

The Facts by Numbers



Numbers of people with disabilities

(Statistics Canada, Canadian Survey on Disability, 2017)

About 6.2 million Canadian adults, or 22 per cent, self-identifies as having a disability. 25% of Manitobans report they have a disability. Many more report they face challenges.

Most disabilities affecting working aged Canadians (15 to 64) are invisible: pain related (14%); flexibility (8%), mental health (8%) and mobility (7%)



The disability rate is higher among older age groups: Almost half of Canadians over 75 reported having a disability.

Manitoba's fastest growing demographic is seniors 85 or over.



Spending Power

Real spending by persons with disabilities is set to rise from **\$165 billion in 2017 to \$316 billion in 2030**, increasing from 14 to 21 per cent of the total consumer market. (1)

Globally, there are approximately 1.3 billion people with disabilities. Their buying power is estimated to be greater than \$1.2 trillion USD or \$8.1 trillion USD when friends and family are included. (2)

Designing with disability in-mind often makes it easier for everyone. For example, power doors are useful to anyone whose hands are full.



Disability and Employment

Over half a million Canadians with disabilities are ready and looking for a job, almost half of them with post-secondary education (Statistics Canada 2016).

Most employers report low or no cost in employing persons with disabilities.

Employers reported an average one-time cost of about \$500. (3)

Reasonable investments in workplace access would allow over 550,000 Canadians with disabilities to participate more fully in the workforce, **increasing GDP by \$16.8 billion by 2030**. (1)



The Business Case For Hiring People with Disabilities

Talent: Organisations with barrier-free recruitment processes and workplaces ensure that they are able to hire the best person for the job.

Reputation: Studies show employees and customers are more loyal to organisations that demonstrate they value diversity and inclusion.

Risk: Research shows workers with disabilities often have lower absenteeism and employee turnover and fewer workplace accidents. (2)

Footnotes

- (1) Gibbard et al. The Conference Board of Canada. The Business Case to Build Physically Accessible Environments. February 23, 2018.
[https://www.conferenceboard.ca/\(X\(1\)S\(zuglqyqmsflxbjey4mwh1pds\)\)/e-library/abstract.aspx?did=9434&AspxAutoDetectCookieSupport=1](https://www.conferenceboard.ca/(X(1)S(zuglqyqmsflxbjey4mwh1pds))/e-library/abstract.aspx?did=9434&AspxAutoDetectCookieSupport=1)
- (2) Donovan, R. *Return on Disability: Translate Different Into Value, 2016 Annual Report: The Global Economics of Disability* <http://www.rod-group.com/>
- (3) *Workplace accommodations: Low cost, high impact.* Job Accommodation Network (Updated 9/30/2018). <https://askjan.org/>