

2001 PALS: LABOUR MARKET ACTIVITY AND BARRIERS TO EMPLOYMENT AND EMPLOYMENT INCOME

How is Labour Market Activity Defined?

The 2001 Census of Population collected information on labour market activity. Accordingly, this information was coded to represent labour market activity in the week preceding the Census. For the purpose of this fact sheet, two labour market activity rates are presented — the employment rate and the unemployment rate.

The employment rate — also called the employment-to-population ratio — is the percentage of working-age people who have jobs. For example, in 2001, there were 24.6 million Canadians of working age (aged 15 years and older). Of those, 15.1 million were employed full-time or part-time. The employment rate was therefore 61.2%.¹ In Ontario, there were nine million persons aged 15 and older and of those, 5.7 million were employed either full- or part-time. The employment rate for Ontario in the week preceding the 2001 Census of Population was therefore 63.2% — slightly higher than the national rate.²

The unemployment rate is the percentage of the labour force that actively seeks work but is unable to find work at a given time. Discouraged workers — persons who are not seeking work because they believe the prospects of finding it are extremely poor — are not counted as unemployed or as part of the labour force.³

Is the Employment Rate Similar for Ontarians with Disabilities and Those Without?

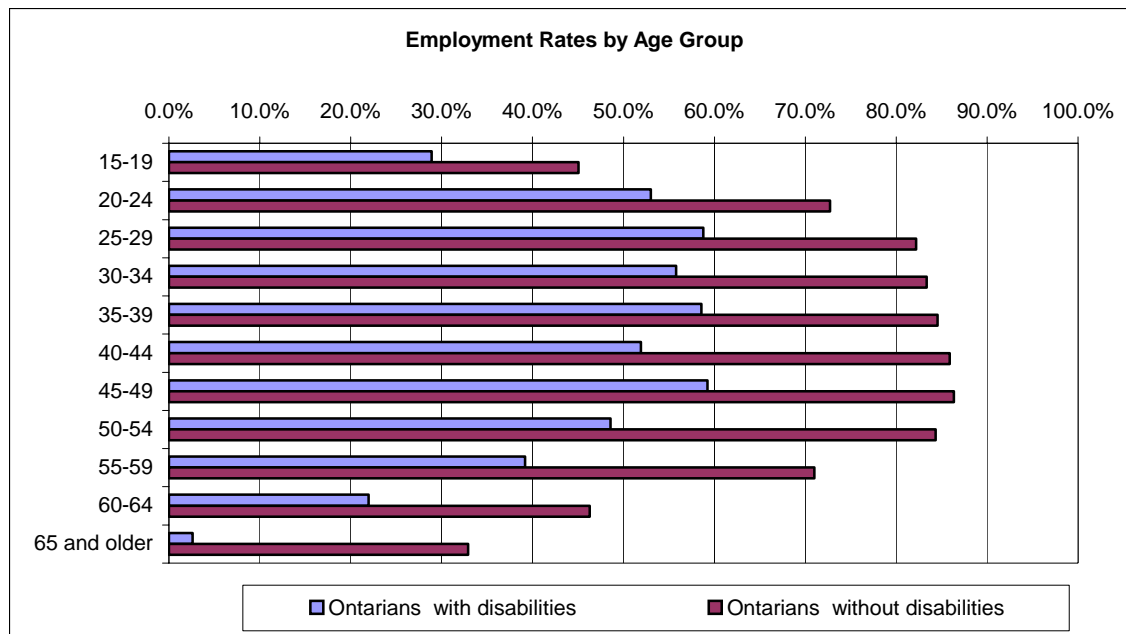
No. In fact, it is quite different and remains so across most of the age groups. As the chart on the following page shows:

- only 28.9% of young adults aged 15 to 19 years who report having a disability are employed as compared to 45.1% of their non-disabled peers, and 53% of young adults aged 20 to 24 years who report having a disability are employed as compared to 72.7% of their non-disabled peers. Part of this discrepancy may be because young adults with disabilities are more likely fully occupied with school and less able to take on employment on a part-time basis.
- that over 80% of non-disabled Ontarians who are aged 25 to 54 years are employed while among disabled Ontarians, this rate sees a low of 48.6% among those aged from 50 to 54 years to only a high of 58.8% among those aged 25 to 29 years.

¹ <http://www.canadianeconomy.gc.ca/english/economy/unemployment2.html>

² <http://www12.statcan.ca/english/census01/products/standard/themes/RetrieveProductTable.cfm?Temporal=2001&PID=58544&MET H=1&APATH=3&PTYPE=55430&THEME=46&FREE=0&AID=0&FOCUS=0&VID=0&GC=0&GK=0&SC=1&CPP=99&SR=1&RL=0&RPP=9999&D1=0&D2=0&D3=0&D4=0&D5=0&D6=0&GID=431571>

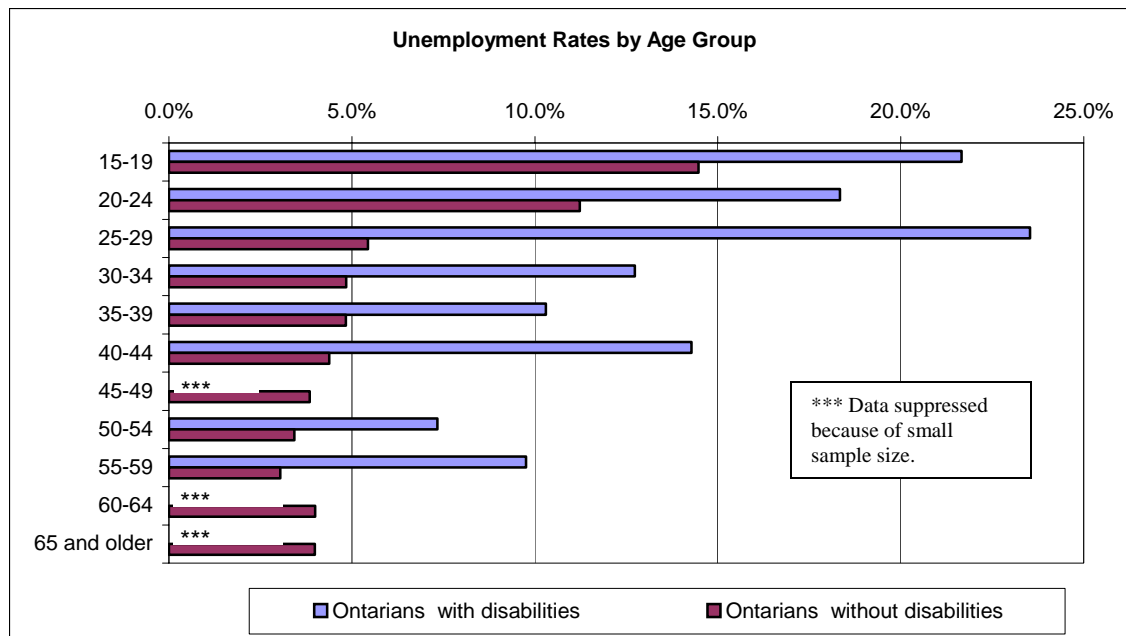
³ <http://www.canadianeconomy.gc.ca/english/economy/unemployment2.html>



Is the Unemployment Rate Similar for Ontarians with Disabilities and Those Without?

No. Those Ontarians with disabilities who were seeking employment were proportionately less likely to find employment than their non-disabled peers and this holds true across most age groups.

- For young adults aged 15 to 19 years with a disability, the unemployment rate was 21.7% as compared to 14.5% for their non-disabled peers.
- A similar difference is noted between the two groups who are aged 20 to 24 years — 18.3% for those reporting a disability compared to 11.2% for the non-disabled population.
- And the difference becomes even greater between those aged 25 to 29 years — the unemployment rate among disabled Ontarians is more than four times larger than for the non-disabled population (23.5% versus 5.4%).
- This large difference remains much the same the next two five-years age groups



Did the Employment Situation Change for Ontarians with Disabilities between Census Day and the Time of the PALS Interview?

Yes. Fewer Ontarians with disabilities reported that they were employed at the time of the PALS interview. PALS included similar labour force questions as were on the Census to establish the labour force status at the time of the survey. Unlike the Census, these labour force questions were asked of persons aged 15 to 64 years only. Based on the labour force status at the time of the survey, questions were asked of respondents concerning their current labour force experience.

Labour Force Status	Census	PALS
Employed	373,625	336,120
Unemployed	42,205	36,270
Not in the labour force	398,190	406,770
Not specified	1,915	36,775
Total	815,935	815,935

Between Census Day and the time of the PALS interview, fewer Ontarians with disabilities aged 15 to 64 years reported that they were employed – the number dropped from 373,625 to 336,120.⁴ The number of Ontarians with disabilities who reported being unemployed also dropped from Census Day to the time of the PALS interview – from 42,205 to 36,270. There were an estimated 36,775 Ontarians with disabilities for whom no PALS labour force information was available.

⁴ The data published in Table 3.7 (Statistics Canada Publication 89-587) were based on PALS data. The data published in Table 4.7 (Statistics Canada Publication 89-587) for Ontarians without disabilities were based on Census data.

What Are the Employment Issues Faced by those Ontarians with Disabilities who are Employed?

There were 336,120 Ontarians with disabilities who were employed at the time of their interview with a PALS interviewer in 2001.

- Of those, 16% or 55,050 reported periods of unemployment during the 12 months preceding the interview. Among the 55,050 persons with disabilities who reported period of unemployment,
 - 61% reported one period of unemployment while 20% reported three or more period of unemployment.
 - 48% reported that their longest period of unemployment was under three months while 18% said six months or more.
- Some employed Ontarians with disabilities chose not to answer selected questions concerning their employment experience. Among those who did (312,010),
 - 34% reported that they changed the kind of work that they do because of their condition;
 - 40% reported that they changed the amount of work that they do because of their condition;
 - 27% reported that they changed jobs because of their condition;
 - 49% reported that their condition limits the kind or amount of work they can do;
 - 8% reported that they believed they had been refused employment because of their condition;
 - 5% reported that they believed they had been refused a promotion because of their condition;
 - 2% reported that they believed they had been refused access to training programs because of their condition;
 - 5% reported that they believed their employment had been terminated because of their condition;
 - 31% considered themselves disadvantaged in employment because of their condition; and
 - 31% believed that their current employer or any potential employer would be likely to consider them disadvantaged in employment because of their condition.
- There were 147,470 employed Ontarians with disabilities who took work-related training courses during the five years previous to the survey to either improve their skills or to learn new skills. Among those,
 - the majority (85%) took the course for their current or future job; and
 - 53% stated that the knowledge acquired in the course were used “to a great extent” in their current job, while 16% reported that the new knowledge was used “very little” or “not at all”.
- There were 252,060 employed Ontarians with disabilities who were working primarily for wages, salary, tips or commission. Among those:
 - 49% believed that their current condition did not make it difficult for them to change jobs or advance in their current job; 22% said it would be “very difficult” and 21% said “difficult”.

- 68% reported that their current job afforded the opportunity to use all of their education, skills, or work experience.
- 62% reported that their current job required the level of education that they had.

What Are the Employment Issues Faced by those Ontarians with Disabilities who are Unemployed?

There were 36,270 Ontarians with disabilities who were unemployed at the time of their interview with a PALS interviewer in 2001. Some unemployed Ontarians with disabilities chose not to answer selected questions concerning their employment experience. Among those who did (12,380),

- 28% reported that they would need job redesign — either modified or different duties) in order to be able to work;
- 30% reported that they would need modified hours or days or reduced hours in order to be able to work;
- 33% considered themselves disadvantaged in employment because of their condition; and
- 44% believed that their current employer or any potential employer would be likely to consider them disadvantaged in employment because of their condition.

Do Ontarians with Disabilities Have the Same Employment Income Distribution as Non-Disabled Ontarians?

Age group	Employment income of \$1-\$9,999 in 2000		Employment income of \$45,000 or more in 2000	
	Ontarians with disabilities	Non-disabled Ontarians	Ontarians with disabilities	Non-disabled Ontarians
15-19	**	87.6%	**	**
20-24	52.3%	44.4%	**	2.2%
25-29	25.9%	16.2%	**	17.3%
30-34	21.6%	11.5%	21.2%	30.7%
35-39	20.8%	12.6%	16.4%	34.3%
40-44	13.7%	11.7%	30.7%	38.4%
45-49	34.1%	11.0%	22.8%	40.7%
50-54	**	10.1%	38.0%	42.4%
55-59	23.9%	13.5%	21.0%	36.6%
60-64	37.1%	19.6%	**	28.3%
** Data not reliable.				

No. Because the age structure is so different between Ontarians with disabilities and those without, it is important to look at employment income by age group. Shown on this table are the two ends of the employment income scale — employment income of \$1 to \$9,999 (as reported on the 2001 Census of Population) and employment income in 2000 of \$45,000 or more.

At the lowest end of the employment income scale, more Ontarians with

disabilities — regardless of age — fall into this category than their non-disabled peers. The reverse is true for Ontarians reporting employment income in 2000 of \$45,000 or more.

At age 35 to 39 years, 21% of disabled Ontarians reported employment income in 2000 of less than \$10,000 while only 13% of non-disabled Ontarians reported this level of income. Contrast these percentages with those in the same age group who reported \$45,000 or more of employment income in 2000 — only 16% of Ontarians with disabilities but 34% of Ontarians who reported no disability.