**Quick Facts About Disability and Employment**

**The Reality**

* People who have a disability are the world’s largest minority group. Anyone can join this group at some point in their lives through acquired disability. (World Health Organization, World Bank, 2025)
* **1 in 4 Canadians** (27% or 8 million people) have a disability and the number is rising. (Statistics Canada, 2022).
* In **Ontario**, 4.3 million people (28% of the province) have a disability which is an increase of nearly 4% since 2017. (Statistics Canada, 2022)
* **74%** of employees who have a disability face at least one barrier at work; **67%** job seekers who have a disability face barriers before they’re even hired. (Statistics Canada, 2024)
* The top four disabilities in Canada are invisible disabilities: Pain related (16.7%), mental health-related (10.4%), flexibility (10.9%), mobility (10.6%) (Statistics Canada 2022 Canadian Survey on Disability)
* **60% of managers** believe they have no employees who have disabilities, yet invisible and non-disclosed disabilities are the most common. (Return on Disability Group, 2022)

**The Opportunity**

* The **global disability market** which includes people who have a disability and their family and friends, represents **$13 trillion in annual spending power** (Return on Disability Group)
* Disability inclusive companies experience:
* **2.6x more net income**
* **1.6x more revenue**
* **25% higher productivity** (Accenture, 2023)
* Inclusive organizations are **8x stronger** in innovation, retention, and customer service. (Deloitte, 2023)
* **72% higher retention** among employees who have a disability reduces costly turnover and keeps knowledge in-house. High turnover can cost Canadian businesses **1.5–2.5x an employee’s annual salary**. (StatsCan; CHRA)
* Closing the disability employment gap by one-third could add **$50 Billion to Canada’s GDP** by 2030. (TD, 2019)

**The Action**

* Nearly **645,000 Canadians who have a disability are available and want to work**. (Statistics Canada) Meanwhile, in a tight labour market, **53% of small businesses** say shortages are hindering growth. (CFIB, 2023)
* **Businesses already understand the value as 87% of employers** who hire people who have a disability say it aligns with their business goals. (McLean & Company, 2022)
* **56% of workplace accommodations cost nothing**, and most others are low-cost with significant productivity gains. (JAN, 2024)
* **85% of employers** say accommodation helped them keep a valued employee, leading to greater team stability and engagement. (JAN, 2024)
* **Gaps remain** as **62% of businesses** have no formal DEI strategy (McLean & Company, 2022)

Building a Workforce Without Barriers strengthens workplace culture, attracts and retains talent, and drives long-term business success.

#WorkWithoutBarriers #NDEAM2025 #DEAM2025 #EngageTalent

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