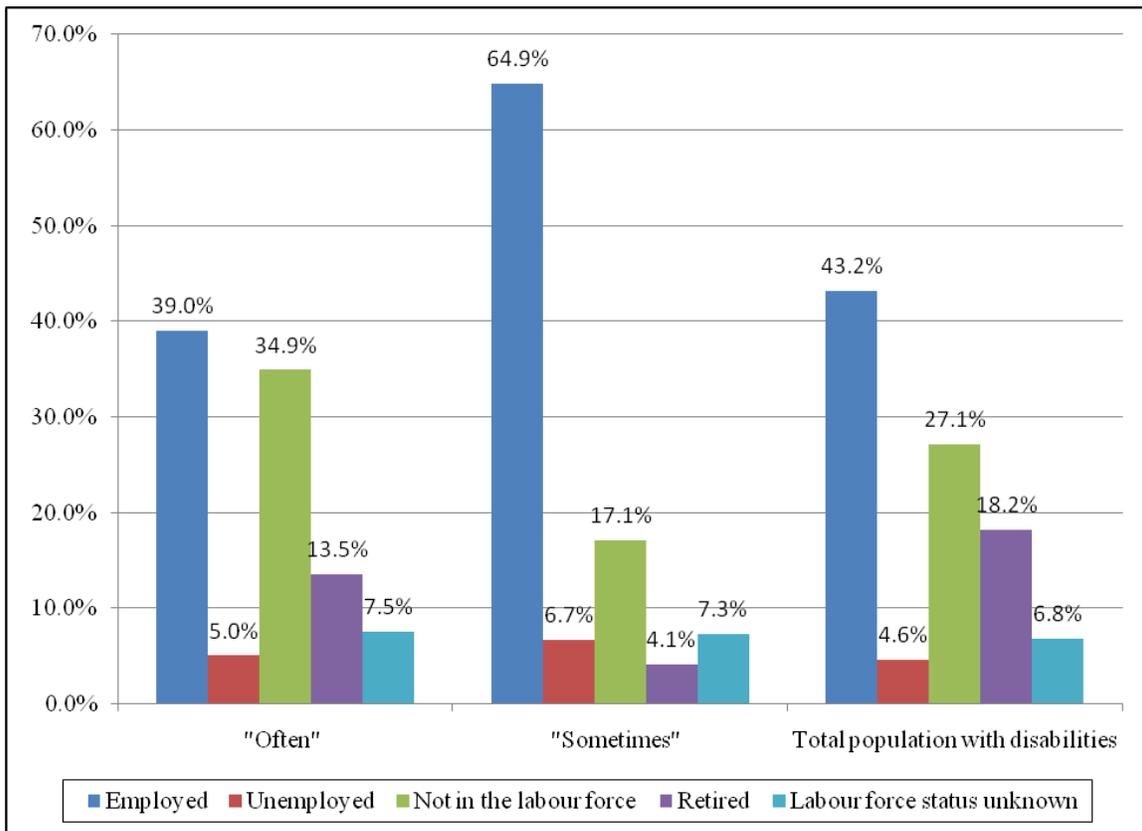
#### 4.4 Labour Force Characteristics

This section of the report is included to set the stage for the two sections that follow that examine work-related characteristics for those individuals with disabilities who are employed and those who are unemployed and actively seeking employment.

##### Results:

Persons with disabilities who report that they are “often” limited at work or at school are far less likely to have been working at the time of the PALS interview than persons with disabilities who report that they are “sometimes” limited – 39% versus 64.9% respectively (Chart 4.4.1). They are also much more likely to report that they are not in the labour force but not retired or not in the labour force and retired.

**Chart 4.4.1 Population with disabilities (“often”, “sometimes” and total) by labour force status at the time of the PALS interview**



Source: 2006 PALS

#### **4.5 Employment characteristics of persons with disabilities who were employed at the time of the 2006 PALS interview**

The employment rate<sup>3</sup> for adults with disabilities, at the time of the 2006 PALS interview was only 53.1% or 1,250,700 of the 2,457,900 adults with disabilities. Of these, employment-related details are available for only 1,062,900; the remaining 187,800 chose not to answer these questions and so are excluded from all tables in this section.

- Among the “often” group, 59.1% say they work part-time (less than 30 hours per week) because of their illness, condition or disability while just over one third (34.7%) of persons in the “sometimes” group give this reason.
- Among the 1,062,900 adults with disabilities who responded to the employment-related questions, 205,100 or 19.3% had some periods of unemployment during the 12 months preceding the survey interview.
- Proportionately, more persons with disabilities who report that they are “often” or “sometimes” limited at work indicate having to change the kind of job that they do, the amount of work they can do or the nature of job because of their disability than the total population with disabilities.
- Persons in the “often” and the “sometimes” groups who were employed at the time of the PALS interview were less likely to report having classroom training or any type of informal (on-the-job) training than the total population with disabilities who were employed at the time of the PALS interview.

#### ***Results:***

##### ***Number of hours worked per week***

Slightly more than half (54.3%) of persons with disabilities reported that they were working 40 hours or more per week (Chart 4.5.1) at the time of the PALS interview. This proportion changes as level of limitation in the workplace increase. Among the 512,500 persons with disabilities who report that they are “sometimes” limited in the workplace, 55.2% report that they work 40 hours or more per week and 22% report less than 30 hours. For those adults with disabilities who indicate that they are “often” limited at work, 51.1% report working 40 hours per week or more and 27.7% report working less than 30 hours.

##### ***Reason for working part-time***

When asked for the main reason why they worked less than 30 hours per week (definition of part-time), one sees major differences among the “often” and the “sometimes” groups (Table 4.5.2). Among the “often” group, 59.1% say it is because of their own illness, condition or disability while just over one third (34.7%) of persons in the “sometimes” group give this reason. By contrast, 6.4% of the “often group state that the job is part-time only or a contract or no more hours are available while 17% of the “sometimes” group give this reason.

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<sup>3</sup> Persons employed/total population

### ***Intermittent attachment to employment***

Among the 1,062,900 adults with disabilities who responded to the employment-related questions, 205,100 or 19.3% had some periods of unemployment during the 12 months preceding the survey interview. Again, the more limitation reported in the workplace, the more likely there were periods of unemployment. Within this 205,100 group of employed individuals with disabilities, 16.4% report three or more periods of unemployment (Chart 4.5.3). Among those who report being “often” limited at work, this percentage increases to 25.5% while among those who report a “sometimes” limitation, only 13% report three or more periods of unemployment.

### ***Length of unemployment***

While the majority of the adults with disabilities who were employed at the time of the survey and had periods of unemployment during the previous 12 months, 31.9% of persons in the “sometimes” group report that the longest period of unemployment was six months or more increasing to 36.1% for persons in the “often” group. (Chart 4.5.4).

### ***Impact of limitation on ability to work***

Proportionately, more persons with disabilities who report that they are “often” or “sometimes” limited at work indicate having to change the kind of job that they do, the amount of work they can do or the nature of job because of their disability than the total population with disabilities. (Chart 4.5.5).

When asked if they changed the kind of work that they did because of their disability, 33.7% in the “often” group and 33.1% in the “sometimes” group answered “Yes” compared to 27.9% among all adults with disabilities who were employed at the time of the PALS interview.

When asked if they changed the amount of work that they did because of their disability, 37.2% in the “often” group and 39.6% in the “sometimes” group answered “Yes” compared to 32.4% among all adults with disabilities who were employed at the time of the PALS interview.

When asked if they had to change jobs because of their disability, 25.4% in the “often” group and 25.6% in the “sometimes” group answered “Yes” compared to 22% among all adults with disabilities who were employed at the time of the PALS interview.

### ***Perception of being under-employed***

When asked for their assessment as to whether or not they believe that, based on their education, skill set and work experience, they are under-employed, many respondents chose not to answer. The proportion of a negative response to the question concerning the use of their education, skill set or work experience decreased as level of work limitation decreased. 29.7% in the “often” group reported that they did not have an opportunity to use their education, skill set or work experience in their present job. This decreased to 19.2% among persons in the “sometimes” group (Chart 4.5.6).

### ***Access to work-related training***

Training and education are considered key ingredients that improve the employment prospects of people with disabilities and are key predictors of positive employment outcomes. Persons in the “often” and the “sometimes” groups who were employed at the time of the PALS interview were less likely to report having classroom training or any type of informal (on-the-job) training than the total population with disabilities who were employed at the time of the PALS interview (Chart 4.5.7).

26.9% of persons in the “often” group who were employed at the time of the PALS interview reported that they had received classroom training. Among persons in the “sometimes” group, this increased to 29.7%.

Slightly more persons in both the “often” group and the “sometimes” group who were employed at the time of the PALS interview reported that they had received informal (on-the-job) training than formal training – 28.1% in the “often” group and 31.8% in the “sometimes” group.

When asked if they had taken any other work-related training, 14.9% in the “often” group responded positively. Slightly less in the “sometimes” group (13%) responded that they had taken other types of work-related training.

### ***Perception of disadvantage in the workplace***

A similar pattern emerges with respect to perceived disadvantage in the workplace from the perspective of the individual with the disability as well as his/her perception of that disadvantage through the eyes of current employer or any potential employer. In both instances, a negative perception increases as perceived limitation in the workplace increases (Chart 4.5.8).

When asked if it was their perception that they were disadvantaged in the workplace because of their disability, 49.6% of persons in the “often” group who were employed at the time of the PALS interview said “Yes”. Among persons in the “sometimes” group, 37.6% perceived that they were disadvantaged in the workplace.

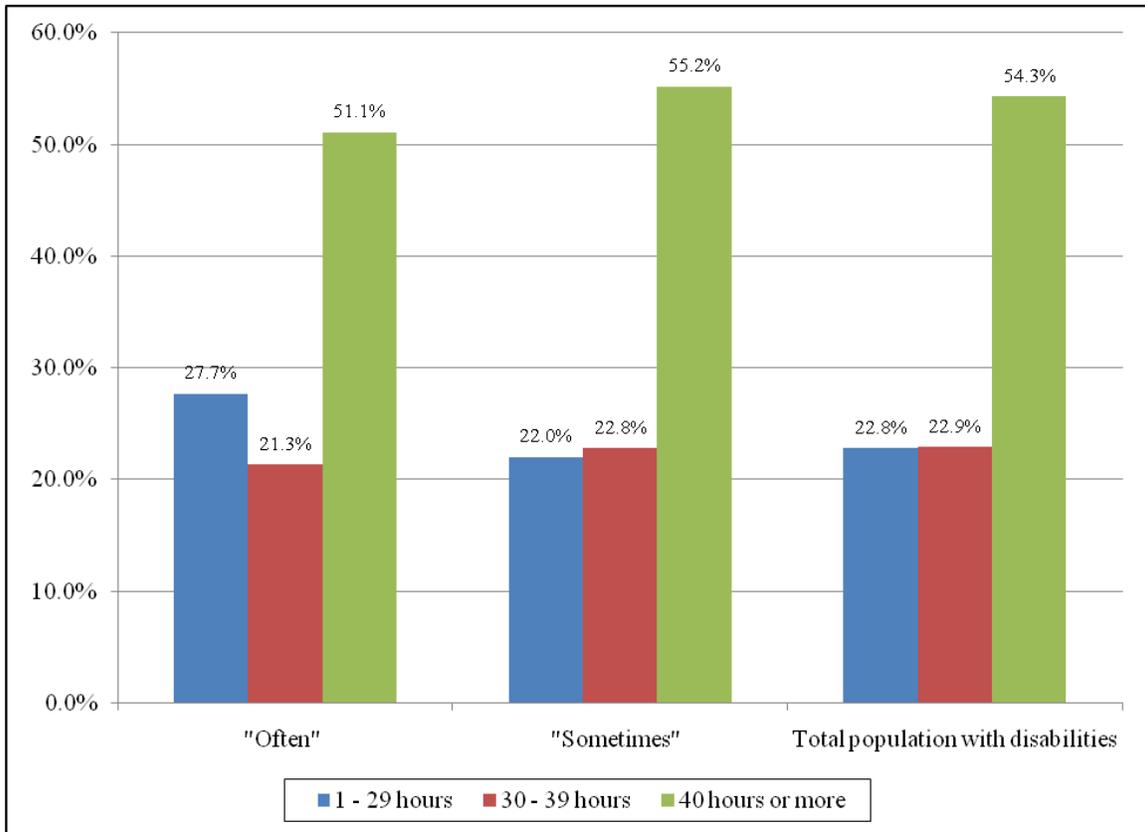
When asked if it was their perception that their current employer or any perspective employer would consider them to be disadvantaged in the workplace because of their disability, 46.3% of persons in the “often” group who were employed at the time of the PALS interview said “Yes”. Among persons in the “sometimes” group, 28.2% perceived that their current employer or any perspective employer would consider them to be disadvantaged in the workplace because of their disability.

### ***Perceived discrimination in employment***

Exploring the nature and severity of different types of perceived discrimination in the workplace, questions cover all aspects of employment from the hiring process (being refused an interview to being refused a job) to advancement in the workplace (being refused a promotion, given less responsibility) to monetary considerations (paid less than co-workers, being denied work-related benefits) to being denied appropriate

accommodation to general discrimination. Regardless of the nature of the discrimination, the finding is that the extent of the discrimination increases as level of limitation increases (Table 4.5.9).

**Chart 4.5.1** Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by number of hours usually worked



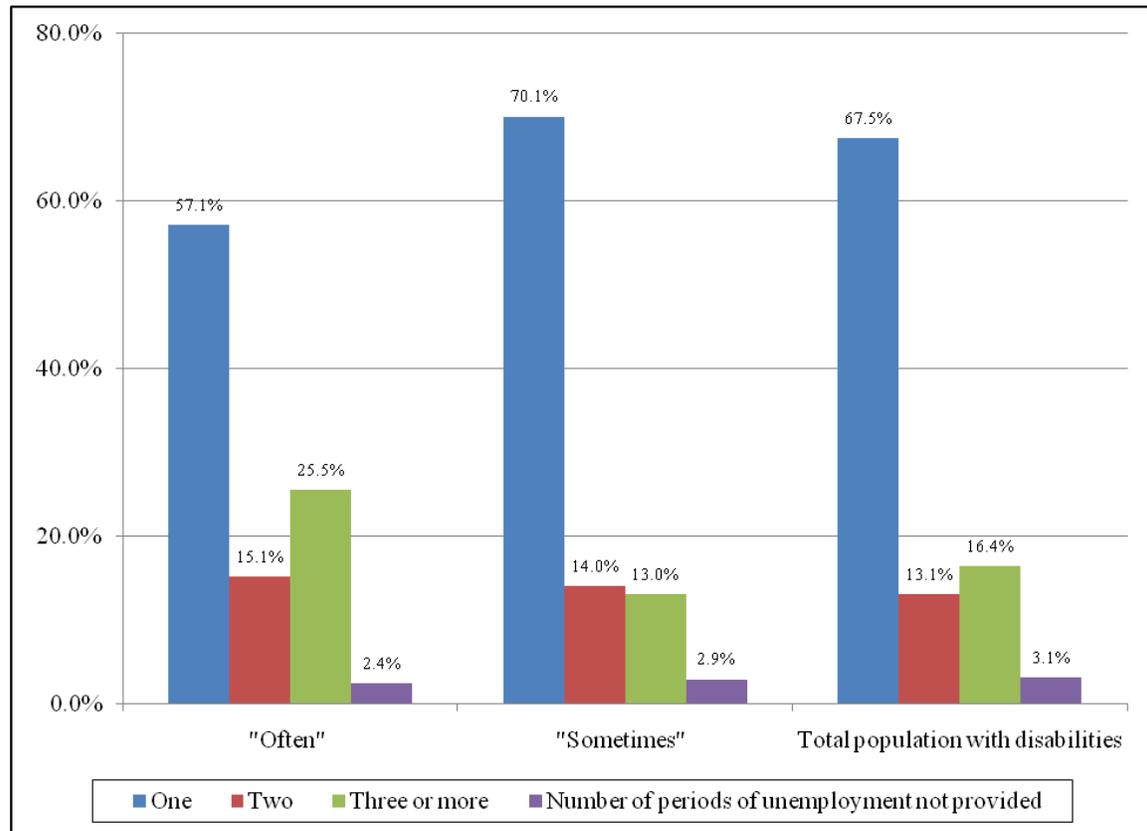
Source: 2006 PALS

**Table 4.5.2 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview and who worked less than 30 hours by main reason for working less than 30 hours**

Main reason for working less than 30 hours per week	"Often"	"Sometimes"	Total population with disabilities
Own illness, condition or disability	59.1%	34.7%	35.2%
Going to school	10.7%	12.7%	11.1%
Business conditions	8.5%	11.5%	12.9%
Could not find work with 30 or more hours per week	1.4%	3.8%	2.8%
Job is part-time/contract, more hours not available	6.4%	17.0%	13.5%
Don't want to work more than 30 hours	4.4%	6.8%	8.1%
Other	9.5%	13.5%	16.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>Total</b>	<b>52,300</b>	<b>113,000</b>	<b>242,700</b>

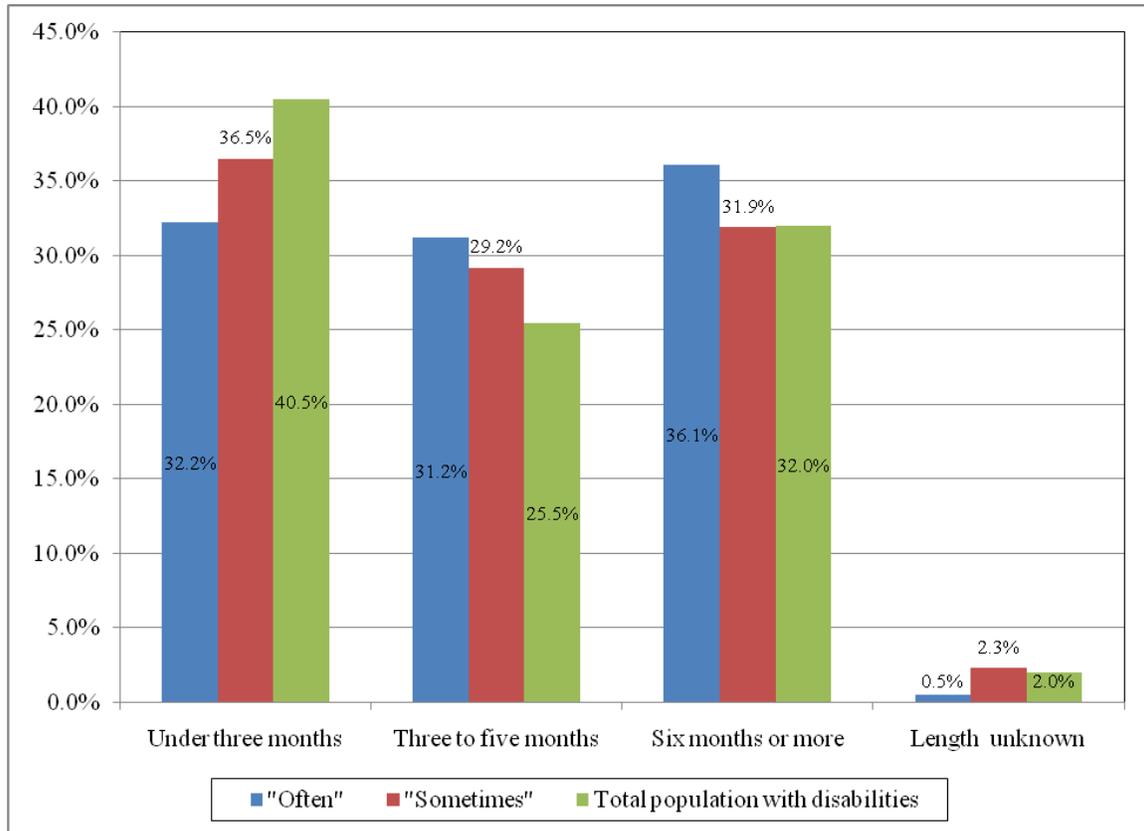
Source: 2006 PALS

**Chart 4.5.3 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by number of periods of unemployment in the past 12 months**



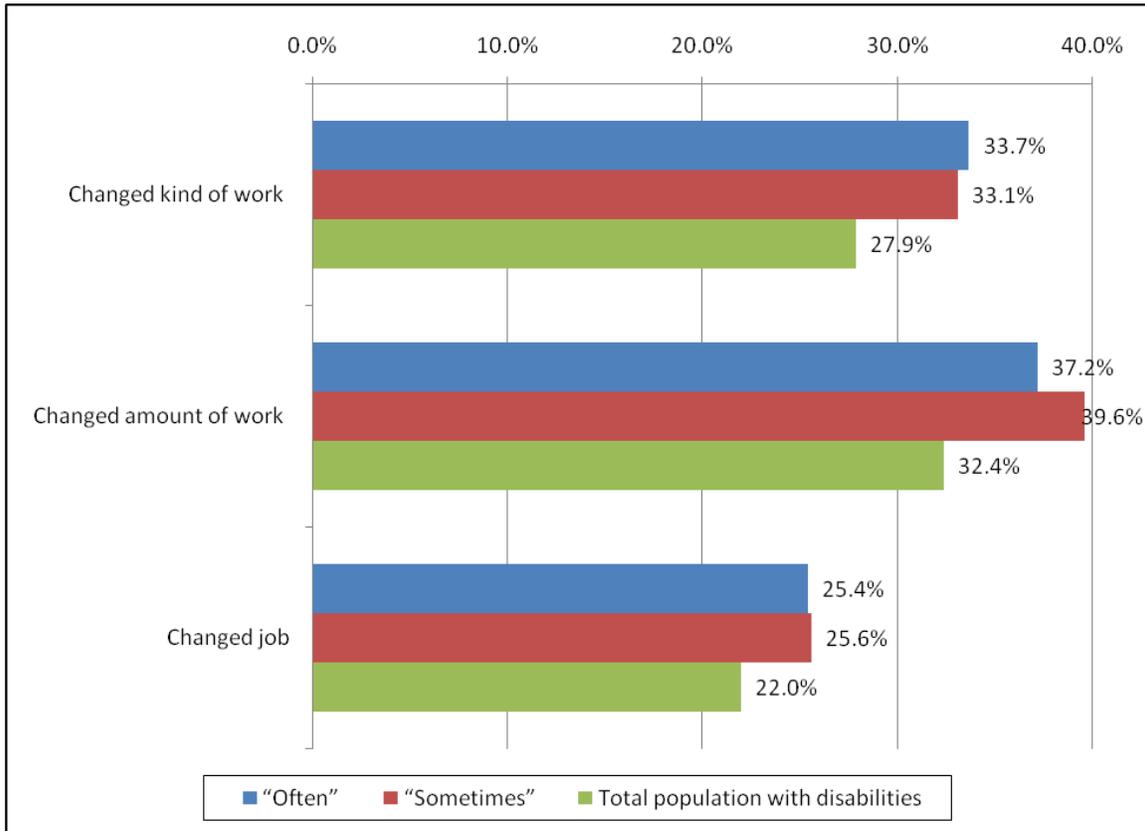
Source: 2006 PALS

**Chart 4.5.4 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview and had periods of unemployment by length of longest period of unemployment**



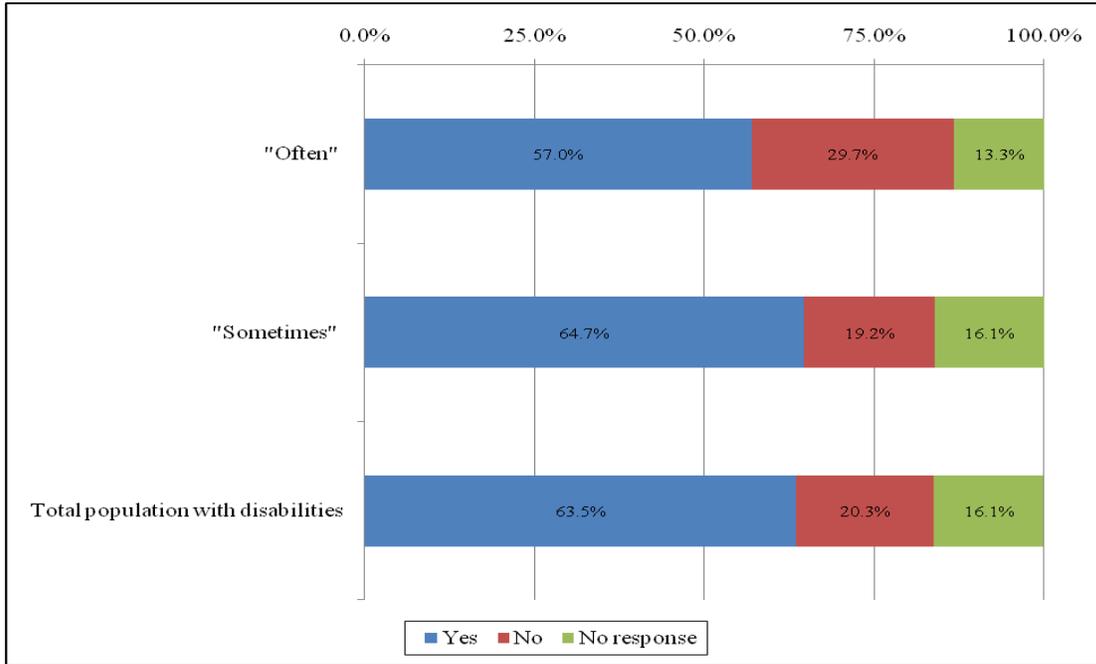
Source: 2006 PALS

**Chart 4.5.5 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by impact on ability to work**



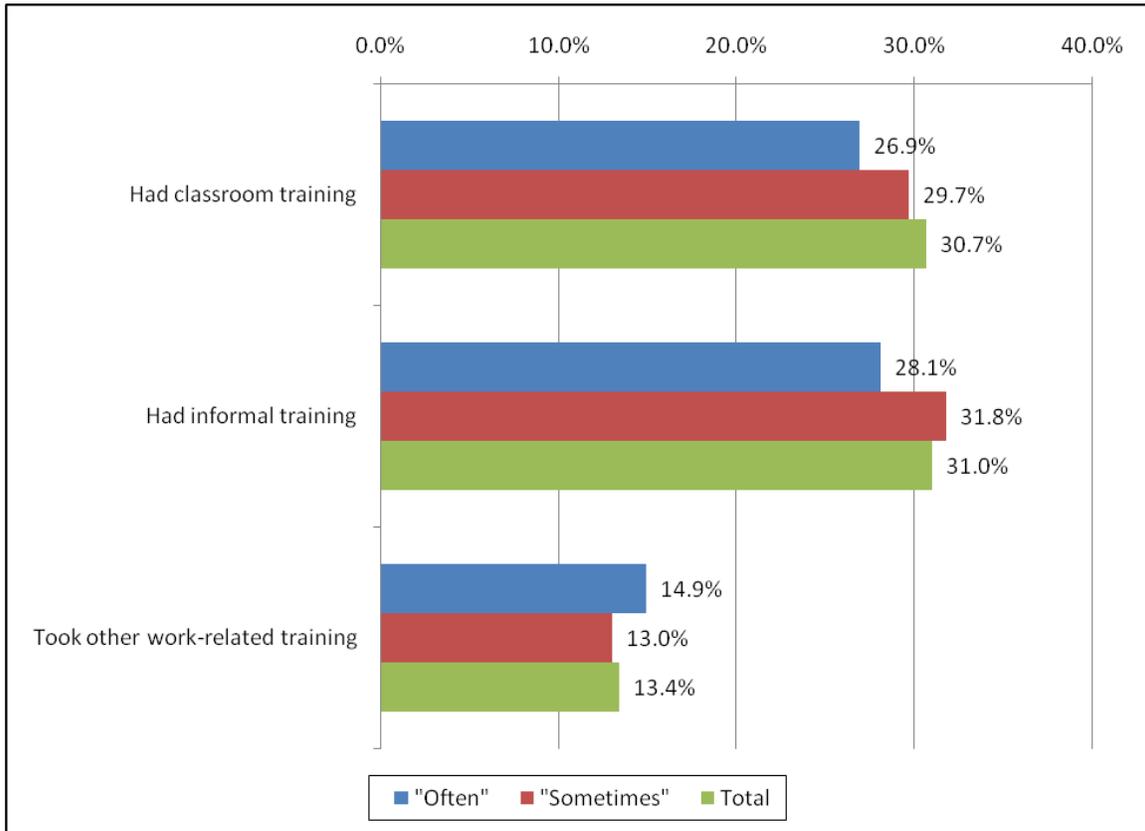
Source: 2006 PALS

**Chart 4.5.6** Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by being able to use education, skill or work experience in present job



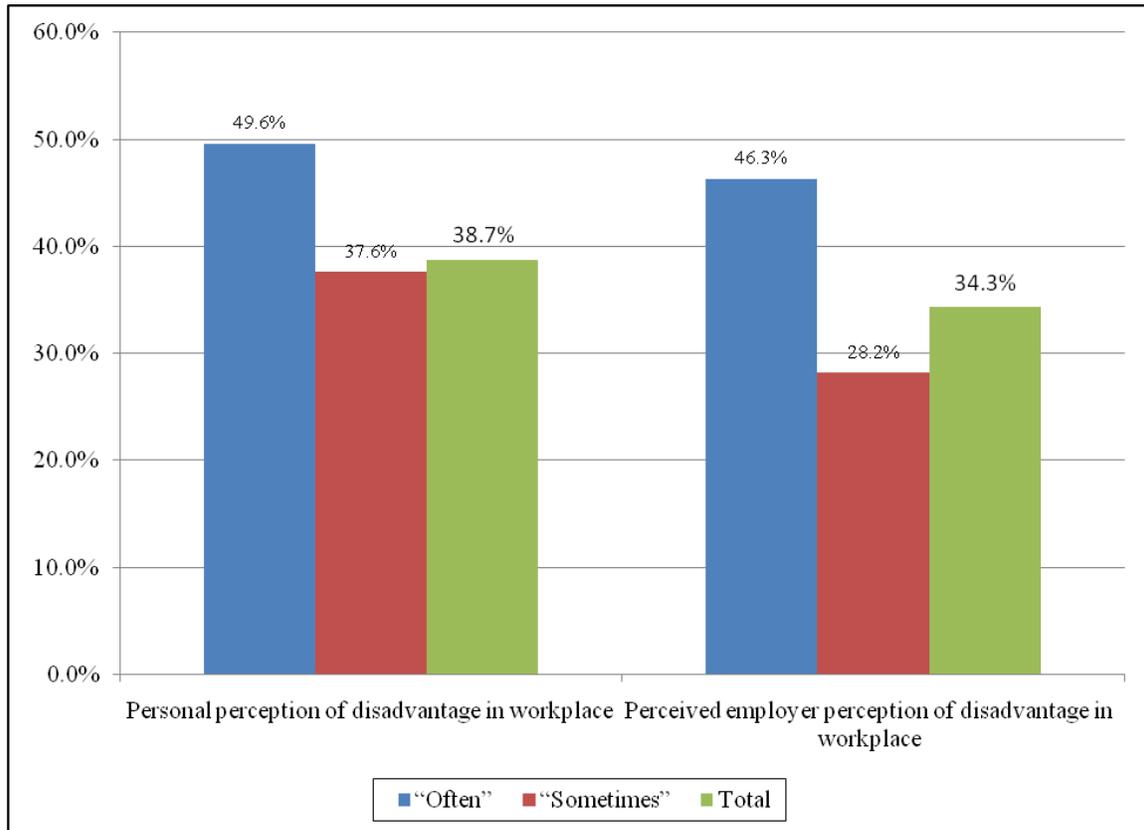
Source: 2006 PALS

**Chart 4.5.7 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by type of work-related training received**



Source: 2006 PALS

**Chart 4.5.8 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by perception of disadvantage in the workplace**



Source: 2006 PALS

**Table 4.5.9 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by nature of perceived discrimination**

Nature of perceived discrimination in the workplace	“Often”	“Sometimes”	Total	Ratio of “often” to “sometimes”
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>1,062,900</b>	
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	
1. Been refused an interview	10.7%	5.4%	5.5%	2.0
2. Been refused a job	14.0%	7.5%	7.6%	1.9
3. Been refused a promotion	11.5%	5.4%	5.4%	2.1
4. Given less responsibility	11.6%	6.3%	6.2%	1.8
5. Denied accommodation	4.1%	3.1%	3.0%	1.3
6. Paid less than co-workers	8.7%	4.6%	5.1%	1.9
7. Denied work-related benefits	2.6%	2.3%	1.9%	1.1
8. Exposed to discrimination	9.0%	7.8%	7.3%	1.2

Source: 2006 PALS

#### **4.6 Employment characteristics of persons who were unemployed at the time of the 2006 PALS interview**

There were an estimated 119,300 of the 2,457,900 adults with disabilities or 4.9% who identified themselves as unemployed at the time of the PALS interview and of those, 114,200 agreed to answer questions about their employment situations. The estimated 5,100 who chose not to answer the questions are excluded from all tables in this section.

- Among person in the “often group, just over half (54.5% or 13,300 of the 24,400) reported that they held no jobs during the 12 months preceding the PALS interview, and this proportion decreased to 40.8% among the “sometimes” group (21,600 of the 52,900).
- Just under half (44.5%) indicate that their condition limits their ability to look for work and this proportion is higher for persons in the “often” group (52%) and lower for persons in the “sometimes” group (42.2%).
- The majority of persons with disabilities who were unemployed at the time of the PALS interview are seeking full-time employment.

#### ***Results:***

##### ***Number of jobs held in the 12 months prior to the PALS interview***

Almost half (44.7% or 51,100 of the 114,200) of unemployed adults with disabilities (at the time of the PALS interview) reported that they held no jobs during the 12 months preceding the PALS interview (Table 4.6.1). Among person in the “often group, just over half (54.5% or 13,300 of the 24,400) reported that they held no jobs during the 12 months preceding the PALS interview, and this proportion decreased to 40.8% among the “sometimes” group (21,600 of the 52,900).

The “sometimes” group reported proportionately the highest number of jobs – 51.2% who had periods of employment indicated two or more jobs as compared to those who report being “often” limited in the workplace – 27%.

##### ***Impact of limitation in activity on ability to work***

Regardless of level of limitation in the workplace, almost two-thirds indicate that their condition limits the kind or amount of work they can do (Chart 4.6.2). Just under half (44.5%) indicate that their condition limits their ability to look for work and this proportion is higher for persons in the “often” group (52%) and lower for persons in the “sometimes” group (42.2%).

##### ***Type of employment sought***

The majority of persons with disabilities who were unemployed at the time of the PALS interview are seeking full-time employment (Chart 4.6.3). Just under half (49.8%) of persons in the “often” group are seeking full-time employment and proportionately more (52.5%) in the “sometimes” group.

***Access to work-related training***

Proportionately, more than twice as many persons who report that they are “often” limited in the workplace report that they had received some classroom training during their last period of employment than those who report being “sometimes” limited – 21.5% versus 9.8% respectively (Chart 4.6.4). The reverse is true for those who received informal training – 18.2% versus 33.5% respectively.

***Perceived disadvantage in the workplace***

Perception of disadvantage in the workplace because of condition increases as level of limitation increases among persons who were unemployed at the time of the PALS interview (Chart 4.6.5). Almost half (49.6%) of the “often” group believe that they are at a disadvantage in the workplace because of their disability; this proportion drops to 37.6% among the “sometimes” group.

Among persons who report being often limited in the workplace, 46.3% perceive that their current employer and any potential employer would consider them to be disadvantaged in the workplace while only 28.2% of the “sometimes” group have that perception.

***Perceived discrimination in employment***

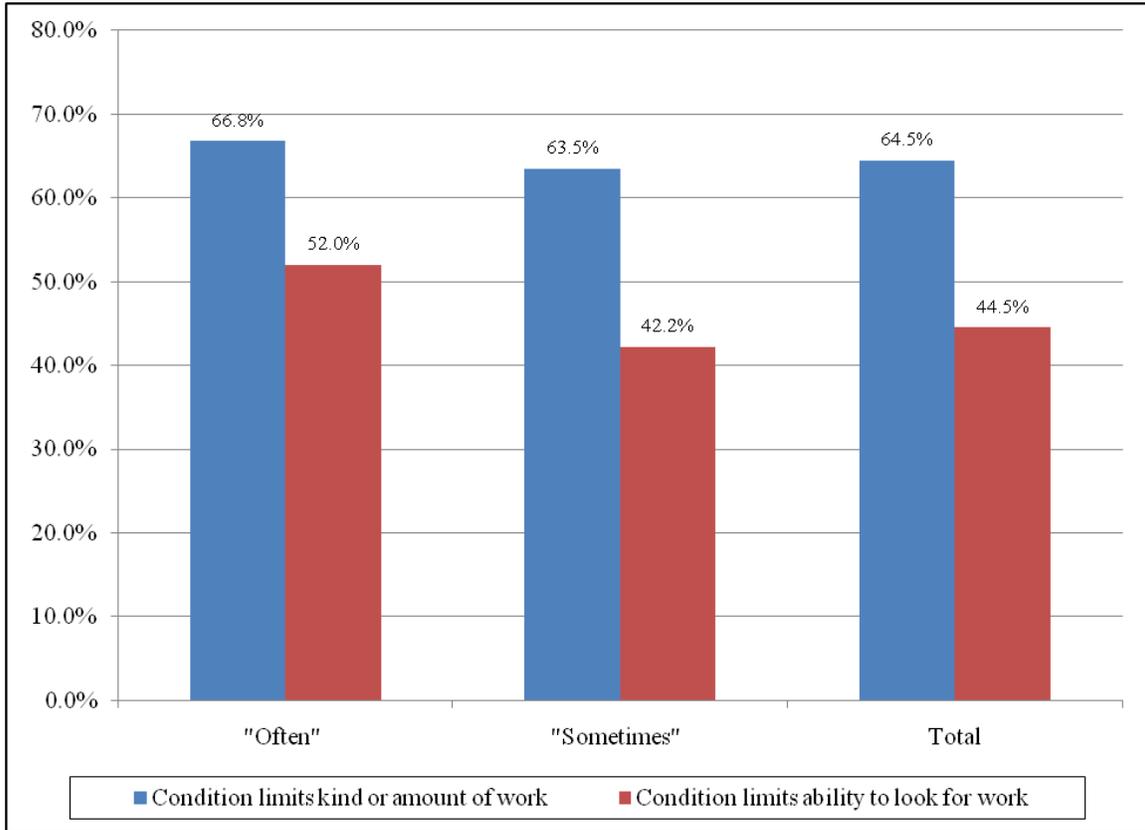
Unemployed persons were asked about their perception of discrimination in all areas of the employment spectrum. Being refused an interview and being refused a job are two forms of discrimination for which numbers are large enough to be reported (Table 4.6.6). One in five (21.3%) unemployed persons with disabilities who report being “often” limited in the workplace report being refused an interview. While this proportion is almost twice that of persons who report being “sometimes” limited (9.6%), it is almost the same as those who report being never limited (20.7%). Almost one in three (31.1%) of persons who report “often” being limited report that they have been refused a job. This is considerably higher than the proportion of persons who are “sometimes” limited – 17.4%. A similar pattern is noted among the two groups with respect to general discrimination.

**Table 4.6.1 Population with disabilities (“often”, “sometimes” and total) who were unemployed at the time of the 2006 PALS interview by the number of jobs held in the past 12 months**

<b>Number of jobs in the past 12 months</b>	<b>"Often"</b>	<b>"Sometimes"</b>	<b>Total</b>
<b>Total unemployed</b>	<b>24,400</b>	<b>52,900</b>	<b>114,200</b>
No jobs in the past 12 months	13,300	21,600	51,100
<b>At least one job in the past 12 months</b>	<b>11,100</b>	<b>31,300</b>	<b>63,100</b>
One job	73.0%	48.9%	57.1%
Two jobs	19.8%	35.5%	28.2%
Three or more jobs	7.2%	15.7%	13.8%

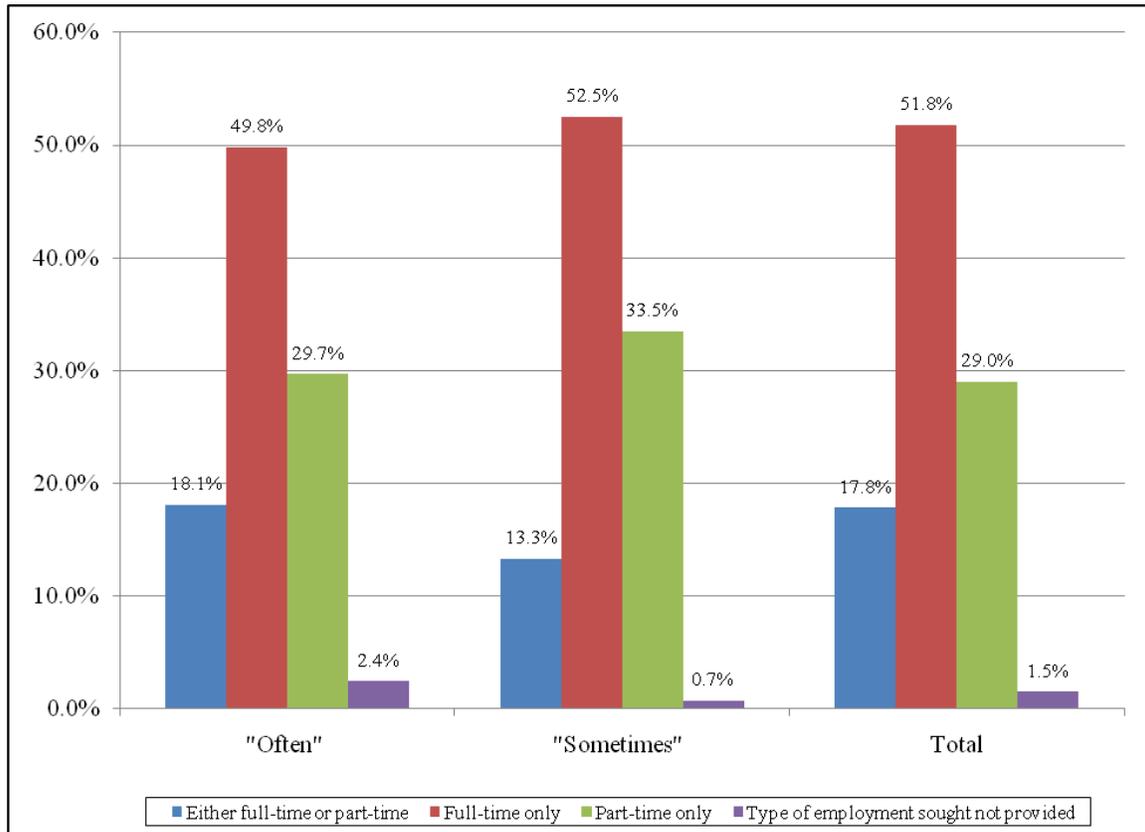
Source: 2006 PALS

**Chart 4.6.2** Population with disabilities (“often”, “sometimes” and total) who were unemployed at the time of the 2006 PALS interview by kind or amount of work sought and ability to seek employment



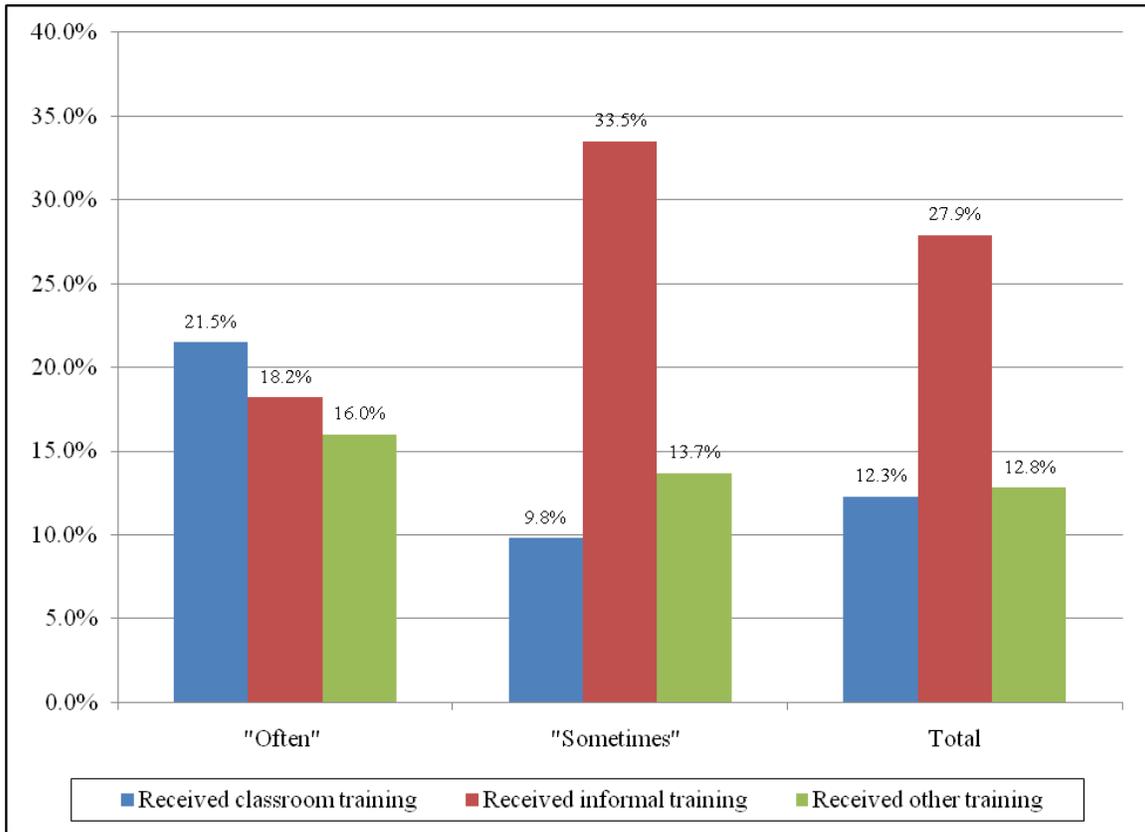
Source: 2006 PALS

**Chart 4.6.3 Population with disabilities (“often”, “sometimes” and total) who were unemployed at the time of the 2006 PALS interview by type of employment sought**



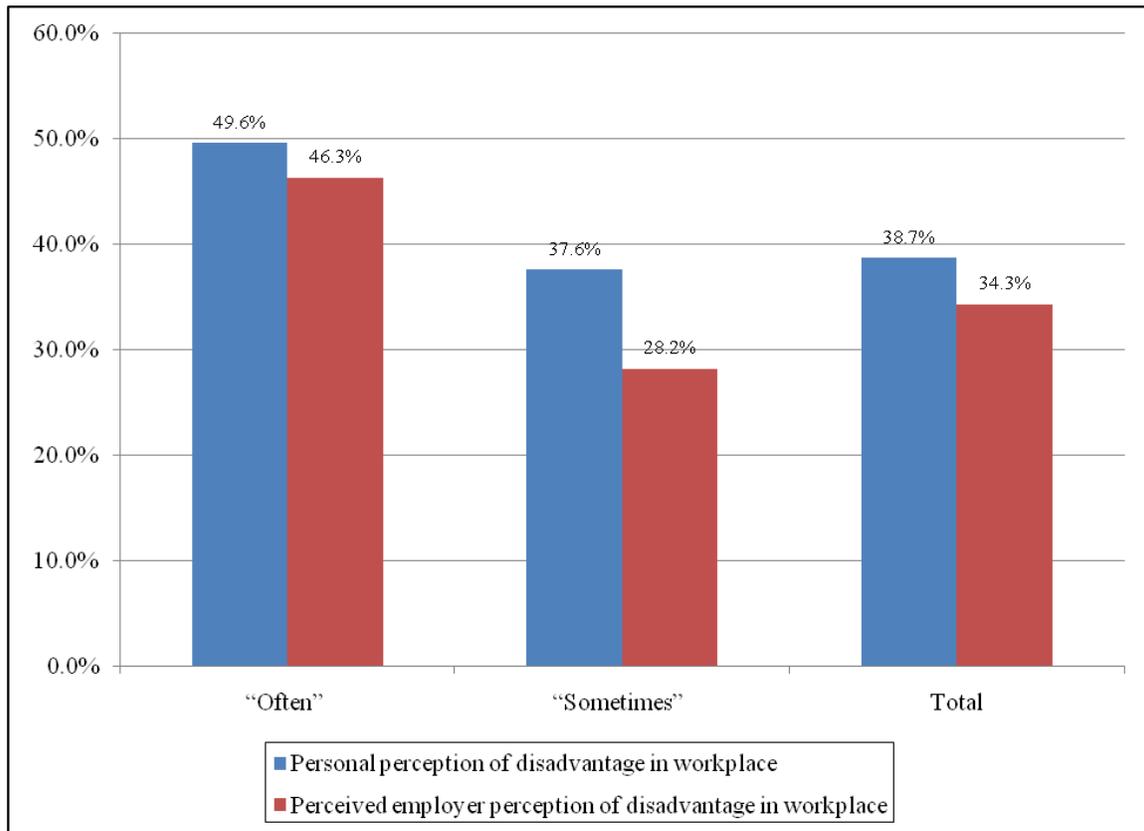
Source: 2006 PALS

**Chart 4.6.4 Population with disabilities (“often”, “sometimes” and total) who were unemployed at the time of the 2006 PALS interview by type work-related training received**



Source: 2006 PALS

**Chart 4.6.5 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by perception of disadvantage in the workplace**



Source: 2006 PALS

**Table 4.6.6 Population with disabilities (“often”, “sometimes” and total) who were employed at the time of the 2006 PALS interview by nature of perceived discrimination**

Nature and extent of perceived discrimination in the workplace	“Often”	“Sometimes”	Total
<b>Total</b>	<b>24,400</b>	<b>52,900</b>	<b>114,200</b>
1. Been refused an interview	21.3%	9.6%	15.8%
2. Been refused a job	31.1%	17.4%	22.1%
3. Exposed to discrimination	17.6%	9.8%	12.8%

Source: 2006 PALS

## 5. Research Questions #2 and #3

*Research Questions #2 and #3 - How many working-age Canadians with disabilities have intermittent absences from work because of an episode resulting from their underlying health problem or condition and what proportion of the working-age Canadian population with disabilities does this group represent? What is the frequency and duration of work interruptions experienced by this group?*

Among persons with disabilities who are classified as “often” or “sometimes”, we know that:

- of the 1,062,900 adults with disabilities who were employed at the time of the PALS interview, 205,100 or 19.3% indicated that they had at least one period of unemployment during the previous 12 months.
- within this 205,100 group of employed individuals with disabilities, 16.4% report three or more periods of unemployment (Chart 4.5.3). Among those who report being “often” limited at work, this percentage increases to 25.5% while among those who report a “sometimes” limitation, only 13% report three or more periods of unemployment.
- among the 114,200 adults with disabilities who were unemployed at the time of the PALS interview, 63,100 or 55.3% had at least one job during the previous 12 months.

Adding these together, we can say that an estimated 268,200 adults with disabilities had employment with intermittent attachment to the labour force (i.e. – periods of unemployment) during the 12 months previous to the PALS interview representing 19.4% of those individuals with disabilities who were active in the labour force at the time of the PALS interview.<sup>4</sup>

Although it would have been possible to more fully examine this group (it is possible (subject to sample size) that all of the analyses completed for the “often” and the “sometimes” groups could be completed for these 205,100 individuals), the decision was taken to limit the analysis because this group potentially represents only a portion of the population with intermittent attachment to the labour force. Excluded from this research were persons for whom the concept of limitation in the workplace was not applicable and some of these individuals may have also had intermittent attachment to the labour force.

### **Results:**

#### **Gender**

Proportionately, slightly more males are included in the “intermittent often” group than the total “often” group – 56.1% versus 52.8% respectively. There is no difference between the two “sometimes” groups with respect to gender (Chart 5.1).

#### **Age**

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<sup>4</sup> There are an additional 161,200 adults with disabilities who were out of the labour force at the time of the PALS interview and who indicated that they had worked in 2006. Whether or not they worked full-year during 2006 is unknown but we may want to explore the characteristics of this group for the final report.

The population with disabilities who report intermittent absences from employment during the 12 months previous to the PALS interview are much younger than the total adult population with disabilities and younger than the total “often” and “sometimes” groups. 17.2% of all adults with disabilities are aged 15 to 34 years (see Table 3.1.2 in this report). Table 5.2 shows 33% of the “intermittent often” and 30.2% of the “intermittent sometimes” are in this age group, both much higher than their respective totals of 24.9% and 22.8% respectively.

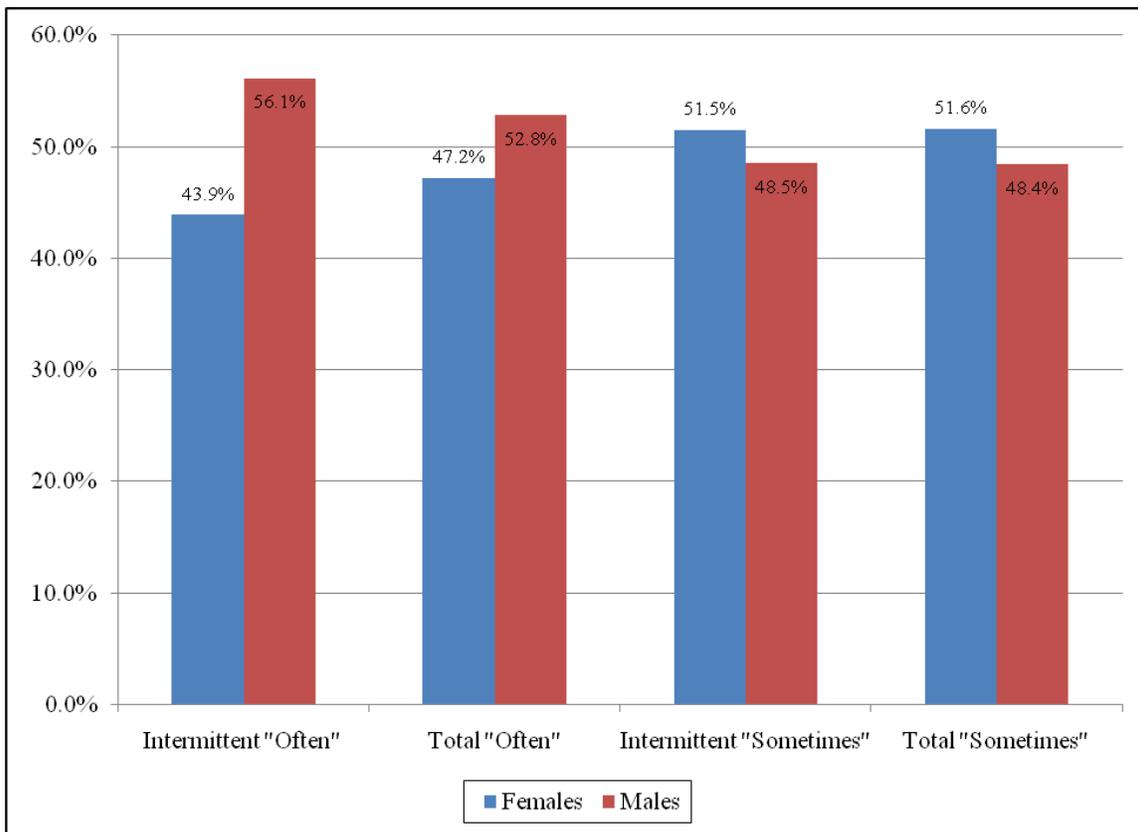
**Highest level of education**

With respect to highest level of education, one sees that among the “intermittent often” group, persons with disabilities are more likely to have college, CEGEP or more than among the total “often” group – 40.2% versus 32% respectively (Table 5.3). In the “sometimes” group, one sees little difference between the intermittent and the total.

**Type of disability**

Persons in the “intermittent often” group are much more likely to report a hearing disability than among the total “often” group – a ratio of 1.54 to one (Table 5.4). Among the “intermittent sometimes” group, the ratio of intermittent to total is higher for all types of disabilities except for agility and mobility with little difference noted among those individuals reporting a pain disability or developmental disability.

**Chart 5.1 Population with disabilities (“often” and “sometimes”) for intermittent and total by gender**



Source: 2006 PALS

**Table 5.2 Population with disabilities (“often” and “sometimes”) for intermittent and total by age group**

Age group	Intermittent "often"	Total "often"	Ratio of intermittent "often" to total "often"	Intermittent "sometimes"	"Sometimes" limited	Ratio of intermittent "sometimes" to total "sometimes"
15 - 24	17.9%	13.7%	1.3	16.3%	10.1%	1.6
25 - 34	15.1%	11.2%	1.3	13.9%	12.7%	1.1
35 - 44	18.7%	21.3%	0.9	24.1%	22.1%	1.1
45 - 54	33.3%	30.2%	1.1	33.3%	33.0%	1.0
55 - 64	14.9%	23.6%	0.6	12.4%	22.1%	0.6
<b>Total</b>	<b>57,400</b>	<b>484,500</b>		<b>130,100</b>	<b>789,600</b>	

Source: 2006 PALS

**Table 5.3 Population with disabilities (“often” and “sometimes”) for intermittent and total by highest level of education**

Highest level of education	Intermittent "often"	Total "often"	Ratio of intermittent "often" to total "often"	Intermittent "sometimes"	Total "sometimes"	Ratio of intermittent "sometimes" to total "sometimes"
No high school certificate and no further schooling	17.6%	28.9%	0.6	24.5%	21.6%	1.13
High school certificate and no further certificates, diplomas or degrees	29.8%	25.1%	1.2	25.7%	24.5%	1.05
Registered apprenticeship or other trade certificate	12.4%	14.1%	0.9	11.5%	14.5%	0.79
College, CEGEP or other non-university certificate	16.3%	14.5%	1.1	16.3%	19.0%	0.86
Some university	23.9%	17.5%	1.4	22.0%	20.5%	1.07
<b>Total</b>	<b>57,400</b>	<b>484,400</b>		<b>130,100</b>	<b>789,600</b>	

Source: 2006 PALS

**Table 5.4 Population with disabilities (“often”, “sometimes” and total) who have intermittent attachment to the labour force by type of disability**

Nature of disability	Intermittent "often"	Total "often"	Ratio of intermittent "often" to total often"	Intermittent "sometimes"	Total "sometimes"	Ratio of intermittent "sometimes" to total "sometimes"
Pain	77.8%	75.2%	1.03	78.0%	77.1%	1.01
Agility	53.8%	67.7%	0.79	55.1%	57.5%	0.96
Mobility	53.1%	67.9%	0.78	52.2%	59.1%	0.88
Hearing	26.9%	17.5%	1.54	19.8%	15.9%	1.25
Seeing	20.7%	21.4%	0.97	16.7%	13.8%	1.21
Learning	20.5%	32.1%	0.64	27.3%	19.6%	1.39
Psychiatric	16.1%	25.7%	0.63	23.5%	19.6%	1.20
Speaking	12.4%	18.8%	0.66	11.5%	10.2%	1.13
Memory	9.7%	18.3%	0.53	11.0%	9.6%	1.15
Developmental	3.7%	10.2%	0.36	4.1%	3.9%	1.05
<b>Total</b>	<b>57,400</b>	<b>484,400</b>		<b>130,100</b>	<b>789,600</b>	

Source: 2006 PALS

## 6. Research Question #4

*Research Question #4 - Do the research findings suggest other research that should be undertaken on this subject?*

There is much more research that needs to be done if we are truly going to understand the dynamics of living with a disability that involves periods that are unpredictable where the ability to undertake life activities is limited and where there is an impact on the ability to obtain and retain employment. The literature identified this population through the use of specific health problems or conditions. The PALS data did not support that type of analysis but provided an alternative using the individual’s perception of his/her limitation in the workplace. We examined and compared the characteristics of the 58.1% of the adult population who indicated that they were “often” limited and those who indicated that they were “sometimes” limited and we used those data to respond to Research Question #1.

Our research identified sub-populations within these two groups who had intermittent attachment to the labour force in the 12 months preceding the PALS 2006 interview and who, at the time of the PALS 2006 interview, were active labour force participants (that is, they were either employed or unemployed). We did not fully exploit the data available for this group and propose that the analysis could be completed as part of another research undertaking.

We further propose the undertaking of some qualitative research with individuals with disabilities – some of whom have the “episodic” health conditions as identified in the

literature and some who do not have those conditions. The focus of this research would be to obtain a better understanding of the impact of living with a disability that is subject to episodes that impact on the individual's ability to undertake his/her chosen life activities with an emphasis on impact on employment.

With this knowledge, we could further explore the PALS 2006 data. We could also, working with the community, develop a set of questions that could be used in a longitudinal survey that would enable us to examine the impact over time.

The SLID and NPHS data were not used in this research because of the concern that the "in and out" of disability status as seen in the initial analyses of these data might be due to the use of proxy respondents (that is an individual responding on behalf of other household members). Further examination of these data are warranted.

The Canada Pension Plan Disability Benefits program ("CPP-D") contains an automatic reinstatement provision. This enables a CPP-D recipient who returns to work and consequently has his or her benefits stopped to apply for a "fast track" return to benefits upon subsequently losing employment. CPP-D administrative data regarding persons who access the "fast track" return to benefits" could be explored to determine if there is any correlation between those who access this provision and the conditions identified as "episodic" in the literature and the conditions of those individuals who access the "fast track CPP-D option."<sup>5</sup>

## **7. Key Findings and Policy and Program Implications**

Among working-age Canadians with disabilities, 19.7%, or 484,500, report they are "often" limited at work and/or school, while 789,600 or 32.1%, report they are "sometimes" limited. Together, these groups comprise just over half of working-age Canadians with disabilities (51.8%).

There are different reasons why people with disabilities may report that they are "often" or "sometimes" limited at work or at school by their disabilities. It may be that their disabilities are "episodic", as indicated in the concerns that gave rise to this research. It also may be that certain tasks are particularly difficult for them, and that they notice the limitations only when they have to do these tasks. A third explanation is that they may require accommodations or supports in order to function effectively, and that these accommodations or supports are available sometimes, but not always. Further research may help us towards a fuller understanding of the interaction of these factors.

Regardless of the reason for their limitations at work or at school, the environmental changes that could help to address these challenges are well-known. According to PALS 2006, the three accommodations most often required in the workplace are modified hours

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<sup>5</sup> For a description of the CPP-D automatic reinstatement provision, see the Service Canada web site at: <http://www.servicecanada.gc.ca/eng/isp/pub/factsheets/reinstataben.shtml>

or days, special chair or back support and job redesign.<sup>6</sup> These accommodations, if made more widely available, would in themselves do much to enable adults with disabilities to function more effectively at work, and on a more regular basis. It is important that governments, as well as employers and labour, begin to look much more closely at how these kinds of accommodations can be supported and encouraged.

It is worth noting that these accommodations are required by people with a wide range of disabilities. While this research found some correlation between the 27 conditions identified in the literature as “episodic” and the “often” and the “sometimes” limited groups, these types of limitations are not limited to these 27 conditions. Disability is essentially individual in how it affects people, and in respect to employment and education, the impacts of disability are affected greatly by the workplace or educational setting and the accommodations available in it.

The research also identified 268,000 (19.4%) persons with disabilities who were active labour force participants (either working or looking for work) who had periods of unemployment within the 12-month period preceding the PALS 2006 interview. This finding reinforces the common perception that people with disabilities who are working are often in precarious employment, or are at higher risk than others of losing their jobs, whether through disability episodes or for other reasons. This issue is another that should be studied more closely in future.

The current research did not look at working-age adults with disabilities who are not in the labour force (out of scope as defined by the Request for Proposals), but it is likely that among this group, there are many who could work if appropriate accommodations in the workplace were made available and if an effective system of income supports were available for those periods when they were temporarily unable to work. At present, the “all-or-nothing” nature of most disability income supports leaves these individuals with no realistic alternative to long-term dependence on disability income programs, and no realistic opportunity to contribute to society. If a better system of short-term income supports were available during temporary periods of disability, people would be more encouraged to remain in the work force – a “win-win” solution which benefits everyone.

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<sup>6</sup> <http://www.statcan.gc.ca/pub/89-628-x/2008007/t/5201159-eng.htm>

**Annex A List of “episodic” conditions as described in the literature**

1	ALS (Amyotrophic Lateral Sclerosis)
2	Arthritis
3	Asthma
4	Cancer
5	Chronic bronchitis
6	Chronic fatigue syndrome
7	Diabetes
8	Emphysema
9	Epilepsy
10	Fibromyalgia
11	Guillain-Barre Syndrome
12	Hepatitis B
13	Hepatitis C
14	HIV/AIDS
15	Long-term pain
16	Lupus
17	Major depression
18	Menieres disease
19	Mood disorders
20	Multiple sclerosis
21	Muscular dystrophy
22	Parkinsons
23	Personality disorders
24	Repetitive strain injury
25	Schizophrenia
26	Severe migraines
27	Tuberculosis

## **Annex B      Supplementary Tables**

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**Data for Chart 4.1.1 Populations by sex for persons with disabilities by Census classification of “work limitation” and for persons without disabilities**

Gender	Census classification of "work limitation" - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
	Number					
Females	228,600	407,500	247,100	423,200	1,306,400	9,521,100
Males	255,900	382,100	233,300	280,200	1,151,500	9,394,100
Total	484,500	789,600	480,400	703,400	2,457,900	18,915,200
	Percentage					
Females	47.2%	51.6%	51.4%	60.2%	53.2%	50.3%
Males	52.8%	48.4%	48.6%	39.8%	46.8%	49.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: 2006 PALS

**Data for Table 4.1.2 Populations by age group and sex for persons with disabilities by Census classification of “work limitation” and for persons without disabilities**

Sex	Age groups	Census classification of "work limitation" - persons with disabilities reporting limitation at work/school					Persons without disabilities
		"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Females	15 - 24	12.6%	10.1%	7.6%	1.4%	7.2%	20.4%
	25 - 34	11.9%	13.5%	9.1%	6.1%	10.0%	19.8%
	35 - 44	21.7%	21.9%	21.7%	11.1%	18.3%	22.9%
	45 - 54	32.2%	33.9%	28.6%	28.6%	30.9%	22.1%
	55 - 64	21.5%	20.6%	33.0%	52.8%	33.5%	14.6%
	15 - 64	228,600	407,500	247,100	423,200	1,306,400	9,521,100
Males	15 - 24	14.6%	10.2%	7.3%	2.7%	8.8%	21.4%
	25 - 34	10.6%	11.9%	9.7%	5.0%	9.5%	19.3%
	35 - 44	20.9%	22.4%	20.9%	10.5%	18.9%	22.4%
	45 - 54	28.4%	32.0%	28.0%	27.6%	29.3%	22.0%
	55 - 64	25.4%	23.6%	34.1%	54.2%	33.6%	14.8%
	15 - 64	255,900	382,100	233,300	280,200	1,151,500	9,394,100
Both sexes	15 - 24	13.7%	10.1%	7.5%	1.9%	8.0%	20.9%
	25 - 34	11.2%	12.7%	9.4%	5.6%	9.7%	19.6%
	35 - 44	21.3%	22.1%	21.3%	10.9%	18.6%	22.7%
	45 - 54	30.2%	33.0%	28.3%	28.2%	30.1%	22.1%
	55 - 64	23.6%	22.1%	33.5%	53.4%	33.6%	14.8%
	15 - 64	484,500	789,600	480,400	703,400	2,457,900	18,915,200

Source: 2006 PALS

**Data for Table 4.1.3 Populations by province/territory for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Province/Territory	Census classification of "work limitation" - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Newfoundland	1.6%	1.4%	1.7%	2.5%	1.8%	1.6%
Prince Edward Island	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%
Nova Scotia	3.4%	4.1%	4.1%	5.0%	4.2%	2.7%
New Brunswick	2.7%	2.9%	2.7%	3.1%	2.9%	2.2%
Quebec	18.8%	12.8%	14.7%	20.7%	16.6%	25.1%
Ontario	40.5%	43.9%	41.0%	42.4%	42.2%	38.0%
Manitoba	3.4%	3.7%	4.4%	3.2%	3.6%	3.3%
Saskatchewan	2.8%	3.4%	2.8%	2.6%	3.0%	2.8%
Alberta	10.0%	12.0%	13.0%	7.1%	10.4%	10.6%
British Columbia	15.9%	15.0%	14.7%	12.6%	14.5%	12.8%
Yukon	0.1%	0.1%	...	...	0.1%	0.1%
Northwest Territories	0.1%	0.1%	...	...	0.1%	0.1%
Nunavut	0.1%	0.1%	...	...	0.1%	0.1%
Canada	484,400	789,600	480,400	703,400	2,457,900	18,915,200
... Estimate too small to be reliable.						

Source: 2006 PALS

**Data for Chart 4.1.4a Populations by visible minority status for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Visible minority status	Census classification of "work limitation" - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Member of a visible minority	12.6%	10.3%	13.2%	8.0%	10.7%	17.2%
Non-visible minority	87.4%	89.7%	86.8%	92.0%	89.3%	82.8%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

**Data for Chart 4.1.4b Populations by Aboriginal status for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Aboriginal status	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
First Nations	2.4%	1.4%	0.8%	1.5%	1.5%	1.1%
Métis	1.9%	1.7%	1.2%	2.0%	1.7%	1.1%
Inuit	...	...	...	...	0.1%	0.2%
Non-Aboriginal	95.6%	96.9%	97.8%	96.5%	96.7%	97.6%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

**Data for Chart 4.1.5 Populations by Aboriginal status for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Highest level of education	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
No high school certificate and no further schooling	28.9%	21.6%	23.1%	34.5%	27.0%	18.4%
High school certificate and no further certificates, diplomas or degrees	25.1%	24.5%	22.4%	24.7%	24.2%	26.1%
Registered apprenticeship or other trade certificate	14.1%	14.5%	14.0%	12.3%	13.7%	10.3%
College, CEGEP or other non-university certificate	14.5%	19.0%	18.1%	14.9%	16.8%	18.7%
Some university	17.5%	20.5%	22.4%	13.6%	18.3%	26.6%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

**Data for Table 4.1.6 Populations by employment status in 2005 for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Employment status	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Worked full time, full year in 2005	23.3%	42.1%	42.6%	6.2%	28.2%	45.8%
Worked full time, part year in 2005	18.0%	19.4%	18.3%	6.3%	15.2%	19.7%
Worked part time, full year in 2005	6.5%	8.1%	6.7%	2.0%	5.8%	6.4%
Worked part time, part year in 2005	10.4%	12.9%	11.3%	6.0%	10.1%	11.1%
Did not work in 2005 but worked in 2006	4.0%	2.4%	2.2%	1.7%	2.5%	2.4%
Did not work in 2005, worked before 2005 or never worked	37.8%	15.0%	19.0%	77.8%	38.2%	14.6%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

**Data for Chart 4.1.7 Populations by place of work (industry) for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Industry	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Total	484,400	789,600	480,400	703,400	2,457,900	18,915,200
Information on industry not provided	183,100	118,400	91,300	547,200	938,900	2,761,600
<b>Information on industry provided</b>	<b>301,300</b>	<b>671,200</b>	<b>389,100</b>	<b>156,200</b>	<b>1,519,000</b>	<b>16,153,600</b>
<b>% by industry for those who provided industry data</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Agriculture, Forestry, Fishing and Hunting	3.9%	2.6%	3.0%	5.0%	3.1%	2.8%
Mining, Oil and Gas Extraction	0.8%	1.1%	1.4%	0.0%	1.0%	1.4%
Utilities	...	...	...	...	...	0.9%
Construction	5.3%	5.9%	7.8%	0.0%	6.3%	6.4%
Manufacturing	13.3%	12.0%	10.9%	9.9%	11.8%	12.2%
Wholesale trade	3.2%	3.1%	2.6%	0.0%	2.9%	4.6%
Retail trade	12.4%	11.6%	9.5%	0.0%	11.0%	11.5%
Transportation and Warehousing	6.1%	5.1%	7.0%	0.0%	5.8%	4.4%
Information and Cultural	2.4%	2.2%	2.0%	0.0%	2.1%	2.5%
Finance and Insurance	3.4%	3.9%	3.6%	0.0%	3.6%	4.4%
Real Estate and Rental and Leasing	1.6%	1.6%	2.0%	0.0%	1.8%	1.6%
Professional, Scientific and Technical	6.3%	4.8%	6.8%	0.0%	5.8%	6.7%
Management of Companies and Enterprises	...	...	...	...	...	0.2%
Administrative and Support, Waste Management and Remediation Services	6.4%	6.0%	3.3%	0.0%	5.5%	4.1%
Educational Services	5.5%	6.8%	6.4%	0.0%	6.3%	6.4%
Health and Social Services	9.5%	12.5%	11.5%	9.9%	11.3%	9.8%
Arts, Entertainment and Recreation	2.3%	1.8%	1.6%	0.0%	1.9%	2.2%
Accommodation and Food Services	6.4%	6.9%	5.3%	0.0%	6.1%	7.3%
Other Service	5.9%	5.6%	5.1%	7.7%	5.7%	4.7%
Public Administration	4.8%	5.6%	9.9%	6.3%	6.6%	5.5%
<b>... Estimate too small to be reliable.</b>						

Source: 2006 PALS

**Data for Chart 4.1.8 Populations by occupation for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Occupation	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Total	484,400	789,600	480,400	703,400	2,457,900	18,915,200
Information on occupation not provided	183,100	118,400	91,300	547,200	938,900	2,761,600
<b>Information on occupation provided</b>	<b>301,300</b>	<b>671,200</b>	<b>389,100</b>	<b>156,200</b>	<b>1,519,000</b>	<b>16,153,600</b>
<b>% by occupation for those who provided occupation data</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Management	7.4%	6.6%	9.6%	6.7%	7.5%	9.6%
Business, Finance and Administration	16.5%	17.9%	18.6%	18.4%	17.8%	18.1%
Natural and Applied Sciences and Related occupations	3.5%	4.6%	6.7%	4.5%	4.9%	7.0%
Health	4.8%	5.8%	6.9%	4.0%	5.7%	5.5%
Occupations in Social Science, Education, Government Service and Religion	6.1%	8.4%	8.1%	7.6%	7.8%	8.1%
Occupations in Art, Culture, Recreation and Sport	5.6%	3.9%	2.0%	3.6%	3.7%	3.3%
Sales and Service	27.4%	28.0%	24.9%	24.2%	26.7%	24.2%
Trades, Transport and Equipment Operators and Related occupations	15.1%	15.2%	14.9%	22.4%	15.9%	14.5%
Occupations Unique to Primary Industry	4.7%	3.8%	3.1%	4.5%	3.9%	3.5%
Occupations Unique to Processing, Manufacturing and Utilities	8.8%	6.0%	5.3%	4.0%	6.2%	6.1%

Source: 2006 PALS

**Data for Chart 4.2.1 Populations by total household income in 2005 for persons with disabilities by Census classification of "work limitation" and for persons without disabilities**

Household income (in quintiles)	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Low (Less than \$35,423)	35.8%	26.4%	25.9%	43.0%	32.9%	18.1%
Moderate (\$35,424 - \$58,837)	25.0%	22.1%	19.0%	22.2%	22.1%	19.7%
Middle (\$58,338 - \$83,257)	17.1%	19.3%	21.3%	16.2%	18.4%	20.2%
Upper (\$83,258 - \$117,781)	12.3%	18.2%	19.7%	12.0%	15.6%	20.6%
High (\$117,782 and more)	9.7%	13.9%	14.2%	6.5%	11.0%	21.2%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

**Data for Chart 4.2.2 Populations by total personal income in 2005 for persons with disabilities by Census classification of “work limitation” and for persons without disabilities**

Total personal income (in quintiles)	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
Low (Less than \$6,388)	23.8%	17.5%	16.5%	23.9%	20.4%	20.0%
Moderate (\$6,389 - \$17,990)	32.9%	23.3%	20.7%	43.3%	30.4%	18.6%
Middle (\$17,991 - \$32,807)	20.1%	20.7%	21.7%	16.7%	19.7%	20.0%
Upper (\$32,808 - \$53,070)	14.9%	19.5%	20.9%	10.2%	16.2%	20.5%
High (\$53,071 and more)	8.2%	19.0%	20.2%	5.8%	13.3%	20.9%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>	<b>18,915,200</b>

Source: 2006 PALS

**Data for Chart 4.2.3 Populations by employment income in 2005 for persons with disabilities by Census classification of “work limitation” and for persons without disabilities**

Employment income (in quintiles)	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school					Persons without disabilities
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total	
No employment income	205,500	152,800	106,600	504,000	968,900	3,305,500
<b>Some employment income</b>	<b>278,900</b>	<b>636,900</b>	<b>373,900</b>	<b>199,400</b>	<b>1,489,100</b>	<b>15,609,700</b>
Low (Less than \$8,629)	30.1%	22.6%	19.5%	49.3%	26.8%	19.4%
Moderate (\$8,630 - \$20,858)	24.1%	20.4%	18.8%	19.4%	20.6%	19.9%
Middle (\$20,859 - \$35,753)	22.0%	20.5%	20.1%	13.6%	19.7%	20.0%
Upper (\$35,754 - \$56,491)	15.0%	19.0%	21.2%	10.3%	17.6%	20.2%
High (\$56,492 and more)	8.8%	17.5%	20.4%	7.5%	15.3%	20.4%

Source: 2006 PALS

**Data for Chart 4.2.4 The research populations by selected sources of income related to disability in 2005 and Census classification of "work limitation"**

Selected sources of personal income related to disability	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Did not answer questions on sources of disability income	59,600	93,500	57,900	63,400	274,400
<b>Answered questions on sources of disability income</b>	<b>424,800</b>	<b>696,100</b>	<b>422,500</b>	<b>640,000</b>	<b>2,183,500</b>
Worker's Compensation	12.4%	8.3%	3.8%	7.0%	7.8%
CPP-D/QPP-D	18.1%	5.7%	5.4%	34.6%	16.5%
Private Disability Insurance benefit	11.9%	6.1%	3.9%	10.4%	8.0%
Motor Vehicle Accident Insurance Disability benefit	3.4%	1.5%	1.7%	2.4%	2.2%
Veteran's Affairs disability pension benefit	0.9%	0.9%	0.5%	1.0%	0.9%
Provincial/territorial or municipal social assistance	21.0%	10.4%	9.0%	24.8%	16.4%

Source: 2006 PALS

**Data for Table 4.3.1 The research populations by number of disabilities and Census classification of "work limitation"**

Number of disabilities	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Only "unknown" type of disability	1.4%	3.3%	5.2%	1.5%	2.8%
1	12.1%	19.9%	28.4%	8.7%	16.8%
2	13.8%	18.5%	22.2%	11.3%	16.3%
3	28.5%	27.3%	21.8%	29.6%	27.1%
4	19.0%	17.3%	12.2%	21.6%	17.9%
5	9.6%	7.9%	6.6%	12.5%	9.3%
6	7.6%	3.4%	2.4%	8.1%	5.4%
7	4.6%	1.5%	0.8%	3.4%	2.5%
8 or more	3.4%	0.9%	...	1.9%	1.5%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>
... Estimate too small to be reliable.					

Source: 2006 PALS

**Data for Table 4.3.2 The research populations by type of disability and Census classification of "work limitation"**

Nature of disability	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Seeing	21.4%	13.8%	16.6%	22.2%	18.2%
Hearing	17.5%	15.9%	32.1%	23.6%	21.6%
Speaking	18.8%	10.2%	7.0%	18.6%	13.7%
Mobility	67.9%	59.1%	45.7%	80.4%	64.3%
Agility	67.7%	57.5%	46.5%	75.7%	62.6%
Memory	18.3%	9.6%	7.2%	17.3%	13.1%
Learning	32.1%	19.6%	15.1%	20.9%	21.6%
Developmental	10.2%	3.9%	1.9%	5.7%	5.3%
Psychiatric	25.7%	19.6%	9.9%	25.5%	20.6%
Pain	75.2%	77.1%	61.6%	79.7%	74.4%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>

Source: 2006 PALS

**Data for Table 4.3.3 The research populations by origin of first limiting condition and Census classification of "work limitation"**

Origin of first disabling condition	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
A disease or illness	20.8%	19.0%	15.2%	23.2%	19.8%
Ageing	2.7%	6.7%	9.3%	9.5%	7.2%
Work conditions	9.4%	11.7%	11.3%	7.5%	10.0%
Stress	5.5%	6.1%	3.6%	5.4%	5.3%
An accident or injury	23.4%	25.2%	20.8%	22.2%	23.1%
Another cause	22.3%	18.2%	21.6%	18.9%	19.9%
Origin not provided	16.0%	13.1%	18.1%	13.4%	14.7%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>

Source: 2006 PALS

**Data for Table 4.3.4 The research populations by severity of disability and Census classification of “work limitation”**

Overall measure of severity of disability	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Mild	21.6%	42.5%	54.0%	22.1%	34.8%
Moderate	22.4%	28.1%	28.2%	22.6%	25.4%
Severe	35.9%	22.6%	14.2%	33.0%	26.6%
Very severe	20.0%	6.7%	3.6%	22.2%	13.2%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>

Source: 2006 PALS

**Data for Table 4.3.5 The research populations by underlying “episodic” condition as defined in the literature and Census classification of “work limitation”**

Underlying condition as defined in the literature	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
At least one of the 27 “episodic” conditions as defined in the literature	41.4%	46.7%	39.5%	54.4%	46.4%
Other “high” frequency conditions	51.4%	48.1%	51.4%	41.7%	47.6%
Low frequency conditions	0.9%	0.2%	0.4%	0.4%	0.4%
Underlying condition not provided	6.3%	5.0%	8.8%	3.5%	5.6%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>

Source: 2006 PALS

**Data for Chart 4.4.1 The research populations by labour force status and Census classification of “work limitation”**

Labour force status	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Employed	39.0%	64.9%	63.0%	8.4%	43.2%
Unemployed	5.0%	6.7%	4.4%	2.3%	4.6%
Not in the labour force	34.9%	17.1%	15.4%	40.9%	27.1%
Retired	13.5%	4.1%	10.9%	42.4%	18.2%
Labour force status unknown	7.5%	7.3%	6.4%	6.1%	6.8%
<b>Total</b>	<b>484,400</b>	<b>789,600</b>	<b>480,400</b>	<b>703,400</b>	<b>2,457,900</b>
Participation rate	44.0%	71.6%	67.4%	10.6%	47.9%

Source: 2006 PALS

**Data for Chart 4.5.1 The research populations by usual hours and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Usual hours worked	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
1 - 29 hours	27.7%	22.0%	18.3%	37.7%	22.8%
30 - 39 hours	21.3%	22.8%	25.3%	16.8%	22.9%
40 hours or more	51.1%	55.2%	56.4%	45.5%	54.3%
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>302,600</b>	<b>58,800</b>	<b>1,062,900</b>

Source: 2006 PALS

**Data for Table 4.5.2 The research populations by main reason for working less than 30 hours and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Main reason for working less than 30 hours per week	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Own illness, condition or disability	59.1%	34.7%	10.3%	43.5%	35.2%
Going to school	10.7%	12.7%	11.5%	3.6%	11.1%
Business conditions	8.5%	11.5%	24.1%	2.8%	12.9%
Could not find work with 30 or more hours per week	1.4%	3.8%	2.5%	1.9%	2.8%
Job is part-time/contract, more hours not available	6.4%	17.0%	15.8%	7.2%	13.5%
Don't want to work more than 30 hours	4.4%	6.8%	14.5%	7.7%	8.1%
Other	9.5%	13.5%	21.3%	33.3%	16.3%
<b>Total</b>	<b>52,300</b>	<b>113,000</b>	<b>55,400</b>	<b>22,100</b>	<b>242,700</b>

Source: 2006 PALS

**Data for Chart 4.5.3 The research populations by periods of unemployment and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Periods of unemployment in the past 12 months for persons who were employed at the time of the PALS interview	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
<i>No periods of unemployment</i>	<i>142,700</i>	<i>413,800</i>	<i>256,400</i>	<i>45,000</i>	<i>857,800</i>
<b>At least one period of unemployment</b>	<b>46,300</b>	<b>98,700</b>	<b>46,200</b>	<b>13,800</b>	<b>205,100</b>
One	57.1%	70.1%	70.1%	74.8%	67.5%
Two	15.1%	14.0%	11.0%	6.5%	13.1%
Three or more	25.5%	13.0%	16.9%	8.5%	16.4%
Number of periods of unemployment not provided	2.4%	2.9%	2.1%	10.2%	3.1%

Source: 2006 PALS

**Data for Chart 4.5.4 The research populations by longest period of unemployment and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview and who experienced some periods of unemployment**

Longest period of unemployment	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
<b>Total</b>	<b>46,300</b>	<b>98,700</b>	<b>46,200</b>	<b>13,800</b>	<b>205,100</b>
Under three months	32.2%	36.5%	65.0%	13.9%	40.5%
Three to five months	31.2%	29.2%	15.9%	11.8%	25.5%
Six months or more	36.1%	31.9%	16.3%	72.0%	32.0%
Length unknown	0.5%	2.3%	2.7%	2.3%	2.0%

Source: 2006 PALS

**Data for Chart 4.5.5 The research populations by impact on work ability and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Impact on work ability	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Because of condition, individual changed					
... kind of work he/she does	33.7%	33.1%	14.6%	31.6%	27.9%
... amount of work he/she does	37.2%	39.6%	16.9%	34.3%	32.4%
... job	25.4%	25.6%	12.8%	26.7%	22.0%
Condition limits kind or amount of work in present position	57.9%	50.7%	24.5%	47.2%	44.3%
Condition makes it very difficult to change jobs or advance in present job	30.2%	11.4%	6.2%	16.9%	13.6%
Condition makes it somewhat difficult to change jobs or advance in present job	16.5%	21.8%	13.9%	10.4%	18.0%
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>302,600</b>	<b>58,800</b>	<b>1,062,900</b>

Source: 2006 PALS

**Data for Chart 4.5.6 The research populations by ability to use education/skills/experience at present job and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Use of education, skills or work experience at present job	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Yes	57.0%	64.7%	69.1%	45.4%	63.5%
No	29.7%	19.2%	16.5%	19.8%	20.3%
No response	13.3%	16.1%	14.4%	34.8%	16.1%
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>302,600</b>	<b>58,800</b>	<b>1,062,900</b>

Source: 2006 PALS

**Data for Chart 4.5.7 The research populations by work-related training and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Work-related training	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Received classroom training	26.9%	29.7%	36.7%	21.3%	30.7%
Received informal training	28.1%	31.8%	34.0%	17.6%	31.0%
Received other training	14.9%	13.0%	14.0%	8.7%	13.4%
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>302,600</b>	<b>58,800</b>	<b>1,062,900</b>

Source: 2006 PALS

**Data for Chart 4.5.8 The research populations by work-related training and Census classification of “work limitation” for persons with disabilities who were employed at the time of the PALS interview**

Nature and extent of perceived disadvantage in the workplace because of condition	Census classification of “ work limitation “ – persons with disabilities reporting limitation at work/school				
	“Often”	“Sometimes”	“Never”	Concept not applicable	Total
Perception of disadvantage in workplace	38.6%	24.2%	11.8%	25.8%	23.3%
Perception that current employer or any potential employer would consider individual to be disadvantaged in workplace	40.9%	31.1%	16.4%	33.2%	28.8%
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>302,600</b>	<b>58,800</b>	<b>1,062,900</b>

Source: 2006 PALS

**Data for Table 4.5.9 The research populations by perceived discrimination and Census classification of "work limitation" for persons with disabilities who were employed at the time of the PALS interview**

Nature and extent of perceived discrimination in the workplace	Census classification of "work limitation" - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
<b>Total</b>	<b>189,000</b>	<b>512,500</b>	<b>302,600</b>	<b>58,800</b>	<b>1,062,900</b>
1. Been refused an interview – number (%)	20,300 (10.7%)	27,800 (5.4%)	3,900 (1.3%)	6,000 (10.2%)	58,000 (5.5%)
Number of times - once	13.3%	16.2%	19.4%	...	14.0%
- two to four times	44.3%	39.9%	34.8%	39.7%	41.2%
- five or more times	36.0%	39.6%	45.8%	...	40.7%
2. Been refused a job – number (%)	26,400 (14.0%)	38,200 (7.5%)	9,300 (3.1%)	6,700 (11.3%)	80,500 (7.6%)
Number of times - once	33.7%	32.5%	42.6%	14.9%	32.5%
- twice	35.2%	44.0%	28.1%	63.8%	41.0%
- three or more times	30.7%	22.8%	25.5%	20.9%	25.5%
3. Been refused a promotion – number (%)	21,800 (11.5%)	27,600 (5.4%)	6,900 (2.3%)	1,200 (2.0%)	57,400 (5.4%)
Number of times - once	33.0%	58.3%	64.2%	...	49.3%
- two or more times	67.0%	41.7%	35.8%	...	50.7%
4. Given less responsibility – number (%)	21,900 (11.6%)	32,100 (6.3%)	8,100 (2.7%)	4,300 (7.3%)	66,300 (6.2%)
Number of times - once	19.2%	20.2%	22.4%	9.6%	19.5%
- twice	31.5%	35.5%	31.9%	18.0%	32.7%
- three or more times	41.1%	32.4%	20.6%	71.4%	36.5%
5. Denied accommodation – number (%)	7,700 (4.1%)	16,000 (3.1%)	6,900 (2.3%)	1,500 (2.6%)	32,200 (3.0%)
Number of times - once	63.6%	41.3%	59.1%	...	51.2%
- two or more times	36.4%	58.7%	40.9%	...	48.8%
6. Paid less than co-workers – number (%)	16,400 (8.7%)	23,700 (4.6%)	12,800 (4.2%)	1,600 (2.8%)	54,500 (5.1%)
Number of times - once	36.0%	32.5%	29.1%	...	33.6%
- twice	21.3%	32.5%	21.3%	...	26.6%
- three or more times	26.8%	21.9%	26.5%	...	23.9%
7. Denied work-related benefits – number (%)	5,000 (2.6%)	11,600 (2.3%)	...	...	20,000 (1.9%)
Number of times - once	52.0%	59.5%	...	...	52.5%
- two or more times	48.0%	40.5%	...	...	47.5%
8. Exposed to discrimination – number (%)	17,000 (9.0%)	40,000 (7.8%)	14,100 (4.7%)	6,500 (11.1%)	77,700 (7.3%)
Number of times - once	12.9%	24.5%	29.6%	21.9%	22.7%
- twice	33.5%	33.8%	20.3%	16.7%	29.9%
- three or more times	47.6%	37.8%	49.0%	61.4%	43.9%
... Estimate too small to be reliable.					

Source: 2006 PALS

**Data for Table 4.6.1 The research populations by number of jobs in the past 12 months and Census classification of “work limitation” for persons with disabilities who were unemployed at the time of the PALS interview**

Number of jobs in the past 12 months	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Total unemployed	24,400	52,900	21,000	15,800	114,200
No jobs in the past 12 months	13,300	21,600	4,400	11,700	51,100
<b>At least one job in the past 12 months</b>	<b>11,100</b>	<b>31,300</b>	<b>16,600</b>	<b>4,100</b>	<b>63,100</b>
One job	73.0%	48.9%	64.2%	47.6%	57.1%
Two jobs	19.8%	35.5%	18.6%	...	28.2%
Three or more jobs	7.2%	15.7%	13.7%	...	13.8%
... estimate too small to be reliable.					

Source: 2006 PALS

**Data for Chart 4.6.2 The research populations by impact on work ability in the past 12 months and Census classification of “work limitation” for persons with disabilities who were unemployed at the time of the PALS interview**

Impact on work ability	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Condition limits kind or amount of work	66.8%	63.5%	60.4%	69.9%	64.5%
Condition limits ability to look for work	52.0%	42.2%	30.4%	59.5%	44.5%
<b>Total</b>	<b>24,400</b>	<b>52,900</b>	<b>21,000</b>	<b>15,800</b>	<b>114,200</b>

Source: 2006 PALS

**Data for Chart 4.6.3 The research populations by preference for type of employment and Census classification of “work limitation” for persons with disabilities who were unemployed at the time of the PALS interview**

Type of employment	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Either full-time or part-time	18.1%	13.3%	23.3%	25.1%	17.8%
Full-time only	49.8%	52.5%	63.7%	36.5%	51.8%
Part-time only	29.7%	33.5%	11.2%	36.5%	29.0%
Type of employment sought not provided	2.4%	0.7%	1.8%	1.9%	1.5%
<b>Total</b>	<b>24,400</b>	<b>52,900</b>	<b>21,000</b>	<b>15,800</b>	<b>114,200</b>

Source: 2006 PALS

**Data for Chart 4.6.4 The research populations by work-related training and Census classification of “work limitation” for persons with disabilities who were unemployed at the time of the PALS interview**

Work-related training	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Received classroom training	21.5%	9.8%	8.1%	12.4%	12.3%
Received informal training	18.2%	33.5%	33.6%	16.8%	27.9%
Received other training	16.0%	13.7%	8.1%	11.4%	12.8%
<b>Total</b>	<b>24,400</b>	<b>52,900</b>	<b>21,000</b>	<b>15,800</b>	<b>114,200</b>

Source: 2006 PALS

**Data for Chart 4.6.5 The research populations by perceived disadvantage in the workplace and Census classification of “work limitation” for persons with disabilities who were unemployed at the time of the PALS interview**

Nature and extent of perceived disadvantage in the workplace because of condition	Census classification of “ work limitation “ – persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Perception of disadvantage in workplace	49.6%	37.6%	28.5%	39.8%	38.7%
Perception that current employer or any potential employer would consider individual to be disadvantaged in workplace	46.3%	28.2%	32.5%	38.7%	34.3%
<b>Total</b>	<b>24,400</b>	<b>52,900</b>	<b>21,000</b>	<b>15,800</b>	<b>114,200</b>

Source: 2006 PALS

**Data for Table 4.6.6 The research populations by perceived discrimination in the workplace and Census classification of “work limitation” for persons with disabilities who were unemployed at the time of the PALS interview**

Nature and extent of perceived discrimination in the workplace	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
<b>Total</b>	<b>24,400</b>	<b>52,900</b>	<b>21,000</b>	<b>15,800</b>	<b>114,200</b>
Been refused an interview – number (%)	5,200 (21.3%)	5,100 (9.6%)	4,400 (20.7%)	3,400 (21.4%)	18,000 (15.8%)
Been refused a job – number (%)	7,600 (31.1%)	9,200 (17.4%)	4,200 (19.8%)	4,200 (26.5%)	25,200 (22.1%)
Exposed to discrimination – number (%)	4,300 (17.6%)	5,200 (9.8%)	2,100 (10.1%)	3,000 (18.8%)	14,600 (12.8%)

Source: 2006 PALS

**Data for Chart 5.1 and Table 5.2 Persons with disabilities with intermittent absences from employment during the 12 months previous to the PALS interview, by age, sex and Census classification of "work limitation"**

Sex	Age groups	Census classification of "work limitation" - persons with disabilities reporting limitation at work/school				
		"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Females	15 - 24	17.4%	14.1%	11.5%	...	13.6%
	25 - 34	13.0%	12.0%	10.2%	23.8%	12.9%
	35 - 44	23.0%	26.3%	26.2%	...	24.7%
	45 - 54	28.7%	35.9%	30.6%	37.7%	33.5%
	55 - 64	17.8%	11.7%	21.5%	...	15.3%
	<b>15 - 64</b>	<b>25,200</b>	<b>67,000</b>	<b>30,500</b>	<b>12,100</b>	<b>134,800</b>
Males	15 - 24	18.3%	18.7%	14.9%	...	17.9%
	25 - 34	16.8%	15.9%	9.3%	...	14.4%
	35 - 44	15.4%	21.7%	13.6%	...	18.2%
	45 - 54	36.9%	30.5%	43.5%	...	34.5%
	55 - 64	12.6%	13.2%	18.7%	...	15.1%
	<b>15 - 64</b>	<b>32,300</b>	<b>63,100</b>	<b>32,300</b>	<b>5,800</b>	<b>133,500</b>
Both sexes	15 - 24	17.9%	16.3%	13.2%	12.9%	15.7%
	25 - 34	15.1%	13.9%	9.8%	20.6%	13.6%
	35 - 44	18.7%	24.1%	19.7%	17.5%	21.5%
	45 - 54	33.3%	33.3%	37.3%	30.0%	34.0%
	55 - 64	14.9%	12.4%	20.1%	19.0%	15.2%
	<b>15 - 64</b>	<b>57,400</b>	<b>130,100</b>	<b>62,700</b>	<b>18,000</b>	<b>268,200</b>
... Estimate too small to be reliable						

Source: 2006 PALS

**Data for Table 5.3 Persons with disabilities with intermittent absences from employment during the 12 months previous to the PALS interview, by highest level of schooling and Census classification of "work limitation"**

Highest level of schooling	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Highest level of schooling					
No high school certificate	17.6%	24.5%	25.4%	22.2%	23.1%
High school certificate	29.8%	25.7%	24.5%	19.9%	25.9%
Registered apprenticeship or other trade certificate	12.4%	11.5%	13.9%	15.9%	12.5%
College, CEGEP or other non-university certificate	16.3%	16.3%	18.5%	16.9%	16.9%
Some university	23.9%	22.0%	17.7%	24.5%	21.6%
<b>Total</b>	<b>57,400</b>	<b>130,100</b>	<b>62,700</b>	<b>18,000</b>	<b>268,200</b>

Source: 2006 PALS

**Data for Table 5.4 Persons with disabilities with intermittent absences from employment during the 12 months previous to the PALS interview, by type of disability and Census classification of "work limitation"**

Nature of disability	Census classification of " work limitation " - persons with disabilities reporting limitation at work/school				
	"Often"	"Sometimes"	"Never"	Concept not applicable	Total
Seeing	20.7%	16.7%	16.9%	13.9%	17.4%
Hearing	26.9%	19.8%	37.2%	15.7%	25.1%
Speaking	12.4%	11.5%	9.4%	4.5%	10.8%
Mobility	53.1%	52.2%	40.6%	63.1%	50.4%
Agility	53.8%	55.1%	40.4%	40.9%	50.4%
Memory	9.7%	11.0%	7.2%	6.1%	9.5%
Learning	20.5%	27.3%	18.6%	13.8%	22.9%
Developmental	3.7%	4.1%	1.3%	2.8%	3.3%
Psychiatric	16.1%	23.5%	10.7%	26.2%	19.1%
Pain	77.8%	78.0%	58.8%	79.7%	73.6%
<b>Total</b>	<b>57,400</b>	<b>130,100</b>	<b>62,700</b>	<b>18,000</b>	<b>268,200</b>

Source: 2006 PALS

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