**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.

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| **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 |

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| **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 Rungers” 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.

1. **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*.

1. ****Individuals are more helpful than organizations**

* 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.

1. **Support and inclusivity are related to better outcomes**

The degree to which colleagues and the organization support and enable a worker with a disability can impact on how that worker relates to the disability itself. As well, as the level of support increases, so does one’s perceived standing within the organization, regardless of compensation or whether they engage with external stakeholders.

**The official report will be released during an event in mid-2023.**

The report results will also be discussed in a video podcast with disability stakeholders nationwide, hosted at [www.JobTalksAccess.com](http://www.JobTalksAccess.com)

For updates, follow [@JobTalksAccess](https://twitter.com/JobTalksAccess) on [Twitter](https://twitter.com/JobTalksAccess) and [Instagram](https://www.instagram.com/jobtalksaccess/)

**CONTACT:** Dr. Jon Callegher | Project Director, George Brown College

[jcallegher@georgebrown.ca](mailto:jcallegher@georgebrown.ca)