

EPISODIC DISABILITIES

Episodic disabilities (EDs) are long-term conditions characterized by periods of good health interrupted by periods of illness and disability.

These periods may vary in:



Intensity

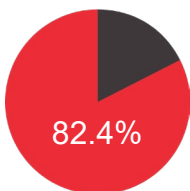


Length

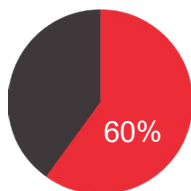


Predictability

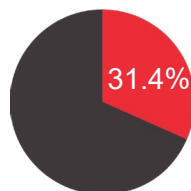
People with Episodic Disabilities in CANADA



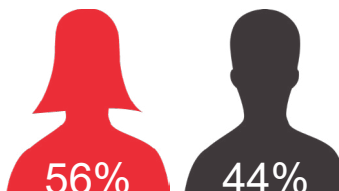
1.9 million or 82.4% of people with a disability had a chronic health condition that was episodic.



2.283 million working age Canadians, age 18 – 64, with a disability.



31.4% people living with an episodic disability are aged 18-44.



More women than men (56% vs 44%) have an episodic disability.



Almost 800,000 Canadians with EDs (32.3%) report having a mental health condition such as depression or anxiety that typically occurs with one or more physical disabilities.

= 10k Canadians

People with Episodic Disabilities in the Canadian Workplace and Associated Accommodations

In 2012, among working-age adults in Canada aged 18 to 64 years with EDs...

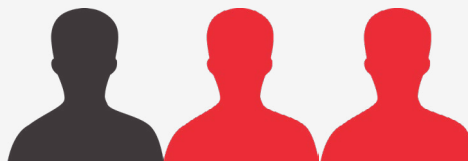


39.2% of employees with EDs have a college certificate or diploma.

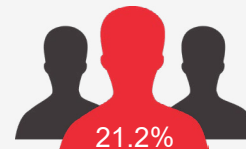
20% have a university degree.



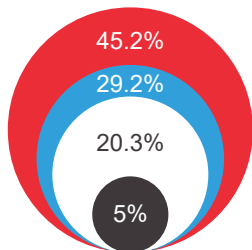
77% are employed on a full-time basis.



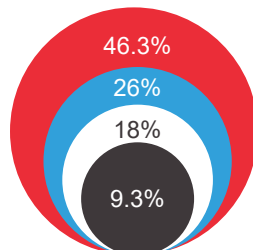
Approximately two thirds (462,300) of employees disclosed their condition to their employer or supervisor.



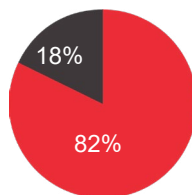
21.2% Identify as a manager or professional.



■ Employed
■ Not Employed / Could work w. Flexibility
■ Retired
■ Unemployed / Seeking Work



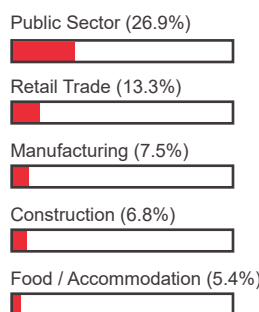
■ Employed 12 years or longer
■ Employed 1 - 2 years
■ Employed 3 - 5 years
■ Employed 5 - 12 years



Of the 854,000 Canadians with EDs who worked at a job or business in 2012:

■ Employed by Employer
■ Self-Employed

Employment sectors of Canadians with EDs:



Gaps in the Research

Little is known about how employers, supervisors and co-workers respond to employees' needs for intermittent accommodations – and especially what creative solutions support their ongoing effectiveness in the workplace.

We also know little about the barriers employers and employees with EDs face that could be addressed through changes in employer-provided benefit programs or short-term disability policies.

Another gap in our knowledge is how to best support small businesses and non-profit organizations in their efforts to accommodate people with episodic disabilities.

Resources

More information on episodic disabilities in the Canadian workplace can be found on the following websites:

From Invisibility to Inclusion: Episodic Disability in the Ontario Workplace
invisibility2inclusion.ca

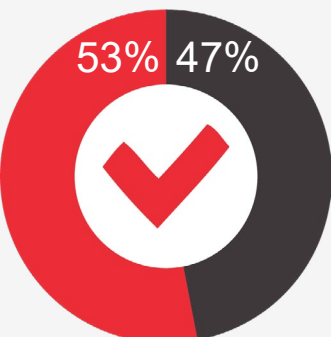
Episodic Disabilities Employment Network
edencanada.ca

Realize | Réaliser
realizecanada.com

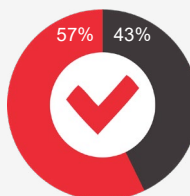


Structural accommodations in the workplace were required for only 16% of employees with EDs in 2012.

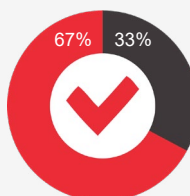
Structural accommodations are physical modifications to the workspace that provide physical access and may include an accessible elevator, ramps, or another physical modification.



■ Required Accommodation
■ Did Not Require Accommodation



■ Requested Personal Accommodation
■ Did Not
Personal accommodations are requests such as a special chair or a modified work station.



■ Requested Soft Accommodation
■ Did Not
Soft accommodations are requests such as modified hours or days or reduced work weeks and/or the opportunity to work from home at times.