

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

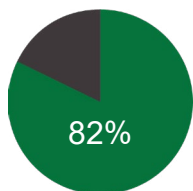


Length

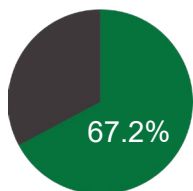


Predictability

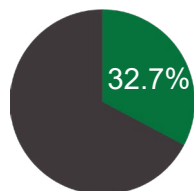
People with Episodic Disabilities in ONTARIO



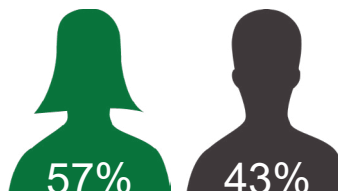
82% of Ontarians living with a disability had a chronic health condition that was episodic.



67.2% of Ontarians living with an episodic disability are aged 45 – 64.



32.7% of Ontarians living with an episodic disability are aged 18 - 44.



More women than men (57% vs 43%) have an episodic disability.



Almost 385,000 Ontarians with ED (45.5%) report having a mental health condition such as depression or anxiety that typically occurs with one or more physical disabilities.

= 5k Ontarians

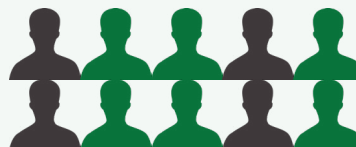
People with Episodic Disabilities in the Ontario Workplace and Associated Accommodations

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

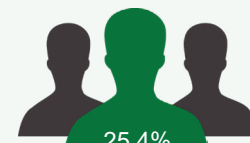


Almost six out of ten Ontario employees with EDs have a post-secondary credential with those with a college certificate or diploma outnumbering those with a university degree, three to two.

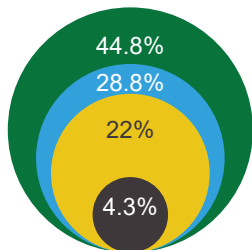
79.5% of employees work on a full-time basis.



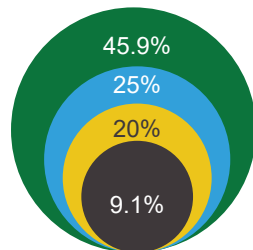
Almost 60% (188,200) of employees in Ontario with EDs disclosed their condition to their employer or supervisor.



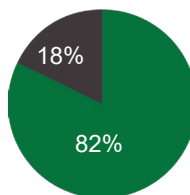
25.4% Identify as a manager or professional.



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



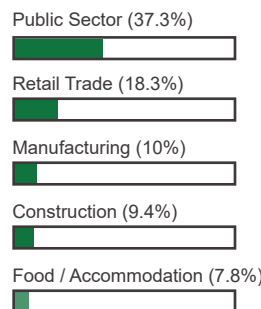
■ Employed 12 years or longer
■ Employed 1 - 2 years
■ Employed 3 - 5 years
■ Employed 5 - 12 years



Of the 382,700 Ontarians with EDs who worked at a job or business in 2012:

■ Employed by Employer
■ Self-Employed

Employment sectors of Ontarians 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

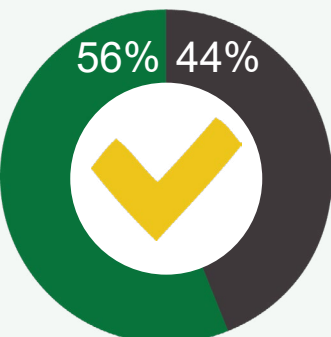
Episodic Disabilities Employment Network
edencanada.ca

Realize | Réaliser
realizecanada.com

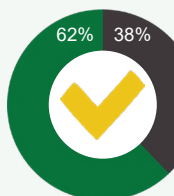


Structural accommodations in the workplace were required for only 21% of employees with EDs in 2012.

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

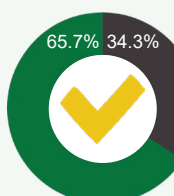


■ Required Accommodation
■ Did Not Require Accommodation



■ 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.