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## Insights on Canadian Society

# Perceptions of labour market discrimination among persons with disabilities in Canada

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# INSIGHTS ON CANADIAN SOCIETY



## Perceptions of labour market discrimination among persons with disabilities in Canada

by Sharanjit Uppal

### Overview of the study

Using data from the 2017 and 2022 Canadian Survey on Disability, this article examines selected sociodemographic characteristics associated with perceived labour market discrimination among persons with disabilities in Canada.

- Between 2017 and 2022, the percentage of persons aged 25 to 64 with disabilities who believed they had been refused an interview in the past five years because of their condition edged down from 8% to 7%, and the percentage reporting a job refusal decreased slightly from 12% to 10%.
- Persons with more severe disabilities, men, 2SLGBTQ+ persons and racialized persons were more likely to perceive some of these workplace discriminatory practices than their respective counterparts.
- More than one-third of persons aged 25 to 64 with disabilities (37%) considered themselves to be disadvantaged in employment, while 35% reported that their current employer or any potential employer would be likely to consider them to be disadvantaged in employment because of their condition.

### **SPECIAL EDITION ISSUE OF INSIGHTS ON CANADIAN SOCIETY**

The special edition issue of *Insights on Canadian Society* expands Statistics Canada's flagship social publication to offer policy-relevant articles united across a common theme, leveraging visuals and accessible multimedia formats. This issue focuses on the makeup of Canadian society in times of transformation, shedding light on the challenges and opportunities shaping the future. This article is featured within this issue.

## Introduction

In 2022, more than one-quarter (27%) of the Canadian population aged 15 and older had at least one disability,<sup>1</sup> which represented an increase from 22% in 2017.<sup>2</sup> This proportion is expected to grow further because of population aging and the fact that some disabilities are age-related.<sup>3</sup>

“ In 2022, more than one-quarter (27%) of the Canadian population aged 15 and older had at least one disability.

Existing Canadian studies related to labour market outcomes for persons with disabilities have mostly focused on employment and income. Several recent studies have illustrated that the employment rate among persons with disabilities remains lower compared with those without disabilities, though this gap in the employment rate has narrowed in recent years.<sup>4</sup> The reasons for a lower level of employment among persons with disabilities can be manifold. For some, the nature of their disability could mean that they are unable to enter employment even in an inclusive labour market without discrimination and with full accessibility and accommodation. However, others may be able and willing to work but are prevented from doing so by physically inaccessible workplaces or discriminatory hiring practices.

Though perceptions of discrimination among persons with disabilities have been briefly examined in other studies, a detailed analysis has not been undertaken.<sup>5</sup> Persons with disabilities account for a growing proportion of the Canadian population, and the 2019 Accessible Canada Act has objectives related to the full participation of persons with disabilities in Canada. In view of these facts, the objective of this study is to shed light on the prevalence of perceived

discrimination in the labour market among the working-age population (i.e., 25 to 64 years), as well as information on the characteristics of those most likely to report discrimination.

Using data from both the 2022 and 2017 Canadian Survey on Disability, this article presents information on those who believe that they were refused a job interview, a job or a promotion as a result of their disability, drawing comparisons over time<sup>6</sup> (see [Data sources, methods and limitations](#)). It also examines whether these individuals considered themselves to be disadvantaged in employment and whether they believed that their current employer or any potential employer would be likely to consider them to be disadvantaged in employment because of their condition.

## Perception of discrimination decreased slightly between 2017 and 2022

In 2022, a number of working-age persons with disabilities in Canada reported experiencing some form of discrimination in the labour market. Specifically, 7% said they had been refused a job interview in the last five years because of their condition, while 10% said they had been refused a job and another 10% stated that they had been refused a promotion because of their condition (Table 1).

“ In 2022, a number of working-age persons with disabilities in Canada reported experiencing some form of discrimination in the labour market. Specifically, 7% said they had been refused a job interview in the last five years.

**Table 1**  
**Perception of discrimination in the labour market among persons with disabilities aged 25 to 64, by selected personal characteristics, 2022**

Selected characteristics	Refused job interview in the past five years	Refused job in the past five years	Refused promotion in the past five years	Consider themselves to be disadvantaged in employment	Employer considers or is likely to consider them to be disadvantaged in employment
	percent				
<b>All</b>	<b>6.9</b>	<b>10.2</b>	<b>9.6</b>	<b>36.7</b>	<b>34.8</b>
<b>Gender<sup>1</sup></b>					
Men+ (ref.)	8.3	11.9	9.7	37.2	35.6
Women+	5.9*	8.9*	9.5	36.4	34.3
<b>Severity of disability<sup>2</sup></b>					
Mild (ref.)	2.3	3.8	4.0	16.0	15.6
Moderate	5.2*	8.4*	10.2*	33.2*	29.6*
Severe	9.9*	15.9*	15.2*	52.5*	51.8*
Very severe	16.3*	20.8*	21.2*	74.2*	69.9*
<b>Age group</b>					
25 to 34 years	8.0	12.4	10.5	36.6	31.1
35 to 44 years (ref.)	8.0	11.3	12.7	35.7	31.8
45 to 54 years	7.1	10.9	9.1*	37.9	35.2
55 to 64 years	5.3*	7.5*	6.7*	36.6	39.1*
<b>Highest level of education</b>					
Never attended school	6.2	5.7*	4.9	41.6	35.7
Less than high school diploma	9.6	15.3	10.1	49.5*	47.7*
High school diploma (ref.)	8.6	11.5	9.2	38.4	37.1
Trades certificate or diploma	8.1	12.7	11.3	38.3	36.3
College or university certificate below the bachelor's level	6.4	9.7	9.8	34.3	32.6*
University degree	4.7*	6.8*	9.1	31.8*	29.1*
Don't know / not stated	3.1*	10.1	8.9	46.7	51.7*
<b>Racialized population</b>					
Non-racialized, non-Indigenous (ref.)	6.3	9.6	9.0	35.9	34.6
Racialized	9.6*	12.6	12.3*	37.8	33.8
South Asian	13.1*	16.2*	11.3	34.6	30.0
Chinese	5.6	8.2	10.3	28.3	27.2
Black	5.5	7.1	7.2	42.5	36.7
Filipino	6.7	7.4	10.7	36.3	28.7
All other racialized groups	11.6*	15.9*	16.7*	41.4	39.0
<b>Indigenous identity</b>					
Indigenous	6.6	10.4	8.7	44.8*	39.7
Non-Indigenous (ref.)	6.9	10.2	9.6	36.2	34.5
<b>Immigrant status</b>					
Non-immigrant (ref.)	6.6	9.9	9.4	36.4	34.3
Immigrated in 2010 or earlier	8.0	10.3	9.6	37.7	37.8
Immigrated from 2011 to 2021	7.2	13.3	10.1	41.5	36.2
<b>2SLGBTQ+ identity</b>					
Yes	10.2*	15.8*	14.9*	44.7*	40.2*
No (ref.)	6.4	8.9	8.9	35.4	33.8
<b>Occupation</b>					
Legislative and senior management	F	F	F	F	F
Business, finance and administration	5.5*	8.6*	9.8	24.3*	25.0*
Natural and applied sciences and related	4.2*	8.9*	8.7	31.3	24.9*
Health	5.0*	8.3*	9.6	26.7*	27.3
Education, law and social, community and government services	4.8*	7.6*	8.1	28.4*	25.9*
Art, culture, recreation and sport	5.9	8.0*	9.3	36.3	33.3
Sales and service (ref.)	11.0	14.8	11.5	37.8	34.1
Trades, transport and equipment operators and related	7.7	11.3	10.6	30.3*	30.8
Natural resources, agriculture and related production	2.9*	12.7	7.1	30.8	20.5*
Manufacturing and utilities	3.1*	6.8*	6.3	28.3	27.9

**Table 1**  
**Perception of discrimination in the labour market among persons with disabilities aged 25 to 64, by selected personal characteristics, 2022**

Selected characteristics	Refused job interview in the past five years	Refused job in the past five years	Refused promotion in the past five years	Consider themselves to be disadvantaged in employment	Employer considers or is likely to consider them to be disadvantaged in employment
	percent				
<b>Province or territory of residence</b>					
Newfoundland and Labrador	5.4*	8.1*	8.1	37.5	33.3
Prince Edward Island	5.4*	7.8*	7.6	33.9	30.0*
Nova Scotia	6.7	9.4	8.9	36.9	36.0
New Brunswick	4.7*	9.0	9.6	35.8	34.4
Quebec	4.3*	7.3*	5.8*	35.0	32.7
Ontario (ref.)	8.2	11.5	10.6	37.4	35.9
Manitoba	6.6	10.7	10.3	36.8	35.1
Saskatchewan	5.3*	8.9	9.4	31.8*	31.3*
Alberta	7.1	9.5	11.8	37.7	34.5
British Columbia	7.5	11.4	9.6	37.6	35.8
Yukon	4.9	8.2	7.7	34.4	32.3
Northwest Territories	4.1*	8.6	8.1	28.3*	27.9
Nunavut	10.2	10.0	7.1	26.1*	25.0*

F too unreliable to be published

\* significantly different from reference category (ref.) ( $p < 0.05$ )

1. Given that the non-binary population is small, data aggregation to a two-category gender variable is sometimes necessary to protect the confidentiality of responses provided. In these cases, individuals in the category "non-binary persons" are distributed into the other two gender categories and are denoted by the "+" symbol.

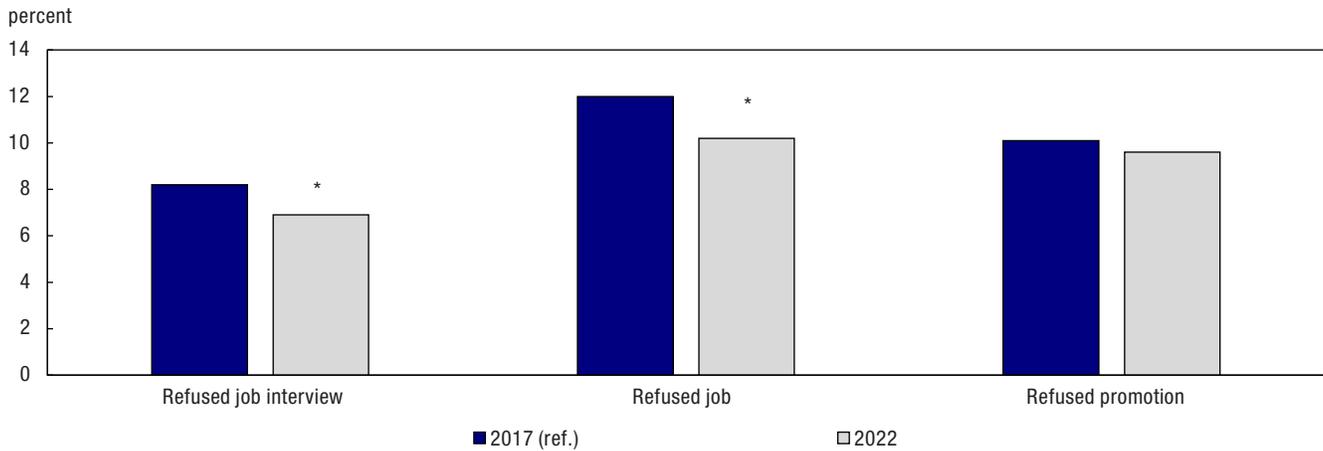
2. Severity of disability is based on a global severity score calculated using various questions in the survey. It is important to note that the name assigned to each class is not a label or judgment concerning the person's level of disability.

Source: Statistics Canada, Canadian Survey on Disability, 2022.

The prevalence of perceived discrimination in 2022 varied across the country. For instance, residents of Quebec with disabilities (4%) were half as likely as those living in Ontario (8%) to report having been refused an interview, and they were also the least likely to report a job refusal (7% in Quebec versus 12% in Ontario) or a promotion refusal (6% in Quebec versus 11% in Ontario).

Although discrimination in the labour market persisted among persons with disabilities in 2022, there was some evidence to suggest that its prevalence had declined slightly between 2017 and 2022. Specifically, the proportion reporting an interview refusal decreased slightly from 8% to 7%, and those reporting a job refusal fell from 12% to 10%. The proportion of those reporting having been refused a promotion remained largely unchanged, at 10% (Chart 1).

**Chart 1**  
**Perception of discrimination in the labour market among persons with disabilities aged 25 to 64, 2017 and 2022**



\* significantly different from reference year (ref.) ( $p < 0.05$ )  
 Source: Statistics Canada, Canadian Survey on Disability, 2017 and 2022.

## Persons with more severe disabilities were more likely to report having been refused a job interview, a job or a promotion

The severity of someone’s disability<sup>7</sup> was strongly associated with the likelihood of reporting discrimination in the labour market, a finding that remained even after considering other sociodemographic characteristics (Table A.1). For example, individuals with very severe disabilities (16%) were almost eight times as likely as those with mild disabilities (2%) to state that they had been refused an interview because of their condition and were five times as likely to report having been refused a job or a promotion (21% of those with severe disabilities versus 4% with mild disabilities) (Table 1).

## Perceptions of labour market discrimination also varied by gender

Gender differences also emerged as an important factor when examining perceptions of discrimination. In general, men with disabilities were more likely than women with disabilities to report having experienced some form of labour market discrimination in 2022, whether from an interview refusal (8% of men versus 6% of women) or a job refusal (12% of men versus

9% of women) (Table 1). There was no gender difference in reporting a refusal for a promotion—10% for both men and women. These conclusions were unchanged after considering other factors (Table A.1).

Further, the differences between men and women with disabilities in reporting discrimination were particularly evident among specific groups. For example, among 35- to 44-year-olds, 1 in 10 men with disabilities (10%) stated that they had been refused an interview, compared with 6% of women of the same age. Further, men with severe disabilities (14%) were twice as likely as their female counterparts (7%) to report that they had been refused an interview and almost twice as likely to report a job refusal (21% for men with severe disabilities versus 12% for women with severe disabilities). The gender difference was also more pronounced among the racialized population, with 13% of men versus 7% of women reporting having been refused an interview because of their condition.

Comparing changes over time, gender differences emerged as well. While there was no statistically significant decrease in perceptions of discrimination among men between 2017 and 2022, women with disabilities did see reductions in these perceptions between these two years. For example, the proportion of women reporting an interview refusal decreased slightly from 7% in 2017 to 6% in 2022, while the proportion reporting a job refusal fell from 11% to 9% (Table 2).

**Table 2**  
**Perception of discrimination in the labour market among persons with disabilities aged 25 to 64, by selected personal characteristics, 2017 and 2022**

Selected characteristics	Refused job interview in the past five years		Refused job in the past five years		Refused promotion in the past five years		Consider themselves to be disadvantaged in employment		Employer considers or is likely to consider them to be disadvantaged in employment	
	2017 (ref.)	2022	2017 (ref.)	2022	2017 (ref.)	2022	2017 (ref.)	2022	2017 (ref.)	2022
percent										
<b>Sex/gender<sup>1</sup></b>										
Male (2017) / men+ (2022)	9.2	8.3	13.3	11.9	9.6	9.7	41.7	37.2*	41.8	35.6*
Female (2017) / women+ (2022)	7.4	5.9*	10.8	8.9*	10.5	9.5	40.9	36.4*	41.3	34.3*
<b>Severity of disability<sup>2</sup></b>										
Mild	3.2	2.3	5.6	3.8*	5.6	4.0	19.1	16.0*	19.3	15.6*
Moderate	9.1	5.2*	12.2	8.4*	11.5	10.2	37.5	33.2	39.2	29.6*
Severe	13.1	9.9	17.1	15.9	15.4	15.2	56.7	52.5	57.3	51.8*
Very severe	12.7	16.3	19.5	20.8	16.4	21.2	77.4	74.2	76.2	69.9*
<b>Age group</b>										
25 to 34 years	10.8	8.0*	15.5	12.4	13.1	10.5	36.5	36.6	35.1	31.1
35 to 44 years	9.2	8.0	12.8	11.3	12.7	12.7	36.8	35.7	36.6	31.8*
45 to 54 years	7.1	7.1	11.2	10.9	8.3	9.1	42.9	37.9*	41.8	35.2*
55 to 64 years	7.3	5.3*	10.5	7.5*	8.0	6.7	44.7	36.6*	46.9	39.1*
<b>Highest level of education</b>										
Less than high school diploma	11.5	9.6	16.4	15.3	14.2	10.1	54.6	49.5	55.9	47.7*
High school diploma	8.6	8.6	12.3	11.5	8.6	9.2	43.3	38.4*	42.9	37.1*
Trades certificate or diploma	7.8	8.1	12.1	12.7	9.1	11.3	44.9	38.3*	40.9	36.3
College or university certificate below the bachelor's level	8.0	6.4	11.7	9.7	10.9	9.8	38.3	34.3	40.1	32.6*
University degree	5.5	4.7	8.9	6.8	9.2	9.1	30.7	31.8	32.6	29.1
<b>Racialized population</b>										
Non-racialized, non-Indigenous	7.6	6.3*	11.5	9.6*	10.0	9.0	41.2	35.9*	41.6	34.6*
Racialized	10.0	9.6	13.4	12.6	9.7	12.3	39.2	37.8	38.5	33.8

\* significantly different from reference year (ref.) (p < 0.05)

1. In the 2017 Canadian Survey on Disability (CSD), the sex variable was used to distinguish whether the respondent was male or female. In the 2022 CSD, gender was used instead of sex. However, a two-category gender variable (men+ and women+) was created to protect the confidentiality of non-binary persons, given the relatively small size of this population. Even though sex and gender refer to two different concepts, a significant impact on data analysis and historical comparability is not expected, given the small size of the transgender and non-binary populations.

2. Severity of disability is based on a global severity score calculated using various questions in the survey. It is important to note that the name assigned to each class is not a label or judgment concerning the person's level of disability.

Source: Statistics Canada, Canadian Survey on Disability, 2017 and 2022.

## Canadians with intersecting identities may perceive multiple forms of labour market discrimination

Given the diversity of Canada's population, examining the unique attributes of those participating in the labour market is key to understanding perceptions of discrimination. Disability can intersect with other characteristics, such as age, 2SLGBTQ+ identity and racialized group, and the intersection of these characteristics can place Canadians at greater risk of exposure to adverse conditions in the workplace.

In general, the results showed that age plays an important role in the perception of discrimination, with those with disabilities aged 55 to 64 being less likely to report labour market discrimination compared with their younger counterparts, across the three types of discrimination considered. The same was true for those with a university degree, who were less likely than those with a high school diploma to have been refused a job (Table 1).

In contrast, the 2SLGBTQ+ population with disabilities was more likely than their non-2SLGBTQ+ counterparts to report having experienced labour market discrimination, with higher proportions indicating that they had been refused an interview (10% versus 6%), a job (16% versus 9%) or a promotion (15% versus 9%) (Table 1).

Among persons with disabilities, racialized persons<sup>8</sup> (10%) were more likely to report having been refused an interview compared with the non-racialized, non-Indigenous population (6%). Within the racialized population, South Asian persons with disabilities were the most likely to report having been refused an interview (13%) or a job (16%). Both of these findings held true after taking other sociodemographic characteristics into account.

## Perception of labour market discrimination varied by type of occupation

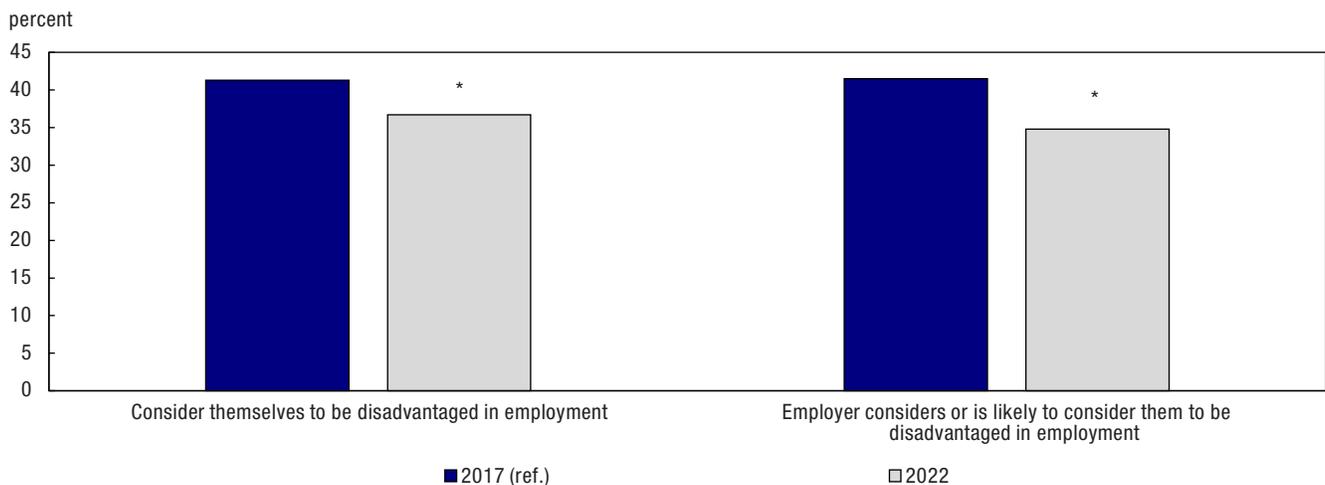
In general, the perception of labour market discrimination varied by type of occupation. Persons with disabilities employed in sales and service occupations at the time of the survey were the most likely to perceive discrimination, compared with those working in other types of occupations (Table 1). For example, approximately 1 in 10 (11%) of those working in sales and service occupations reported having been refused an interview in the past five years,<sup>9</sup> a proportion that was almost twice as high as that for most other occupations. By contrast, individuals working in natural resources, agriculture

and related production occupations (3%) and those working in occupations in manufacturing and utilities (3%) were the least likely to report an interview refusal.

## More than one-third of persons with disabilities considered themselves to be disadvantaged in employment because of their condition

In addition to interview, job and promotion refusals, feeling disadvantaged in employment was also reported as a concern among working-age persons with disabilities in 2022. Overall, more than one-third (37%) of persons with disabilities indicated that they considered themselves to be disadvantaged in employment because of their condition, while 35% believed that their current employer or any potential employer would be likely to consider them to be disadvantaged (Table 1). This represents a decrease from 2017, when 41% said they considered themselves to be disadvantaged and 42% said a current or future employer would be likely to consider them disadvantaged as a result of their condition (Chart 2). The prevalence of feeling disadvantaged in employment decreased among both men and women with disabilities.

**Chart 2**  
Persons with disabilities aged 25 to 64 feeling disadvantaged in employment, 2017 and 2022



\* significantly different from reference year (ref.) ( $p < 0.05$ )  
Source: Statistics Canada, Canadian Survey on Disability, 2017 and 2022.



More than one-third (37%) of persons with disabilities indicated that they considered themselves to be disadvantaged in employment because of their condition.

As with the perceptions of employment refusals, feeling disadvantaged was more prevalent among some groups compared with others. For example, men were more likely than women to believe that they were disadvantaged and that their employers considered them to be disadvantaged (Table A.1). In a similar vein, 2SLGBTQ+ persons with disabilities were more likely than their non-2SLGBTQ+ counterparts to consider themselves to be disadvantaged in employment (45% versus 35%) and to believe that their employer considers them to be disadvantaged (40% versus 34%) (Table 1). This conclusion was unchanged after taking into account other factors (Table A.1).

Disability severity was also strongly associated with the likelihood of feeling disadvantaged in employment. Those with very severe disabilities (74%) were almost five times as likely as those with mild disabilities

(16%) to state that they consider themselves to be disadvantaged (Table 1). While there was a decrease between 2017 and 2022 in the percentage of persons who believed that their employer would consider them to be disadvantaged because of their condition across all levels of disability severity (Table 2), only persons with mild disabilities saw a decline in the prevalence of considering themselves to be disadvantaged.

## Conclusion

This study found that challenges in the labour market persist for persons with disabilities in Canada. Perceived discrimination, even though it decreased between 2017 and 2022, remains a reality for many. Those with more severe disabilities, men, racialized persons, 2SLGBTQ+ persons, and workers in sales and service occupations were among the most likely to indicate that they had experienced some form of unfair employment refusal, whether related to an interview, a job or a promotion. In addition, the study highlighted the complex nature of discrimination in the labour market, demonstrating that perceptions of discrimination are more prevalent among individuals with intersecting characteristics.

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## Appendix

**Table A.1**  
**Predicted probabilities from estimating logistic regressions of perception of discrimination in the labour market among persons with disabilities aged 25 to 64, 2022**

Selected characteristics	Refused job interview in the past five years	Refused job in the past five years	Refused promotion in the past five years	Consider themselves to be disadvantaged in employment	Employer considers or is likely to consider them to be disadvantaged in employment
	percent				
<b>Gender<sup>1</sup></b>					
Men+ (ref.)	9	12	10	39	37
Women+	6*	9*	9	35*	33*
<b>Severity of disability<sup>2</sup></b>					
Mild (ref.)	2	4	4	17	17
Moderate	5*	8*	10*	35*	31*
Severe	10*	16*	15*	52*	51*
Very severe	18*	23*	23*	72*	66*
<b>Age group</b>					
25 to 34 years	8	12	10	42	36
35 to 44 years (ref.)	9	12	13	40	36
45 to 54 years	7	11	9*	38	35
55 to 64 years	5*	7*	7*	31*	33
<b>Highest level of education</b>					
Never attended school	5	5*	4	32	27
Less than high school diploma	7	12	8	37	36
High school diploma (ref.)	8	11	9	35	34
Trades certificate or diploma	8	12	11	38	35
College or university certificate below the bachelor's level	7	10	10	36	34
University degree	6	8	10	39	36
Don't know / not stated	3*	8	7	32	38
<b>Population group</b>					
Non-racialized, non-Indigenous (ref.)	6	10	9	37	36
Racialized	10*	12	13	36	31
Indigenous	6	9	7	40	36
<b>Immigrant status</b>					
Non-immigrant (ref.)	7	10	10	37	34
Immigrated in 2010 or earlier	6	9	8	37	38
Immigrated from 2011 to 2021	5	11	7	40	39
<b>2SLGBTQ+ identity</b>					
Yes	9	14	14*	43*	41*
No (ref.)	7	9	9	36	34
<b>Occupation</b>					
Legislative and senior management	F	F	F	F	F
Business, finance and administration	7	11	10	28*	30
Natural and applied sciences and related	5*	11	9	35	29
Health	8	12	11	32	33
Education, law and social, community and government services	7	11	8	32	31
Art, culture, recreation and sport	8	10	10	39	37
Sales and service (ref.)	10	14	10	37	34
Trades, transport and equipment operators and related	7	10	11	31*	31
Natural resources, agriculture and related production	3*	13	8	37	25
Manufacturing and utilities	3*	7*	6	31	30
<b>Province or territory of residence</b>					
Newfoundland and Labrador	6	8	9	35	31
Prince Edward Island	6	8*	8	34	30*
Nova Scotia	6	9	9	34	33
New Brunswick	4*	8*	10	34	33
Quebec	5*	8*	7*	38	35
Ontario (ref.)	8	11	10	36	35

**Table A.1**
**Predicted probabilities from estimating logistic regressions of perception of discrimination in the labour market among persons with disabilities aged 25 to 64, 2022**

Selected characteristics	Refused job interview in the past five years	Refused job in the past five years	Refused promotion in the past five years	Consider themselves to be disadvantaged in employment	Employer considers or is likely to consider them to be disadvantaged in employment
	percent				
Manitoba	7	11	10	37	35
Saskatchewan	6	9	10	33	33
Alberta	7	10	12	39	36
British Columbia	7	11	9	37	36
Yukon	6	8	8	38	35
Northwest Territories	5	9	9	29	29
Nunavut	12	11	9	25*	26*

F too unreliable to be published

 \* significantly different from reference category (ref.) ( $p < 0.05$ )

1. Given that the non-binary population is small, data aggregation to a two-category gender variable is sometimes necessary to protect the confidentiality of responses provided. In these cases, individuals in the category "non-binary persons" are distributed into the other two gender categories and are denoted by the "+" symbol.

2. Severity of disability is based on a global severity score calculated using various questions in the survey. It is important to note that the name assigned to each class is not a label or judgment concerning the person's level of disability.

**Source:** Statistics Canada, Canadian Survey on Disability, 2022.

## Data sources, methods and limitations

### Data sources

This article is based on data from the 2017 and 2022 [Canadian Survey on Disability \(CSD\)](#). The CSD is a postcensal voluntary survey conducted with the purpose of providing information on Canadians whose everyday activities are limited because of a long-term condition or health-related problem. The survey is sponsored by Employment and Social Development Canada.<sup>10</sup>

### Methods and limitations

Five indicators of perceived labour market discrimination are used in this article based on the following questions in the survey:

- In the past five years, do you believe that because of your condition, you have been refused
  - a job interview?
  - a job?
  - a job promotion?
- Do you consider yourself to be disadvantaged in employment because of your condition?
- Do you believe that your current employer or any potential employer would be likely to consider you disadvantaged in employment because of your condition?

The available responses to these questions in the survey were limited to "yes" and "no." In the case of the questions related to being refused an interview, a job or a promotion, if the respondent felt that a question was not applicable to their situation, they were asked to select "no." Given that the responses of "not applicable" are included along with the responses of "no" in the denominator, the perception of discrimination is likely to be underestimated.

Proxy respondents were included in the interview, job and promotion questions but were excluded from questions on disadvantage in employment. Given that persons with more severe disabilities are more likely to rely on proxy respondents, they might be underrepresented in data on disadvantage in employment.

The results are based on self-reported data and therefore represent a subjective measure of discrimination.

Demographic data relate to the time of the survey, whereas the perception of discrimination covers a period of five years preceding the survey. Given that some characteristics, especially occupation, can change over time, certain associations might not be accurate.

## Notes

1. The following types of disabilities are covered by the survey: seeing, hearing, mobility, flexibility, dexterity, pain-related, learning, developmental, mental health related, memory and unknown.
2. Statistics Canada, 2023.
3. Public Health Agency of Canada, 2020.
4. See, for example, Turcotte, 2014; Schimmele et al., 2021; Hébert et al., 2024; Vergara and Hardy, 2024.
5. See, for example, Turcotte, 2014; Schimmele et al., 2021.
6. Comparisons with earlier cycles are not possible because of changes in methodology (Pianosi et al., 2023).
7. Severity of disability is based on a global severity score calculated using various questions in the survey. “More severe” implies an increase in the severity of disability from mild to moderate to severe to very severe.
8. The racialized population excludes the Indigenous population.
9. This result needs to be interpreted carefully. It does not necessarily imply that the likelihood of being refused an interview is higher in sales and service occupations. It is possible that those currently working in sales and service occupations could have been refused an interview in the past five years in another occupational category.
10. Detailed information on the survey and the questionnaire are available at [Surveys and statistical programs - Canadian Survey on Disability \(CSD\)](#).

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