



CANADIAN SURVEY OF WORKERS WITH DISABILITIES

More than 900 workers with disabilities across Canada completed a 25-minute survey that was designed to get a comprehensive understanding of the feelings, opinions, and experiences associated with having a disability while working.

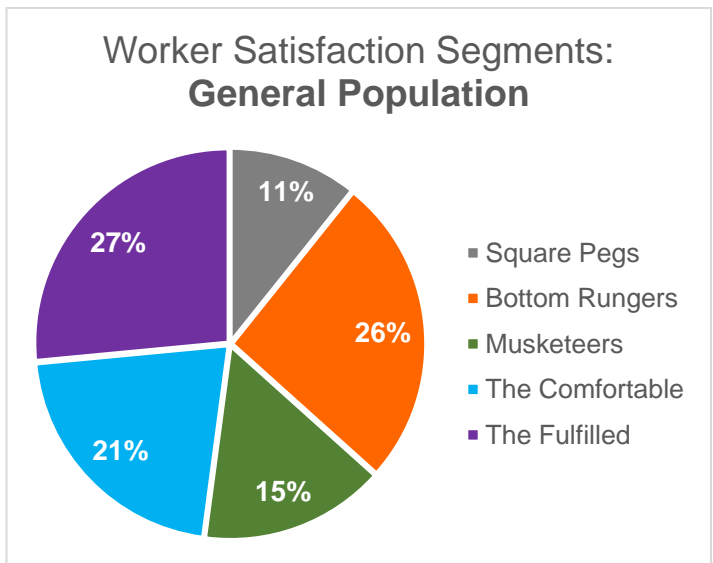
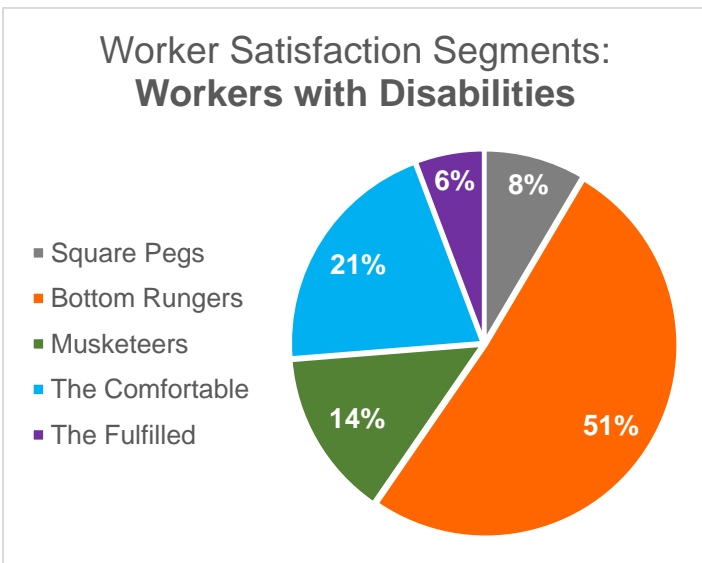
A minimum of 200 responses were collected from individuals reporting at least “some difficulty” in each category.

Nature of disability	“Some difficulty”	“A lot of difficulty” or “Cannot do at all”
TOTAL:	906	410
Sight	609	111
Hearing	317	41
Walking / Climbing	487	95
Remembering / Concentrating	552	96
Self-Care	251	37
Communicating	253	30

TOPLINE SUMMARY

1. Workers with disabilities are much less satisfied in their jobs than the general population

Workers with disabilities are nearly twice as likely as the general population to be in the “Bottom Runners” segment of Canadian workers (51% vs 26%), whose dissatisfaction includes having very little control over their work. Workers with disabilities are also more than four times less likely to be in “The Fulfilled” segment of Canadian workers (6% vs 27%), where one’s career provides a sense of satisfaction, stimulation, fulfillment, growth and usefulness to society. While workers with disabilities are not entirely satisfied in their working lives, they are striving to get ahead.





2. Workers with disabilities want to be relied on by co-workers

Workplace satisfaction among workers with disabilities is likely to increase when they are given more responsibility. A higher salary and an impressive job title are nice-to-haves. Since those with disabilities are more often dependent on others while inside and outside the workplace, what matters more is that they feel like their co-workers *rely on them*. This includes a desire for customized job training, which involves being empowered with more responsibility and being trusted more by co-workers and the organization.

3. Individuals are more helpful than organizations

When it comes to enabling workers with disabilities to be as productive and valuable at work as possible...

- Workers with disabilities are more likely to describe their colleagues as being helpful and supportive.
- Workers with disabilities are more likely to describe their organizations and management as unhelpful and unsupportive.
- Workers with a temporary disability are more likely than those with a permanent disability to describe their colleagues as helpful.



4. Support and inclusivity are related to better outcomes

For workers with disabilities, as the level of support from colleagues and the organization increases, so does their perceived standing within the organization, regardless of compensation and whether or not they engage with external stakeholders. It seems that the right peer group at work can make all the difference in reaching one's full potential.



The official report will be released during National AccessAbility Week (May 29 to June 4, 2022).

The report results will also be discussed in a video podcast with disability stakeholders nationwide, hosted at www.JobTalksAccess.com

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CONTACT:

Dr. Jon Callegher
Project Director, George Brown College
jcallegher@georgebrown.ca