



PEOPLE EXPERIENCING DISABILITY WITH EPISODIC LIMITATIONS: THE IMPACT ON THEIR EXPERIENCE IN THE WORKPLACE

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Contents

Executive Summary..... 2

Introduction 4

Literature Review..... 4

Work Capacity..... 5

Disclosure..... 6

Stigma and Discrimination 6

Income and Employment Insecurity 7

Workplace Accommodation 8

Identifying the Population Experiencing Disability with Episodic Limitations in Surveys 10

Findings – Demographic Characteristics 12

Findings – Disability Characteristics 12

Findings – Labour Force Characteristics 15

The Employed..... 16

Work Capacity..... 18

Workplace Discrimination 21

Disclosure..... 22

Need for Workplace Accommodation (WPA)..... 23

Potential Workers..... 27

Conclusion 28

Appendix A – Types of Workplace Accommodations 29

Appendix Tables..... 30

References..... 35

Executive Summary

People experiencing disability with episodic limitations (that is, when the frequency and intensity of the limitations fluctuate) sometimes face unique challenges when trying to obtain and retain employment, and the nature of their limitations often impacts their work capacity in unpredictable ways. Following an overview of recent literature related to work capacity, disclosure, stigma and discrimination, income and employment insecurity, and workplace accommodations as they relate to people experiencing disability with episodic limitations, this report analyzes data from the 2017 Canadian Survey on Disability, specifically looking at differences between two populations experiencing disability and their experiences in the workplace: individuals with episodic limitations and those with continuous limitations.

According to the 2017 Canadian Survey on Disability (2017 CSD), there are 3,727,920 Canadians experiencing disability aged 25 to 64 years.

Almost two-thirds (62%) of the total working aged (25 to 64) Canadian population experiencing disability say that they experience disability with episodic limitations. The data tell us that, across all ages within the 25 to 64 age group, the employment rate for people experiencing disability with episodic limitations is 54%, compared to 59% for people experiencing disability with continuous limitations.

Comparisons between these two groups reveal similarities and differences. Of particular importance is people experiencing disability with episodic limitations are considerably less likely to be employed as they age—and this is particularly true among females experiencing disability with episodic limitations. Only 36% of people aged 55–64 with disabilities who experience episodic limitations were employed at a job or business in 2017.

Twenty percent of employed people experiencing disability with episodic limitations work part time (less than 30 hours per week), compared to 16% of people experiencing disability with continuous limitations. The difference is even more pronounced amongst females: 27% and 20%, respectively.

Approximately one-third of both groups report that they are under-employed and/or are working at a job that requires less education than they have.

Almost two-thirds (63%) of employed people experiencing disability with episodic limitations report an impact on their ability to work; this figure is 52% for employed people experiencing disability with continuous limitations. For those employed people experiencing disability with episodic limitations, this meant they changed the kind of work they could do (20%), changed the amount of work they could do (32%), changed jobs because of their health condition(s) (20%), or were absent for one month or more because of their health condition(s) (31%).

Forty-three percent of employed people experiencing disability with episodic limitations said they require at least one workplace accommodation compared to 31% among people experiencing disability with continuous limitations. Among the population of employed people experiencing disability with episodic limitations who report they need a

workplace accommodation, 36% say they require flexible work arrangements (modified or different duties, being able to work from home, and/or being able to modify their work schedules or reduce their hours when needed).

Seventy percent of people experiencing disability with episodic limitations report having their request for flexible work arrangements met. This figure is similar (66%) for people experiencing disability with continuous limitations.

The 2017 CSD data indicate that there are 644,650 people experiencing disability aged 25–64 who could be classified as potential workers. Two thirds of that population are people with episodic limitations.

The COVID-19 pandemic fundamentally changed how and where many people work, with remote work and flexible schedules becoming the norm for many. When data from the 2022 Canadian Survey on Disability are released in late 2023, this report will serve as a benchmark to measure the changes in workplace experiences for the Canadian population experiencing disability with episodic limitations.

Introduction

There is growing awareness of the necessity to recognize the unpredictable and fluctuating needs of people experiencing disability with episodic limitations that affect their ability to obtain and retain employment. Some people experiencing disability with episodic limitations have found employers who have developed a workplace culture that supports and accommodates (when required) their full inclusion as valued employees. Others are not so fortunate and, as a result, experience scrutiny and stigmatization in the workplace, under-employment, precarious employment, and, often, frequent periods of unemployment. Others who are unable to secure employment often find themselves excluded from income support programs that are based on a presumption of long-term and continuous limitations.

From InVisibility to Inclusion (i2i) is a five-year project that unites researchers from different academic disciplines, business professionals, and members of the arts community in a collaborative project designed to obtain a comprehensive understanding of the multi-faceted issues facing people experiencing disability with episodic limitations. The project is designed to:

- gather information about the employment and income security experiences of people experiencing disability with episodic limitations, through an analysis of national survey data as well as in-depth interviews and participatory video-making methods;
- share experiential knowledge and expert perspectives on navigating employment and income support; and
- develop recommendations for changing laws, policies, and programs to better support people who experience disability with episodic limitations and promote more effective means to support their full inclusion.

This report includes a literature review and statistical analysis of the data from the Statistics Canada 2017 Canadian Survey on Disability.

Literature Review

Over the last decade, research related to people experiencing disability with episodic limitations has emerged as a critical area of work disability policy. There is a growing understanding that many people experience disability episodically and that the episodic nature of their disability impacts their work capacity in unpredictable ways (Furrie, 2010). During the past 12 years, research has begun to emerge that specifically addresses disability with episodic limitations in the context of employment, beginning with the publication of two seminal literature reviews. Lysaght et al. (2011) conducted a literature review on intermittent work capacity (IWC) resulting from disability with episodic limitations that focused on the challenges related to the worker (a person experiencing disability with episodic limitations), the employer, the employment context, and the larger social environment. They found the impact of disability with episodic limitations on work capacity and employment was influenced by a multitude of factors that varied across individuals and circumstances, including

- the clinical course of the condition,
- the individual and their ability to manage their condition,
- the nature of the work and characteristics of the workplace, including the capacity to implement appropriate accommodations and employers' attitudes towards disability, and
- the broader labour market and economic conditions.

Simultaneously, Smith Fowler (2011) conducted a literature review exploring how disability with episodic limitations has been defined in the literature, the extent and nature of labour force attachment by people experiencing disability with episodic limitations, systemic and structural factors that impact their employment experiences, and innovative and promising practices.

These reviews noted that, although much is known about disability with episodic limitations and employment, the term “episodic disability” was only beginning to infiltrate the literature. In 2013, Furrie explored definitions of “episodic disability” in the context of employment, and highlighted the many ways it has been defined, as well as the similarities and differences across definitions. Common across definitions is the notion of reoccurring and unpredictable changes in health status that impact employment.

The literature review included in this report focusses on employment issues faced by people experiencing disability with episodic limitations. It is organized under five headings: work capacity, disclosure, stigma and discrimination, income and employment insecurity, and workplace accommodation. The review provides the framework for the analysis of data from the 2017 Canadian Survey on Disability (CSD), the most recent national survey conducted by Statistics Canada that affords the opportunity to explore the workplace experiences of people experiencing disability with episodic limitations.

Work Capacity

People experiencing disability with episodic limitations live with health conditions that result in symptoms that vary in severity, duration, and predictability (Canadian Working Group on HIV and Rehabilitation, 2011; Furrie, 2010) that, at times, impact individuals' productivity and capacity to work (Vick, 2014). Periods of diminished capacity may require days off work, a reduction in work hours, and/or adjustments to work expectations. Intermittent reduced work capacity is influenced by a multitude of factors. In part, the underlying health conditions themselves produce disabling effects, such as pain and fatigue (Galloway et al., 2021; Lysaght et al., 2011; Michaud et al., 2019). Work conditions such as job demands (Carolan et al., 2020), co-worker attitudes towards disability (Ostrow et al., 2018), and an employer's willingness to implement appropriate accommodations (Gignac et al., 2018) can improve or worsen the impact of episodic disability (Carolan et al., 2020; Fan et al., 2019; Lysaght et al., 2011; Nelson et al., 2016; Rose et al., 2017).

Exacerbations to disability can lead to decreased productivity through rising rates of absenteeism and presenteeism (Enns et al., 2018; Gerhard et al., 2020). Unfortunately, workplace accommodation policies are typically designed around categories of

temporary sickness (e.g., a limited number of paid or unpaid sick days) or stable disability (longer periods of leave) that do not account for fluctuating illness (Baran & Carter, 2019; May et al., 2019). As a result, many of the stated needs of employees with health conditions that result in disability with episodic limitations go unrecognized or unaddressed (May et al., 2019; Vick, 2012a).

Disclosure

To receive workplace modifications, employees are often required to disclose that they experience disability and require accommodation (Prince, 2015; Toth & Dewa, 2014). In this formal disclosure process, employees can choose the information they reveal. They can disclose their health condition, the impairment effects they experience, and/or only the accommodations they require (MacDonald-Wilson et al., 2011)

In addition, people experiencing disability with episodic limitations sometimes make “everyday disclosures” to co-workers as a way of managing their relationships in light of the fluctuating nature of their condition (Oldfield et al., 2015).

Sometimes disclosure experiences are positive (Dewa et al., 2010) insofar as they grant people experiencing disability with episodic limitations access to accommodations and protection under human rights legislation, provide a sense of emotional relief (Martinez & Hebl, 2016; Stutterheim et al., 2017), and prevent misunderstandings amongst co-workers about accommodations or disability effects (Oldfield et al., 2016). Revealing and discussing disability with episodic limitations can also challenge stereotypes and negative perceptions of disability in the workplace (Gignac et al., 2021).

Disclosure experiences can also create employment risks for people experiencing disability with episodic limitations (Prince, 2015). The potential for disbelief, suspicion, and discrimination may lead employees experiencing disability with episodic limitations to fear disclosing or identifying their need for accommodations (Stergiou-Kita et al., 2016; Vick, 2012a). As such, workers experiencing disability with episodic limitations often consider the quality of workplace relationships, work climate, and organizational culture in deciding if, what, and to whom to disclose. Workers also develop strategies to minimize their risks, such as only confiding in trusted colleagues or carefully choosing their timing (MacDonald-Wilson et al., 2011). In addition to fearing possible consequences, some employees experiencing disability with episodic limitations also decide not to disclose due to privacy concerns or the fact that they do not see disclosure as necessary.

Stigma and Discrimination

Employment risks for people experiencing disability with episodic limitations can be magnified when their underlying health condition is not yet well understood by medicine and/or when they are otherwise viewed negatively by employers and co-workers (Brouwers, 2020; Moss & Teghtsoonian, 2008; Oldfield et al., 2018; Stergiou-Kita et al., 2016; Toye et al., 2016). For example, stigma has been recognized as a significant barrier to addressing issues related to mental health in the workplace (Brouwers, 2020; Elraz, 2018; Yoshimura, Bakolis & Henderson, 2018). Co-workers may consider

colleagues who experience disability with episodic limitations as a result of a mental health condition as being less productive, competent, or reliable (Brohan et al., 2012; Munir et al., 2005; Vick, 2014), or they may perceive them as lazy or deserving of pity (Kristman et al., 2014; Stone et al., 2013). Employees who experience disability with episodic limitations may also be subject to excessive monitoring and scrutiny (Gignac et al., 2021; MacDonald-Wilson et al., 2011; Oldfield, 2016), harassment (Jones et al., 2018; von Schrader et al., 2014), and layoffs or contract non-renewal (Beatty, 2006; Brouwers, 2020).

Experiences of discrimination—even if seemingly subtle—impact employee performance and can even result in workers experiencing disability with episodic limitations quitting their jobs or leaving the workforce entirely (Crom et al., 2018; Rose et al., 2017). To create more welcoming workplaces and protect employees' health, employers can adopt workplace policies that reflect relevant legislation, research, and best practices on the inclusion of workers experiencing disability with episodic limitations (Realize, 2020). Education aimed at improving knowledge of disability to reduce stigma is recognized as particularly effective in facilitating the employment of people experiencing disability (Ebuenyi et al., 2020).

Income and Employment Insecurity

Left unaddressed, workplace stigma and discrimination can contribute to the over-representation of people experiencing disability with episodic limitations among the unemployed, as well as among those engaged in insecure, precarious employment, including part-time, temporary, contract, and/or gig work (Annequin et al., 2016; Solomon et al., 2018; Wilton, 2006). While part-time work can address workers' need for greater flexibility in terms of hours and scheduling, these roles rarely include extended health benefits (Furrie et al., 2016; Meredith & Chia, 2015; Lewchuk et al., 2014). As a result, people with health conditions that result in disability with episodic limitations often are left to spend a larger share of their wages on health care costs (Okediji et al., 2017). Workers in temporary and part-time roles are also less likely to have access to the benefits of union membership, including higher wages (Lewchuk, 2017), health and safety protocols (Tran & Sokas, 2017), training, job security, and collectively negotiated contracts. Individuals employed on an on-call basis and as "gig workers" also may not be covered by labour law protections, including provincial occupational health and safety laws and labour standards (Facey & Eakin, 2010).

Insecure employment can further exacerbate the financial instability of people experiencing disability with episodic limitations (Jennum et al., 2021). Workplace leave policies, such as paid or unpaid sick days/leaves, are not always extended to temporarily employed or part-time workers (Heymann et al., 2020). When excluded from leave policies, people experiencing disability with episodic limitations must negotiate between their health and their financial needs (Jammaers & Williams, 2021). During longer periods of illness, insecurely employed people are also less likely to meet the demanding eligibility requirements for Employment Insurance (EI) Sickness Benefits (Baran & Carter, 2019). Quickly expiring benefits and financial pressures inhibit recovery by adding to workers' anxiety and distress. As such, a growing chorus of

stakeholders in Canada have called for the provision of paid sick leave for all employees and an expansion of the EI Sickness Benefit to 26 weeks, not only to keep pace with the leave policies of other OECD countries, but also to accommodate conditions, such as cancer, which require longer periods of recovery (Baran & Carter, 2019).

Beyond workplace leave policies, people experiencing disability with episodic limitations can be altogether excluded from the labour market and must navigate “excessive, obstructive, and penalizing bureaucracy from social institutions, leading to destitution” (Whittle et al., 2017, p. 181) to access income replacement support. People with health conditions that result in disability with episodic limitations are regularly denied disability income support due to out-dated definitions of disability that disregard intermittent work capacity (Lightman et al., 2009; Stapleton & Tweddle, 2008; Vick, 2012b). Yet, even when approved for disability benefits, income replacement rates are deeply inadequate and strictly limit outside earnings (Lahey et al., 2021; Peter & Polgar, 2020).

To better accommodate the needs of people experiencing disability with episodic limitations, disability income replacement program eligibility criteria could be redefined to allow for increased flexibility to move on and off income replacement as needs fluctuate (Antao et al., 2013; Fowler, 2011). Because part-time work is more accessible for some people experiencing disability with episodic limitations but may not provide enough money to live on (Oldfield, 2015; Palstam et al., 2013), disability income replacement programs—whether public or private (Cameron & Chouinard, 2014; Palstam et al., 2013; Stone et al., 2013)—could serve as a means of supplementing employment earnings.

Workplace Accommodation

Although workplace accommodations play an important role in facilitating access to employment for workers experiencing disability with episodic limitations, they are not always made available. Many employees who need workplace accommodations do not request them (Paulides et al., 2020; Till et al., 2015). Research has shown that between one-third and two-thirds of workers experiencing disability with episodic limitations who do seek formal accommodations—most often involving modifications to duties or scheduling—do not receive them (Jetha et al., 2021; Paulides et al., 2020; Stone et al., 2014). Many accommodation policies are designed to address stable disability or temporary illness and do not cover the specific needs of people experiencing disability with episodic limitations (Episodic Disabilities Network, 2015). In the absence of formal accommodations, workers use creative strategies to cope (Rathbun-Grubb, 2021; Smyth et al., 2016).

Accommodating intermittent work capacity can be challenging, but employers can build predictability within the unpredictable by anticipating needs, establishing contingency plans (Lysaght et al., 2011), and leveraging existing workplace communication channels and supervisory relationships (Nelson et al., 2016). The most commonly required accommodations are flexible work arrangements, including work from home and flexible hours (Furrie et al., 2016; Jetha et al., 2018). Until recently, these arrangements have often been seen as challenging to implement, as they can impact workflows, leading to

conflict between workers experiencing disability and their co-workers if the co-workers perceive accommodation-related changes as unfair (Tulk et al., 2021). They may also be perceived by co-workers as “perks” rather than necessary accommodations, which can give rise to resentment (Dunstan & MacEachen, 2014).

The COVID-19 pandemic revealed the possibility of doing things differently.

Until the COVID pandemic happened, many employers resisted implementing policies and practices such as work-from-home arrangements and flexible hours—exactly those most needed to facilitate the inclusion of workers experiencing episodic health conditions (Hickox & Liao, 2020; Schur et al., 2021). However, as the COVID-19 pandemic has shown, it is possible to implement flexible working arrangements on a more widespread basis (Brown et al., 2021). Allowing all staff to benefit from flexible work arrangements improves morale and work performance and reduces stigma for employees experiencing disability with episodic limitations (Gignac et al., 2018; Tompa et al., 2015). In addition, flexible policies and practices are proving to be not only critical to help employers adjust to unforeseen circumstances, like the challenges of a global pandemic, but essential to attract and retain workers in a time of labour shortages and to support employees’ health and work-life balance.

As well, widespread changes to income replacement policies during the COVID-19 pandemic could contribute to improvements in accessibility going forward. The creation of CERB/CRB and Enhanced EI, for example, reflect our capacity to implement more robust, widely available, and adequate income support programs (Rice et al., 2021). Early research on the impact of CERB/CRB suggests similar benefits to those of universal basic income programs, including reported improvements in health and work participation (Achou et al., 2020). In addition, experiences during the pandemic underscored the need for public policies on paid sick days to protect workers’ health and has highlighted the importance of provisions to support the growing number of gig workers who are currently excluded from coverage under most employment standards legislation and from EI provisions.

Much has happened in the years since the data were collected in the 2017 CSD. The COVID-19 pandemic has affected Canadians’ physical and mental health, employment, and income security. Indeed, a considerable number of Canadians are living with disability due to complications of long-COVID or ongoing impacts on their mental health (Brown & O’Brien, 2021; Ledford, 2021). Beyond the emergence of new forms of episodic disability, people with existing disabilities have been disproportionately susceptible to stress and health complications related to COVID-19 (Lund et al., 2020) and the resulting inequities in the labour market (Bambra et al., 2021; Jetha et al., 2021). As pandemic restrictions lift, people experiencing disability with episodic limitations may, once again, be excluded from employment by arbitrary policies such as mandatory in-office attendance, thus requiring workers to choose between endangering their health by going to work or losing their jobs and income (Bambra et al., 2021; Dorfman, 2021).

Identifying the Population Experiencing Disability with Episodic Limitations in Surveys

Canada has been at the forefront in collecting data on the impact on the lives of people experiencing disability when attempting to participate in life activities such as going to school and working. Beginning with the 1983/84 Canadian Health and Disability Survey (CHDS), Statistics Canada has worked with members of organizations of and for people experiencing disability to develop a national database that reflects the nature and extent of the barriers that prevent or impede Canadians experiencing disability from full participation in Canadian society. The national disability database now includes eight surveys, with the latest one being conducted in 2022.

The concept of disability has changed over the past four decades, with the movement away from the medical model of disability toward the social and human rights models. This evolution is reflected in the focus shifting to the limitations experienced in everyday life by individuals with a long-term health condition or health-related problem, rather than a focus on a diagnosis by a medical professional. This evolution is reflected in the questions used to identify the population experiencing disability. For more information on the evolution and the questions used to identify the population experiencing disability in the 2017 CSD, readers are encouraged to access the [methodology report](#).

One of the challenges in operationalizing this concept of disability is capturing its dynamic nature. For many Canadians, the limitations that they experience when interacting within their environment are constant; for others, the frequency and intensity of their limitation fluctuates, often with the fluctuations occurring in an unpredictable manner.

To obtain a better understanding of the impact of experiencing disability with episodic limitations, researchers worked with organizations such as Realize (formerly known as the Canadian Working Group on HIV and Rehabilitation, or CWGHR) and, more recently, with the Episodic Disability Network, to develop a list of chronic health conditions that would likely be the source of a disability with episodic limitations. Using this list, researchers analyzed the data from previous disability surveys (the 2001 and 2006 Participation and Activity Limitation Surveys and the 2012 Canadian Survey on Disability).

In an effort to address the dynamic nature of disability, Statistics Canada worked with the community to develop three questions on the 2017 CSD questionnaire, referred to as “Episodic Disabilities” questions.

The next questions deal with changes that you may or may not be experiencing with the impact of your conditions over time. Consider the impact of all conditions or limitations that you have.

Do you ever have periods of one month or more when you do not feel limited in your daily activities due to your overall condition?

- 1: Yes
- 2: No

Is your ability to do your daily activities

- 1: getting better
- 2: getting worse
- 3: staying about the same
- 4: you are able to do more activities during some periods but fewer activities during other periods

How much longer do you expect your limitations will last?

- 1: Less than 1 year
- 2: 1 year but less than 2 years
- 3: 2 years or more but not likely permanent
- 4: Most likely permanent
- 5: Unknown duration

Respondents were asked these three questions after it was established that they experienced disability. The data derived from these three questions were analyzed and published in the report titled [*The Dynamics of Disability: Progressive, Recurrent or Fluctuating Limitations*](#) (Morris et al., 2019). In that report, Statistics Canada created four categories with the following definitions:

- “Progressive limitations” include individuals who experience disability and who indicate that their ability to do daily activities is getting worse over time, regardless of whether or not they had periods of one month or more without feeling limited.
- “Recurrent limitations” include individuals who experience disability and who indicate that they have periods of one month or more when they do not feel limited and that their ability to do daily activities was either “staying about the same,” “getting better” or “able to do more activities during some periods but fewer activities during other periods.”
- “Fluctuating limitations” include individuals who experience disability who indicate that they never have periods of one month or more without feeling limited, but that they were able to do more activities during some periods but fewer activities during other periods.

- “Continuous limitations” include individuals who experience disability who indicate that they never have periods of one month or more without feeling limited and that their ability to do daily activities was either staying about the same or getting better.

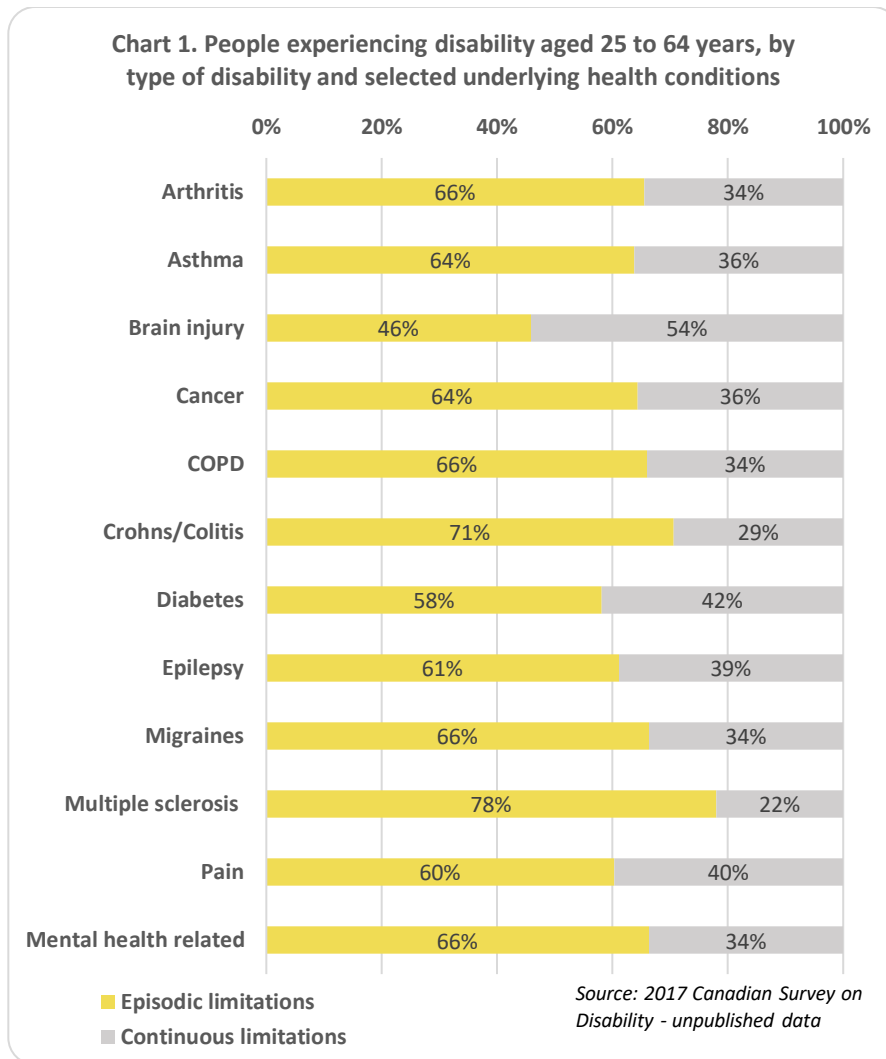
For the purpose of this report and the [two fact sheets](#) that were produced for the i2i project, we have combined the progressive, recurrent, and fluctuating limitations categories into one population. It was our opinion that the barriers and accommodations experienced by the three groups would be similar, and this was borne out in the analysis. In this report, we refer to this population as people experiencing disability with episodic limitations (PED with episodic limitations). The remainder of the population of people experiencing disability is referred to as PED with continuous limitations.

Findings – Demographic Characteristics

- According to the 2017 Canadian Survey on Disability (2017 CSD), there are 3,727,920 Canadians experiencing disability aged 25 to 64 years. Of those, 3,682,600 answered the “Episodic Disabilities” questions that are used by Statistics Canada to create their “dynamics of disability” variable.
- When dichotomized using Statistics Canada’s definition of “dynamics” of disability, 62% (or 2,292,700) of the total Canadian population experiencing disability aged 25 to 64 experience disability with episodic limitations and 38% (or 1,389,900) experience disability with continuous limitations.
- The majority of people experiencing disability aged 25 to 64 years who report either episodic limitations or continuous limitations live in Ontario, 41% and 40%, respectively (Appendix Table 1).
- There is no difference in any of the provinces and territories between the proportion of PED with episodic limitations and PED with continuous limitations (Appendix Table 1).
- There is no difference in the age distribution of PED with episodic limitations and PED with continuous limitations. In both populations, the percentage increases as age increases (Appendix Table 2).
- Females experiencing disability are more likely than males experiencing disability to report episodic limitations—65% versus 59%, respectively (Appendix Table 2).
- Males experiencing disability with episodic limitations are slightly older than males experiencing disability with continuous limitations. There is little difference in the age groups between females experiencing disability with episodic limitations and females experiencing disability with continuous limitations (Appendix Table 2).

Findings—Disability Characteristics

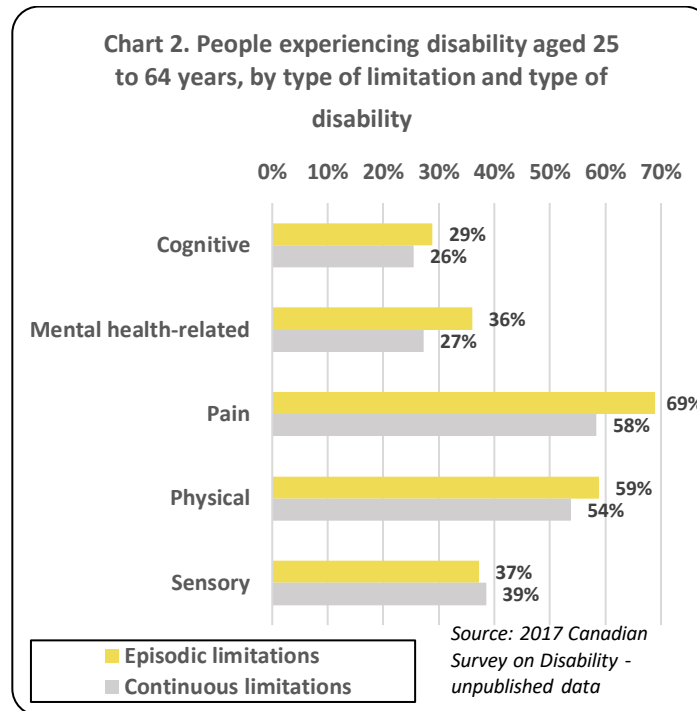
Once it was determined that a respondent experienced at least one type of disability, additional questions are asked about the type of limitation (“Episodic Disability” questions), the main and secondary medical condition that causes the most difficulty or limits activity the most, and other questions to establish how long the limitation has existed (age of onset) and the cause of the condition (existed at birth, accident, disease, trauma, etc.).



Using the [list of health conditions](#) developed by the [Episodic Disabilities Network](#), Chart 1 captures the primary and secondary conditions identified by people experiencing disability that are associated with episodic limitations. It should be noted that these data do not provide the prevalence of the particular health condition in the population aged 25 to 64 years. Rather, it brings together two characteristics of the population experiencing disability: the nature of the limitation (episodic/continuous) and the underlying health condition (as defined by the Episodic Disabilities Network). Appendix Table 3 provides estimates of the prevalence of 12 of the 20 health conditions. The most prevalent conditions associated with episodic limitations are mental health issues, pain, and arthritis – however, these conditions are also the most common ones among individuals experiencing continuous limitations as well.

To date, these two methodologies have been used to try to capture people experiencing disability with episodic limitations: underlying health condition and the 2017 CSD “Episodic Disabilities” questions. Chart 1 demonstrates some correlation between the two methods, but the data vary significantly across the health conditions identified by the community that result in episodic disability. For example, 66% of persons

experiencing disability who report mental health as an underlying health condition are classified as having episodic limitations using the Statistics Canada categories. Among persons experiencing disability who report brain injury as an underlying health condition, only 46% are classified as having episodic limitations.

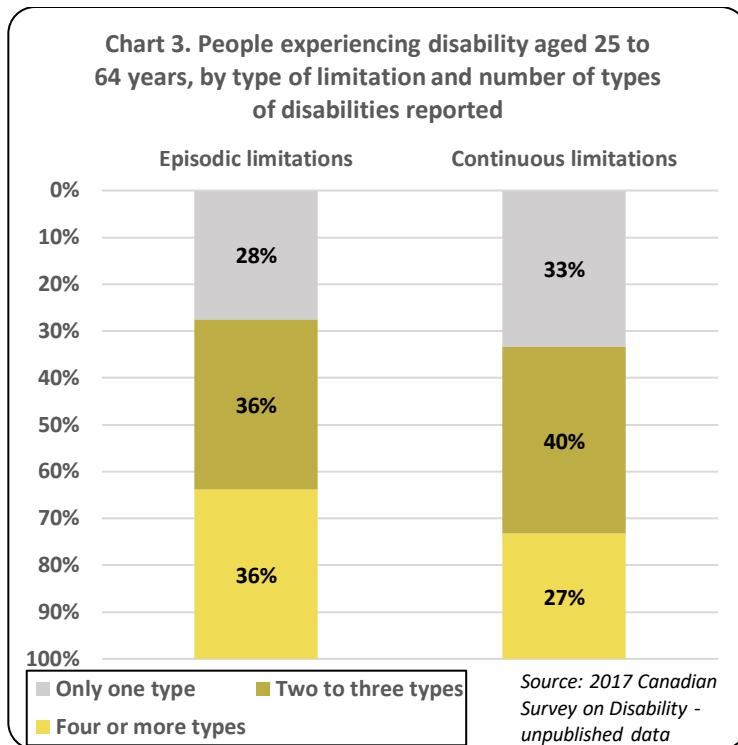


The 2017 CSD identifies 10 different types of disability (seeing, hearing, mobility, dexterity, flexibility, learning, developmental, memory, mental health-related, memory and pain) plus an additional type where the nature of the disability is not known (Statistics Canada, 2018).

It is important to note that a person can, and often does, report more than one type of disability. For example, if a person reports both a hearing and a mental health-related disability, they would be counted in both the sensory and mental health-related bars in Chart 2.

Chart 2 shows that there are large differences between PED with episodic limitations and PED with continuous limitations who have a pain disability, or a disability related to a mental health condition:

- 69% of PED with episodic limitations report having a pain disability compared to 58% of PED with continuous limitations
- 36% of PED with episodic limitations report having a disability related to a mental health condition compared to 27% of PED with continuous limitations



PED with episodic limitations have a very different profile than PED with continuous limitations when one looks at the number of types of disabilities reported. Just over one in three (36%) of PED with episodic limitations report having four or more types of disabilities, compared to 27% of PED with continuous limitations. Conversely, 28% of PED with episodic limitations report only one type of disability, compared to 33% among PED with continuous limitations.

Findings—Labour Force Characteristics

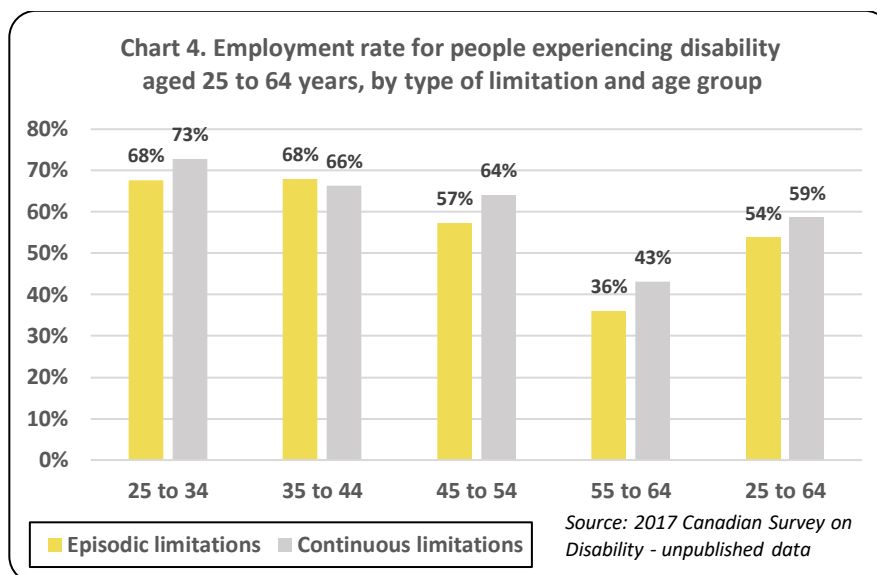
Of the 3,682,610 people experiencing disability aged 25 to 64 years, 2,046,700 (or 56%) are employed compared to 80%¹ of persons who experience no disability. The remaining 1,635,910 (or 44%) are actively seeking employment, plan to seek employment within the next 12 months, permanently retired, completely unable to work, attending school, or are not seeking employment. Among these 1.6 million people experiencing disability are “potential workers”: people experiencing disability who are currently seeking employment plus others who plan to seek employment within the next 12 months. Applying this definition to the 2017 CSD data, there are 644,650 people experiencing disability who are “potential workers”.

This report provides data on those individuals who are employed and those who are “potential workers” and identifies differences between PED with episodic limitations vs. PED with continuous limitations.

¹ [Morris et al., 2018.](#)

The Employed

Is age and/or type of limitation a factor in obtaining employment?



Across all ages within the 25 to 64 age group, the employment rate for PED with episodic limitations is only 54%. This is five percentage points lower than among PED with continuous disabilities (59%).

Within the youngest age group (persons aged 25 to 34 years), 68% of PED with episodic limitations are employed compared to 73% of PED with continuous limitations. When looking at the data according to the sex of people experiencing disability, 65% of males experiencing disability with episodic limitations are employed; this is slightly less than males experiencing disability with continuous limitations (68%). Between the two types of limitations among people experiencing disability, the gap is larger for females: 69% for females experiencing disability with episodic limitations and 76% for females experiencing disability with continuous limitations (Appendix Table 4).

While the employment rate is slightly better for males experiencing disability with continuous limitations aged 35 to 44 years compared to males experiencing disability with episodic limitations in the same age group (70% versus 67% respectively), the reverse is true among females experiencing disability in the same age group: 68% of females experiencing disability with episodic limitations are employed compared to 62% of females experiencing disability with continuous limitations (Appendix Table 4).

It is females in the age group 45 to 54 that drives the difference between PED with episodic limitations and continuous limitations: 53% versus 65%, respectively (Appendix Table 4).

Does severity of disability have an impact on obtaining employment?

The severity of disability index was developed by Statistics Canada using the responses to the Disability Screening Questions (Statistics Canada 2018).

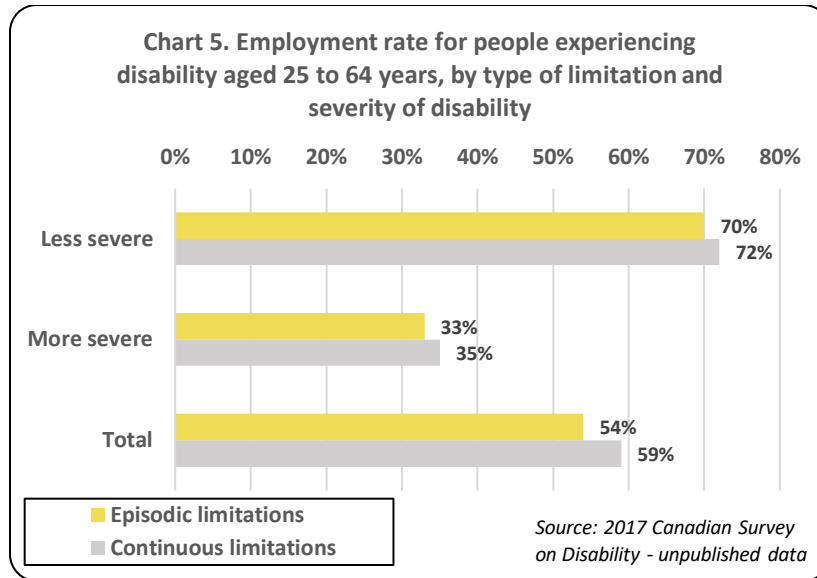
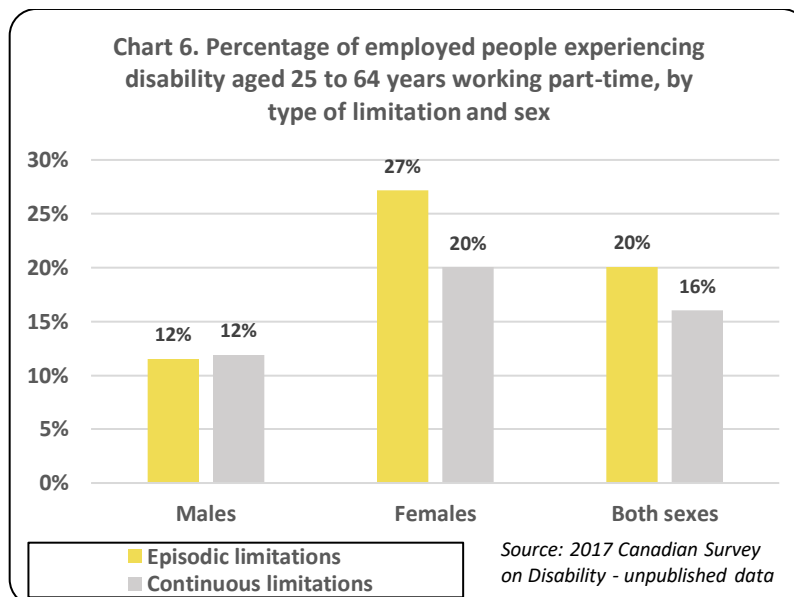


Chart 5 clearly shows that there is an employment rate difference between PED with episodic limitations and PED with continuous limitations. However, people experiencing less severe disability(ies), regardless of their type of limitation, are much more likely to be employed than their peers experiencing more severe disability(ies). The employment rate of people experiencing less severe disability(ies) is almost double that of people experiencing more severe disability(ies) for both PED with episodic limitations and PED with continuous limitations.

Are PED with episodic limitations more likely to work part-time than PED with continuous limitations? Is there a difference between men and women?

Part-time employment equates to working less than 30 hours per week.



One in five employed PED with episodic limitations works part-time, compared to 16% of employed PED with continuous limitations. While there is no difference between the two types of limitations among males, there is a seven percentage point difference between the two types of limitations among females: 27% of females experiencing disability with episodic limitations work part-time, compared to 20% for females experiencing disability with continuous limitations.

Is under-employment an issue for people experiencing disability? Is type of limitation a factor?

Under-employment is an issue for both PED with episodic limitations and PED with continuous limitations. Under-employment was measured by two questions:

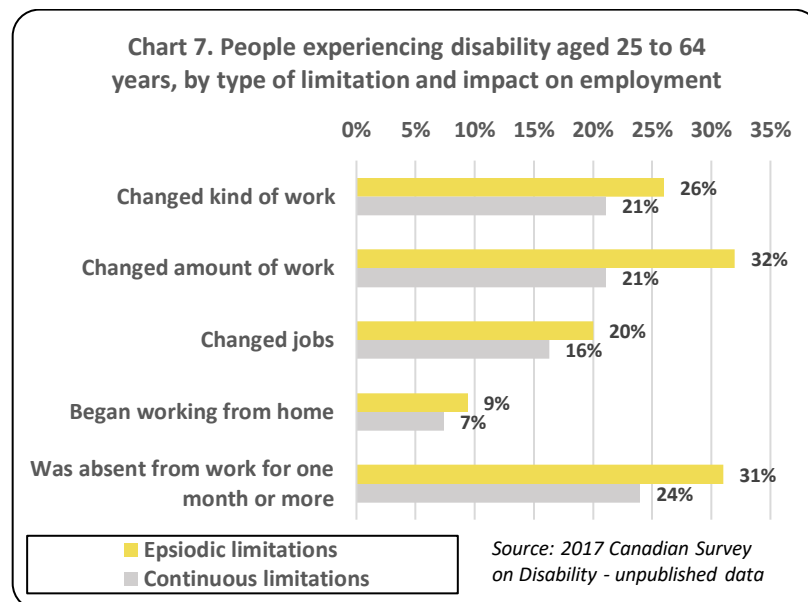
- Does your work give you the opportunity to use all your education, skills, or work experience?
- Does your work require the level of education that you have?

Amongst both PED with episodic limitations and PED with continuous limitations, three out of four (76% and 74%, respectively) report that their work does afford them with the opportunity to use all of their education, skills, or work experience. This means that 25% of both groups believe they are under-employed.

Sixty-nine percent of PED with episodic limitations and 64% of PED with continuous limitations believe their work requires the level of education they have. This means approximately one in three people experiencing disability believe they are under-employed, based on their educational qualifications.

Work Capacity

What are the perceived impacts that employed persons experiencing disability face in the workplace because of their health condition(s)?



People who experience disability who were employed at the time of the survey were asked if their health conditions impacted their employment status. The question was “Because of your condition have you ever...?”

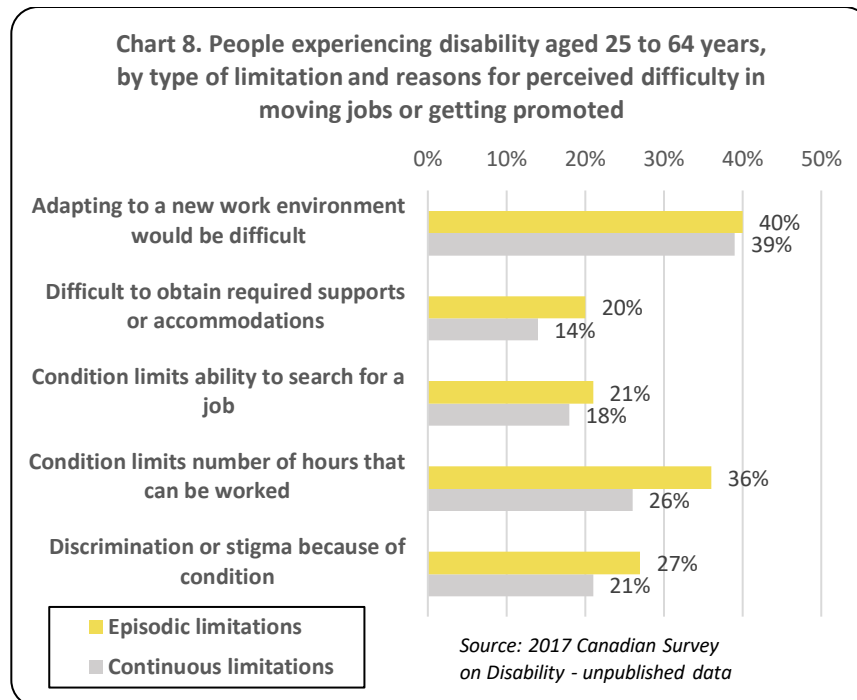
Proportionately, more PED with episodic limitations report an impact on their ability to work than PED with continuous limitations—63% versus 52%, respectively.

Among those who did report an impact, the data show that the most common impacts relate to having to change the kind or amount of work they do or needing to be absent from work for a month or longer:

- 26% of PED with episodic limitations and 21% of PED with continuous limitations say they changed the kind of work that they could do.
- 32% of PED with episodic limitations and 21% of PED with continuous limitations say they changed the amount of work that they could do. Within each type of limitation, there are differences between the sexes. Among males experiencing disability with continuous limitations, 17% report they changed the amount of work they could do while, among females, 25% report their limitation affected the amount of work they could do. A similar difference is noted between males and females experiencing disability with episodic limitations: 29% versus 35%, respectively.
- 20% of PED with episodic limitations and 16% of PED with continuous limitations say they changed jobs because of their health condition(s).
- 31% of PED with episodic limitations and 24% of PED with continuous limitations say they were absent from work for one month or more because of their health condition(s). In both groups, females are far more likely to be absent a month or longer because of their health condition. Among males experiencing disability with continuous limitations, 20% report they were absent from their job for one month or more while, among females, 29% report that they were absent from work for one month or more because of their health condition. A similar difference is noted between males and females experiencing disability with episodic limitations: 28% versus 34%, respectively.

Are there perceived difficulties in changing jobs or advancing in one’s current job? Are there differences between the two types of limitations?

Just over two out of five (41% or 422,900) PED with episodic limitations say they believe their condition makes it “very difficult” or “difficult” for them to change jobs or to advance in their present job. Among PED with continuous limitations, 36.2% (or 246,900) believe their condition makes it “very difficult” or “difficult” for them to change jobs or to advance in their present job or business.



When asked “Why do you believe that your condition makes it “difficult” or “very difficult” for you to change jobs or advance in your present job or business?”, there are some notable differences in the reasons given between PED with episodic limitations and PED with continuous limitations:

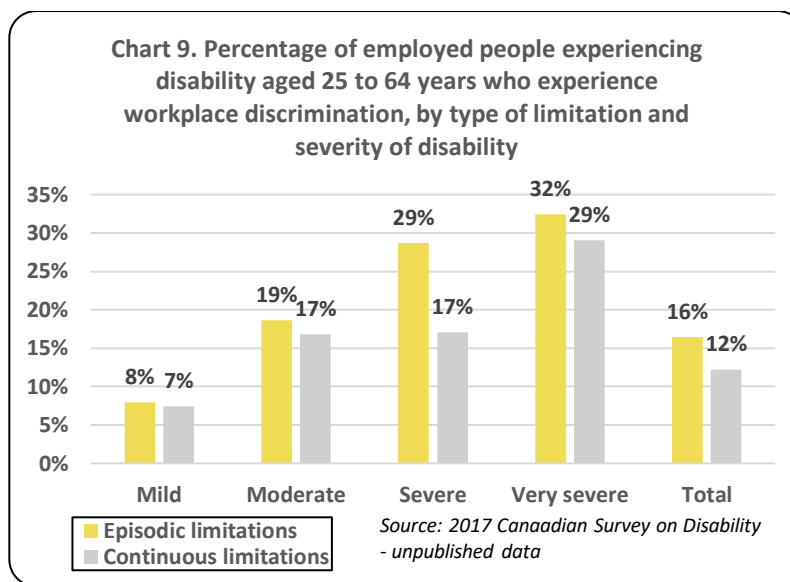
- PED with episodic limitations are more likely than PED with continuous limitations to say their condition limits the number of hours that they are able to work: 36% versus 26%, respectively. And while there was little difference between males and females experiencing disability with continuous limitations who report this reason, the opposite is true among between males and females experiencing disability with episodic limitations: 27% compared to 44%, respectively.
- PED with episodic limitations are also more likely than PED with continuous limitations to report they perceive that they would be stigmatized or discriminated against: 27% versus 21%, respectively. It is interesting to note that when sex is considered, more females than males experiencing disability with continuous limitation report this reason: 23% versus 19%. The opposite is true among PED with episodic limitations: the figures are 30% among males and 25% among females.
- PED with episodic limitations are more likely than PED with continuous limitations to report they believe it would be difficult to obtain the supports they need or accommodations they require: 20% versus 14%. While there is no difference between males and females experiencing disability with continuous limitations, females experiencing disability with episodic limitations are more likely than their male counterparts to report this concern: 23% versus 17%.

Workplace Discrimination

Employed PED with episodic limitations are more likely to report having experienced discrimination in the workplace than PED with continuous limitations: 16% (201,100) versus 12% (98,400), respectively. Where the perceived discrimination happened during the job cycle provides an interesting insight.

- Almost half of people experiencing disability (45% of PED with episodic limitations, 46% of PED with continuous limitations), report they were denied an interview because of their condition.
- Almost two-thirds of people experiencing disability (65% of PED with episodic limitations, 63% of PED with continuous limitations), did not get the job because of their condition.
- Once employed, 66% of PED with episodic limitations did not get a promotion because of their condition. Among PED with continuous limitations, 61% said they did not get a promotion because of their condition.

Does perceived discrimination in the workplace increase as severity of disability increases?

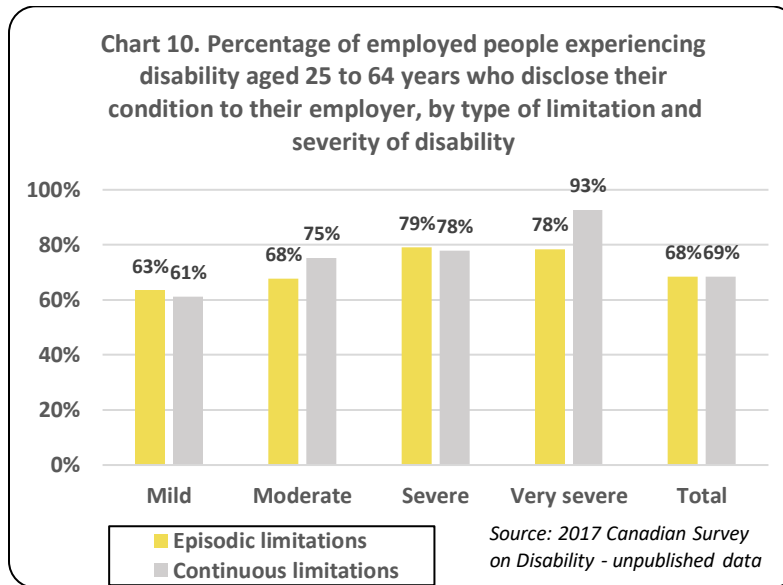


Discrimination in the workplace increases as severity of disability increases for both PED with episodic limitations and PED with continuous limitations. People who experience mild disability report the lowest level of workplace discrimination: 8% among PED with episodic limitations and 7% among PED with continuous limitations. For those individuals who experience very severe disability, the percentage quadruples among both types of limitations: from 8% (mild) to 32% (very severe) among PED with episodic limitations, and from 7% (mild) to 29% (very severe) among PED with continuous limitations.

Disclosure

Does the percentage of people experiencing disability who disclose their condition increase as severity of limitation increases?

Employed people experiencing disability were asked “Have you told your employer about your condition?” Just over two-thirds of both PED with episodic limitations and PED with continuous limitations report they disclosed their condition to their employer.



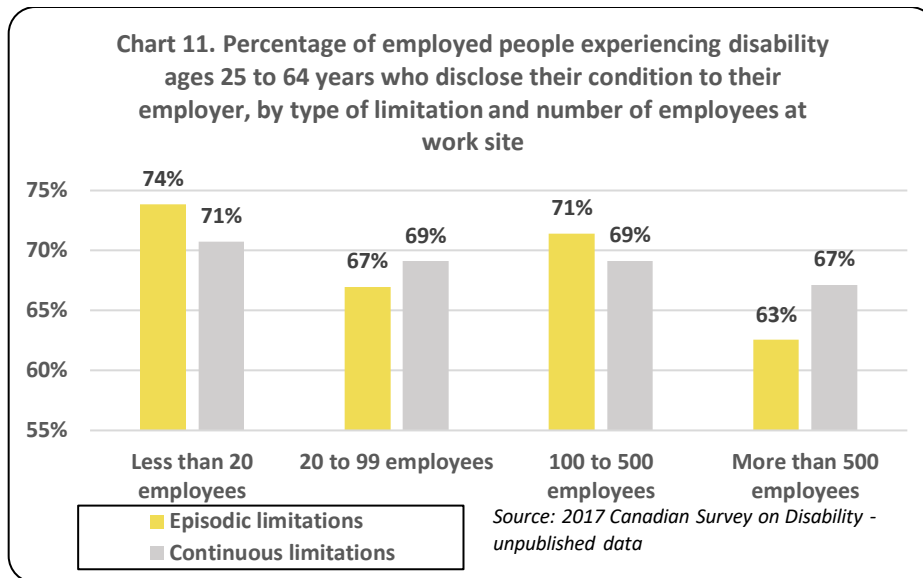
The percentage of people experiencing disability who disclose their condition increases as severity of disability increases. Almost all employed PED with continuous limitations with very severe disability disclose (93%), while only 78% of PED with episodic limitations disclose.

Does being a union member or being covered by a union agreement or collective agreement impact on willingness to disclose condition?

Working in a union environment has no impact on an employee’s willingness to disclose their condition to their employer, and there is no difference between PED with episodic limitations and PED with continuous limitations. Just over two-thirds of people experiencing disability, regardless of type of limitation and regardless of union environment, disclose their condition.

Does the number of people employed at the location where an individual experiencing disability works affect their willingness to disclose their condition?

Willingness to disclose their condition to their employer decreases as the number of employees at a work site increases.



Three-quarters (74%) of PED with episodic limitations whose work site has fewer than 20 employees disclose their condition to their employer; this drops to 63% when the work site has 500 or more employees.

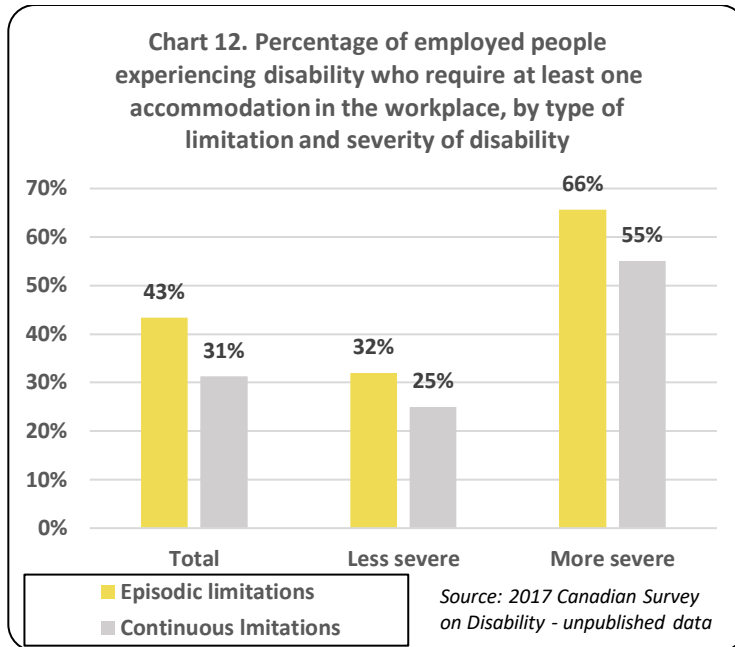
For PED with continuous limitations, there is little difference among the various sizes of work sites. Seven out of 10 (71%) PED with continuous limitations who work at sites with fewer than 20 employees disclose their condition; this drops to 67% when the work site has 500 or more employees.

Need for Workplace Accommodation (WPA)

How many employed people experiencing disability require a WPA?

Employed respondents in the 2017 CSD were asked if they required any accommodation in the workplace that would enable them to do their work. Respondents were provided with types of WPAs required (see Appendix A for the types of WPAs).

43% of employed PED with episodic limitations responded that they require at least one WPA, compared to 31% of PED who have continuous limitations. When severity of disability was considered, just under one-third (32%) of employed people experiencing less severe disabilities with episodic limitations report the need for at least one WPA, while among employed people experiencing less severe disability with continuous limitations, one-quarter report the need for at least one WPA.



Among employed people experiencing more severe disabilities, the need for at least one WPA is just more than double that of employed people experiencing less severe disabilities: 66% compared to 32%, respectively, among PED with episodic limitations, and 55% compared to 25%, respectively, among PED with continuous limitations.

Does severity of disability impact the number of WPA needed?

Table 1a. Employed people with less severe disability requiring WPA, by type of limitation, and number of WPA needed

Employed people experiencing disability requiring WPA	Episodic limitations	Continuous limitations
One type	51%	56%
Two types	28%	27%
Three or more types	21%	18%
Total	411,200	223,600

Source: 2017 Canadian Survey on Disability - unpublished data

Table 1b. Employed people with more severe disability requiring WPA, by type of limitation, and number of WPA needed

Employed people experiencing disability requiring WPA	Episodic limitations	Continuous limitations
One type	31%	41%
Two types	28%	27%
Three or more types	41%	33%
Total	662,000	273,100

Source: 2017 Canadian Survey on Disability - unpublished data

Proportionately, employed people experiencing more severe disability who require a WPA are more likely than those people experiencing less severe disability to require three or more types of WPAs. This pattern is notable among employed PED with episodic limitations and employed PED with continuous limitations. Just over four in ten (41%) employed people experiencing more severe disability with episodic limitations who require a WPA require three or more types of WPA, compared to 33% of employed people experiencing more severe disabilities with continuous limitations.

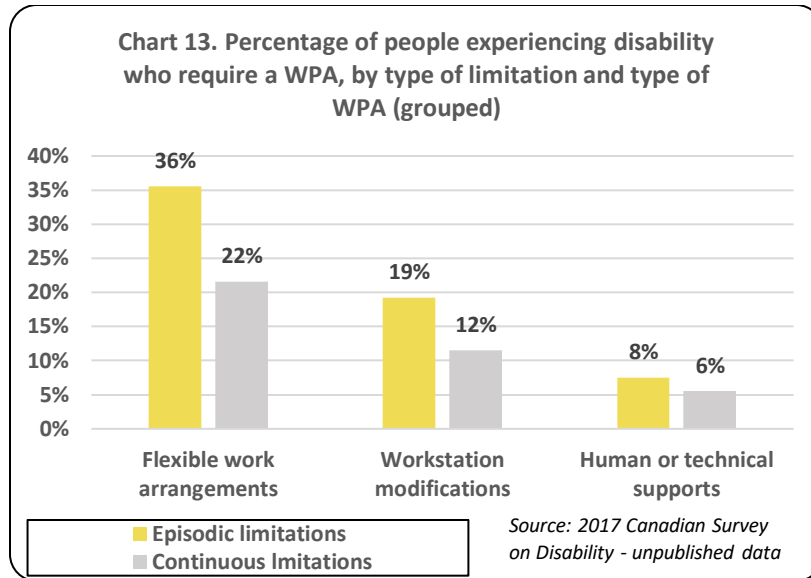
What types of WPAs do employed workers experiencing disability need?

Using the approach that was taken by Statistics Canada in their *Dynamics of Disability* publication, the WPAs have been grouped, and the three largest groups are presented in this report:

- Flexible work arrangements include a) modified or different duties, b) working from home, and/or c) modified hours or days or reduced work hours.
- Workstation modifications include a) modified or ergonomic workstation and/or b) special chair or back support.
- Human or technical support includes a) human support such as reader or sign language interpreter, b) technical aids such as infrared system or portable note-taker, c) computer, laptop, or tablet with specialized software or other adaptations, and/or d) communication aids such as Braille or recording equipment.

Recall that 993,300 (or 43%) of employed PED with episodic limitations report the need for at least one WPA and 435,000 or 31% of employed PED with continuous limitations report the need for at least one WPA.

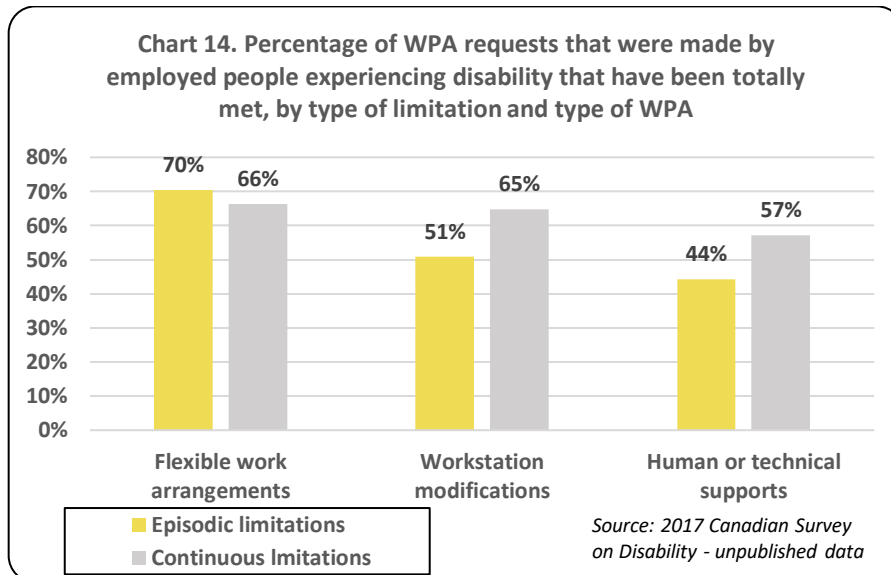
Chart 13 shows that, among employed people experiencing disability who report they need a WPA, flexible work arrangements is the dominant form of accommodation workers experiencing disability require. The need for flexible work arrangements is higher among PED with episodic limitations when compared to the need among PED with continuous limitations: 36% compared to 22%, respectively.



Among employed people experiencing disability who report they need a WPA, the need for workstation modifications is also higher among PED with episodic limitations than among PED with continuous limitations, but the gap between the groups is smaller: 19% compared to 12%, respectively.

Are the requests for WPA being met?

Depending on the type of limitation experienced by employed people experiencing disability, between 66% of PED with continuous limitations and 70% of PED with episodic limitations had their requests for flexible work arrangements met.



For the two remaining types of WPA (workstation modifications and human or technical supports), the rate of accommodation is different between the two types of limitations: 14 percentage points between the two types of limitations for securing all workstation

accommodations requested and 13 percentage points for securing all human or technical supports requested. For both groups, the percentage who report securing requested accommodations is lower among employed PED with episodic limitations.

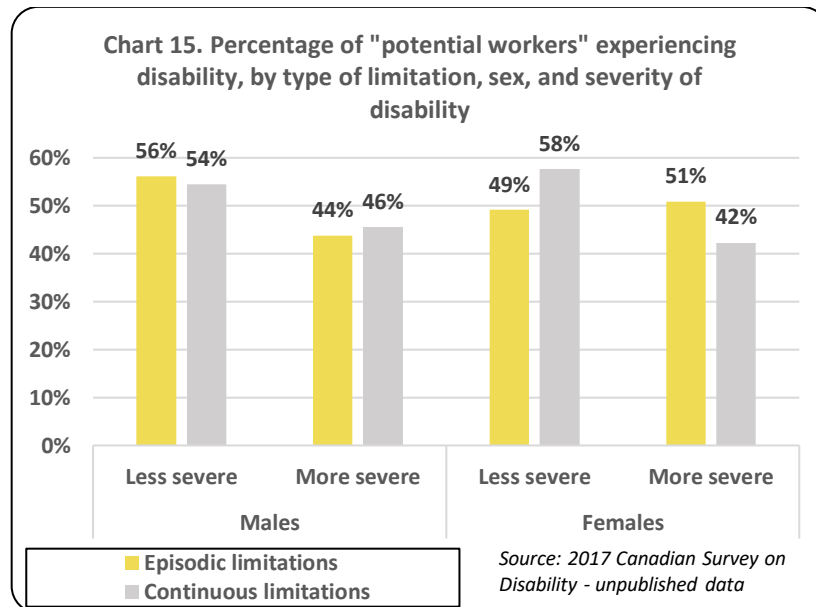
Potential Workers

Till et al. (2015) developed the “potential workers” indicator using the 2012 Canadian Survey on Disability data. This indicator describes people experiencing disability aged 25 to 64 years who are not currently working and who would enter paid employment assuming that the labour market was without discrimination, was fully accessible, and all required accommodations were made available.

Specifically, “potential workers” includes anyone who is officially unemployed or who is not in the labour force but who state they would be looking for work in the next 12 months. Respondents who state they are “completely retired,” or those who say their condition completely prevents them from working and that no workplace accommodation exists that would enable them to work, or those who are housebound, were classified as “not being potential workers.”

Applying this definition to the 2017 Canadian Survey on Disability, there are 644,650 people experiencing disability aged 25 to 64 years who are classified as “potential workers.” Among those “potential workers,” 422,500 (or 66%) are PED with episodic limitations. The remaining 222,150 (or 34%) are PED with continuous limitations.

Among the 294,440 males experiencing disability aged 25 to 64 years who are “potential workers,” 63% have episodic limitations. Among the 350,210 females experiencing disability aged 25 to 64 years who are “potential workers,” 68% have episodic limitations.



Among the 644,650 PED who are “potential workers,” 54% have less severe disabilities. Just over half (52%) of PED with episodic limitations who are “potential workers”

experience less severe disabilities compared to 56% of PED with continuous limitations who are “potential workers.”

When sex is factored in, one sees little difference among males experiencing disability who are “potential workers” between type of limitations. However, there are significant differences among females experiencing disability who are “potential workers” between type of limitations. Only 49% of females experiencing disability with episodic limitations who are “potential workers” report experiencing less severe disability compared to 58% among females experiencing disability with continuous limitations who are “potential workers.”

Conclusion

The literature review and the analysis of the data from the 2017 Canadian Survey on Disability point to the pivotal role that workplace culture and practices and income replacement policies play in shaping how people experiencing disability—both those with episodic limitations and those with continuous limitations—get along in the workplace. Only 56% of people experiencing disability aged 25 to 64 years are actively employed compared to 80%² of persons aged 25 to 64 years who experience no disability.

People experiencing disability, regardless of type of limitation, continue to confront workplace barriers, including non-accommodation, that impact their work capacity and can result in strained relationships with colleagues, income insecurity, and poor employment and health outcomes. An additional 644,650 people experiencing disability who are “potential workers” are left out of the labour market altogether, despite the fact that with the appropriate accommodations, some members of that population would be capable of working.

Current and future concerns will continue to shape public policies and workplace practices. However, it is well worth noting that concerns about diversity, equity and inclusion, mental health, and sustainable workplaces align well and can result in significant improvements for all Canadians.

We also cannot discount the potential impacts on PED with both episodic and continuous limitations of the workplace changes brought about by the COVID-19 pandemic (for example, the acceptance of work-from-home arrangements). At this time, difficulties hiring and retaining workers and employers’ potential openness to more flexible work at home and hybrid arrangements could be beneficial to both individuals with and without disabilities. Data from the 2022 CSD will be available at the end of 2023. Analysis of those data, with this report as a reference point, will allow us to see if the workplace experiences of PED with episodic limitations has changed during this turbulent time.

² 2017 Canadian Survey on Disability - unpublished data.

Appendix A—Types of Workplace Accommodations

2017 Canadian Survey on Disability – Question EMO_Q05

Because of your condition, [do/would] you require any of the following to be able to work?

- 01: Modified or different duties
- 02: Working from home
- 03: Modified hours or days or reduced work hours
- 04: Human support (e.g., reader, sign language interpreter, job coach or personal assistant)
- 05: Technical aids (e.g., voice synthesizer, TTY, infrared system or portable note-taker)
- 06: Computer, laptop or tablet with specialized software or other adaptations (e.g., Braille, screen magnification software, voice recognition software or a screen reader)
- 07: Communication aids (e.g., Braille or large print reading material or recording equipment)
- 08: Modified or ergonomic workstation
- 09: Special chair or back support
- 10: Handrails, ramps, widened doorways or hallways
- 11: Adapted or accessible parking
- 12: Accessible elevators
- 13: Adapted washrooms
- 14: Specialized transportation
- 15: Other equipment, help or work arrangement - specify:
- 16: None of the above

Appendix Tables

Appendix Table 1a. People experiencing disability with episodic limitation aged 25 to 64 years, by geography and sex

Province	Males	Females	Both Sexes
Newfoundland and Labrador	16,800 (2%)	22,500 (2%)	39,300 (2%)
Prince Edward Island	4,500 (<1%)	6,100 (<1%)	10,500 (<1%)
Nova Scotia	38,000 (4%)	48,700 (4%)	86,800 (4%)
New Brunswick	26,000 (3%)	32,700 (2%)	58,700 (3%)
Quebec	166,800 (17%)	224,800 (17%)	391,600 (17%)
Ontario	405,200 (41%)	537,600 (41%)	942,800 (41%)
Manitoba	32,600 (3%)	51,100 (4%)	83,800 (4%)
Saskatchewan	31,000 (3%)	41,400 (3%)	72,300 (3%)
Alberta	114,900 (12%)	155,900 (12%)	270,800 (12%)
British Columbia	141,100 (14%)	187,600 (14%)	328,700 (14%)
Yukon	1,200 (<1%)	1,800 (<1%)	3,000 (<1%)
Northwest Territories	1,300 (<1%)	1,700 (<1%)	3,000 (<1%)
Nunavut	500 (<1%)	1,000 (<1%)	1,400 (<1%)
CANADA	979,900 (100%)	1,312,800 (100%)	2,292,700 (100%)

Source: 2017 Canadian Survey on Disability - unpublished data.

Appendix Table 1b. People experiencing disability with continuous limitation aged 25 to 64 years, by geography and sex

Province	Males	Females	Both sexes
Newfoundland and Labrador	10,900 (2%)	12,700 (2%)	23,600 (2%)
Prince Edward Island	3,100 (<1%)	4,100 (1%)	7,200 (1%)
Nova Scotia	22,000 (3%)	29,700 (4%)	51,700 (4%)
New Brunswick	16,800 (3%)	18,600 (3%)	35,400 (3%)
Quebec	117,000 (18%)	123,100 (17%)	240,000 (17%)
Ontario	276,100 (41%)	280,500 (39%)	556,600 (40%)
Manitoba	29,900 (4%)	24,800 (3%)	54,700 (4%)
Saskatchewan	23,100 (3%)	22,000 (3%)	45,200 (3%)
Alberta	68,600 (10%)	93,100 (13%)	161,700 (12%)
British Columbia	98,300 (15%)	110,400 (15%)	208,600 (15%)
Yukon	1,100 (<1%)	1,000 (<1%)	2,100 (<1%)
Northwest Territories	800 (<1%)	800 (<1%)	1,600 (<1%)
Nunavut	700 (<1%)	800 (<1%)	1,600 (<1%)
CANADA	668,400 (100%)	721,500 (100%)	1,389,900 (100%)

Source: 2017 Canadian Survey on Disability - unpublished data.

Appendix Table 2a. Males experiencing disability aged 25 to 64 years, by age and type of limitation

Age group	Episodic limitations	Continuous limitations
25 to 34	15%	15%
35 to 44	18%	21%
45 to 54	31%	26%
55 to 64	36%	38%
25 to 64	59% (979,900)	41% (668,400)

Source: 2017 Canadian Survey on Disability - unpublished data

Appendix Table 2b. Females experiencing disability aged 25 to 64 years, by age and type of limitation

Age group	Episodic limitations	Continuous limitations
25 to 34	18%	20%
35 to 44	22%	19%
45 to 54	27%	27%
55 to 64	34%	34%
25 to 64	65% (1,312,800)	35% (721,500)

Source: 2017 Canadian Survey on Disability - unpublished data

Appendix Table 2c. People experiencing disability aged 25 to 64 years, by age and type of limitation

Age group	Episodic limitations	Continuous limitations
25 to 34	16%	17%
35 to 44	20%	20%
45 to 54	29%	27%
55 to 64	35%	36%
25 to 64	62% (2,292,700)	38% (1,389,900)

Source: 2017 Canadian Survey on Disability - unpublished data

Appendix Table 3. People experiencing disability aged 25 to 64 years, by type of limitation and selected underlying health conditions

Underlying health condition	Episodic limitations	Continuous limitations
Arthritis	495,210 (21.6%)	260,330 (18.7%)
Asthma	53,970 (2.4%)	30,580 (2.2%)
Brain injury	10,280 (0.4%)	12,140 (0.9%)
Cancer	32,200 (1.4%)	17,820 (1.3%)
COPD	82,490 (3.6%)	42,440 (3.1%)
Crohn's/Colitis	29,670 (1.3%)	12,360 (0.9%)
Diabetes	68,420 (3.0%)	49,200 (3.5%)
Epilepsy	11,150 (0.5%)	7,100 (0.5%)
Migraines	55,860 (2.4%)	28,360 (2.0%)
MS	24,380 (1.1%)	6,870 (0.5%)
Pain	722,850 (31.5%)	476,420 (34.3%)
Mental	1,107,290 (48.3%)	563,040 (40.5%)
Total	2,292,700 (100.0%*)	1,389,900 (100.0%*)

* Percentages do not add to 100 because the majority of people experiencing disability report more than one underlying health condition.

Source: 2017 Canadian Survey on Disability - unpublished data.

Appendix Table 4a. People experiencing episodic limitations aged 25 to 64 years, by age group and sex

Age group	Males	Females	Both sexes
25 to 34	144,570	230,480	375,050
35 to 44	175,060	285,450	460,510
45 to 54	303,440	350,740	654,180
55 to 64	356,800	446,150	802,950
25 to 64	979,870	1,312,820	2,292,690

Source: 2017 Canadian Survey on Disability - unpublished data.

Appendix Table 4b. Employment status of people experiencing episodic limitations aged 25 to 64 years, by age group and sex

Age group	Males	Females	Both Sexes
25 to 34	94,460 (65%)	159,430 (69%)	253,8906 (68%)
35 to 44	117,470 (67%)	195,340 (68%)	312,810 (68%)
45 to 54	189,730 (63%)	185,770 (53%)	375,500 (57%)
55 to 64	153,510 (43%)	135,990 (30%)	289,500 (36%)
25 to 64	555,170 (57%)	676,530 (52%)	1,231,700 (54%)

Source: 2017 Canadian Survey on Disability - unpublished data.

Appendix Table 4c. People experiencing continuous limitations aged 25 to 64 years, by age group and sex

Age group	Males	Females	Both sexes
25 to 34	97,390	145,030	242,420
35 to 44	141,600	136,760	278,360
45 to 54	176,870	197,060	373,930
55 to 64	252,540	242,670	495,210
25 to 64	668,400	721,520	1,389,920

Source: 2017 Canadian Survey on Disability - unpublished data.

Appendix Table 4d. Employment status of people experiencing continuous limitations aged 25 to 64 years, by age group and sex

Age group	Males	Females	Both Sexes
25 to 34	66,170 (68%)	110,220 (76%)	176,390 (73%)
35 to 44	99,720 (70%)	85,010 (62%)	184,730 (66%)
45 to 54	112,390 (64%)	127,540 (65%)	239,930 (64%)
55 to 64	121,060 (48%)	92,890 (38%)	213,950 (43%)
25 to 64	399,340 (60%)	415,660 (58%)	815,000 (59%)

Source: 2017 Canadian Survey on Disability - unpublished data.

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