DEMOGRAPHICS OF INDIVIDUALS WITH DISABILITIES

Bel⊘ng

Tourism HR Canada's Belong initiative aims to promote increased accessibility in tourism employment. Belong's research components include surveys and focus groups conducted with individuals with disabilities and with tourism employers, and data from Statistics Canada's 2022 Canadian Survey on Disability. High-level insights have been summarized in this series of infographics, while a full report can be accessed on the Belong website: **BelongTourism.ca**.

2022 Canadian Survey on Disability (CSD)

27% of Canadians aged 15 years and older, or 8 million people, had one or more disabilities that limited them in their daily activities, an increase of 1.8 million people compared with 2017 CSD.

Only **62% of working-age adults** (25 to 64 years of age) with disabilities were employed, compared with 78% of working-age adults without disabilities.

Meanwhile, census data shows a **clear increase** in tourism workers reporting disabilities, difficulties, or long-term conditions[1].
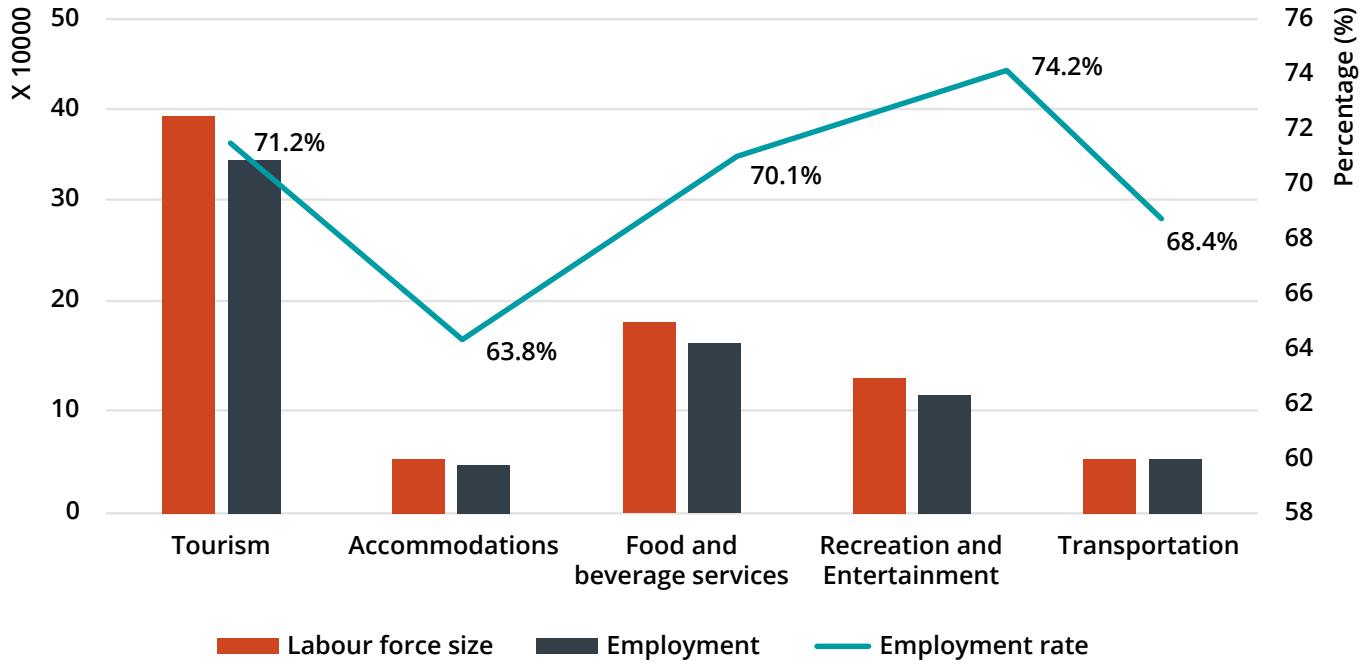
12.3%
2011

28.2%
2016

32.6%
2021

[1] The 2011 census asked about *disabilities*, while later censuses asked about *difficulties or long-term conditions*. This change in terminology complicates direct comparisons between 2011 and 2016 rates of reporting.

Among the 8 million individuals with disabilities, **4 million were part of the labour force**. Approximately **10% (nearly 400,000)** were in the tourism labour force, with nearly 350,000 employed in the tourism sector of which **39% were men** and **61% were women**.

Number of persons with disabilities in the tourism labour force and employment by tourism industry[2]

Chart data:

Industry	Labour force size (X 10000)	Employment (X 10000)	Employment rate
Tourism	~39	~34	71.2%
Accommodations	~5	~4.5	63.8%
Food and beverage services	~18	~16	70.1%
Recreation and Entertainment	~13	~11.5	74.2%
Transportation	~5	~5	68.4%

Legend: Labour force size / Employment / Employment rate

[2] The data for the travel services industry is too unreliable to publish.

Highest employment rate
74.2%
Recreation and Entertainment

Lowest employment rate
63.8%
Accommodations

The tourism sector is a fairly diverse employer, although the 2022 Canadian Survey on Disability highlighted a number of areas with room for improvement. Tourism needs to do better to address the intersectional structural barriers to employment facing persons with disabilities in Canada.

Number of Persons with Disabilities in the Tourism Labour Force and Employment

■ Labour force size ■ Employment ── Employment rate - tourism ── Employment rate - all sectors

👩 BY AGE GROUP

Among persons with disabilities, the largest number working in tourism were between 15 and 24 years old, and those numbers declined as the age groups got older.

For all age groups, employment rates for persons with disabilities were higher in tourism than those of the overall economy, an effect that was strongest in oldest age groups.
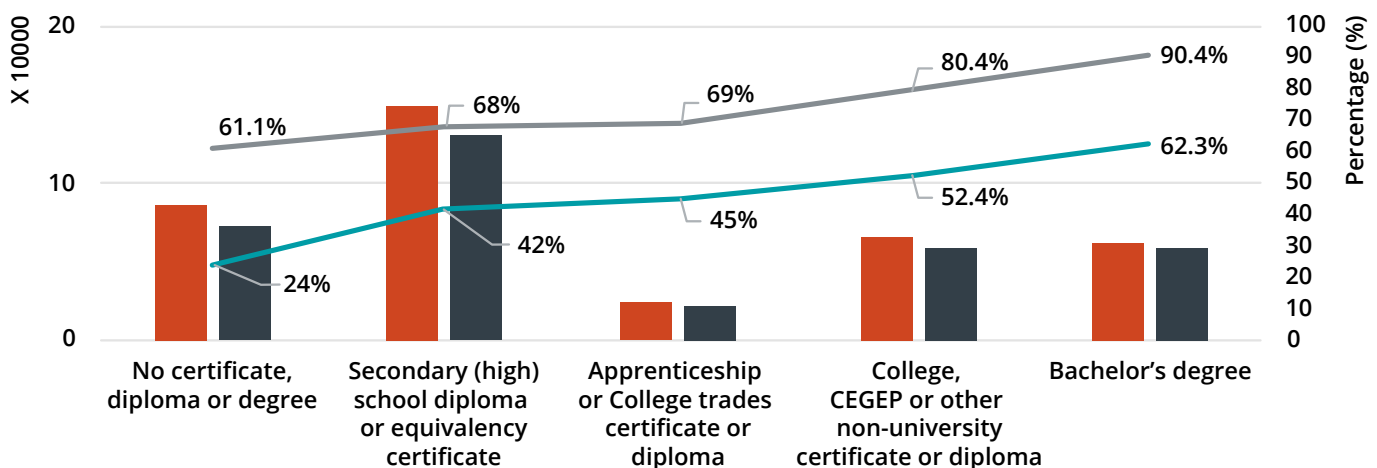
Number of persons with disabilities in the tourism labour force and employment by age group
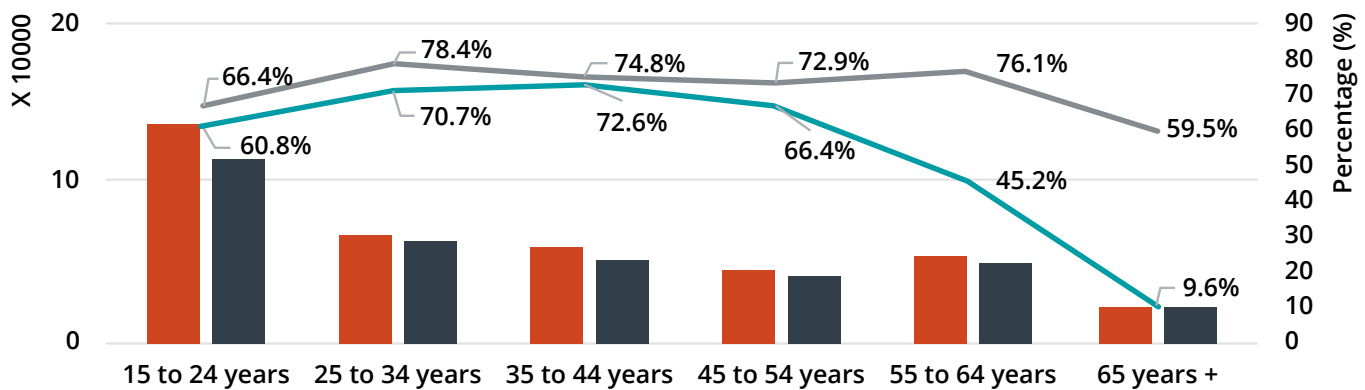
🎓 BY HIGHEST EDUCATION

Persons with disabilities who didn't have any formal qualifications (certificate, diploma, degree) had higher employment rates in tourism than across the entire economy, but this group had the lowest overall employment rate within tourism.

Number of persons with disabilities in the tourism labour force and employment by highest education[3]


[3] The data for University certificate or diploma below Bachelor level is too unreliable to publish.

BY INDIGENOUS STATUS

In tourism, Indigenous persons with disabilities had a much lower employment rate than their non-Indigenous peers (57% vs. 72%).
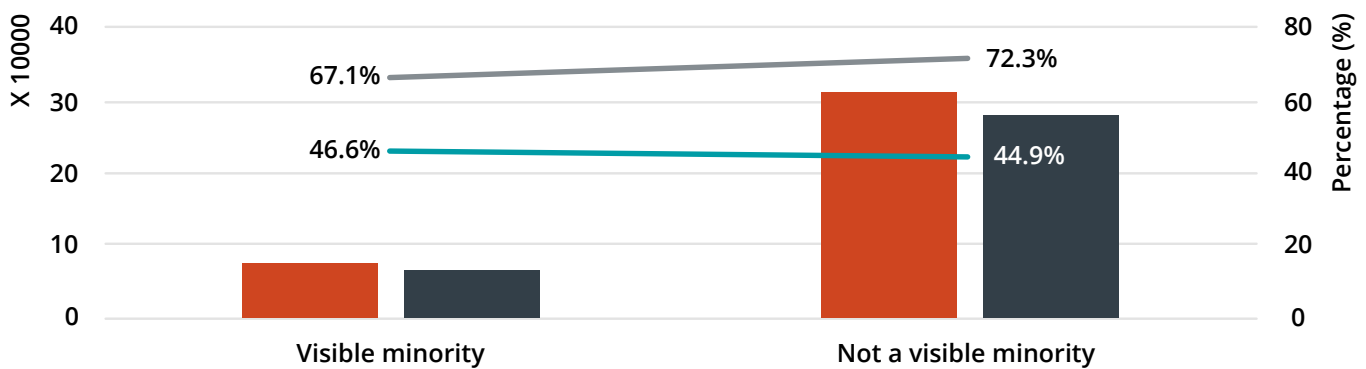
Number of persons with disabilities in the tourism labour force and employment by Indigenous status

X 10000

- 57.5%
- 46.3%
- 72.4%
- 45.1%

Indigenous   Non-Indigenous

Percentage (%)
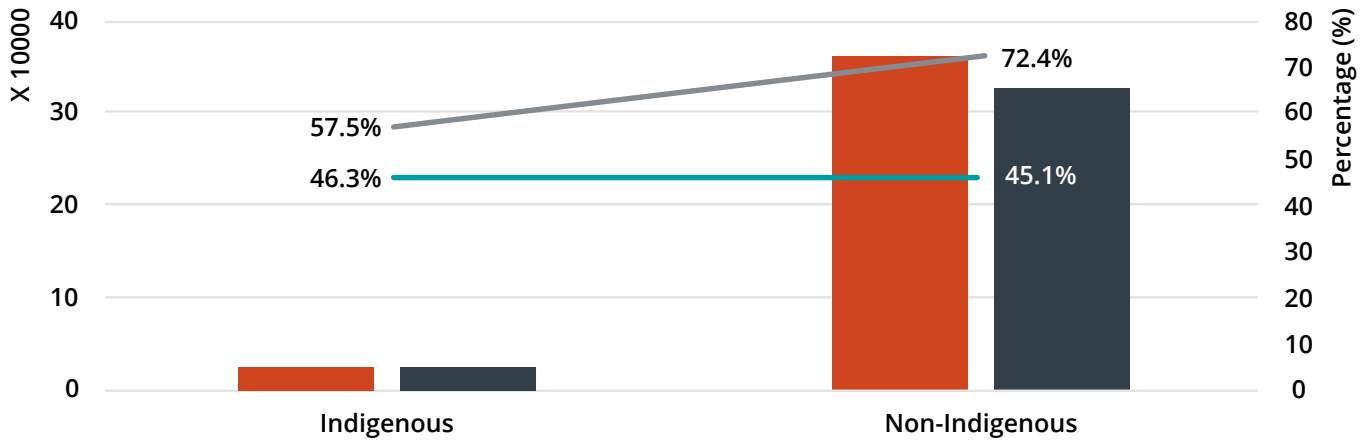
BY VISIBLE MINORITY STATUS

In tourism, employment rates among visible minorities with disabilities were lower than those among persons with disabilities who were not part of a visible minority (67% compared to 72%).

Number of persons with disabilities in the tourism labour force and employment by visible minority status

X 10000

- 67.1%
- 46.6%
- 72.3%
- 44.9%

Visible minority   Not a visible minority

Percentage (%)