

LABOUR MARKET OUTCOMES OF PERSONS WITH DISABILITIES IN BRITISH COLUMBIA

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BCStats



Labour Market Outcomes of Persons with Disabilities in British Columbia

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Executive Summary

Persons with disabilities is a segment of the population that is not fully engaged in the labour market. Using data from the 2006 and 2001 Participation and Activity Limitation Survey for the population aged 15 to 64, this profile aims to highlight the prevalence of disability, the labour force status of persons with disabilities, changes since 2001, and provide sub-provincial and inter-provincial comparisons. As well, the occupation, industry, and income are reviewed, followed by barriers to labour market entry. In addition to persons with disabilities, the population without disabilities is profiled to provide meaningful context and relevant comparisons where applicable.

It is important to note that disabled persons are significantly older on average than persons without disabilities; therefore, all participation, employment and unemployment rates for 2001 and 2006 presented for the population with disabilities have been age standardised to the age distribution of the non-disabled population of Canada in each respective year.

The high-level results for B.C. obtained from this profile include:

Prevalence of Disability

Females reported higher rates of disability than men

Of the 2.8 million British Columbian's between the ages of 15 and 64 in 2006, 12.8% (or 355,430) indicated they had a disability. The proportion with disabilities increases with age from a low of 6.3% for those 15 to 29 years of age to a high of 25.1% among those between 55 and 64 years of age. Females reported higher rates of disability than males both overall and within each age category.

Mobility or activity limitations were the most common disabilities

The most common types of disabilities among the working age population were those related to mobility/activity limitations, including pain (9.6%), mobility (8.0%) and agility (7.5%). Psychological, learning and hearing difficulties were the next most prevalent disabilities.

Mild disabilities were more common among men than women

About 4 in 10 (39.0%) persons with disabilities experienced a severe or very severe limitation, while more than one-third (33.9%) indicated they had a mild limitation. Males more often reported mild disabilities compared to females (37.3% vs. 31.1%, respectively).

Although more disabled persons than non-disabled persons hadn't completed high school, some other levels of education were fairly similar

The highest level of education attained by disabled and non-disabled persons was fairly similar for some levels. However, while more disabled persons completed an apprenticeship certificate or diploma (14.5% vs. 8.9%, respectively), more disabled persons also did not graduate high school (23.4% vs. 15.4%), and fewer attained a university certificate, diploma or degree (17.1% vs. 28.7%). In addition, fewer disabled males than females achieved a high school education, with the gap between disabled and non-disabled persons being three times larger for males.

Labour Force Status

Disabled persons were less often taking part in the labour force

Of 355,430 disabled persons of working age in B.C., 200,640 were employed, 136,720 were not in the labour force and 18,060 were unemployed. Disabled persons were significantly more often not in the labour force compared to those without disabilities (38.5% vs. 21.5%, respectively).

Persons with disabilities participated in the labour market significantly less often than persons without disabilities

The labour force participation rate of persons with a disability (64.6%) was significantly lower than the rate for those without a disability (78.5%), especially when looked at by age. Further, the gap between disabled and non-disabled persons widens as age increases from 11.5 percentage points among those aged 15 to 29, to 16.3 percentage points for those between the ages of 55 and 64.

Among the working age population three-quarters (75.4%) of those experiencing a mild disability were participating in the labour force, which is comparable to the 78.5% for the non-disabled population. This is in contrast to approximately two-thirds (65.8%) of those with a moderate disability participating in the labour market and just over half (53.8%) of those with a severe or very severe disability.

People with disabilities related to activity limitations (pain, mobility, and agility) were more often participating in the labour force compared to those with mental disabilities (emotional/psychological, memory, learning and developmental difficulties), while individuals with sensory or communication limitations have varying outcomes.

The participation rate of disabled persons was higher among those with more education. However, for each higher level of education—less than high school, high school, and post-secondary—there was a persistent gap between persons with and without disabilities. The salient fact is that for those with a higher level of education the participation rate gap for disabled persons was significantly smaller. The results do indicate that any higher level of education, particularly high school, enhances the participation rate. Among categories of post-

secondary education, applied studies may be more useful for those with disabilities, specifically since those with a university education have the lowest participation rate for both populations between 15 and 54 years of age and the largest gap between those with and without disabilities.

While the employment rate of persons with disabilities was significantly lower than those without disabilities, this was not the case for those with mild disabilities

The employment rate of persons with a disability was significantly lower than the rate for those without a disability (59.1% vs. 74.3%, respectively). Similar to the participation rate, the employment rate gap between disabled and non-disabled people increases in relation to age.

Over 7 in 10 (70.2%) of those with mild disabilities were employed, which is slightly lower than 74.3% for the non-disabled population. This contrasts with approximately 6 in 10 (61.2%) of those with moderate disabilities, followed by less than half (47.4%) of those with severe or very severe disabilities.

Activity limitations (pain, mobility, and agility) appear to allow persons with disabilities to more often take part in employment, compared to those with mental disabilities (emotional/psychological, memory, learning and developmental difficulties). Persons with limitations associated with sensory or communication impairment (hearing, seeing and speech) had more wide-ranging outcomes.

Similar to the participation rate, a higher level of education enhances the employment rate of those with disabilities. Furthermore, the gap between the disabled and non-disabled diminishes with a higher level of education, although the returns to the highest levels of education are lower.

Disabled persons were more often unemployed than the non-disabled

The unemployment rate of disabled persons was 8.9%, higher than for the non-disabled population at 5.7%. Females with disabilities aged 15 to 64 had a lower unemployment rate compared to males (8.3%^E vs. 9.9%^E, respectively) and their rate of unemployment was closer to those without disabilities (6.4% and 5.0%, respectively for females and males).

Income of Disabled Persons

Total income of disabled persons was lower than that of non-disabled persons

Nearly all disabled persons have some form of income as measured by total income¹ (95.5%), which compares favourably with non-disabled persons (93.8%). There is an obvious differential between the median total income of disabled (\$19,486) and non-disabled (\$27,748) persons in

¹ Total income is the sum (including loss) of income from all sources, including paid employment, i.e., wages and salaries, self-employment income, income from government programs, pension income, investment income and any other money income for taxation year 2005.

B.C. that is exacerbated by age. The differential was greatest among those aged 30 to 54 (\$14,190), slightly less for those aged 55 to 64 (\$12,650), and smallest for those aged 15 to 29 (\$2,426). Among persons with disabilities with some level of total income, those with a mild or moderate disability had a similar median income (\$23,528 and \$23,714, respectively) whereas the income level of those with a severe or very severe disability was significantly lower (\$14,236).

Persons with disabilities experienced a much lower level of employment income than those without disabilities

Over 8 in 10 (82.3%) non-disabled persons had at least some employment income, compared to just two-thirds (66.8%) of disabled persons. At \$20,678 median employment income, disabled persons earned significantly less than the \$28,048 earned by their non-disabled counterparts and the difference becomes increasingly noticeable with age. The gap in earnings was largest among those aged 55 to 64 (\$13,073^E), slightly smaller for those aged 30 to 54 (\$11,632), and smallest by far for those aged 15 to 29 (\$2,222). The lowest median employment income of \$18,971^E was for persons with severe or very severe disabilities, the next lowest was \$23,914 for those with mild disabilities, and the highest was \$25,030 for persons with moderate disabilities.

Limitations and Barriers to Employment

Among disabled persons who were not participating in the labour force more than 6 in 10 were completely prevented from working

Of the 118,390 persons with a disability who were not in the labour force or had retired between 2001 and 2006, 63.7% said that their limitation completely prevented them from working at a job or business. Just 4 in 10 (41.1%) persons with mild disabilities said their condition completely prevented them from working, this increases to 6 in 10 (60.9%) for those with moderate disabilities, and nearly twice as many (76.8%) with severe or very severe disabilities were prevented from working.

More than half of all persons with disabilities who were not completely prevented from working were limited in the amount or kind of work they could do

In 2006, there were 228,750 British Columbians between the ages of 15 and 64 with a disability who were not completely prevented from working due to their disability and if they had retired, it was within the last five years. Of these, 55.8% (or 127,650) said that their condition limited the amount or kind of work they could do. Nearly 8 in 10 of those who were unemployed were limited, as well as more than 6 in 10 who were not in the labour force, compared to just over half of those who were employed. As well, nearly two-thirds of retirees said they were limited.

Fewer than 1 in 5 disabled persons required a job redesign, while most workplace accommodations required could involve relatively little cost and not require major changes to how the work is performed

Among all persons with disabilities asked what workplace accommodation was required the most common modifications required were modified hours or days (25.2%), a job redesign (18.1%), a special chair/back support (17.0%) and a modified or ergonomic workstation (10.5%). The next most often modification (accessible washrooms) was mentioned by only 6.3% of disabled persons; however, each of these top four modifications was required more often as the severity of disability increased.

Among employed persons with disabilities these top four requirements were being provided by the majority of employers—modified hours or days (81.6%), job redesign (71.2%), special chair/back support (69.8%), and modified or ergonomic work station (72.5%). (Accessible washrooms were provided by 94.3% of employers.)

Introduction

To complete this profile of persons with disabilities, BC Stats ordered a custom data set from Statistics Canada from the Participation and Activity Limitation Survey (PALS). PALS is a post-censal national survey that collects information on persons with disabilities that was undertaken in both 2001 and 2006. PALS is funded by Human Resources and Social Development Canada and conducted by Statistics Canada. The 2006 Census was used to identify persons in the population who had a disability, while PALS also has additional filter questions to confirm the respondent's disability status. The interviews were conducted by telephone between November 2006 and February 2007 using a computer-assisted collection methodology. PALS is the only source of detailed, disability-specific information on many important aspects of the lives of Canadians with disabilities.

For the purposes of the survey, a person with disabilities is someone who has difficulties with daily living activities or a physical or mental condition or other health problem that limits the kind or amount of activities they can do. Respondents' answers to the disability questions represent their perception of the situation and are therefore subjective.

The population of interest included all persons with a disability who were living in Canada at the time of the 2006 Census. The population included persons living in private and some collective households in the ten provinces and the three territories. However, the population living on First Nations reserves, the residents of institutional and some non-institutional collectives were excluded. Appendix B provides a list of definitions for terms used throughout this report.

It is important to note that disabled persons are significantly older on average than persons without disabilities; therefore, all participation, employment and unemployment rates for 2001 and 2006 presented for the population with disabilities have been age standardised to the age distribution of the non-disabled population of Canada in each respective year.

One of the goals of this profile was to provide data at the sub-provincial level. The sub-provincial geography that returned acceptable data was the combined areas of the Lower Mainland and Southern Vancouver Island versus the rest of B.C. (Please see Appendix C for a detailed list of the communities included.) Lower Mainland and Southern Vancouver Island will also be referred to as "more urban areas".

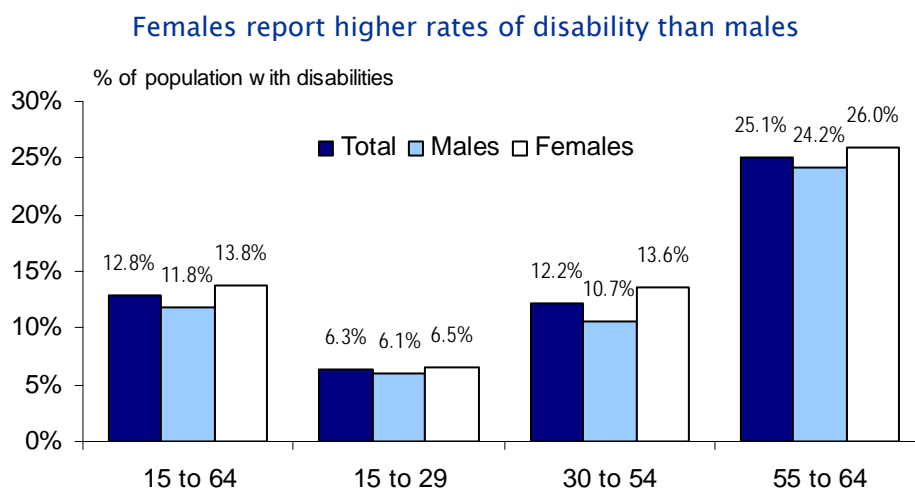
Using data from both the 2006 and 2001 surveys for the population aged 15 to 64, this profile aims to highlight the prevalence of disability, the labour force status of persons with disabilities, changes since 2001, and provide sub-provincial and inter-provincial comparisons. As well, the occupation, industry, and income are reviewed, followed by barriers to labour market entry. In addition to persons with disabilities, the population without disabilities will be profiled to provide meaningful context and relevant comparisons where applicable.

Prevalence of Disability

In 2006, 18.4% (or 612,120 persons) of the population aged 15 and over in B.C. indicated they were limited in their everyday activities due to a physical or psychological condition or a health condition. It is apparent that disabilities become increasingly common with age, ranging from a low of 6.3% of those between the ages of 15 and 29 to a high of 45.7% among those aged 65 and over. For this reason, this profile will focus on the working age population—that is those aged 15 to 64. This population will be segmented into three groups, youth, core and mature persons aged 15 to 29, 30 to 54 and 55 to 64, respectively.

Differences in B.C.'s Disability Rate by Age and Gender

Of the 2.8 million British Columbian's of working age in 2006, 12.8% (or 355,430) indicated they had a disability. The proportion with disabilities ranges from a low of 6.3% for the youngest age group to a high of 25.1% among the oldest age group. Intuitively, this makes sense since many disabilities will last for the rest of a person's life, and more of each age group will develop disabilities as they age. Females reported higher rates of disability than males both overall and within each age category.



Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- On a sub-provincial basis, of the 2.0 million persons of working age living in the more urban areas of the Lower Mainland and Southern Vancouver Island, 10.9% reported having a disability. At 17.6%, significantly more of the 788 thousand persons of working age living in the rest of B.C. had a disability. Although the disability rate follows a similar trend with age, it increases to a greater extent outside the more urban areas.

The disability rate is higher outside of the Lower Mainland and Southern Vancouver Island and increases to a greater extent with age

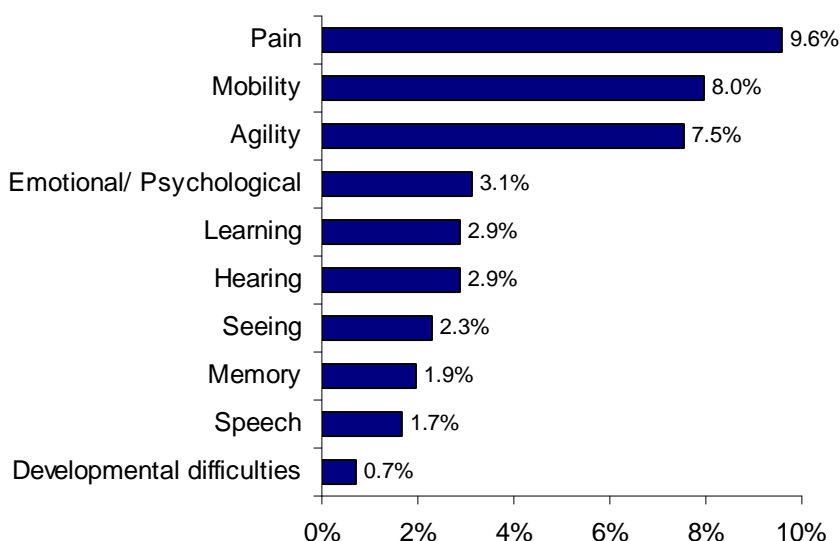
Disability Rate by Sub-Provincial Geographies, Age and Sex					
Geography	Sex	Age			
		15 to 64	15 to 29	30 to 54	55 to 64
Lower Mainland/ S. Vancouver Island	Total	10.9%	6.1%	10.1%	21.9%
	Males	9.8%	6.0%	8.8%	20.3%
	Females	12.0%	6.2%	11.3%	23.4%
Rest of B.C.	Total	17.6%	6.7%	17.6%	31.3%
	Males	16.8%	6.2%	15.8%	31.3%
	Females	18.5%	7.2%	19.2%	31.2%

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

What Types of Disabilities Were Most Common?

The most common types of disabilities among the working age population were those related to mobility/activity limitations, including pain (9.6%), mobility (8.0%) and agility (7.5%). Psychological, learning and hearing difficulties were the next most prevalent disabilities. It is especially relevant to take note that many of those who have disabilities often experience more than one type of limitation.

Mobility/activity limitations (pain, mobility and agility) were the most common disabilities

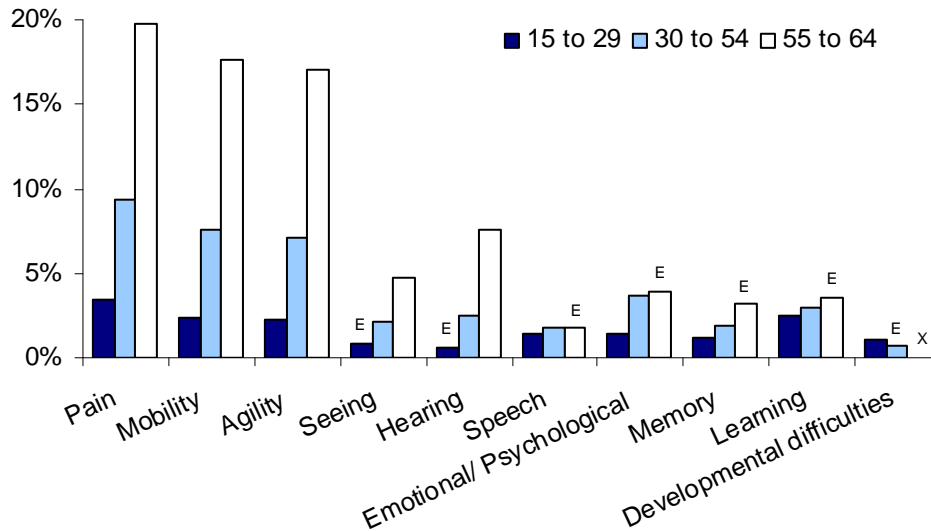


Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Not only does the rate of disability increase with age, almost all types of disability also increase with age. The only exception is developmental disabilities, which by definition should be identified early in life and remain unchanged. Disabilities associated with prolonged activity increase sharply with age and most were more prevalent among females than males—the exceptions were hearing and learning disabilities being more common among males aged 15 to 64 than among females.

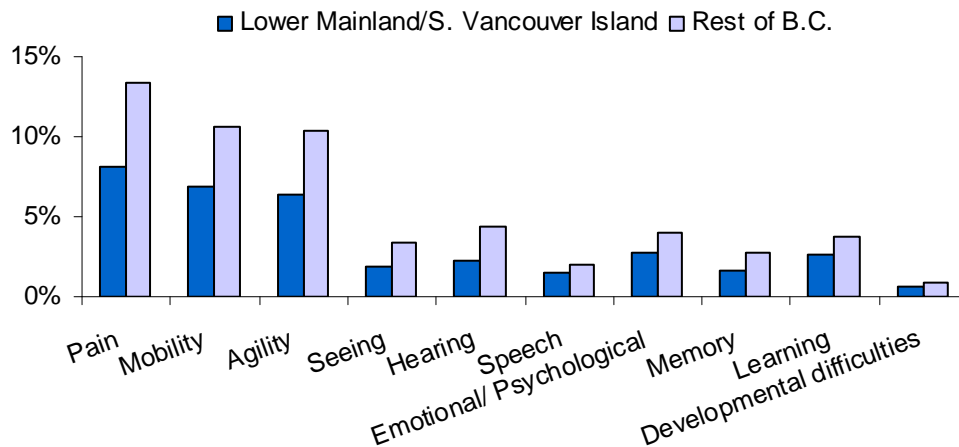
Almost all disabilities investigated increase with age



Note: Persons with disabilities often have more than one limitation.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Compared to the Lower Mainland and Southern Vancouver Island, each type of disability was more prevalent in the rest of the province for both males and females, especially the three most common disabilities—pain, mobility and agility.

Each type of disability was mentioned more often by those living outside the Lower Mainland and Southern Vancouver Island



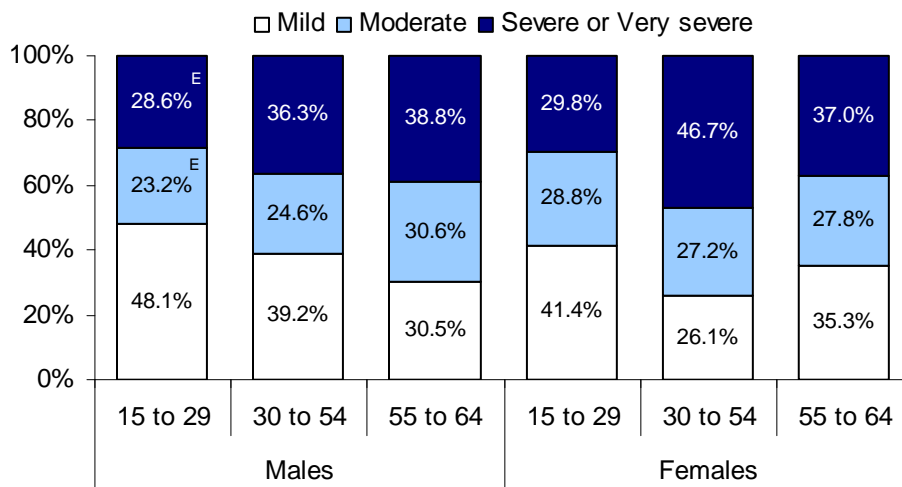
Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

How Severe Were the Disabilities Experienced?

The level of severity for disabilities is a calculated measure based on the average level of severity for individual disabilities. The severity of an individual disability is based upon the frequency and intensity of the limitation. Thus, the overall severity is increased by the presence of multiple disabilities of varying severities or one very limiting disability. On a provincial level, 1 in 20 British Columbian's had a severe or very severe disability, 3.5% had a moderate disability, and 4.3% had a mild disability. More females than males had a severe or very severe disability (5.7% vs. 4.2%, respectively) or a moderate disability (3.8% vs. 3.1%).

Translated to the 355,430 persons with disabilities, 4 in 10 (39.0%) experienced a severe or very severe limitation, while more than one-third (33.9%) indicated they had a mild limitation. Males more often reported mild disabilities compared to females (37.3% vs. 31.1%, respectively); however, the life-stage pattern varies considerably between males and females. Males in the older age categories more often reported moderate and severe or very severe disabilities compared to their younger counterparts, whereas among females those aged 30 to 54 reported the most severe disabilities, followed by those aged 55 to 64.

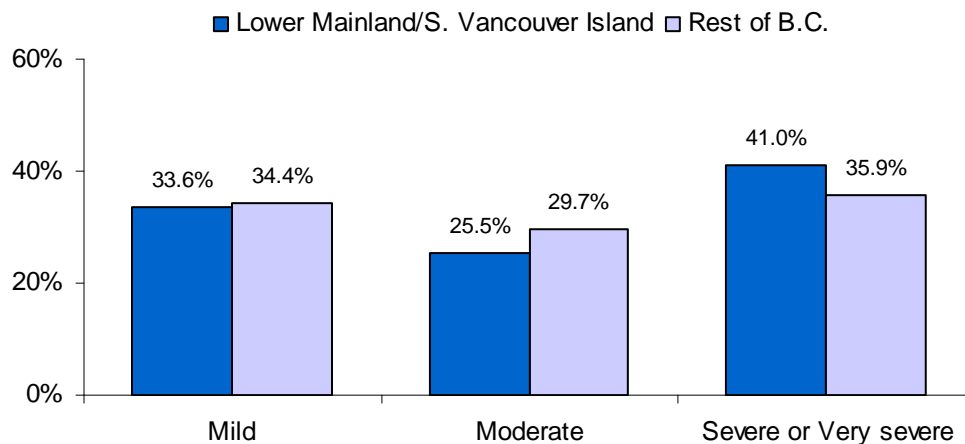
Mild disabilities were more common among males than females



Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Although the prevalence of disability is higher in areas outside the Lower Mainland and Southern Vancouver Island, the severity of disability is not as great. A large portion of the difference between the areas can be attributed to a greater proportion of males having severe or very severe disabilities in the more urban areas.

The Lower Mainland and Southern Vancouver Island had a greater proportion of persons with severe or very severe disabilities compared to the rest of B.C.



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

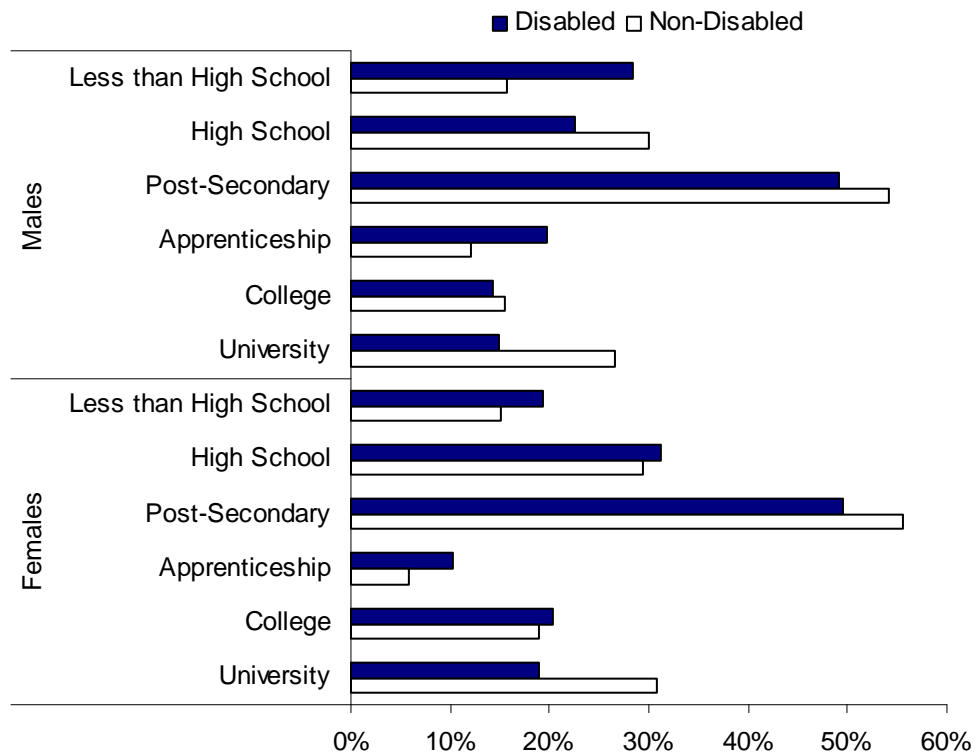
Educational Attainment of Persons with and without Disabilities

It is essential to remember when looking at the educational attainment of persons with disabilities that many may have completed their education prior to the onset of their disability. With that in mind, the highest level of education attained by disabled and non-disabled persons was actually fairly similar for some categories. Roughly 3 in 10 disabled and non-disabled

persons completed high school (27.3% vs. 29.7%, respectively), more than 3 in 20 completed a college certificate, diploma or degree (17.6% vs. 17.2%), while a greater proportion of disabled persons completed an apprenticeship certificate or diploma (14.5% vs. 8.9%). However, more disabled persons also did not graduate high school (23.4% vs. 15.4%), and fewer attained a university certificate, diploma or degree (17.1% vs. 28.7%).

- In terms of differences by gender, although a similar proportion of males and females in the non-disabled population had less than a high school education, there was a gap between disabled and non-disabled persons and it was nearly three times wider for males. Consequently, fewer males than females achieved a high school education.

The educational attainment among disabled persons is lower for males, with fewer attaining a high school education



Note: Only includes population aged 15 to 64.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- For the most part, the sub-provincial level educational profile was similar to that of B.C. as whole in terms of differences between the disabled and non-disabled populations. University was the main area where there was a difference, with a greater proportion of disabled persons living in the Lower Mainland and Southern Vancouver Island attaining a university education compared to the rest of the province; however, this difference was also reflected in the non-disabled population. Furthermore, more disabled persons living in the rest of the province had less than high school. While more non-disabled

persons living in the rest of B.C. had high school as their highest level of education this was not the case for the disabled.

In general, the educational attainment of disabled persons living in the Lower Mainland and Southern Vancouver Island was higher than the rest of the province

Highest Level of Education by Sub-Provincial Geographies and Disability Status							
Geography	Disability Status	Highest Level of Education					
		Less than High School	High School	Post-Secondary	Apprenticeship	College	University
Lower Mainland/ S. Vancouver Island	Non-Disabled	13.8%	28.6%	57.6%	8.1%	16.5%	33.0%
	Disabled	21.6%	27.0%	51.4%	14.3%	17.1%	20.0%
	Gap	-7.8	1.6	6.2	-6.3	-0.6	13.0
Rest of B.C.	Non-Disabled	19.8%	32.6%	47.6%	11.3%	19.2%	17.1%
	Disabled	26.2%	27.8%	45.9%	14.8%	18.4%	12.7% ^E
	Gap	-6.5	4.8	1.7	-3.5	0.7	4.4 ^E

Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Changes in Disability Rates between 2001 and 2006

The results from the Participation and Activity Limitation Survey 2001 will be used for comparison purposes of the prevalence of disabilities in 2001 and 2006; however, it is important to note there were some minor changes to the sampling methodology in 2006. Consequently, the 2006 results will use the 2001 sample frame and may not precisely match other results for B.C. discussed in this report¹.

Sample Frame Changes

The effect of using the 2001 sampling frame means that people have been excluded from the 2006 data if they would not have been included in the 2001 survey. In 2006, the territories were added to the target population. In addition, the population living in Aboriginal communities that was previously covered in 2001 by the Aboriginal Peoples Survey (APS) was included in the 2006 PALS target population.

Further, the method of collecting information in the senior citizen residences that are non-institutional collective dwellings was modified slightly in the 2006 Census and 1 in 5 households in these residences received a long Census form. Prior to this, people living in these residences received only a short form of the Census. Consequently, these collective dwellings are now included as part of the PALS target population. For Canada overall this made a 1.2% difference in the number of people included in 2006, while for B.C. it only increased the population of interest by 0.2%.

¹ See Participation and Activity Limitation Survey 2006: Technical and Methodological Report 89-628 XIE no. 1 for more details

Prevalence of disability—2006 versus 2001

The number of persons with disabilities in B.C. increased by 22.2% from 290,880 in 2001 to 355,430 in 2006, while growth among the non-disabled population was just 4.2% from 2.3 million to 2.4 million. As a result, the disability rate increased from 11.2% to 12.8%.

Of the 64,550 increase in persons with disabilities, 62.6% were in the 55 to 64 age category, followed by 21.0% aged 30 to 54 and 16.4% who were between 15 to 29 years of age. As a result, the increase in the disability rate can partially be explained by the aging of the population as the baby boom generation approaches ages where higher disability rates are more common.

However, if the entire 2006 population (aged 0 and over) is age standardized to the 2001 population then the effect of the aging population can be removed and it is possible to see what the change in the disability rate would have been if the population hadn't aged. In 2006, the disability rate among the population aged 0 and over was 16.0%, up from 14.0% in 2001. If the population aged 0 and over had not gotten older on average between 2001 and 2006 then the disability rate in B.C. would have been 15.0%¹; thus, population aging accounted for half of the increase in the disability rate.

Nonetheless, disability rates also increased for all of the age groups examined, suggesting a change in what British Columbians' consider a disability may be occurring or the incidence of reporting disabilities may be increasing. One explanation might that as society has advanced it has become more socially acceptable to have a disability and so persons may feel more comfortable reporting a disability than before.

The prevalence of disability increased for each age group and both males and females

Disability Rate by Age and Sex, 2006 and 2001						
Age	Total		Males		Females	
	2001	2006	2001	2006	2001	2006
15 to 64	11.2%	12.8%	10.5%	11.8%	11.8%	13.8%
15 to 29	5.1%	6.3%	4.8%	6.1%	5.4%	6.5%
30 to 54	11.3%	12.2%	10.5%	10.7%	12.1%	13.6%
55 to 64	22.4%	25.1%	21.8%	24.3%	23.1%	26.0%

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

¹ Statistics Canada (2007c)

Severity of disability

Nearly 4 in 10 (39.0%, up from 36.6% in 2001) of those with disabilities had a severe or very severe disability, slightly more than one-quarter (27.1%, down from 28.0%) had a moderate disability, while one-third (33.9%, down from 35.5%) had a mild disability. There was below average growth for those with mild (+16.7%) or moderate (+18.6%) disabilities, and the highest rate of growth was for those with severe or very severe disabilities (+30.2%).

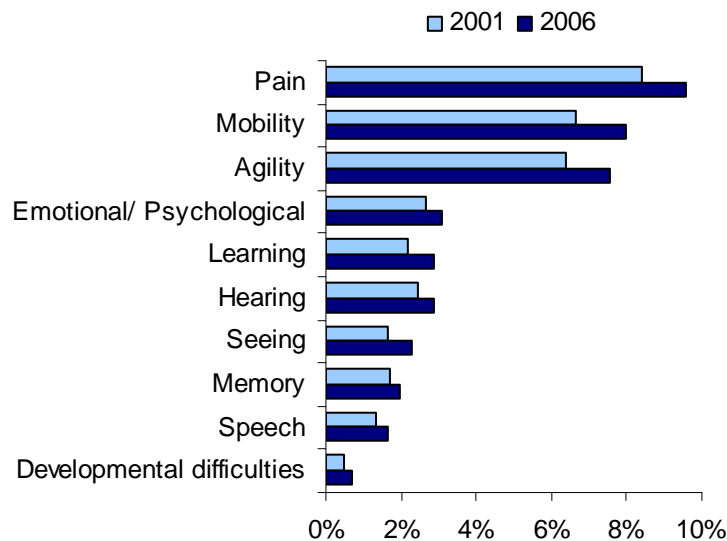
- Nearly seventy percent of the growth in persons with severe or very severe disabilities can be attributed to females aged 30 to 64, while males between these ages accounted for just under one-quarter of the growth.

Type of disability

There were larger than average increases in the number of disabled persons reporting each type of disability except pain (+21.2%) and memory (+20.1%). The largest increases were for developmental difficulties (+57.0%), seeing (+46.1%), learning (41.4%) and speech (+30.7%). The reason for these larger than average increases for almost all types of disability is that persons with disabilities were more often reporting more than one disability, which may explain at least part of the increase in the proportion of persons with a greater severity of disability.

When looked at by the proportion of the total population, the largest percentage point increases were for the three most prevalent disabilities—pain, mobility and agility. Nevertheless, the large growth in developmental difficulties and learning disabilities are disconcerting since these would not be expected to increase throughout one's life.

The proportion of the total population reporting each type of disability increased between 2001 and 2006, especially for pain, mobility and agility



Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

Interprovincial and National Comparisons of Disability

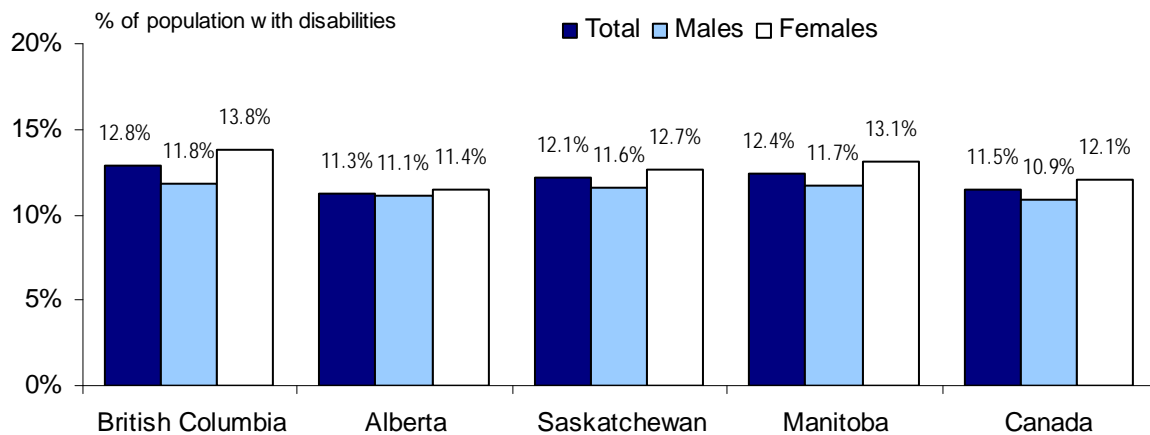
The focus of this sub-section will be comparisons of disability rates between British Columbia, Canada and the three other western provinces – Alberta, Saskatchewan and Manitoba.

Prevalence of disability

British Columbia's disability rate for those aged 15 to 64 was higher than the average for Canada, as well as each of the three other western provinces. This is not surprising considering the average age of those aged 15 to 64 is 40.3 in B.C., higher than any of the other geographies – Alberta (38.6), Saskatchewan (39.2), Manitoba (39.4) and Canada (39.9)¹.

¹ Source: 2006 Census 97-551-XCB2006009.ivt

B.C.'s disability rate is higher than that of Canada and the three western provinces



Note: Only includes population aged 15 to 64.

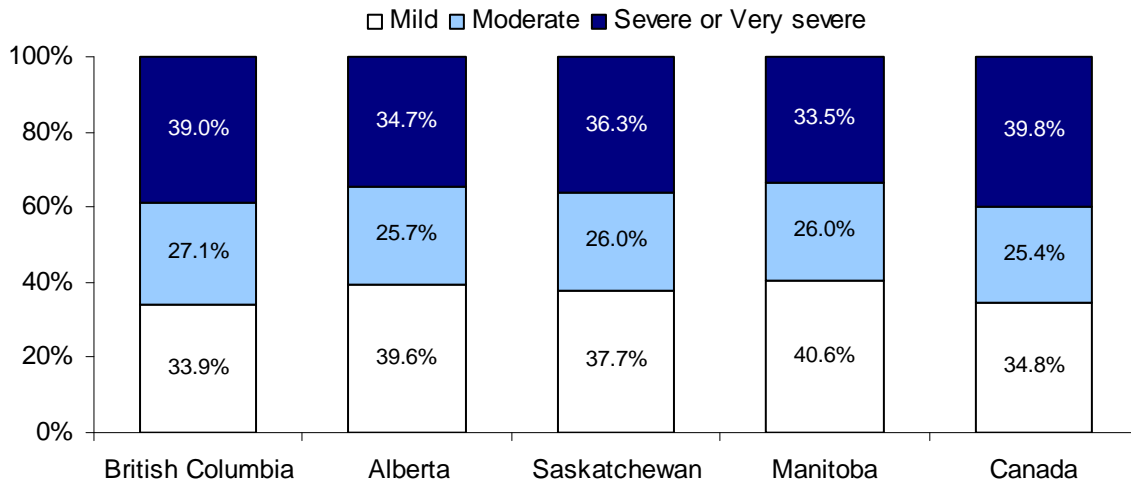
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- In addition, between 2001 and 2006, B.C. experienced the largest increase in the rate of disability at 1.7 percentage points, with the next highest increase being for Manitoba at 1.4, while the lowest was 0.8 for Alberta. Nationally, the rate of disability increased by 1.6 percentage points.

Severity of disability

The severity of disability experienced by disabled persons in British Columbia was also higher compared to the three other western provinces for both severe or very severe disabilities and moderate disabilities. B.C. was comparable to the national average, with Canadians slightly more often reporting severe or very severe disabilities, and slightly less often reporting moderate disabilities.

B.C.'s disabled persons reported a greater severity of disability compared to the three other western provinces



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- In B.C., the greatest percentage increase between 2001 and 2006 was for severe or very severe disabilities (+30.2%) followed by moderate (+18.6%) and mild (+16.7%), while for Canada overall, the exact opposite pattern occurred with mild disabilities increasing the most—mild (+31.2%), moderate (+25.1%) and severe or very severe (+17.2%). Within the other western provinces there were inconsistent results, with the largest increase for Saskatchewan being severe or very severe disabilities (+11.9%), Alberta's largest gain was for moderate disabilities (+32.5%), and Manitoba posted a large addition in mild disabilities (+26.7%).

Educational attainment

B.C. had the second highest post-secondary education completion rate for persons with disabilities of the western provinces, behind Alberta. Although B.C. had the largest gap between disabled and non-disabled persons achieving a university education, B.C.'s completion rate was the highest for both disabled and non-disabled persons. B.C. disabled persons also had the second highest completion rate for college, the third highest rate for apprenticeships and the lowest proportion of disabled persons who had not completed high school. On a national basis, the completion rates for university, college and apprenticeship training in B.C. were higher than the Canadian average and the proportion that had less than a high school education was lower.

B.C.'s disabled persons were more highly educated than the national average,
with a higher post-secondary education completion rate

Highest Level of Education by Interprovincial Geographies and Disability Status							
Geography	Disability Status	Highest Level of Education					
		Less than High School	High School	Post-Secondary	Apprenticeship	College	University
British Columbia	Non-Disabled	15.4%	29.7%	54.9%	17.2%	8.9%	28.7%
	Disabled	23.4%	27.3%	49.3%	17.6%	14.5%	17.1%
	Gap	-8.0	2.4	5.7	-0.4	-5.6	11.6
Alberta	Non-Disabled	20.2%	27.8%	52.0%	18.6%	10.2%	23.2%
	Disabled	25.2%	24.6%	50.2%	20.5%	15.3%	14.4%
	Gap	-5.0	3.2	1.8	-1.9	-5.1	8.8
Saskatchewan	Non-Disabled	23.6%	28.3%	48.1%	17.0%	11.7%	19.4%
	Disabled	27.1%	26.0%	46.9%	16.5%	16.0%	14.4%
	Gap	-3.5	2.3	1.2	0.5	-4.3	5.1
Manitoba	Non-Disabled	23.8%	28.8%	47.5%	16.3%	10.0%	21.2%
	Disabled	29.2%	26.2%	44.5%	17.1%	11.2%	16.2%
	Gap	-5.5	2.5	3.0	-0.8	-1.2	5.0
Canada	Non-Disabled	18.8%	26.8%	54.5%	19.1%	10.5%	25.0%
	Disabled	27.6%	24.8%	47.6%	17.2%	13.9%	16.6%
	Gap	-8.8	1.9	6.9	1.9	-3.4	8.4

Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- The higher proportion of disabled compared to non-disabled persons completing an apprenticeship program was consistent with each of the other western provinces, except Saskatchewan.

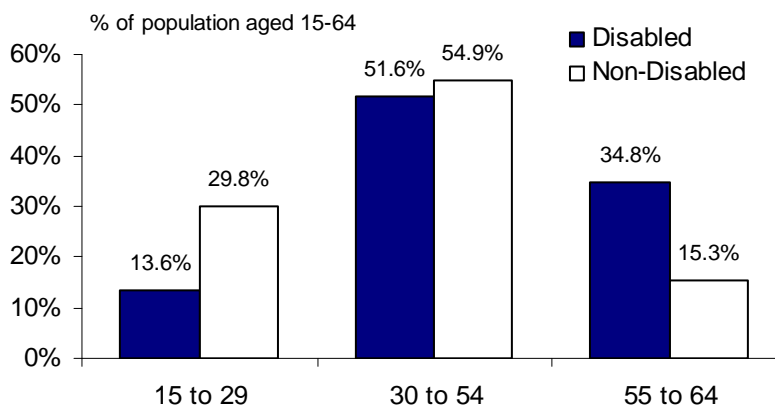
Labour Force Status of Persons with Disabilities in B.C.

Since there are a number of different measures for success in the labour market a variety will be reviewed in the current section to provide different contexts of analysis. Measures that will be looked at include the gross distribution of the labour force by employment status, the labour force participation rate and employment rate, and where data permits, the unemployment rate. As well, a number of demographics including age, gender, severity and type of disability, and educational attainment will be used throughout the analysis.

Age Standardization of Labour Force Rates

It is important to note that the age distribution of disabled persons was very different compared to the non-disabled population, with disabled persons being significantly older on average. Consequently, the labour force characteristics of these two groups will be different; therefore, all participation, employment and unemployment rates for 2001 and 2006 presented for the population with disabilities have been age standardised to the age distribution of the non-disabled population of Canada in each respective year. By doing so differences between the two groups can be explored without concern that a significantly different age distribution is the reason for differences.

The age distribution of persons in B.C. with disabilities was significantly older than those without disabilities



Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

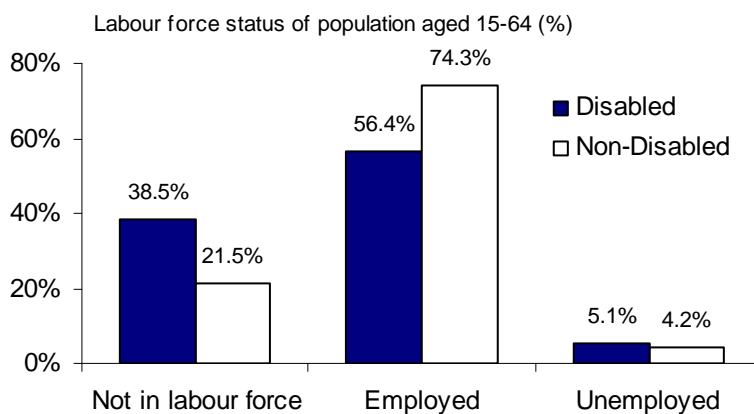
Labour Force Status of Disabled and Non-Disabled Persons in 2006

In 2006, there were 355,430 disabled persons between 15 and 64 years of age in B.C., of which 200,640 were employed, 136,720 were not in the labour force and 18,060 were unemployed. Disabled persons were significantly more often not in the labour force compared to those without disabilities (38.5% vs. 21.5%, respectively).

Labour Force Status

This section of the report uses the labour force information captured in the Census to ensure that the same concepts and reference period are used in order to provide a common base for comparing the labour force outcomes of persons with and without disabilities. Nevertheless, PALS is used to denote the respondent's disability status.

B.C.'s disabled persons were more often not taking part in the labour market compared to the non-disabled



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Among persons with disabilities, 160,000 were males, including 35.4% who were not in the labour force, 59.6% who were employed and 5.0%^E who were unemployed. At 41.0%, proportionally more of the 195,430 females with disabilities were not in the labour force, while 53.9% were employed and 5.2%^E were unemployed.
- Comparing the proportion of the disabled and non-disabled population not in the labour force by gender also shows a marked difference. The proportion of males not in the labour force was 19.2 percentage points higher for those with disabilities, in comparison to a 14.2 percentage point difference for females. This indicates that despite a higher proportion of disabled females not in the labour force, males with disabilities were not faring as well as females with disabilities in comparison to the non-disabled population.
- Taking the analysis of those not in the labour force one step further, and looking at disability differentials by age category shows that during their prime working years (30 to 54) 1 in 4 (25.2%) males with disabilities were not in the labour force, compared to just 6.7% of those without disabilities. Moreover, among males aged 55 to 64, almost half (47.4%) with disabilities were not in the labour force, significantly higher than 1 in 4 (24.5%) non-disabled males – this is more than twice the differential for those aged 15 to 29 and nearly twice the differential for females regardless of age.

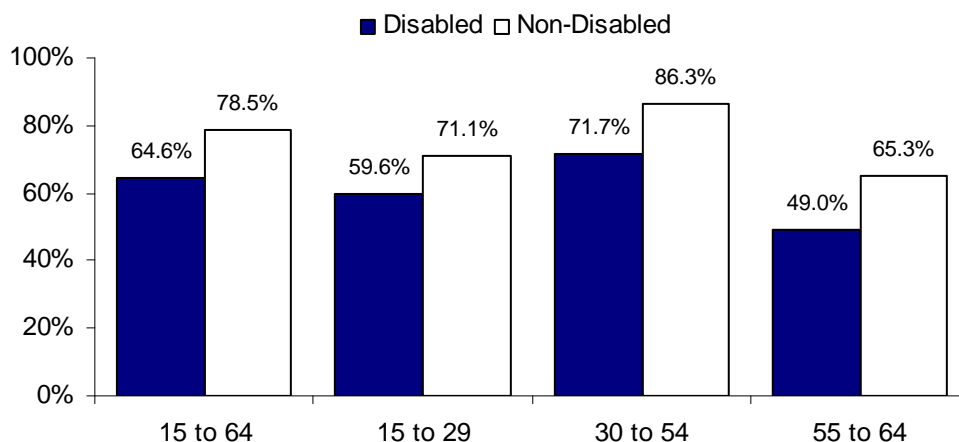
How Does the Participation Rate Differ for Persons with and without Disabilities?

There are a multitude of reasons for persons, regardless of disability status, to not be part of the labour force, including retirement, going to school, seasonal layoff and personal reasons such as taking care of children. When speaking of persons with disabilities though, the nature of their disability may completely prevent them from participating or present barriers that limit the amount or type of work they can do. (These topics will be explored in a later section of this report.)

Age and gender differences

The labour force participation rate of persons with a disability was significantly lower than the rate for those without a disability, especially when looked at by age. Further, the gap between disabled and non-disabled persons widens as age increases from 11.5 percentage points among those aged 15 to 29, to 16.3 percentage points for those between the ages of 55 and 64.

A gap in the labour force participation rates of those with and without disabilities widens as age increases, principally due to an increasing gap for males



Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Most of the increase in the participation rate gap between the disabled and non-disabled can be attributed to males. The gap in the male participation rate swells from 12.2 percentage points among those 15 to 29 years of age to 22.5 percentage points for those 55 to 64 years of age, whereas the gap for females only varies from 10.4 to 11.2.

Severity of disability

The severity of disability noticeably affects a person's ability to participate in the labour force, with a greater degree of severity reducing the participation rate. Among the working age population three-quarters (75.4%) of those experiencing a mild disability were participating in the labour force, which is comparable to the 78.5% for the non-disabled population. This is in

contrast to approximately two-thirds (65.8%) of those with a moderate disability participating in the labour market and just over half (53.8%) of those with a severe or very severe disability.

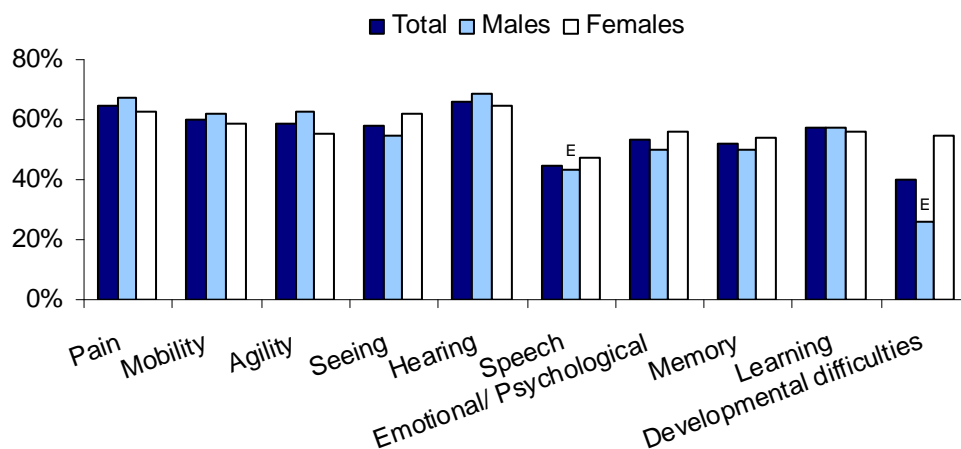
- Among persons with mild disabilities, nearly 8 in 10 (79.7%) males participated in the labour force, compared to 71.2% of females, while for the other severities there were no significant differences between male and female persons with disabilities. This is unexpected since females in the total population tend to have lower labour force participation rates.

Type of disability

The type of disability also plays a role in the participation rate of persons with disabilities. Before further discussion it is important to note that persons with disabilities often have more than one type of disability so there is definite overlap between the types of disabilities. Unfortunately, this means that effects of one disability cannot be separated from another.

People with disabilities related to activity limitations (pain, mobility, and agility) were more often participating in the labour force compared to those with mental disabilities (emotional/psychological, memory, learning and developmental difficulties), while individuals with sensory or communication limitations have varying outcomes—those with hearing disabilities actually had the highest participation rate of all disabilities¹, seeing fell in the middle and speech was towards the lower end.

The participation rate was among the highest for disabilities related to activity limitations and lowest for those involving mental disabilities



Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

¹ A recent report released by Statistics Canada shows that for Canadians aged 15 and over, 83.2% of hearing limitations were mild in nature, with the remaining 16.8% being severe (Brennan et al. 2009).

- For all disabilities combined males had a higher labour force participation rate compared to females (67.8% vs. 62.2%, respectively); therefore, it is interesting to look for significant differences by ranking the participation rate for each of the 10 disabilities separately by sex. The noticeable differences occur for agility and seeing. Males with an agility disability rank 3rd vs. 7th for females, while for seeing males rank 6th vs. 3rd for females.

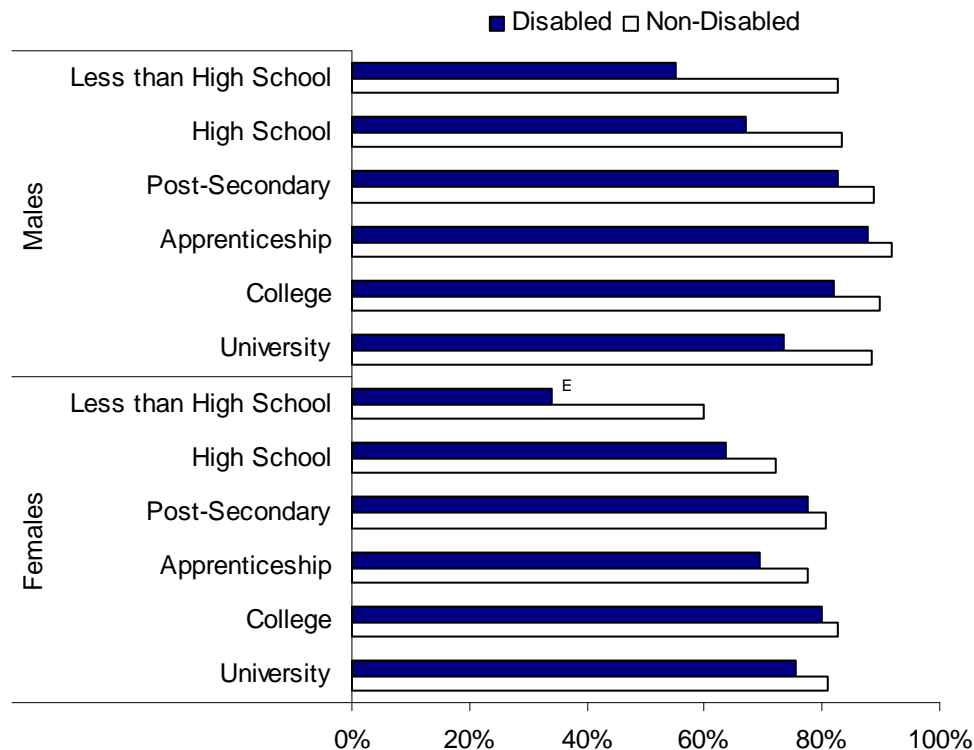
Educational attainment

Another important aspect of participation in the labour market is the level of educational attainment. When looking at the entire working age population, as reviewed earlier in this report, the highest level of education attained by disabled persons is actually similar to the non-disabled population for some categories, such as high school and college, and higher for apprenticeships, but more disabled persons did not graduate high school, and fewer attained university degrees.

The participation rate of disabled persons was higher among those with more education. However, for each higher level of education—less than high school, high school, and post-secondary—there was a persistent gap between persons with and without disabilities. The salient fact is that for those with a higher level of education the participation rate gap for disabled persons was significantly smaller. A higher level of education must therefore play a part in improved employment prospects for the disabled relative to the non-disabled.

Nonetheless, there were some differing participation rates among those completing apprenticeship, college and university post-secondary education programs. The highest participation rate for males with or without disabilities was for an apprenticeship program, followed by college and university. Further, the gap between disabled and non-disabled males was smallest for those with an apprenticeship certificate or diploma (4.2 percentage points) and largest for those with a university certificate, diploma or degree (15.3). For females, the participation rate was highest for those who completed a college program, followed by university and apprenticeship programs, and there was less difference between disabled and non-disabled females compared to males for college and university. For females the participation rate of disabled persons was just below the non-disabled population for those with a college certificate or diploma (2.7 percentage points) and furthest away for apprenticeship training (8.3).

The participation rate gap between the disabled and non-disabled was narrower for those with a higher level of educational attainment, especially for females



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- The aforementioned results need to be tempered with the realization that age also dramatically alters the participation rate differential between those with and without disabilities for each level of education. For example, among those with less than a high school education, the participation rate of disabled persons was nearly the same for those aged 15 to 29 and 30 to 54 – 44.1% for those aged 15 to 29 and 46.6% for those aged 30 to 54 – while the higher mid-life participation rate of those without disabilities produces a gap of 32.0 percentage points for those aged 30 to 54 versus 18.4 for those aged 15 to 29.
- Furthermore, the participation rate among disabled persons aged 15 to 29 was actually higher than the non-disabled population for those completing a college certificate, diploma or degree (7.3 percentage points) or an apprenticeship certificate or diploma (1.5), and just slightly lower for those completing a university certificate, diploma or degree (3.2). There was very little difference between the post-secondary education categories for the population aged 30 to 54 with non-disabled persons participating more often (ranging from 8.1 to 10.0 percentage points), while among those aged 55 to 64 there was a substantial gap for each type of education (ranging from 13.8 to 19.3^F).

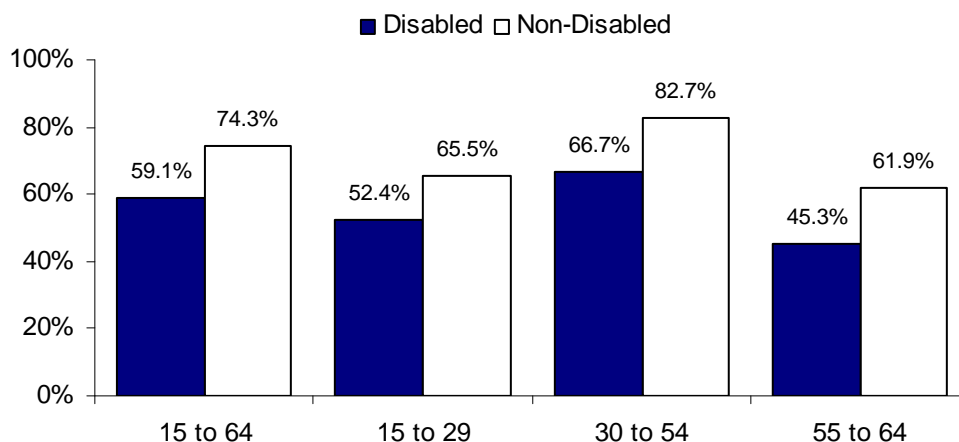
Unfortunately, data limitations prevent further analysis of the outcomes to sort out how the level of education, age and gender interact to affect labour force participation. Another important facet of this analysis is when the survey respondent acquired their education relative to the onset of their disability. The results do indicate that any higher level of education, particularly high school, enhances the participation rate. Among categories of post-secondary education, applied studies may be more useful for those with disabilities, specifically since those with a university education have the lowest participation rate for both populations between 15 and 54 years of age and the largest gap between those with and without disabilities.

Employment Rate in B.C.

Age and gender differences

The employment rate of persons with a disability was significantly lower than the rate for those without a disability (59.1% vs. 74.3%, respectively). Similar to the participation rate, the gap between disabled and non-disabled people increases in relation to age.

A gap in the employment rate widens between disabled and non-disabled persons as age increases



Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Unlike the participation rate, the gap between the employment rate for the non-disabled and disabled populations remains larger for males, but the gap increases with age to a similar extent for males and females—from 16.9 to 20.3 percentage points for males and from 8.9 to 13.4 percentage points for females.

Severity of disability

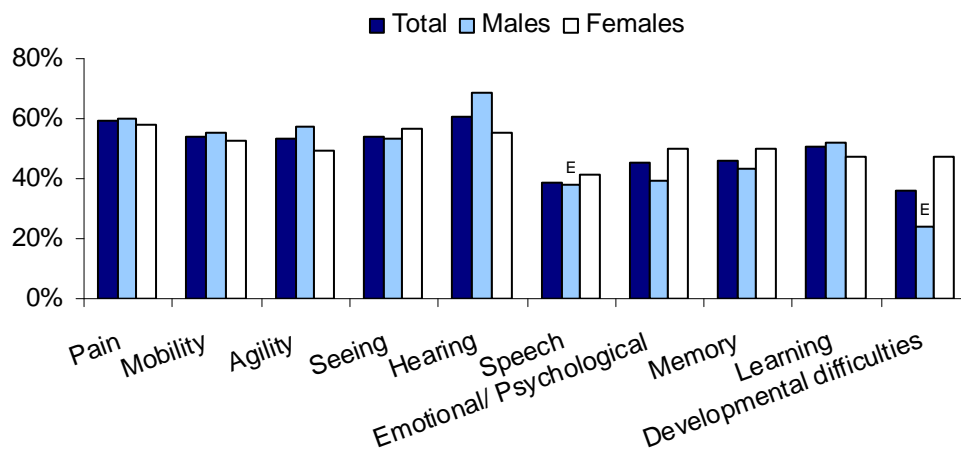
The employment rate was lower for those with a more severe disability. Over 7 in 10 (70.2%) of those with mild disabilities were employed, which is slightly lower than 74.3% for the non-disabled population. This contrasts with approximately 6 in 10 (61.2%) of those with moderate disabilities, followed by less than half (47.4%) of those with severe or very severe disabilities.

- There was virtually no difference in the employment rates between males and females for persons with severe or very severe disabilities, or moderate disabilities; however, among persons with mild disabilities males were more often employed compared to females (73.7% vs. 67.1%, respectively).

Type of disability

When the employment rate is examined by type of disability it becomes apparent that outcomes are varied. Activity limitations (pain, mobility, and agility) appear to allow persons with disabilities to more often take part in employment, compared to those with mental disabilities (emotional/psychological, memory, learning and developmental difficulties). Persons with limitations associated with sensory or communication impairment (hearing, seeing and speech) had more wide-ranging outcomes. When it comes to employment, hearing appears to be a disability that is more easily overcome as these individuals had the highest employment rate of all disabilities. Seeing was also among the disabilities with higher rates of employment, while speech may be a limitation that presents greater obstacles to individuals as only the employment rate for developmental difficulties was lower.

The employment rate was highest for disabilities related to activity limitations and lowest for those involving mental disabilities



Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

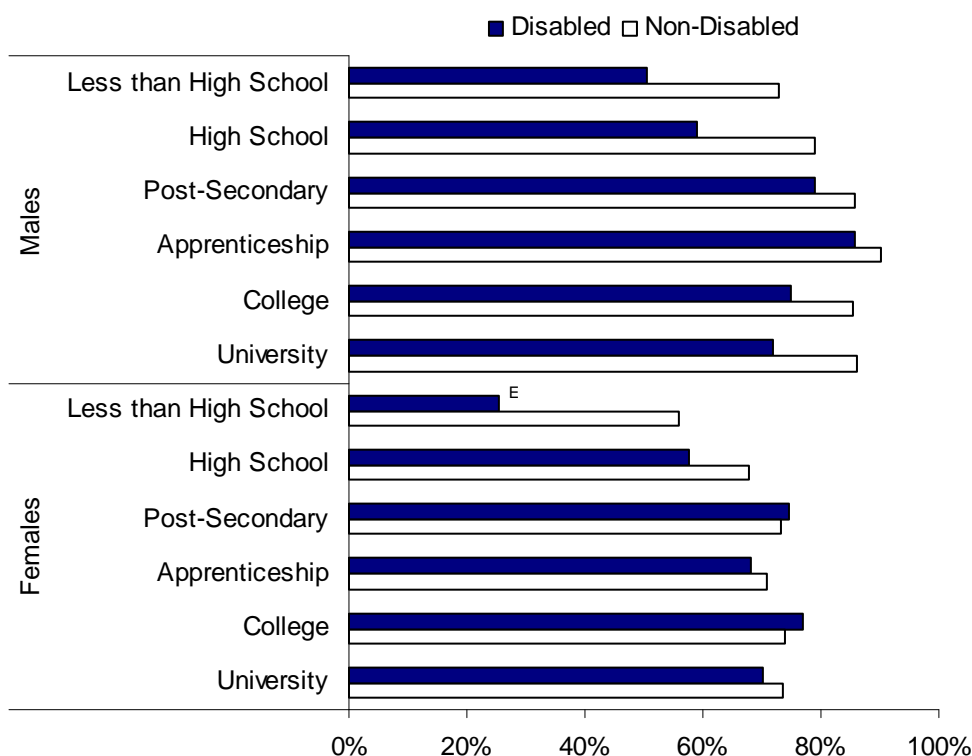
- Ranking the employment rate for each type of disability for males and females reveals some relevant differences. Females with an agility limitation were much lower in the distribution compared to males (7th vs. 3rd, respectively), indicating males with this limitation do not have the same difficulty securing employment. Similarly, a learning disability presents more of an obstacle to employment for females compared to males (9th vs. 6th, respectively). On the other hand, males were more affected by a seeing limitation (5th vs. 2nd for females) or an emotional/psychological disability (8th vs. 5th).

Educational attainment

A higher level of education enhances the employment rate of those with disabilities and the employment rate gap between the disabled and non-disabled diminishes with a higher level of education, although the returns to the highest levels of education are lower.

- Among those with disabilities, males with less than high school were almost twice as often employed compared to females. Although the employment rate of females was lower for each level of education, the returns to education were larger, with the gap between the disabled and non-disabled ebbing more rapidly compared to males.

A higher level of education yields a smaller difference between the employment rate of those with and without disabilities



Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Among the major categories of post-secondary education the employment rate varies. The employment rate gap for males between the population with and without disabilities was smallest for those with an apprenticeship certificate (4.5 percentage points) and largest for those completing a university program (14.2). Females completing an apprenticeship program had the lowest employment rate among those completing post-second studies with a small gap between disabled and non-disabled persons (2.6 percentage points), while the rate was slightly higher, and the gap between those with and without disabilities was slightly larger (3.3) for

those with university. Female college graduates who also reported a disability had the highest employment rate, higher even (3.3 percentage points) than those without disabilities.

- As could be expected, age also plays a large part in the employment rate of those with various levels of education. For example, among those with less than a high school education, the employment rate of disabled persons is almost constant for the age groups, –36.4% for those aged 15 to 29, 38.6% for 30 to 54, and 36.3%^E for 55 to 64 – while the higher mid-life participation rate of those without disabilities produces a much large gap for those aged 30 to 54 compared to the other age groups.
- The employment rate among disabled persons aged 15 to 29 was actually higher than the non-disabled population for those completing a college certificate, diploma or degree (15.2 percentage points), an apprenticeship certificate or diploma (4.8), or a university certificate, diploma or degree (1.8). For the population aged 30 to 54 there was almost a ten percentage point difference for each post-secondary education category, with non-disabled persons participating more often (ranging from 8.6 to 9.5 percentage points), while among those aged 55 to 64 there was a much more substantial gap for each type of education (ranging from 16.0 to 18.2).

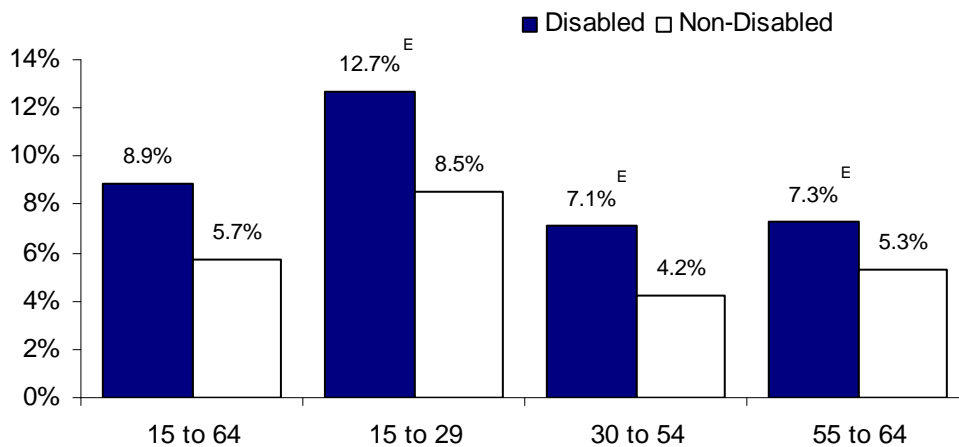
Further analysis of the interaction between the level of education, age and gender is not possible due to the limitations of the data available. However, it is clear that disabled persons with a lower level of education had a decidedly harder time in the labour market than those with a higher level of education. A lack of a high school education especially appears to be a barrier to labour market entry.

Disabled Persons Seeking Employment—The Unemployment Rate in B.C.

The unemployment rate is perhaps one of the most valuable measures of difficulty in the labour market for persons with disabilities since the participation rate and employment rate do not take into account the proportion of those with disabilities who are unable to work or limited in their ability to work. These persons are excluded since the unemployment rate only includes those who are working and those who view themselves capable of working and are actively looking for work.¹ The unemployment rate of disabled persons was 8.9%, higher than for the non-disabled population at 5.7%. The difference between the disabled and non-disabled was more pronounced among the youngest age group, although these estimates must be looked at with caution for persons with disabilities.

¹ It is important to keep in mind those who were not in the labour force when reviewing the unemployment rate, as nearly twice as many persons with disabilities were not in the labour force and many of these persons may not be completely prevented from working. This issue will be discussed further in the Limitations and Barriers to Employment section.

The unemployment rate of persons with disabilities was highest for those aged 15 to 29 where the difference between the disabled and non-disabled was most visible



Note: Persons with disabilities often have more than one limitation.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Females with disabilities aged 15 to 64 had a lower unemployment rate compared to males (8.3%^E vs. 9.9%^E, respectively) and their rate of unemployment was closer to those without disabilities (6.4% and 5.0%, respectively for females and males).

The unemployment rate varies considerably based upon the severity of disability. Compared to the non-disabled population (5.7%), those with severe disabilities (12.9%^E) were more than twice as often unemployed, while the rate was much closer for those with mild (7.1%^E) or moderate (7.2%^E) disabilities.

Education likewise plays a part in the unemployment rate of persons with disabilities. Among those with less than a high school education the unemployment rate was 14.0%^E (3.9 percentage points^E above the non-disabled population), those with a high school certificate fared better at 10.6%^E (5.3%^E), while post-secondary graduates had the lowest unemployment rate at 4.5%^E (just 1.7 percentage points^E above the non-disabled population).

Sub-Provincial Labour Market Comparisons for B.C.

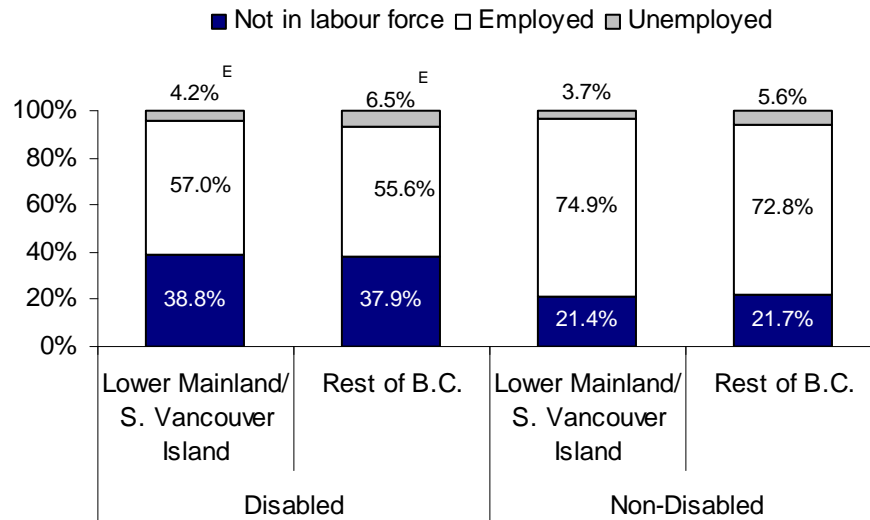
This section reviews the labour force status of the working age population, as well as the labour force participation rate and employment rate, and where data permits, the unemployment rate. As in previous sections a number of demographics will be used for analysis including age, gender, severity and type of disability, and educational attainment. However, the primary focus of this section will be differences between areas of British Columbia.

A number of sub-provincial geographies were considered and explored for feasibility, including the Census Metropolitan Areas, urban versus rural areas, and Greater Vancouver versus the rest of B.C. The only geography that returned acceptable data for labour market information was the combined areas of the Lower Mainland and Southern Vancouver Island versus the rest of B.C. The Lower Mainland includes Metro Vancouver and the Fraser Valley Regional District, while Southern Vancouver Island extends from the Capital Regional District along the east coast to as far north as Qualicum Beach and includes major centres such as Duncan, Nanaimo and Parksville. (Please see Appendix C for a detailed list of the communities included.) Lower Mainland and Southern Vancouver Island will also be referred to as “more urban areas”.

Labour Market in 2006 for More Urban Areas versus the Rest of the Province

For persons with and without disabilities the proportion who were not in the labour force in the Lower Mainland and Southern Vancouver Island was nearly the same to those in the rest of the province, while the proportion who were unemployed was slightly higher in the other areas of the province. The gap in the proportion unemployed between those with and without disabilities was slightly wider for those living in the rest of B.C.

The proportion unemployed was slightly higher outside the Lower Mainland and Southern Vancouver Island for persons with and without disabilities

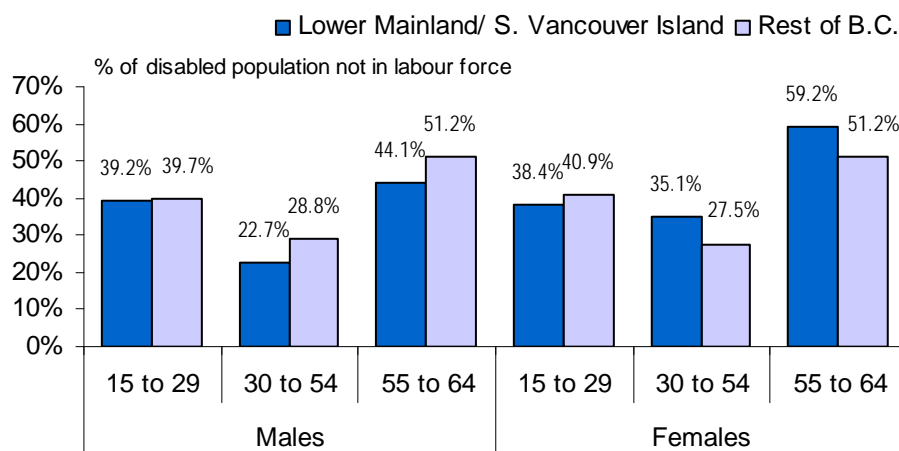


Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- There were some distinct differences in the labour force status between disabled persons living in the Lower Mainland and Southern Vancouver Island compared to the rest of the province when broken out by age and gender. Nearly 4 in 10 (39.3%) males living in the rest of the province were not in the labour force, compared to 32.8% in the Lower Mainland and Southern Vancouver Island. This disparity by geography starts at next to zero for those aged 15 to 29 and increases with age. Conversely, females living in the Lower Mainland and Southern Vancouver Island were more often not in the labour force compared to those living in other areas (43.5% vs. 36.8%, respectively) and this gap was most evident among older persons with disabilities.

Male persons with disabilities living in the rest of B.C. were more often not in the labour force, while the opposite was true for females



Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

What is B.C.'s Participation Rate at the Sub-Provincial Level?

Age and gender differences

Overall there was very little difference in the labour force participation rate of persons with disabilities by geography and age. However, in more urban areas the gap between disabled and non-disabled persons widens with age, whereas the gap starts much higher for youth in the rest of the province and declines with age. The higher participation rate for non-disabled youth in the rest of B.C., and hence the larger gap, is likely related to the lower proportion remaining in school to complete post-secondary education.

In more urban areas the participation rate gap between the disabled and non-disabled increases as age increases, whereas in the rest of B.C. it converges

Participation Rate by Sub-Provincial Geographies, Disability Status and Age					
Geography	Disability Status	Age			
		15 to 64	15 to 29	30 to 54	55 to 64
Lower Mainland/ S. Vancouver Island	Non-Disabled	78.2%	69.3%	85.9%	68.2%
	Disabled	64.3%	59.4%	71.1%	49.6%
	Gap	13.9	9.9	14.8	18.6
Rest of B.C.	Non-Disabled	79.4%	75.6%	87.2%	58.9%
	Disabled	65.2%	59.7%	72.8%	48.8%
	Gap	14.2	15.9	14.4	10.1

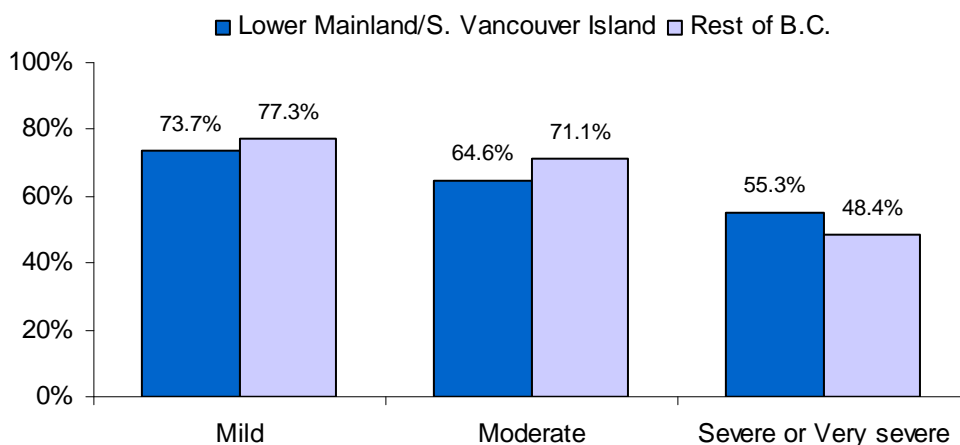
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- The participation rate of females with disabilities living in more urban areas (60.4%) was lower than for those in the rest of the province (64.6%) and except among youth their participation rate was below that of females living in the rest of B.C. to an increasing degree associated with age. For males with disabilities the participation rate was higher in the Lower Mainland and Southern Vancouver Island (69.5%) than the rest of the province (66.1%). As well, the participation rate was almost the same for male youth but then was higher in the Lower Mainland and Southern Vancouver Island for the older age categories.

Severity of disability

The severity of disability affects persons with disabilities in a similar manner regardless of geography, with the participation rate falling as the severity of disability increases. Persons with even mild disabilities in the Lower Mainland and Southern Vancouver Island had a lower participation rate compared to the non-disabled population, while the participation rate for the rest of the province was just below the non-disabled population. Meanwhile, among persons with severe or very severe disabilities, those in the Lower Mainland and Southern Vancouver Island had a higher participation rate than those living in the rest of the province.

Mild disabilities reduced the participation rate of persons in the Lower Mainland and Southern Vancouver Island more than the rest of the province



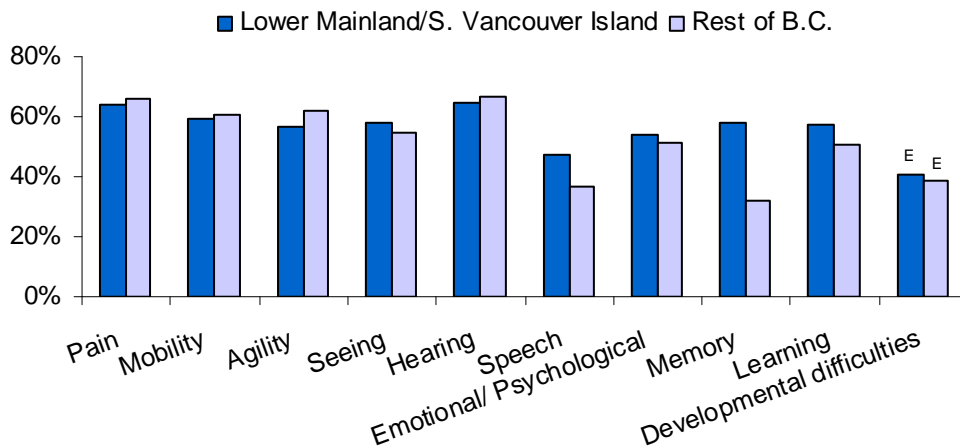
Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Type of disability

The disabilities that had the most dissimilar participation rates between the more urban areas and the rest of B.C. were memory (26.4 percentage points), speech (10.7) and learning (7.2) with those in more urban areas faring better. Perhaps surprisingly, those with an agility limitation had a higher participation rate if they lived outside of the Lower Mainland and Southern Vancouver Island. Persons with developmental difficulties or a speech limitation were among those with the lowest participation rate regardless of where they lived.

Memory, speech and learning limitations reduced the participation rate of those living outside the Lower Mainland and Southern Vancouver Island



Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Educational attainment

Although there was very little difference in the participation rate based on geography alone, disabled persons with a high school education or an apprenticeship certificate living outside the Lower Mainland and Southern Vancouver Island were more often participating in the labour market compared to their counterparts in more urban areas. However, for each of the other levels of education, disabled persons living outside the Lower Mainland and Southern Vancouver Island were slightly behind, most notably those with less than a high school education.

A lack of a high school education was more of a barrier to labour force participation for disabled persons living outside the Lower Mainland and Southern Vancouver Island

Participation Rate by Sub-Provincial Geographies, Disability Status and Highest Level of Education							
Geography	Disability Status	Highest Level of Education					
		Less than High School	High School	Post-Secondary	Apprenticeship	College	University
Lower Mainland/ S. Vancouver Island	Non-Disabled	69.4%	76.9%	84.5%	86.8%	86.8%	84.8%
	Disabled	47.2%	61.7%	79.4%	74.1%	80.5%	76.2%
	Gap	22.2	15.2	5.1	12.7	6.3	8.6
Rest of B.C.	Non-Disabled	74.9%	78.3%	86.0%	88.9%	85.0%	85.0%
	Disabled	41.5%	70.3%	81.0%	84.6%	78.5%	74.0%
	Gap	33.4	8.0	5.0	4.3	6.5	11.0

Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

How Does B.C.'s Employment Rate Vary by Geography?

Age and gender differences

The employment rate follows a pattern similar to the participation rate, with there being little difference based on geography for persons with disabilities. Similarly, the employment rate gap between persons with and without disabilities widens with age in more urban areas, whereas it starts quite high in the rest of the province and converges with age. This disparity is due to a higher employment rate of non-disabled youth in the rest of the province versus more urban areas and a lower rate for mature workers.

More urban areas and the rest of the province show divergent trends in the employment rate gap between disabled and non-disabled persons

Employment Rate by Sub-Provincial Geographies, Disability Status and Age					
Geography	Disability Status	Age			
		15 to 64	15 to 29	30 to 54	55 to 64
Lower Mainland/ S. Vancouver Island	Non-Disabled	74.5%	64.2%	82.7%	65.6%
	Disabled	59.8%	52.8%	67.8%	44.7%
	Gap	14.7	11.4	14.9	20.9
Rest of B.C.	Non-Disabled	73.9%	68.7%	82.4%	53.6%
	Disabled	57.9%	50.5%	65.1%	46.7%
	Gap	16.0	18.2	17.3	6.9

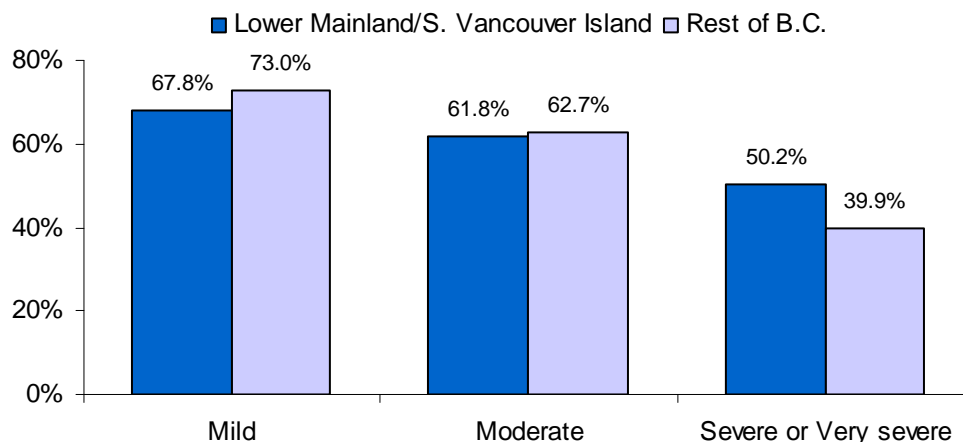
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- In contrast to the participation rate, males with disabilities living in the Lower Mainland and Southern Vancouver Island were more often employed (64.6% vs. 58.2% in the rest of B.C.), while for females with disabilities the employment rate was very similar to the rest of B.C. (56.4% vs. 57.5%, respectively).

Severity of disability

Independent of geography, more severe disabilities reduce the employment rate of persons with disabilities to a greater degree. Nevertheless, persons with severe or very severe disabilities living in more urban areas had a higher employment rate compared to the rest of the province, and a lower employment rate if they had a mild disability.

Persons in the Lower Mainland and Southern Vancouver Island had a higher employment rate compared to the rest of B.C. if they had a severe or very severe disability



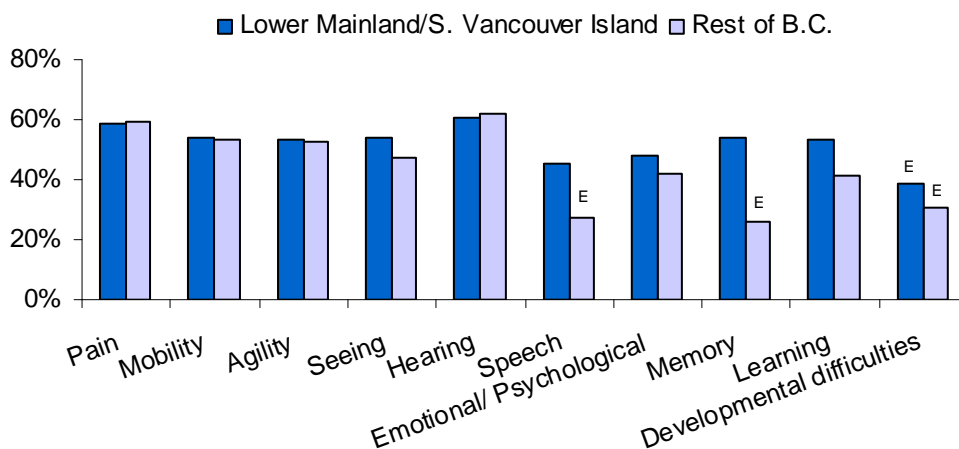
Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Type of disability

A disabled persons' particular disability produces differences in their rate of employment based on whether they lived in more urban areas or the rest of the province. The largest disparities existed among those with memory (27.9^E percentage points), speech (17.6^E), learning (11.8) and developmental difficulties (8.5^E). Incidentally, those with developmental difficulties had the lowest employment rate if they lived in the Lower Mainland and the third lowest in the rest of the province, while those with a speech limitation had the second lowest rate in both areas.

Those with memory, speech and learning limitations had lower employment rates outside the Lower Mainland and Southern Vancouver Island



Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Educational attainment

Although the participation rate of disabled persons with a high school education was relatively close to the non-disabled population for those living outside the Lower Mainland and Southern Vancouver Island, the employment rate gap between these persons was substantially greater and similar to the gap seen for more urban areas. For those living in the rest of B.C. having a disability and not having a high school certificate cuts the employment rate in half ^E compared to the non-disabled population and disabled persons with a high school education, resulting in a much larger gap between the disabled and non-disabled compared to a more urban location.

Among persons living outside the Lower Mainland and Southern Vancouver Island, those who had an apprenticeship certificate were most often employed, regardless of disability status. Further disabled persons with an apprenticeship certificate fared better in the rest of B.C. than in the Lower Mainland and Southern Vancouver Island. The employment rate of those with a university education shows a gap between the disabled and non-disabled populations for the Lower Mainland and Southern Vancouver Island, while for the rest of the province disabled persons were employed narrowly more often than non-disabled persons.

The employment rate of disabled persons with less than a high school education was half ^E of those with a high school certificate

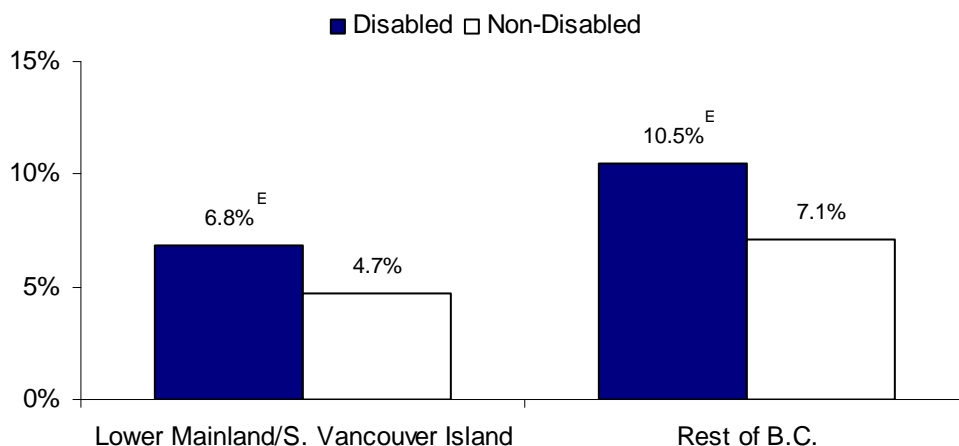
Employment Rate by Sub-Provincial Geographies, Disability Status and Highest Level of Education							
Geography	Disability Status	Highest Level of Education					
		Less than High School	High School	Post-Secondary	Apprenticeship	College	University
Lower Mainland/ S. Vancouver Island	Non-Disabled	64.9%	72.6%	80.1%	84.5%	81.5%	81.7%
	Disabled	43.9%	55.8%	76.0%	72.4%	76.3%	71.5%
	Gap	21.0	16.8	4.1	12.1	5.2	10.2
Rest of B.C.	Non-Disabled	63.5%	75.0%	77.7%	84.0%	74.8%	72.2%
	Disabled	30.9% ^E	61.1%	77.0%	82.8%	74.0%	73.4%
	Gap	32.6 ^E	13.9	0.7	1.2	0.8	-1.2

Note: Only includes population aged 15 to 64.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Does Geography Make a Difference to the Unemployment Rate in B.C.?

The unemployment rate was higher in areas outside of the Lower Mainland and Southern Vancouver Island for both persons with and without disabilities, although the rate of unemployment was higher for persons with disabilities and the gap between the disabled and non-disabled was therefore wider.

Disabled persons living in the Lower Mainland and Southern Vancouver Island were less often unemployed compared to the rest of the province



Note: Only includes population aged 15 to 64.
 Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Labour Market Developments in B.C. Since 2001

Between 2001 and 2006, there was strong growth in B.C.'s economy, generating thousands of jobs and the lowest annual unemployment rate in 2006 since 1976.¹ The question is whether persons with disabilities also enjoyed this strong growth in employment. This section will focus on changes in the B.C. labour market since 2001 among the working age population aged 15 to 64 for persons with disabilities in comparison to those without disabilities. The results from the Participation and Activity Limitation Survey 2001 will be used for comparison purposes; however, it is important to note there were some minor changes to the sampling methodology in 2006. Consequently, the 2006 results will use the 2001 sample frame and may not precisely match other results for B.C. discussed in this report².

Sample Frame Changes

The effect of using the 2001 sampling frame means that people have been excluded from the 2006 data if they would not have been included in the 2001 survey. In 2006, the territories were added to the target population. In addition, the population living in Aboriginal communities that was previously covered in 2001 by the Aboriginal Peoples Survey (APS) was included in the 2006 PALS target population.

Further, the method of collecting information in the senior citizen residences that are non-institutional collective dwellings was modified slightly in the 2006 Census and 1 in 5 households in these residences received a long Census form. Prior to this, people living in the residences received only short forms of the Census. Consequently, these collective dwellings are now included as part of the PALS target population. For Canada overall this made a 1.2% difference in the number of people included in 2006, while for B.C. it only increased the population of interest by 0.2%.

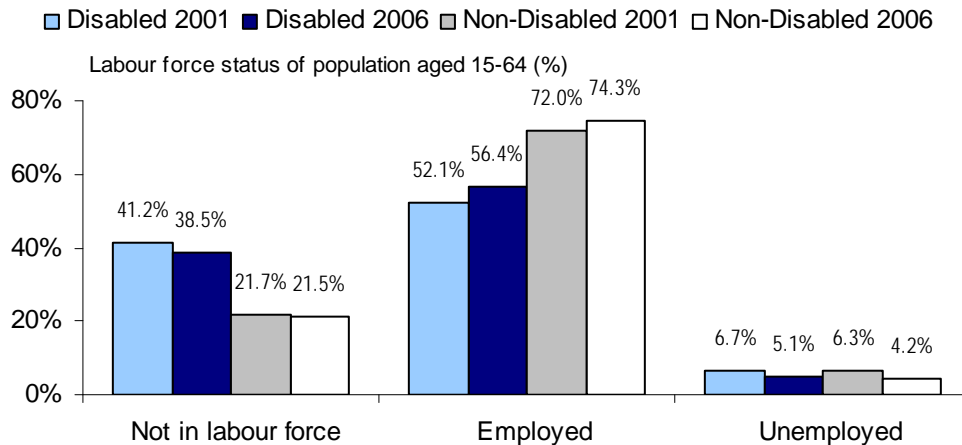
Labour Force Status—2001 versus 2006

The proportion of the non-disabled population that was not in the labour force remained virtually the same between 2001 and 2006, while the proportion unemployed was reduced by one-third. Among disabled persons the proportion not in the labour force declined, pushing up the proportion employed and those looking for work. The proportion of disabled persons employed increased more than it did among the non-disabled population, indicating disabled persons were having labour market success; however, the rate of unemployment did not fall as fast as the proportion not in the labour force, meaning there were still disabled persons experiencing difficulties finding work.

¹ Source: Statistics Canada, Labour Force Survey CANSIM Table 282-0002

² See Participation and Activity Limitation Survey 2006: Technical and Methodological Report 89-628 XIE no. 1 for more details

Employment was up and unemployment down from 2001 for persons with disabilities



Note: Only includes population aged 15 to 64.

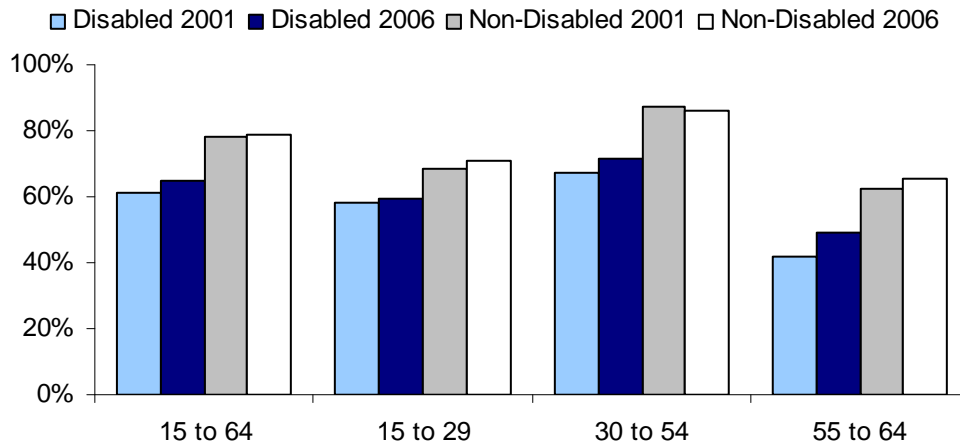
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

Has B.C.'s Participation Rate Changed Since 2001?

The overall participation rate of the non-disabled population in B.C. did not change meaningfully between 2001 and 2006. Although there were increases amongst those between 15 and 29 years of age and 55 to 64, there was a decline among 30 to 54 year olds because fewer females were participating in 2006. The same cannot be said of the disabled population, with each age group having greater labour market participation compared to 2001, especially those aged 55 to 64.

Comparing the participation rate of the two populations by age category shows the gap between persons with and without disabilities increased with age. However the gap narrowed significantly between 2001 and 2006 for those aged 30 to 54 (19.5 percentage points in 2001 to 14.6 in 2006) and 55 to 64 (20.7 to 16.4). The gap for youngest age group exhibited a slight increase (10.3 to 11.5) because non-disabled youth improved their participation to a greater extent than disabled youth.

Labour market participation was up from 2001 for disabled persons, while participation was flat for persons without disabilities



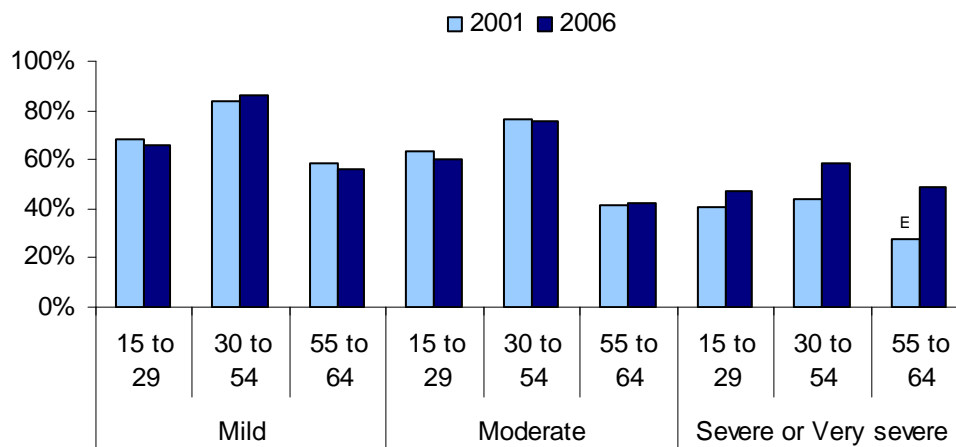
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

- The participation rate gap between persons with and without disabilities narrowed for males and females in the core and mature age groups. For youth the gap increased marginally because the participation rate among non-disabled males increased while it remained the same for disabled males. The participation rate of young females also increased just slightly more among the non-disabled, resulting in a moderately larger gap.

Severity of disability

There was no clear trend in the participation rate between 2001 and 2006 when broken down by severity of disability and age, yet there was a very definite increase in the participation rate of those with severe or very severe disabilities regardless of age.

Persons with severe or very severe disabilities were significantly more often participating in the labour force compared to 2001

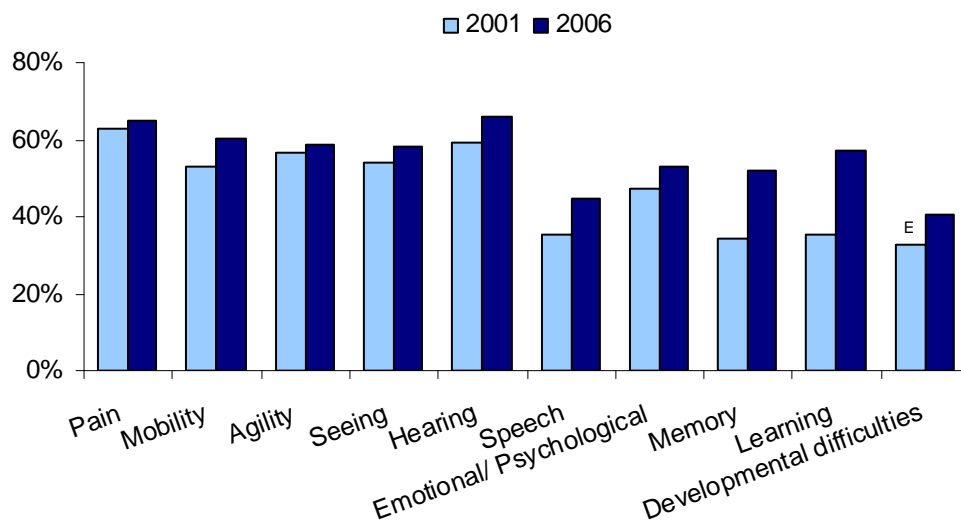


Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

Type of disability

Changes between 2001 and 2006 in the participation rate differ based upon the type of disability. Although they were still well below the average in 2006, disabled persons with learning, memory and speech limitations had the largest increase in their participation rate. Persons with developmental disabilities had the next highest increase, but remained those with the lowest participation rate.

Persons with learning, memory and speech limitations significantly augmented their participation in the labour market from 2001—changes based on type of disability were quite varied

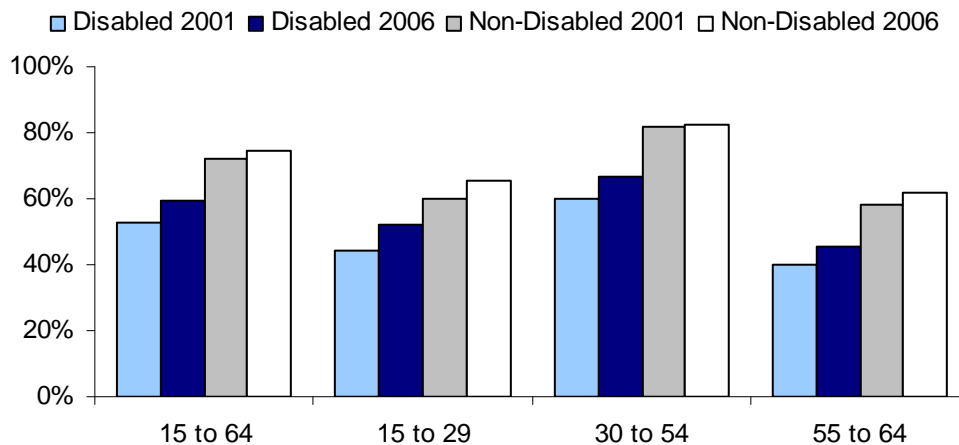


Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

Has the Employment Rate in B.C. Increased for Disabled Persons?

The employment rate of persons with a disability was significantly lower than the rate for those without a disability in both 2001 (52.6% vs. 72.0%, respectively) and 2006 (59.1% vs. 74.3%, respectively), especially when looked at by age. The gap between disabled and non-disabled persons widens as age increases, despite the employment rate declining for the oldest age category for both groups. However, between 2001 and 2006 the gap between disabled and non-disabled persons narrowed for each age category. This reflects an increasing proportion of the disabled population participating in the labour force.

A gap in the employment rate widens between disabled and non-disabled persons as they age; however, the gap has narrowed since 2001



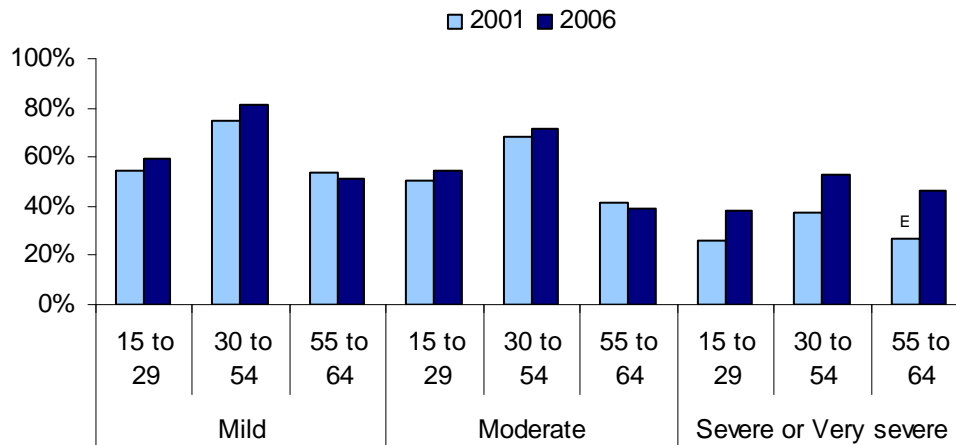
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

- There were differences in how the employment rate gap changed between 2001 and 2006 for males and females. The gap consistently declined across the age groups for females, with youth experiencing about half the gap as in 2001, while for males the gap actually increased for youth and mature persons with disabilities due to a greater increase among the non-disabled population.

Severity of disability

The employment rate for those with severe or very severe disabilities increased the most compared to the other severities of disability between 2001 and 2006. Interestingly, although the employment rate for those between the ages of 55 and 64 with a severe or very severe disability increased the most compared to the other age and severity groupings, this was the only age group to experience a decline in employment for the other levels of severity.

Between 2001 and 2006 those with severe or very severe disabilities made the greatest strides in employment

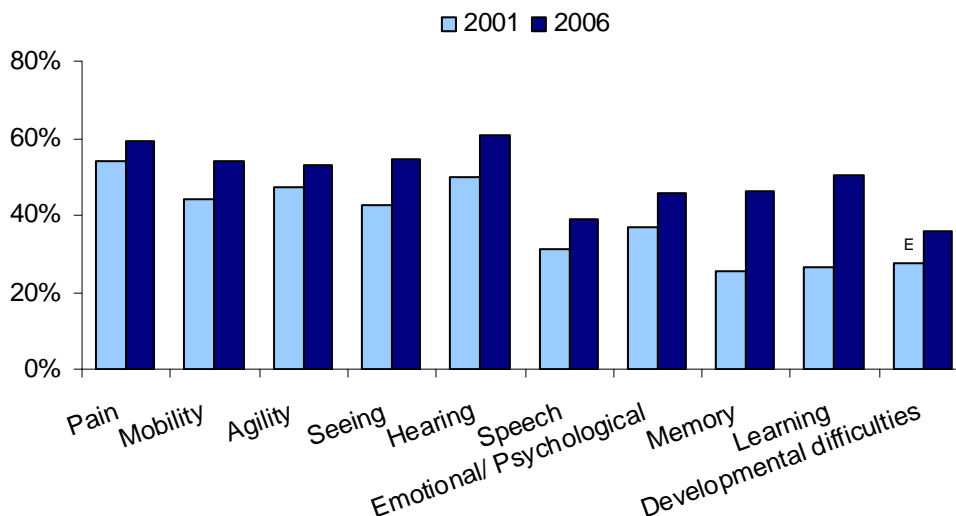


Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

Type of disability

When the employment rate is examined by type of disability it becomes apparent that it has improved greatly for some and not for others. Perhaps because of increasing availability of assistive technologies and with the advent of computer software and hardware price decreases those with learning and memory disabilities experienced the largest increases in the employment rate. Persons with developmental difficulties and speech limitations were the furthest below the average employment rate, while those with hearing and pain limitations had the highest employed rate.

Increases in employment between 2001 and 2006 vary considerably by type of disability



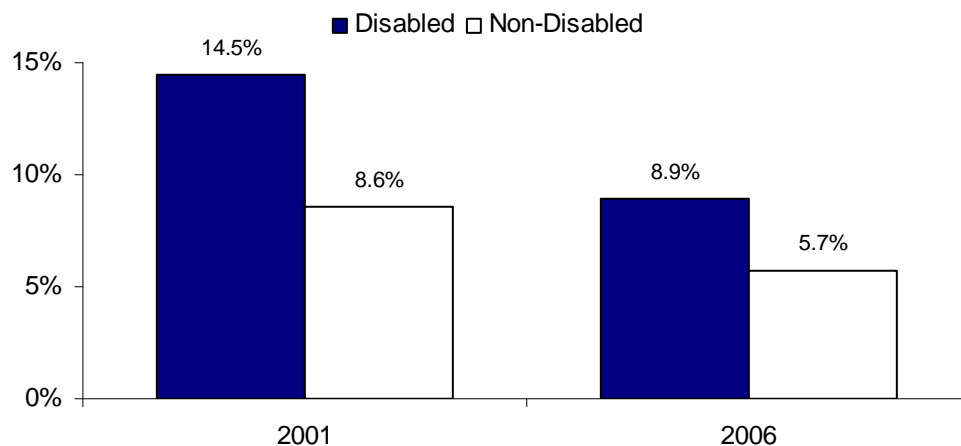
Note: Persons with disabilities often have more than one limitation. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

Did B.C.'s Low Unemployment Rate Show a Similar Decline for Disabled Persons?

Although the proportion who were unemployed among the disabled and non-disabled population were relatively similar in 2006 (5.1% vs. 4.2%, respectively), this does not show the proportion of those working or actively seeking work who were unable to find employment.

The unemployment rate fell between 2001 and 2006 both overall and for persons with disabilities. More importantly, the gap narrowed between those with and without disabilities by approximately half. The decline among persons with disabilities was not due to these persons dropping out of the labour force, as the proportion not in the labour force also declined from 41.2% to 38.5%.

The unemployment rate gap between disabled and non-disabled persons nearly halved since 2001



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006 and 2001

The unemployment rate can also be looked at by severity of disability. Unfortunately, there are cautions associated with much of the data so the results must be interpreted just for the general trends. Persons with disabilities were undeniably having less difficulty securing employment in 2006 than 2001 no matter what the severity of the disability, as the unemployment rate declined by a similar amount for each severity.

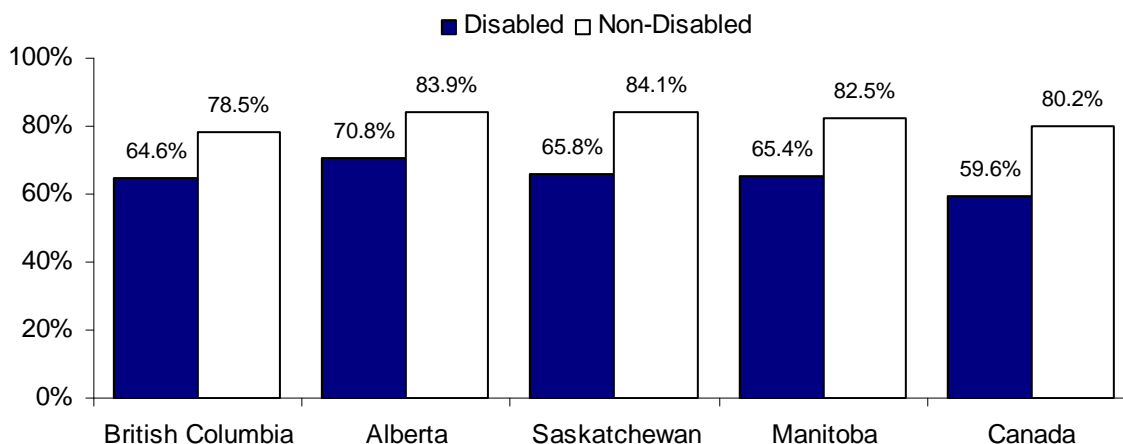
Interprovincial and National Comparisons of the Labour Market in 2006

This section will focus on B.C., Canada and the three other western provinces in 2006. The participation rate, employment rate and unemployment rate will be reviewed with emphasis on the gap between persons with and without disabilities and limited comparisons to 2001.

How Do the Participation and Employment Rates in B.C. Compare to the other Western Provinces?

The participation rate of disabled persons in B.C. was lower than the three other western provinces; however, it was still higher than the Canadian average. More importantly, the gap between disabled and non-disabled persons was only 13.9 percentage points and second only to Alberta (13.1). The greatest gap was for Saskatchewan (18.3 percentage points), and the gap for Canada was even higher (20.6).

B.C.'s participation rate gap between persons with and without disabilities was the second lowest, after Alberta



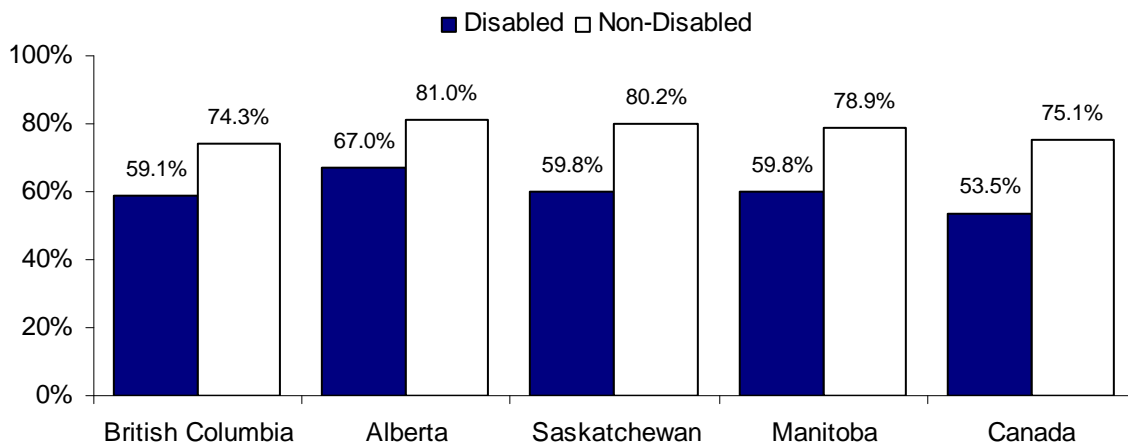
Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Only Alberta had a larger decrease in the participation rate gap between disabled and non-disabled persons from 2001 to 2006 (-5.6 percentage points) compared to British Columbia (-3.0), while Saskatchewan's gap increased (+3.4). B.C.'s gap was reduced entirely by an increase in the participation rate of disabled persons, as was the case in Alberta and Manitoba, because the non-disabled participation rate also increased to a small degree. Only Saskatchewan's participation rate for disabled persons decreased.

The employment rate in B.C. for persons with and without disabilities demonstrated similar characteristics to the participation rate. It was lower than the other three provinces, though higher than the Canadian average. As well, the gap between disabled and non-disabled persons, at 15.2 percentage points, was the second lowest behind Alberta (14.0) and well below the national average (21.6).

The employment rate gap was lowest in Alberta, followed by B.C.



Note: Only includes population aged 15 to 64.

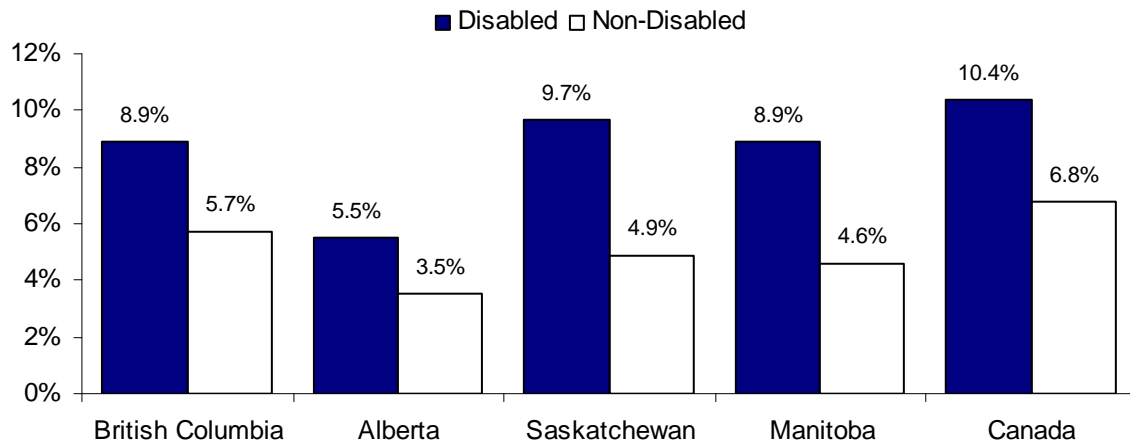
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Similar to the participation rate gap, the employment rate gap between persons with and without disabilities decreased the most in Alberta (-5.9 percentage points), followed by British Columbia (-4.2). Manitoba and Saskatchewan both experienced an increase in the gap however (+0.1 and +2.8, respectively). The reduction in B.C.'s gap was a result of an increase in the employment rate of disabled persons, as was the case in Alberta, because the non-disabled participation rate also increased. Saskatchewan's increase in the gap was primarily due an increase in the employment rate of non-disabled persons, while in Manitoba similar increases were seen for persons with and with disabilities.

B.C.'s Unemployment Rate in the Context of the Western Provinces

The unemployment rate in B.C. for disabled persons was the second lowest out of the western provinces, tied with Manitoba, and exhibited the second lowest unemployment rate gap between disabled and non-disabled persons, behind Alberta. Compared to Canada, the unemployment rate for both disabled and non-disabled persons was lower in B.C.

B.C.'s unemployment rate was below the Canadian average



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- The unemployment rate gap between disabled and non-disabled was nearly halved in B.C. between 2001 and 2006 to 3.2 percentage points. Alberta's already low gap was further reduced from 3.5 to 1.9 and Saskatchewan reduced the gap from 5.7 to 5.3. On the other hand, the gap for Manitoba increased from 3.1 to 4.4.

Occupation, Industry and Income of Persons with Disabilities

This section will look at the occupation and industry of employment for persons with and without disabilities as well as the total and employment income. Data from 2006¹ will be examined for B.C. with some comparisons to Canada, and where possible the Lower Mainland and Southern Vancouver Island compared to the rest of B.C.

What were the Occupations of the Disabled in 2006?

The occupations that will be examined are for the total labour force (both those who were employed and unemployed) in order to reduce suppression of data. Due to the sample size available for disabled persons in B.C. analysis of occupations was limited to broad occupational groups according to the National Occupational Classification (NOC).

For the most part, disabled persons were in the same occupational groups as non-disabled people both in Canada and B.C., with a few minor exceptions. In B.C., disabled persons were slightly less prevalent in management occupations (-2.6 percentage points), art, culture, recreation and sport occupations (-1.4), and trades and transport occupations (-0.8), while they were more represented in occupations such as sales and service (+2.0), natural and applied science (+1.1) and social science, education, government service and religion (+1.0).

¹ Refers to the data from the 2006 Census of Canada, which collected data for the 2005 taxation year.

The distribution of disabled and non-disabled persons by occupational group was very similar for Canada and B.C. in 2006

Occupational Groups for Canada and B.C. by Disability Status						
Occupation	Canada			B.C.		
	Disabled	Non-Disabled	Gap	Disabled	Non-Disabled	Gap
Management	6.6%	9.9%	-3.3	7.9% ^E	10.5%	-2.6 ^E
Business, Finance and Administrative	16.0%	18.4%	-2.4	17.1%	17.1%	0.0
Natural and Applied Sciences	6.4%	7.2%	-0.8	8.7% ^E	7.6%	1.1 ^E
Health	5.9%	5.7%	0.3	5.3% ^E	5.5%	-0.2 ^E
Social Science, Education, Government Service and Religion	8.9%	8.0%	0.9	8.6%	7.5%	1.0
Art, Culture, Recreation and Sport	3.0%	3.1%	-0.1	1.9% ^E	3.3%	-1.4 ^E
Sales and Service	26.0%	23.6%	2.5	27.0%	25.0%	2.0
Trades, Transport and Equipment Operators	17.1%	14.8%	2.3	15.4%	16.2%	-0.8
Primary Industry	3.5%	3.4%	0.1	3.0% ^E	3.1%	-0.1 ^E
Processing, Manufacturing and Utilities	6.5%	6.1%	0.5	5.1% ^E	4.2%	1.0 ^E

Note: Results for the population with disabilities must be used with caution. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- Although aspects such as severity and type of disability are more influential, age and gender likely played a part in occupational differences and would perhaps show a rather different picture, but the data is not sufficiently reliable to break down below the most aggregated occupational categories.
- Only one meaningful difference was deemed reliable for both genders. More disabled females and fewer disabled males were in sales and service occupations (35.1% and 17.6%, respectively) compared to the non-disabled population (31.3% and 19.4%, respectively).
- At the sub-provincial level, for those occupations where data was not suppressed, the disabled population tends to reflect the same occupational differences that are evident between the non-disabled populations living in more urban areas and the rest of the province. The exception was sales and service occupations where more disabled persons living in the Lower Mainland and Southern Vancouver Island were in the occupation compared to the rest of the province, while it was the opposite case for the non-disabled. However, what does vary is the gap between the disabled and non-disabled for the two geographies.

There were differences between the Lower Mainland and Southern Vancouver Island and the rest of B.C. for disabled persons, but these were more a reflection of the differences between these areas for the total population

Occupational Groups by Sub-Provincial Geographies and Disability Status						
Occupation	Lower Mainland/ S. Vancouver Island			Rest of B.C.		
	Disabled	Non-Disabled	Gap	Disabled	Non-Disabled	Gap
Management	8.0% ^E	10.9%	-2.9 ^E	F	9.2%	F
Business, Finance and Administrative	17.3%	18.2%	-1.0	16.9% ^E	14.0%	2.9 ^E
Natural and Applied Sciences	9.6% ^E	8.5%	1.1 ^E	7.4% ^E	5.4%	2.0 ^E
Health	4.7% ^E	5.4%	-0.8 ^E	X	5.5%	X
Social Science, Education, Government Service and Religion	8.8% ^E	8.2%	0.7 ^E	8.2% ^E	5.9%	2.3 ^E
Art, Culture, Recreation and Sport	2.8% ^E	3.5%	-0.7 ^E	X	2.8% ^E	X
Sales and Service	27.9%	24.4%	3.4	25.7%	26.7%	-1.1
Trades, Transport and Equipment Operators	12.7%	14.9%	-2.2	19.4% ^E	19.8%	-0.4 ^E
Primary Industry	X	2.2%	X	5.2% ^E	5.5%	-0.3 ^E
Processing, Manufacturing and Utilities	6.7% ^E	3.8%	3.0 ^E	X	5.2%	X

Note: Results for the population with disabilities must be used with caution. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Little Difference in the Industry of Persons with and without Disabilities

Similar to occupation, industry will be examined for the total labour force (both those who were employed and unemployed) in order to reduce suppression of data.

For all of Canada, a little more than 1 in 5 (21.7%) disabled persons worked in the goods producing sector, compared to almost one-quarter (24.0%) of non-disabled persons. B.C., on the other hand, had a very similar proportion of persons with and without disabilities working in the goods producing sector (21.5% vs. 21.2%, respectively).

In B.C.'s goods producing sector, proportionally fewer disabled persons work in manufacturing (-2.3 percentage points) while more work in construction (+1.7) compared to the non-disabled. Within the service sector, the industries with the largest gap between those with and without disabilities were accommodation and food services (-1.7), finance and insurance (-1.5), and professional, scientific and technical services (-1.4), while proportionally more persons with disabilities worked in retail trade (+2.0), health care and social assistance (+1.9), and public administration (+1.5).

There were only small, though noteworthy, differences in the distribution of disabled and non-disabled persons by industry

Industry of Employment for Canada and B.C. by Disability Status						
Industry	Canada			B.C.		
	Disabled	Non-Disabled	Gap	Disabled	Non-Disabled	Gap
Goods-producing industry	21.7%	24.0%	-2.2	21.5%	21.2%	0.3
Agriculture, Forestry, Fishing and Hunting	3.2%	2.8%	0.4	3.4% ^E	2.7%	0.7 ^E
Mining and Oil and Gas Extraction	1.7%	1.4%	0.3	X	0.8%	X
Utilities	0.9% ^E	0.9%	0.0 ^E	X	0.5% ^E	X
Construction	7.5%	6.5%	0.9	9.4% ^E	7.7%	1.7 ^E
Manufacturing	8.5%	12.4%	-3.9	7.2% ^E	9.5%	-2.3 ^E
Services-producing industry	78.3%	76.0%	2.2	78.5%	78.8%	-0.3
Wholesale Trade	2.3%	4.7%	-2.4	F	4.2%	F
Retail Trade	11.4%	11.4%	0.0	12.7%	10.7%	2.0
Transportation and Warehousing	6.2%	4.5%	1.7	4.7% ^E	5.5%	-0.9 ^E
Information and Cultural Industries	2.1% ^E	2.5%	-0.3 ^E	1.7% ^E	2.6%	-0.9 ^E
Finance and Insurance	3.1%	4.7%	-1.6	2.9% ^E	4.4%	-1.5 ^E
Real Estate and Rental and Leasing	1.6% ^E	1.7%	-0.1 ^E	X	2.0%	X
Professional, Scientific and Technical Services	6.7%	6.6%	0.1	6.8% ^E	8.2%	-1.4 ^E
Management of Companies and Enterprises	.	0.2% ^E	.	.	X	X
Administrative and Support, Waste Management and Remediation Services	5.2%	4.1%	1.1	4.6% ^E	4.3%	0.3 ^E
Educational Services	6.6%	6.3%	0.3	6.7%	6.4%	0.3
Health Care and Social Assistance	12.8%	10.2%	2.6	11.3% ^E	9.4%	1.9 ^E
Arts, Entertainment and Recreation	1.8%	2.0%	-0.2	2.0% ^E	2.2%	-0.3 ^E
Accommodation and Food Services	6.1%	6.9%	-0.8	7.3%	8.9%	-1.7
Other Services (except Public Administration)	5.2%	4.6%	0.6	5.3% ^E	4.2%	1.1 ^E
Public Administration	7.0%	5.6%	1.4	7.2% ^E	5.7%	1.5 ^E

Note: Results for the population with disabilities must be used with caution. Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Including Government Transfers How Does the Total Income Compare Between Persons With and Without Disabilities?

There is a general progression throughout one's life in the level of income from no income, lower income in youth to the highest level during employment in the middle years and down to a somewhat lower income level during retirement. As discussed earlier, the age distributions of

the disabled and non-disabled populations were quite different. As the income data has not been age standardised, it is prudent to review the income levels of each of these groups within the age categories; however, income for all age groups combined will be provided for information purposes and where analysis does not permit breakdowns by age. As an extremely high income for relatively few persons tend to lend an upward bias to the mean income level the median (i.e., the income at which half of the respondents have lower and half have higher income) will be reviewed rather than the mean to give a better idea what the “typical” income is for non-disabled persons in comparison to persons with disabilities. It is also important to keep in mind that the total income figures include government transfer payments and these will have an affect on the total income distribution.

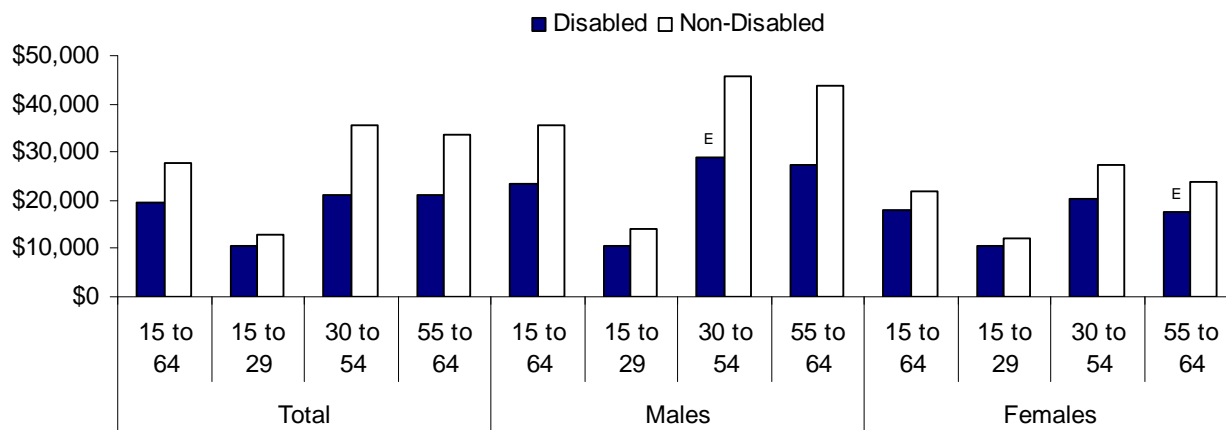
Nearly all disabled persons have some form of income as measured by total income¹ (95.5%), which compares favourably with non-disabled persons (93.8%). As one might expect, the proportion of youth with income is lower (81.4% for disabled vs. 84.2% for non-disabled youth).

- When examined by severity of disability, those without any income were most often persons with a moderate disability (5.8%), which may be due to these individuals being unable to work due to their disability but not qualifying for government transfer payments.

There is an obvious differential between the median total income of disabled (\$19,486) and non-disabled (\$27,748) persons in B.C. that is exacerbated by age. The differential was greatest among those aged 30 to 54 (\$14,190), slightly less for those aged 55 to 64 (\$12,650), and smallest for those aged 15 to 29 (\$2,426). It is important to note that the differential was approximately two times larger for males than for females due to the higher income of non-disabled males compared to females. Nevertheless, the median income of disabled males is also higher than females for those aged 30 to 64, while among those aged 15 to 29 females actually had a marginally higher total income than males.

¹ Total income is the sum (including loss) of income from all sources, including paid employment, i.e., wages and salaries, self-employment income, income from government programs, pension income, investment income and any other money income for taxation year 2005.

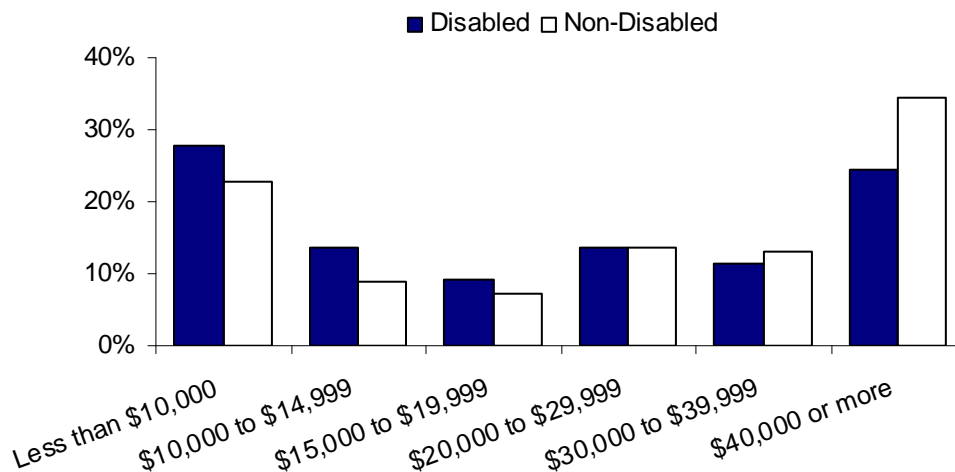
While the differential in median total income was greater between the disabled and non-disabled for males, among those with disabilities, males have a higher income



Note: Median income excludes income is zero.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

The total income distribution helps to show how the differential in median total income between disabled and non-disabled persons arises. Overall and for each age group, there were more persons with disabilities than persons without disabilities at the bottom and fewer at the top end of the income distribution.

The distribution of total income illustrates the reason persons with disabilities have a lower median total income—more have less than \$20,000 in income



Note: Excludes income is zero. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Among persons with disabilities with some level of total income, those with a mild or moderate disability had a similar median income (\$23,528 and \$23,714, respectively) whereas the income level of those with a severe or very severe disability was significantly lower (\$14,236). Although there was little difference in the middle of the total income distribution, at the top and bottom

there was a noticeable gap between those with severe or very severe disabilities and those with mild or moderate disabilities. The total income of persons with severe or very severe disabilities was significantly more often less than \$10,000 (32.2% vs. 25.2% and 25.0%, respectively), or \$10,000 to \$14,999 (18.3% vs. 8.7%^E and 12.6%^E, respectively) and less often \$40,000 or more (19.7% vs. 29.1% and 25.8%, respectively).

There was virtually no difference in the total income of persons with disabilities living in the Lower Mainland and Southern Vancouver Island (\$19,483) and those living in the rest of B.C. (\$19,324). However, the income gap between disabled and non-disabled persons is \$2,034 greater for the Lower Mainland and Southern Vancouver Island (\$8,891).

Does Having a Disability Alter Employment Income Prospects?

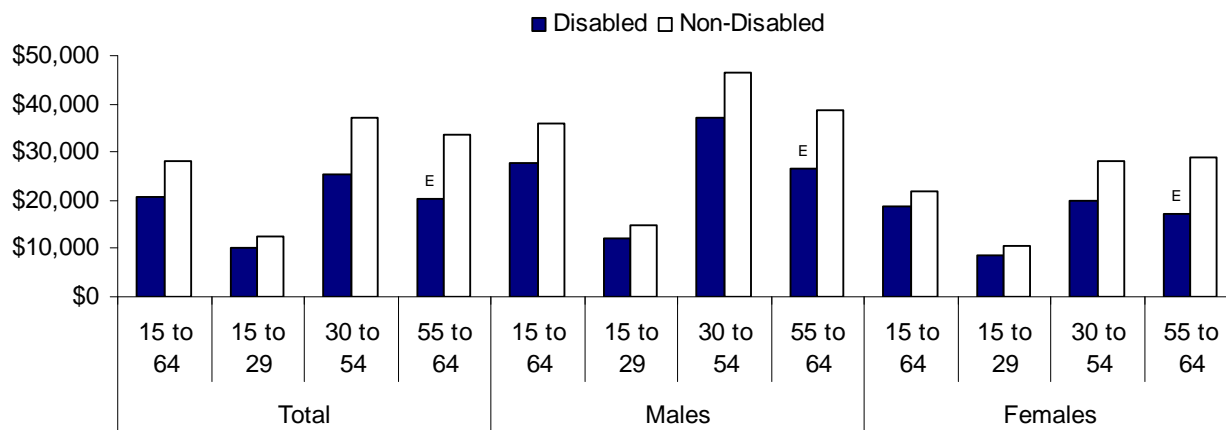
Fewer disabled persons reported having any employment income¹, which is related to their lower labour force employment rates. Over 8 in 10 (82.3%) non-disabled persons had at least some employment income, compared to just two-thirds (66.8%) of disabled persons.

- Unlike the employment rate and total income, the gap between disabled and non-disabled persons having some level of employment income remains reasonably constant for each age category. However, when examined by severity of disability it clearly reflects the same situation as the employment rate. More than three-quarters (77.0%) of disabled persons with a mild disability reported some level of employment income, while this decreases to approximately two-thirds (67.2%) for those with a moderate disability, and less than 6 in 10 (57.7%) for those with a severe or very severe disability.

At \$20,678 median employment income, disabled persons earned significantly less than the \$28,048 earned by their non-disabled counterparts and the difference becomes increasingly noticeable with age. The gap in earnings was largest among those aged 55 to 64 (\$13,073^E), slightly smaller for those aged 30 to 54 (\$11,632), and smallest by far for those aged 15 to 29 (\$2,222). Intriguingly, in contrast to total income, within each age group the gap between males and females was much more similar for those with and without disabilities. However, like total income, the employment income of males was significantly greater for those aged 30 to 64, while this was also the case for those aged 15 to 29.

¹ Employment income is the sum of paid employment, i.e., wages and salaries, and self-employment income (including loss) for taxation year 2005.

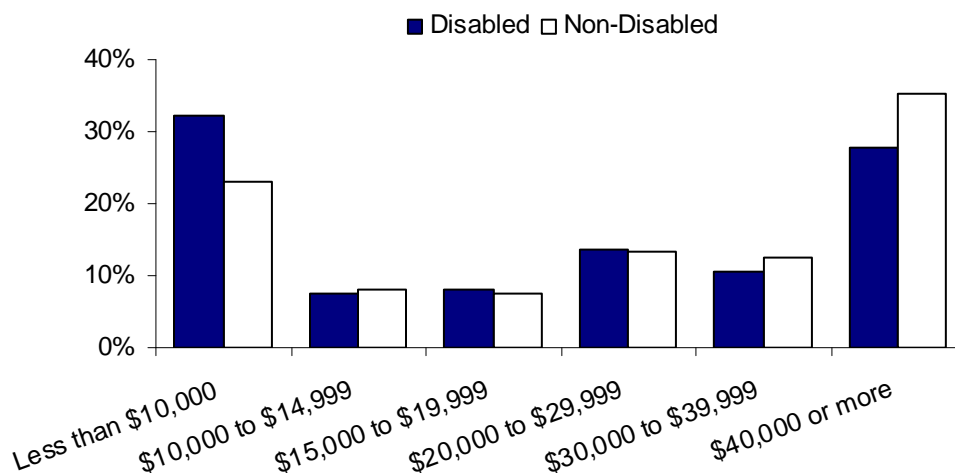
Although disabled persons earned significantly less, the differential in median employment income between disabled and non-disabled persons was quite similar for males and females



Note: Median income excludes income is zero.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

The employment income distribution illustrates the disparity between persons with and without disabilities. The distribution makes it clear why the median employment income of persons with disabilities is lower, as more persons with disabilities made less than \$10,000 than persons without disabilities, while fewer made \$40,000 or more.

Compared to those without disabilities, significantly more persons with disabilities were at the bottom and fewer were at the top of the employment income distribution



Note: Excludes income is zero. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Aside from the impact of severity of disability upon the proportion of disabled persons having any employment income, it has an impact on the earnings. The lowest median employment income of \$18,971^E was for persons with severe or very severe disabilities, the next lowest was

\$23,914 for those with mild disabilities, and the highest was \$25,030 for persons with moderate disabilities. Thus, there is not a clear relationship between employment income and severity of disability and there are likely other factors at play reducing the income of persons with disabilities. The central facts to be cognisant of are that each degree of severity encountered a median employment income below that of non-disabled persons and this analysis does not take into account persons with disabilities that did not have any employment income.

Unlike total income, the employment of persons with disabilities in the Lower Mainland and Southern Vancouver Island was substantially greater than those living in the rest of the province (\$22,981 vs. \$18,982). Furthermore, the employment income gap between persons with and without disabilities was \$364 in favour of those in the Lower Mainland and Southern Vancouver Island (\$6,144).

The disparity in median employment income between the Lower Mainland and Southern Vancouver Island, and the rest of B.C. is a result of the difference in the distribution between persons with and without disabilities being reflected to an even greater extent between these areas for persons with disabilities. Of note though is that this disparity between the Lower Mainland and Southern Vancouver Island also occurs in the non-disabled population.

Limitations and Barriers to Employment

Looking beyond the disability to examine the additional barriers to full participation in the labour market encountered by persons with disabilities will be the centre of attention in this section. The potential barriers that will be explored include barriers to looking for work, being prevented from working either completely or to some extent by the disability, required and provided workplace accommodations and perceived discrimination in the workplace.

Labour Force Status

This section of the report uses the labour force information captured in the Participation and Activity Limitation Survey in order to separate those who had retired from the 'not in the labour force' category, where possible. To be considered a retiree, persons must have been permanently retired from a job or business, or have indicated they never worked.

Barriers to Looking for Work

Persons with disabilities who were not in the labour force and had looked for work in the last two years, and those who had not voluntarily retired in the last five years were asked if a number of situations applied to them in regard to feeling discouraged from looking for work. Not more than 11.0%^E of respondents mentioned any particular reason (multiple responses were permitted). The reasons for being discouraged from looking for work mentioned most often included "no jobs available", "would lose some or all of current income", "feel training is not adequate", "have been a victim of discrimination", and "prevented by family responsibilities", with each being cited by about 1 in 10 persons with disabilities¹.

Completely Prevented from Working

Of the 118,390 persons with a disability who were not in the labour force or had retired between 2001 and 2006, 63.7% said that their limitation completely prevented them from working at a job or business. The 92,930 persons not in the labour force were slightly more likely to indicate they were completely prevented from working (64.7%) compared to the 25,460 who had recently retired (60.0%). (There was an equivalent of 36,310 retired persons who retired prior to 2001 that were not asked this question.)

- Persons between the aged of 15 and 29 made up just 9.8% of those where their limitation completely prevented them from working, while most were between the ages of 30 to 54 (45.5%) and 55 to 64 (44.7%).
- The severity of disability also has a large impact on whether these persons with disabilities were completely prevented from working. Just 4 in 10 (41.1%) persons with mild disabilities said their condition completely prevented them from working, this

¹ Percentage values have been omitted, since each of these responses had an associated caution.

increases to 6 in 10 (60.9%) for those with moderate disabilities, and nearly twice as many (76.8%) with severe or very severe disabilities were prevented from working.

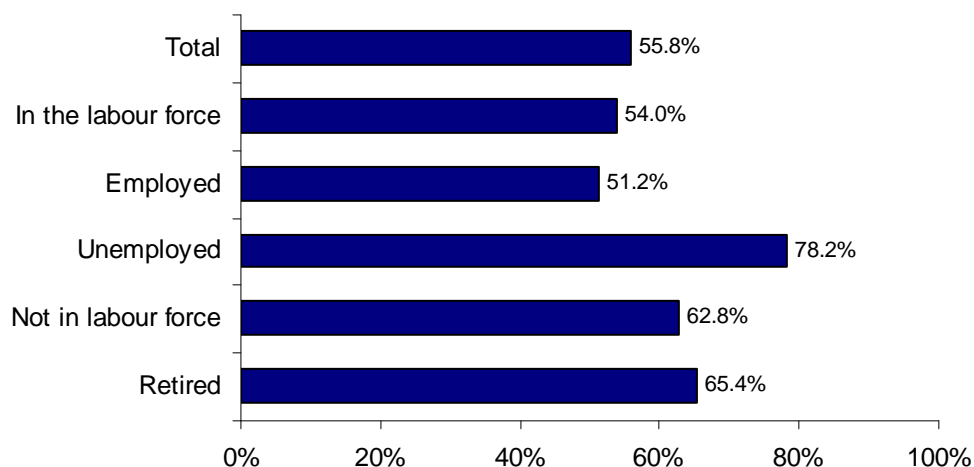
Limited in the Amount or Kind of Work

The survey also questioned respondents about whether they felt their limitation restricted the amount or kind of work they could do. These questions were not asked of respondents who retired prior to 2001 or had previously said they were completely prevented from working.

In 2006, there were 228,750 British Columbians between the ages of 15 and 64 with a disability who were not completely prevented from working due to their disability and if they had retired, it was within the last five years. Of these, 55.8% (or 127,650) said that their condition limited the amount or kind of work they could do.

When the proportion of these persons who were limited in the amount or kind of work they could do is looked at by labour force status it becomes somewhat clear why some persons with disabilities were not employed. Nearly 8 in 10 of those who were unemployed were limited, as well as more than 6 in 10 who were not in the labour force, compared to just over half of those who were employed. As well, with nearly two-thirds of retirees saying they were limited, this may indicate they retired because of their limitation rather than for other reasons.

Employed persons with disabilities significantly less often said they were limited in the amount or kind of work they could do



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

- The severity of disability has a large impact on being limited at work. Although data was not available for those who were unemployed and those who were retired, for each of the other labour force statuses it is evident that a greater severity of disability increases the likelihood of being limited at work. For example, among those who were employed, about 1 in 3 (33.1%) with a mild disability said they were limited at work, while over 8 in 10 (82.8%) with a severe or very severe disability were limited. The same

relationship existed for those not in the labour force but to a greater extent for those with a moderate disability.

A greater severity of disability dramatically increased the proportion of persons with disabilities limited in the amount or kind of work they can do

Limited at Work by Labour Force Status and Severity of Disability						
Severity of Disability	Labour Force Status					
	Total	In labour Force	Employed	Unemployed	Not in Labour Force	Retired
Mild	38.7%	37.3%	33.1%	F	37.4%	X
Moderate	56.9%	52.5%	52.4%	F	73.3%	X
Severe or Very severe	81.2%	82.8%	80.2%	F	78.4%	X

Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Workplace Accommodations Required for Persons with Activity Limitations

Modifications to the job or work environment that enable a person with a disability to participate fully in the labour market are explored in this section. These questions were asked of all persons with disabilities, except those who never worked, those who retired voluntarily and those who retired prior to 2001. Employed persons were read a list of possible modifications and asked which they require to be able to work, while others were asked which they would require to be able to work.

Among all persons with disabilities asked the question the most common modifications required were modified hours or days (25.2%), a job redesign (18.1%), a special chair/back support (17.0%) and a modified or ergonomic workstation (10.5%). Each of these modifications was required more often as the severity of disability increased.

- Disabled persons aged 15 to 29 less often required a job redesign (14.4%), a special chair/back support (7.0%), and a modified or ergonomic workstation (7.4%) compared to those aged 30 to 64.
- For the most commonly reported workplace modifications required, females more often needed these modifications compared to males.
- Both age and gender requirements for workplace modifications reflect that these were the persons who more often had a disability and also a more severe disability. This is also reflected between those who were employed and those who were unemployed, not in the labour force or retired, with the latter more often have a greater severity of disability.

Modifications to the workplace were required more often by those with severe or very severe disabilities and females

Workplace Accommodations Required to Work by Severity of Disability and Sex						
Workplace Accommodation	Total	Severity of Disability			Sex	
		Mild	Moderate	Severe or Very severe	Male	Female
Modified hours or days	25.2%	12.3%	21.3%	46.0%	18.1%	31.6%
Job redesign (modified or different duties)	18.1%	7.5% ^E	18.2% ^E	32.1%	15.4%	20.5%
Special chair/back support	17.0%	10.9% ^E	12.4% ^E	29.7%	11.7% ^E	21.7%
Modified or ergonomic workstation	10.5%	8.2% ^E	8.5% ^E	15.7% ^E	5.8% ^E	14.9%
Accessible washrooms	6.3% ^E	X	F	14.6% ^E	3.6% ^E	8.8% ^E
Appropriate parking	5.5% ^E	X	X	15.1% ^E	2.7% ^E	8.0% ^E
Accessible transportation	4.8% ^E	F	X	10.7% ^E	2.9% ^E	6.5% ^E
Accessible elevator	4.1% ^E	X	X	9.6% ^E	F	6.2% ^E
Human support	3.7% ^E	X	F	8.7% ^E	3.5% ^E	F
Handrails, ramps	3.2% ^E	X	X	F	X	F
Communication aids, such as Braille or large print reading material	1.3% ^E	X	X	F	F	X
Technical support	0.9% ^E	X	X	X	X	X
Other equipment, help or work arrangement	4.7% ^E	X	F	F	3.6% ^E	F
Computer with Braille, large print, voice recognition, or a scanner	F	X	X	F	X	F

Note: More than one response was permitted. Results must be used with caution. Only includes population aged 15 to 64.
Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Persons with disabilities who were unemployed, not in the labour force or retired would more often require the following workplace accommodations to be able to work compared to those who were employed:

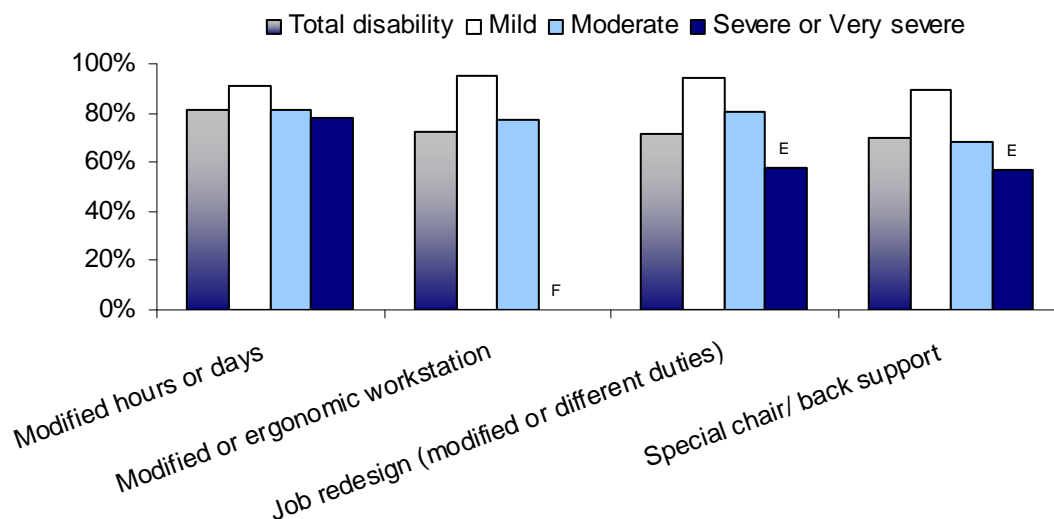
- Modified hours or days (29.3% vs. 23.3%, respectively);
- Job redesign (modified or different duties) (24.3% vs. 15.3%);
- Special chair/back support (18.7%^E vs. 16.2%);
- Appropriate parking (10.7%^E vs. 3.2%^E); and
- Accessible washrooms (8.0%^E vs. 5.6%^E).

On the other hand, slightly more persons with disabilities who were employed required a modified or ergonomic workstation (10.8%) compared to those who were unemployed, not in the labour force or retired (10.1%^E).

Workplace Accommodations Provided to Employed Persons with Disabilities

Looking at the accommodations that employers provided to persons who were working is an important aspect of this discussion. There is some variation in the accommodations being provided ranging from a high of 94.3% for accessible washrooms to a low of 69.8% for a special chair/back support. However, among the top four requirements for employed persons (modified hours or days, special chair/back support, job redesign and modified or ergonomic workstation) results were in narrower range—from 81.6% for modified hours or days to 69.8% for a special chair/back support.

Persons with severe or very severe and those with moderate disabilities were less often receiving the workplace accommodations they required



Note: Only includes population aged 15 to 64.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Although 37.0% of respondents provided other miscellaneous reasons why they have not received the work place accommodation they need, it is essential to note that 25.9% said they had not asked for accommodation and were not afraid to ask, while only 8.0% said the request was refused and 5.8% said it was too expensive (purchase or maintenance). Other reasons given by 23.3% of respondents included “afraid to ask”, “employer not aware of condition”, “condition is not severe enough”, “on a waiting list”, and “not available locally”.

Perceived Discrimination

Another barrier to participation in the labour market is perceived discrimination. Perceived discrimination can result from other persons knowingly or unknowingly thinking a disability will alter the amount or kind of work a person can do, and as a consequence these persons are perhaps dissuaded from pursuing specific opportunities or are excluded from consideration for hiring, advancement, training or continued employment.

All persons with disabilities who had worked or retired in the last five years were asked about various types of employment related discrimination they may have felt in the past five years. Nearly 4 in 10 (38.3%) disabled persons believe that their current employer or any potential employer would likely consider them disadvantaged in employment because of their condition, including 34.0% of those employed and 46.2% of those who were unemployed, not in the labour force or retired. However, the most cited type of discrimination, being refused a job, was only cited by 8.7% of respondents.

Nevertheless, employed persons considered themselves to be disadvantaged in employment significantly less often (28.2%) than those who were not in the labour force, unemployed or retired (51.9%).

The types of perceived discrimination among disabled persons who had worked
in the last five years were varied

Type of Perceived Discrimination by Labour Force Status			
Type of Discrimination	Labour Force Status		
	Total	Employed	Not in Labour Force, Unemployed or Retired
Refused a job	8.7%	6.9% ^E	11.9% ^E
Given less responsibility than your co-workers	7.6%	8.8% ^E	5.3% ^E
Exposed to some other kind of discrimination	7.0%	6.2% ^E	8.4% ^E
Refused a job interview	6.5%	6.1% ^E	7.3% ^E
Refused a job promotion	6.3% ^E	5.6% ^E	F
Paid less than other workers in similar jobs	4.8% ^E	5.9% ^E	F
Denied a workplace accommodation	2.5% ^E	2.1% ^E	3.1% ^E
Denied other work-related benefits	2.2% ^E	1.8% ^E	F

Note: More than one response was permitted. Results must be used with caution. Only includes population aged 15 to 64. Discriminatory questions excluded proxy respondents.

Source: Statistics Canada, Participation and Activity Limitation Survey, 2006

Appendix A: References

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Appendix B: Definitions

Census Subdivision Type

Census subdivision (CSD) is the general term for municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents for statistical purposes (e.g., Indian reserves, Indian settlements and unorganized territories).

Core age persons

The population of interest who were between 30 and 54 years of age.

Disability

The Participation and Activity Limitation Survey considers persons with disabilities those who have a physical or mental condition or health problem that reduces the amount or kind of activities that are normal for their age in Canadian society. This stems from the approach taken by the World Health Organization.

Educational attainment

Refers to the highest certificate, diploma or degree completed based on a hierarchy which is generally related to the amount of time spent 'in-class'. For postsecondary completers, a university education is considered to be a higher level of schooling than a college education, while a college education is considered to be a higher level of education than in the trades. Although some trades requirements may take as long or longer to complete than a given college or university program, the majority of time is spent in on-the-job paid training and less time is spent in the classroom. As well, a trades graduate may not have completed a secondary school certificate or diploma, nor does an individual with a master's degree necessarily have a certificate or diploma above the bachelor's degree level. Therefore, although the sequence is more or less hierarchical, it is a general rather than an absolute gradient measure of academic achievement.

Employment income

The sum of paid employment, i.e., wages and salaries, and self-employment income (including loss) for taxation year 2005.

Employment rate

The number of employed persons in a particular group (age, sex, marital status, geographic area, etc.) expressed as a percentage of the population 15 years of age and over in that group.

Highest level of education/Highest certificate, diploma or degree

See *educational attainment*.

Mature persons

The population of interest who were between 55 and 64 years of age.

More urban areas

Refers to the combined areas of the Lower Mainland and Southern Vancouver Island. The Lower Mainland includes Metro Vancouver and the Fraser Valley Regional District, while Southern Vancouver Island extends from the Capital Regional District along the east coast to as far north as Qualicum Beach and includes major centres such as Duncan, Nanaimo and Parksville.

Non-institutional collectives

Refers to a dwelling of a commercial or communal nature. It may be identified by a sign on the premises or by a census representative speaking with the person in charge, a resident, a neighbour, etc. Examples excluded from the survey include Canadian Armed Forces vessels, merchant vessels and coast guard vessels, as well as campgrounds and parks.

Participation rate

Total labour force in a particular group (age, sex, marital status, geographic area, etc.) expressed as a percentage of the total population in that group.

Severity of disability

An index measuring the severity of the disability was constructed by Statistics Canada based on the answers to the survey questions. Points were given according to the intensity and the frequency of the activity limitations reported by the respondent. A single score was computed for each type of disability. Each score was then standardized in order to have a value between 0 and 1. The final score is the average of the scores for each type of disability.

The scale was then divided into four different severity levels – mild, moderate, severe and very severe¹. For the purposes of this report the severe and very severe groups were merged to enable analysis at the B.C. and sub-provincial level.

¹ See Participation and Activity Limitation Survey 2006: Technical and Methodological Report 89-628 XIE no. 1 for more details

Total income

The sum (including loss) of income from all sources, including paid employment, i.e., wages and salaries, self-employment income, income from government programs, pension income, investment income and any other money income for taxation year 2005.

Types of disabilities among adults

The questions in Participation and Activity Limitation Survey (PALS) enabled identification of the following types of disabilities in adults (15 years of age or older):

Hearing: Difficulty hearing what is being said in a conversation with one other person, in a conversation with three or more persons, or in a telephone conversation.

Seeing: Difficulty seeing ordinary newsprint or clearly seeing someone's face from 4 meters away (12 feet).

Speech: Difficulty speaking and/or being understood.

Mobility: Difficulty walking half a kilometre or up and down a flight of stairs, about 12 steps without resting, moving from one room to another, carrying an object of 5 kg (10 pounds) for 10 metres (30 feet) or standing for long periods.

Agility: Difficulty bending, dressing and undressing oneself, getting into or out of bed, cutting own toenails, using fingers to grasp or handling objects, reaching in any direction (for example, above one's head) or cutting own food.

Pain: Limited in the amount or kind of activities that one can do because of a long-term pain that is constant or reoccurs from time to time (for example, recurrent back pain).

Learning: Difficulty learning because of a condition, such as attention problems, hyperactivity or dyslexia, whether or not the condition was diagnosed by a teacher, doctor or other health professional.

Memory: Limited in the amount or kind of activities that one can do due to frequent periods of confusion or difficulty remembering things. These difficulties may be associated with Alzheimer's disease, brain injuries or other similar conditions.

Developmental disabilities: Cognitive limitations due to an intellectual disability or developmental disorder such as Down's syndrome, autism or an intellectual disability caused by a lack of oxygen at birth.

Emotional/Psychological: Limited in the amount or kind of activities that one can do due to the presence of an emotional, psychological or psychiatric condition, such as phobias, depression, schizophrenia, drinking or drug problems.

Other¹: The type of disability is 'other' if the respondent answered YES to the general questions on activity limitations, but did not provide any YES to the questions about type of disability that followed.

Unemployment rate

The number of unemployed in a particular group (age, sex, marital status, geographic area, etc.) expressed as a percentage of the labour force in that group.

Youth

The population of interest who were between 15 and 29 years of age.

¹ In 2006 the disability type 'unknown' was renamed 'other'.

Appendix C: Sub-Provincial Geographies

The table below identifies each of the areas included in the Lower Mainland and Southern Vancouver Island geography used in various sections of this report. In general terms, the Lower Mainland includes Metro Vancouver and the Fraser Valley Regional District, while Southern Vancouver Island extends from the Capital Regional District along the east coast to as far north as Qualicum Beach and includes major centres such as Duncan, Nanaimo and Parksville.

Geographies Included in the Lower Mainland and Southern Vancouver Island		
Geographic Code	Official Name	Census Subdivision Type ¹
5909020	Chilliwack	C
5909034	Fraser Valley D	RDA
5909036	Fraser Valley E	RDA
5909052	Abbotsford	C
5909056	Mission	DM
5909064	Fraser Valley H	RDA
5909821	Kwawkwawapilt 6	R
5909822	Skowkale 10	R
5909823	Skowkale 11	R
5909824	Skwah 4	R
5909825	Skwali 3	R
5909826	Skway 5	R
5909827	Soowahlie 14	R
5909828	Squiaala 7	R
5909829	Squiaala 8	R
5909830	Tzeachten 13	R
5909831	Yakweakwioose 12	R
5909835	Aitchelitch 9	R
5909837	Cheam 1	R
5909838	Schelawat 1	R
5909844	Popkum 1	R
5909849	Skwahla 2	R
5909877	Upper Sumas 6	R

¹ C=City

DM=District municipality

IM=Island municipality

R=Indian reserve

RDA=Regional district electoral area

T=Town

VL=Village

Geographies Included in the Lower Mainland and Southern Vancouver Island		
Geographic Code	Official Name	Census Subdivision Type¹
5909878	Matsqui Main 2	R
5915001	Langley	DM
5915002	Langley	C
5915004	Surrey	C
5915007	White Rock	C
5915011	Delta	DM
5915015	Richmond	C
5915020	Greater Vancouver A	RDA
5915022	Vancouver	C
5915025	Burnaby	C
5915029	New Westminster	C
5915034	Coquitlam	C
5915036	Belcarra	VL
5915038	Anmore	VL
5915039	Port Coquitlam	C
5915043	Port Moody	C
5915046	North Vancouver	DM
5915051	North Vancouver	C
5915055	West Vancouver	DM
5915062	Bowen Island	IM
5915065	Lions Bay	VL
5915070	Pitt Meadows	DM
5915075	Maple Ridge	DM
5915801	Semiahmoo	R
5915802	Tsawwassen	R
5915803	Musqueam 2	R
5915804	Coquitlam 2	R
5915805	Coquitlam 1	R
5915806	Burrard Inlet 3	R
5915807	Mission 1	R
5915808	Capilano 5	R
5915809	Barnston Island 3	R
5915810	Musqueam 4	R
5915811	Seymour Creek 2	R
5915813	Katzie 2	R
5915816	McMillan Island 6	R
5915825	Matsqui 4	R
5915830	Katzie 1	R

Geographies Included in the Lower Mainland and Southern Vancouver Island		
Geographic Code	Official Name	Census Subdivision Type¹
5915835	Langley 5	R
5915840	Whonnock 1	R
5917005	North Saanich	DM
5917010	Sidney	T
5917015	Central Saanich	DM
5917021	Saanich	DM
5917027	Capital F	RDA
5917029	Capital G	RDA
5917030	Oak Bay	DM
5917034	Victoria	C
5917040	Esquimalt	DM
5917041	Colwood	C
5917042	Metchosin	DM
5917044	Langford	DM
5917047	View Royal	T
5917049	Highlands	DM
5917052	Sooke	DM
5917054	Capital H (Part 1)	RDA
5917801	Cole Bay 3	R
5917802	Union Bay 4	R
5917803	East Saanich 2	R
5917804	South Saanich 1	R
5917805	Galiano Island 9	R
5917806	Mayne Island 6	R
5917809	Becher Bay 1	R
5917811	Esquimalt	R
5917812	New Songhees 1A	R
5917817	T'Sou-ke 1 (Sooke 1)	R
5917818	T'Sou-ke 2 (Sooke 2)	R
5919008	North Cowichan	DM
5919012	Duncan	C
5919013	Cowichan Valley D	RDA
5919015	Cowichan Valley G	RDA
5919017	Cowichan Valley H	RDA
5919021	Ladysmith	T
5919043	Cowichan Valley A	RDA
5919049	Cowichan Valley C	RDA
5919051	Cowichan Valley E	RDA

Geographies Included in the Lower Mainland and Southern Vancouver Island		
Geographic Code	Official Name	Census Subdivision Type¹
5919801	Halalt 2	R
5919802	Squaw-hay-one 11	R
5919803	Tsussie 6	R
5919804	Chemainus 13	R
5919806	Cowichan 9	R
5919807	Cowichan 1	R
5919808	Kil-pah-las 3	R
5919809	Kuper Island 7	R
5919810	Lyacksun 3	R
5919811	Shingle Point 4	R
5919815	Malahat 11	R
5919816	Oyster Bay 12	R
5919817	Portier Pass 5	R
5919818	Theik 2	R
5921007	Nanaimo	C
5921010	Nanaimo A	RDA
5921014	Nanaimo B	RDA
5921016	Nanaimo C	RDA
5921018	Parksville	C
5921020	Nanaimo D	RDA
5921023	Qualicum Beach	T
5921030	Nanaimo E	RDA
5921034	Nanaimo G	RDA
5921801	Nanaimo River 3	R
5921802	Nanaimo River 2	R
5921803	Nanaimo River 4	R
5921804	Nanaimo Town 1	R
5921805	Nanoose	R

Source: 2001 Census