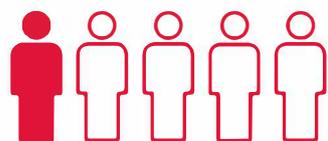
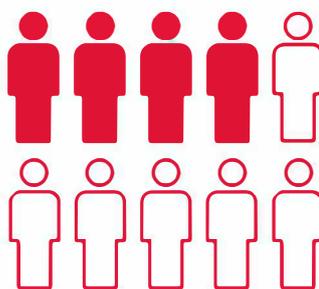




Fact Sheet: Disability & Employment in Canada



An estimated **one in five** Canadians (or 6.2 million) aged 15 years and over have one or more disabilities that limit them in their daily activities. ^[1]



An estimated **4 in 10** Canadians with disabilities have a severe or very severe disability. ^[1]



'**Not knowing how to recruit persons with a disability**' is the most common reason small businesses have not hired them. ^[2]



56% of small businesses in Canada have **never** hired a person with a disability employer. ^[2]



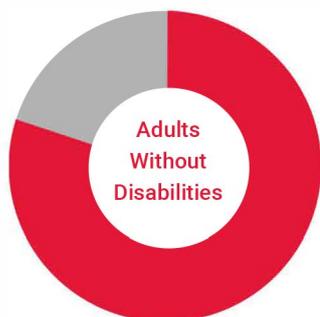
In a study of small businesses that have hired employees with a disability, **77%** said these employees either met or exceeded their expectations. ^[2]



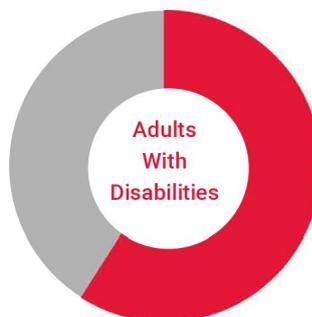
Only 20% of people with disabilities require any special installations in the workplace and more than half of those who do were able to get custom installations for less than \$1000. ^[3]

EMPLOYMENT RATE

■ Employed
■ Unemployed



An estimated **80%** of working-age adults **without disabilities** are employed. ^[1]



An estimated **59%** of working-age adults **with disabilities** are employed. ^[1]



Persons with very severe disabilities are two-and-a-half times **less likely** to be employed than those with mild disabilities. ^[1]



A study of small businesses showed that **86%** of small business owners agree that workplace diversity is an asset. However, only **36%** say their company has a formal program in place to promote diversity and inclusion. ^[4]



Almost **half** of Canadians believe a candidate is more likely to be hired if they can hide their disability from a potential employer. ^[5]

References:

- (1) Statistics Canada: Disability Demographic Report (2017).
- (2) BMO: More than Half of Small Businesses Have Never Hired a Person with a Disability (2013).
- (3) Ability Canada: Benefits of Hiring Employees with Disabilities (2018).
- (4) BMO: Four in 10 Small Business Owners Hiring People With Disabilities (2013).
- (5) BMO: Canadians Believe People with Disabilities Are Victims of Hiring Bias (2012).